



Measuring and Improving Employee Engagement



Employee engagement is an emotional state where employees feel passionate, energetic, and committed to their work.

This translates into employees who give their hearts, spirits, minds, and hands to deliver a high level of performance to the organisation.

Our approach

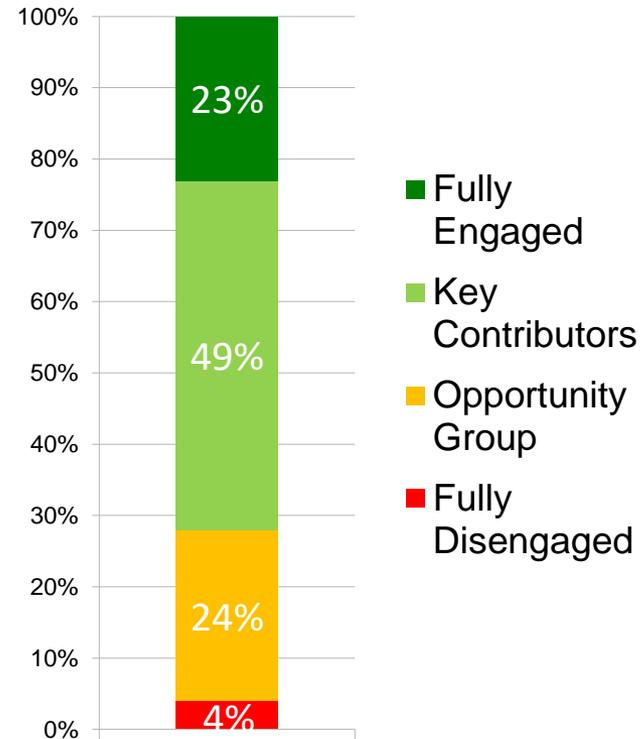


Extensive research covering over 20 million employee survey responses has shown that there are five keys that drive employee engagement

1. **Meaning:** Do employees find meaning and purpose in their jobs? Does their work make a difference for others?
2. **Autonomy:** Do employees have freedom, self-governance, and an ability to make choices about their work?
3. **Growth:** Does the job provide development and growth opportunities. Does the work challenge and stretch employees to grow and improve?
4. **Impact:** Do employees feel like they are successful in their work? Do they see that their effort makes a difference and contributes to the success of the organisation?
5. **Connection:** Do employees have a personal connection with the people they work with, their boss, and the social community of the workplace?

The big picture

- Based on responses to anchor questions, we create an Engagement Index that defines various groups of employees as anywhere between Fully Disengaged to Fully Engaged
- The results are further analysed to show what items cause employees to feel the way they do



The detail

- Our employee questionnaire is designed to assess the performance of your organisation against the five MAGIC drivers of engagement
- This provides you with **actionable insights** that lead to real change and higher levels of employee engagement
- Through an intuitive, multi-platform questionnaire we can achieve **higher than average participation** rates

My Job	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
2. I have the tools and resources I need to do my job well.	<input type="radio"/>					
8. Most days, I see positive results because of my work.	<input type="radio"/>					
11. My work is valued by this organization.	<input type="radio"/>					
12. I have received the training I need to do my job well.	<input type="radio"/>					
13. The amount of work I am expected to do is reasonable.	<input type="radio"/>					

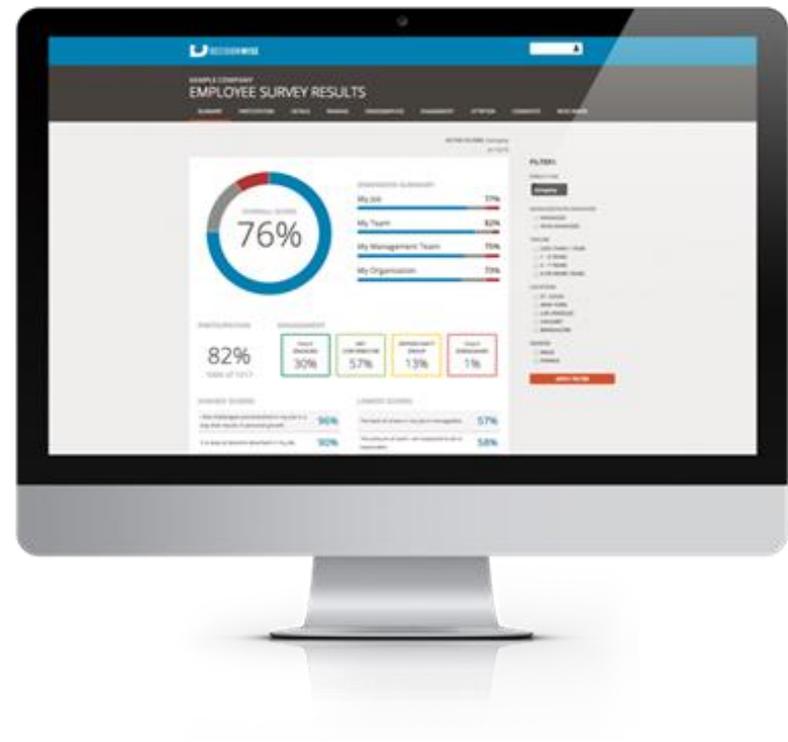
My Team	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
15. The people I work with take accountability and ownership for results.	<input type="radio"/>					
19. The people I work with treat me with respect.	<input type="radio"/>					
20. My coworkers and I openly talk about what needs to be done to be more effective.	<input type="radio"/>					

My Supervisor	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
21. My supervisor helps me understand how my work is important to the organization.	<input type="radio"/>					
25. My supervisor is approachable and easy to talk to.	<input type="radio"/>					
26. My supervisor creates a motivating and energizing workplace.	<input type="radio"/>					
32. My supervisor sets high expectations for our team's performance.	<input type="radio"/>					

My Organization	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
35. The vision and goals of this organization are important to me personally.	<input type="radio"/>					
37. This organization provides attractive opportunities for training and development.	<input type="radio"/>					
39. There are opportunities for my own advancement in this organization.	<input type="radio"/>					
40. My opinions are sought on issues that affect me and my job.	<input type="radio"/>					
41. This organization cares about employees.	<input type="radio"/>					
47. I would recommend this organization as a great place to work.	<input type="radio"/>					

Powerful reporting

- You can access results and drill-down into different categories and demographics with an easy-to-use online reporting tool
- Graphs and charts can be exported in PDF or Excel formats and shared with senior managers and other stakeholders



And it's all very simple

1

We work with you to define employee demographics, any required modification or additions to the questionnaire, and employee communications. We can set-up and launch the survey 2 weeks after getting the information from you

2

The survey is then rolled-out to employees via individual emails – or, if necessary, we can provide paper versions of the survey or access via a shared computer

3

You can track participation rates and preliminary results in our online reporting tool

4

Once the response window closes, you receive a comprehensive Engagement Analysis report and a facilitated workshop to explore survey results and options for intervention going forward