

## EMPLOYEE ENGAGEMENT SURVEY

**Assess your organisation's level of employee engagement.**

Read each of the following statements and decide the degree to which you agree using a scale of 1 to 10 where 1 and 2 indicate disagree very strongly to 9 or 10 indicating very strong agreement.

Write your score next to each statement, then total the scores for each section:

### Section 1: Relates to Fairness

1. The organisation recruits and selects the right people to the right jobs
2. I receive appropriate training and development to help me do my job well
3. I have a personal development plan that helps me grow and develop my career
4. I have ample opportunity to develop my skills, knowledge and behaviours
5. I am given the appropriate level of authority to do a good job
6. I am satisfied with the opportunities there are to develop my career
7. The organisation recognises and develops people's talents
8. I receive appropriate pay and benefits for the job that I do
9. In the past month I have received praise and recognition for a job well done
10. My manager reviews my performance with me on a one to one basis at least once every six months

Total score: Fairness \_\_\_\_\_

## **Section 2: Relates to Involvement**

11. My immediate line manager makes me feel my contributions are valued
12. I feel appropriately involved in decision making.
13. I am able to voice my views to my manager
14. My manager listens and acts on my views
15. Managers in this organisation encourage two-way communication that promotes open and honest dialogue and understanding
16. Teamwork is encouraged in my work unit
17. The organisation promotes internal cooperation
18. I feel part of a family working for this organisation
19. I trust my colleagues to do a good job
20. I am encouraged to come up with new ways of doing things

Total score: Involvement \_\_\_\_\_

### **Section 3: Relates to Well Being**

21. My immediate line manager cares for me as a person
22. This organisation makes an effective contribution to the community
23. This organisation promotes equal opportunities
24. I am not over-loaded with work to do
25. I have appropriately stimulating and challenging work
26. The organisation promotes the health and well-being of employees
27. I am happy with my work-life balance
28. The organisation has appropriate family friendly policies
29. I have the appropriate resources to do my job well
30. I can relate to the values of this organisation

Total score Well Being\_\_\_\_\_

#### **Section 4: Information**

- 31. Communication across the organisation is effective
- 32. The goals of this organisation are clear
- 33. I receive timely information to help me do my job well
- 34. I have trust in the leaders of this organisation
- 35. I have a clear understanding of the vision of this organisation
- 36. The job that I do adds value to the organisation
- 37. I am clear what is expected of me in my role
- 38. Senior managers lead by example
- 39. I am informed at appropriate intervals about what our customers think about us
- 40. I am aware of the values of the organisation

Total score: Involvement: \_\_\_\_\_

## **Section 5: Indicators of the degree of engagement**

41. I am proud to work for this organisation

42. I would recommend this organisation to others as a good place to work

43. I care about the future of this organisation

44. I would recommend to my friends and family to do business with this organisation

45. I am willing to go the extra mile on behalf of the organisation

Total score: Degree of engagement: \_\_\_\_\_

## **How to interpret your score**

### **Scores for the four WIFI sections**

For each question our experience is that the average score is 7 out of 10. So when you total each of the first four sections: Well-being, Information, Fairness and Involvement, each person's individual scores (or the average scores of all the questionnaires) will indicate the following for each section:

Scores 75 and over out of 100: This score would indicate a high degree of engagement in this element

Scores 55 to 74: This score would indicate an average degree of engagement in this aspect of WIFI

Scores 1 to 54: This score would indicate a low degree of engagement in this aspect of WIFI.

### **Scores for the indicators of the degree of employee engagement**

For section 5: Indicators of the Degree of Engagement, your scores will predict the following:

Scores 32 and over: This score would indicate a high degree of engagement

Scores 22 to 31: This score would indicate an average degree of engagement

Scores 1 to 21: This score would indicate a low degree of engagement.

In addition look at the lowest scoring aspects of each of the WIFI sections and the three lowest scoring items for the whole questionnaire. This should give you an indication of they key areas for improvement.

### **Overall score**

If the overall score for all five sections is 332 and above, this indicates an above average degree of engagement.

Looking at all five sections of the survey, if the overall score is between 242 and 331, this indicates an average degree of engagement.

If the overall score for all five sections of the survey is between 5 and 241, this indicates a lower than average degree of engagement.