



ICA DENVER – EMPLOYEE ENGAGEMENT QUESTIONNAIRE

1) ANONYMITY

Employees who aren't known and individually appreciated by their managers will not be fulfilled in their jobs.

Question: Think about your organization as a whole. Does your Leadership Team actively take personal and genuine interest in the work, personal and family lives of their direct reports?

Check the box that most applies

- ☐ Not at all.
- ☐ Occasionally or with some employees more than others.
- ☐ Yes, our team is focused on creating an atmosphere where employees feel known and valued.

Question: How about you, with your direct reports and your colleagues?

Check the box that most applies

- ☐ Not at all.
- ☐ Occasionally or with some employees more than others.
- ☐ Yes, our team is focused on creating an atmosphere where employees feel known and valued.

2) IRRELEVANCE

Employees who don't know how their work impacts the lives of others will not be fulfilled in their jobs.

Question: Think about your organization as a whole. Do the employees of your company understand the businesses inspired vision of the future, core values, core purpose and required behaviors to align with the vision and values? Do the employees clearly understand how their job impacts all other members of the team and ultimately the success of the company?

Check the box that most applies

- ☐ We don't have an inspired vision that I know of.
- ☐ We have a vision but I'm not sure we discuss how our specific job aligns everyone else.
- ☐ Yes, our team is focused on an inspired vision and we all know exactly how our job impacts other team members and the success of the company.

Question: How about you with your direct reports?

Check the box that most applies

- ☐ I have never had this discussion with my team.
- ☐ I occasionally talk about my team's impact to the greater company plan.
- ☐ I constantly am recognizing my team for their work and the specific impact it has on my, our team and the company.

3) IMMEASUREMENT

Employees who can't assess their own level of performance and success will not be able to be fulfilled in their jobs.

Question: Think about your organization as a whole. Does your company set clear 1 year and 90 day goals for the business and everyone in the company? Do all of the individual goals cascade up to the company's most important goals for the year/quarter? Do all goals have SMART measurable steps for completion. Does everyone have a personal and company scorecard that they regularly share, discuss and assess to monitor their success?

Check the box that most applies

- ☐ We set some goals but they are not crystal clear and do not clearly cascade to a bigger picture.
- ☐ We set 1 year and 90 day goals. We do not have a scorecard to monitor our success and needs with our managers.
- ☐ Yes, we are super disciplined and focused. We use a system such as OKRs or Traction. Everyone knows where everyone is on their and the company's goals on a regular basis.

W.I.N. – What's Important Now? The 90 Day Plan

Today I learned that we can improve our Employee Engagement Strategy. My top 1-3 MOST IMPORTANT objectives for our company to address in the next 90 days are?

- 1)
- 2)
- 3)

Today I learned that the 3 Root Causes of Unengaged Employees are Anonymity, Irrelevance and Immeasurement. My top 1-3 MOST IMPORTANT objectives for my company or myself to improve in these areas in the next 90 days are?

- 1)
- 2)
- 3)

My biggest obstacles for completing my objectives are?

- 1)
- 2)
- 3)

I will overcome these obstacles by?

- 1)
- 2)
- 3)