

Seven Minute Employee Engagement Audit

<REVIEW COPY ONLY – NOT FOR TESTING>

Core Question: How happy and productive is your working environment?

Instructions: Strategy One: Perceptions of Others - Circle your numerical response to each of the following questions regarding your perceptions of the people environment at work over the last two week period.

Strategy Two: Honest Self-Assessment – Complete as a self-evaluation. To be completed by leaders, management teams, the entire staff or units or everyone. Score anonymously.

This audit can be used as pre and post test to measure training effectiveness and degree of change.

1. What are people talking about? (Gossiping or Creating?)				
Other People (Loose Lips)			Ideas and Solutions (Focussed)	
1	2	3	4	5

2. What are people doing? (Drifting or Intentional?)				
Procrastinating			Purposeful	
1	2	3	4	5

3. What are the dominant thoughts? (Weekend Waiting or Loving It?)				
TGIF - Thank God It's Friday!			TBIF - Too Bad It's Friday!	
1	2	3	4	5

4. What do people look like? (Head Down or Smile Up?)				
Heavy Walking, Avoid Eye Contact			Light Step, Eager to Greet	
1	2	3	4	5

5. What is the pace of movement? (Stiff or Smooth?)				
Dragging and Pokey			Swift Certainty Stride	
1	2	3	4	5

6. Where is the organizations vision/mission statement? (External or Internal?)				
Absent/On the Wall to Remind			In Every Heart, Smile and Hand Shake	
1	2	3	4	5

7. How are people treated? (Resistantly or Responsively?)				
As Obstacles, Vehicles or Irrelevant			As People with Talents and Dreams	
1	2	3	4	5

8. What is the working / living space like? (Sloppy or Tidy?)				
Reminders/rules to de-clutter and clean.			Willingly kept fresh and bright.	
1	2	3	4	5

9. Responsibility for Personal/Professional Growth?				
Blaming, Excuses, Disempowering Self			Taking Ownership of Choices/Outcomes	
1	2	3	4	5

10. How do People Deal with Conflict? (Ugly or Healthy?)				
Back Down, Hide and Avoid			Welcome Challenge, Talk and Grow	
1	2	3	4	5

11. What do People Hear Expressed? (Words and Tone)				
Ingratitude, Fault and Criticism			Thanks, Laughter, Appreciation	
1	2	3	4	5

12. Energy, Drive and Commitment (External Carrots or Internal Juice?)				
Close Supervision Required			Trusted and Driven From Within	
1	2	3	4	5

13. Relationship to Change (Cling to Order or Willing Chaos?)				
Closed, Resistant, Sabotage			Open, Receptive, Engaged	
1	2	3	4	5

14. Stress and Mental Health (Neglect or Self Care?)				
Excessive Emotional Expression/Repression			Balanced Living, Peace of Mind	
1	2	3	4	5

15. What are the Personal Dreams and Values? (Who Cares?)				
Unknown, Unexplored and Unshared			Expressed, Aware and Intentional	
1	2	3	4	5
Add up your score. Add points together as circled.			Total:	

INTERPRET YOUR SCORE

Score 15 to 35 – Disengaged or Disenchanted with low discretionary effort. Staff likely require steady external motivation to perform because their hearts are not fully engaged in what they do. **Response:** For short term limited results: Pay more, reward only stars, bribe with perks and incentives. Long term sustainable results: Dedicate proactive culture-shift training to inspire flexible leadership, team spirit, align deeper sense personal values with collective purpose, genuine communication strategies and resolve the heart of conflicts and collusions to clear the way for authentic emotional connections and loyalty.

Score 35 to 55 – Enrolled or Loosely Engaged but will slip when not watched. Moderate indication of awareness and contentment that their values of who they are is being expressed through what they are doing. **Response:** Concentrate custom staff development training on areas that require a boost. Start with programs to enhance the lowest scoring topics.

Score 55 to 75 – Overall Engaged and leadership can focus energy on building the organization, not managing the people. **Response:** Let the energy flow into quality customer service, patient care, program delivery or enhancing human resources. Leaders need to get out of the way and let the staff do what they love to do and were born to do – create, grow and serve.