

## *Engagement Self-Assessment On-line*

Directions: Click the rating 1-5 that best describes what you have personally observed in your organization. (1= Strongly disagree, 3= Somewhat agree, 5=Strongly agree). <b><u>Assessment Statement</u></b>	Strongly Disagree	Disagree	Somewhat agree	Agree	Strongly Agree	Don't Know
1. We trust each other: We behave with total integrity, have genuine concern for each other, are competent in what we do and understand our shared objectives.	1	2	3	4	5	
2. Employees treat each other with the utmost respect and have a method to work through difficult conflicts on their own.	1	2	3	4	5	
3. Managers and employees frequently participate in effective discussions about how to improve individual and organizational performance.	1	2	3	4	5	
4. People naturally cooperate with each other (work together as a team) without being asked or expecting incentives.	1	2	3	4	5	
5. People show they care about quality by continuously improving their work processes without being asked or expecting incentives. Employees focus on process improvements each day.	1	2	3	4	5	
6. We are proactive (not reactive) in our approach to work. We spend a good deal of time planning each day to help us avoid wasting time "firefighting."	1	2	3	4	5	
7. When an employee makes a mistake he/she lets the appropriate people know without hesitation. He/she never hides the mistake.	1	2	3	4	5	
8. When a mistake is discovered, management never focuses on punishing the employee but instead puts all effort into fixing the system.	1	2	3	4	5	
9. We rarely make the same mistakes because we have a method of studying the system and removing root causes of errors.	1	2	3	4	5	
10. We are thoroughly customer focused and continuously ask: How can we improve our processes for our customers (both internal and external)? We don't take shortcuts for ourselves that may ultimately hurt the customer.	1	2	3	4	5	
11. Employees feel challenged in their work.	1	2	3	4	5	
12. Employees have a deep appreciation for why his/her job is so important and understand how he/she contributes to the success of his/her customers (both internal and external).	1	2	3	4	5	
13. Employees continuously and consistently receive feedback on their work without relying on others (especially management) to tell them how they are doing. Employees know where they "stand" everyday.	1	2	3	4	5	
14. The work environment provides me with continuous and consistent opportunities on how to improve my work.	1	2	3	4	5	
15. I know that my team and I are making progress and getting better everyday.	1	2	3	4	5	
16. I feel a genuine and deep sense of pride working at my company.	1	2	3	4	5	