GuardingMinds @ WORK

GM@W Organizational Review Worksheet

PF10: ENGAGEMENT

OBJECTIVE: A work environment where employees feel connected to their work and are motivated to do their job well.

What are the benefits of effectively addressing Engagement?

✓ Enhanced performance and productivity
✓ High employee morale and motivation
✓ Enhanced recruitment and increased retention of skilled candidates
✓ Improved customer and client relations

What information may be helpful to refer to or collect?

✎ Absenteeism rates and turnover rates
✎ Existing employee survey data (e.g., on engagement)
✎ Staff feedback (e.g., employee suggestions, meeting records, exit interviews)
✎ Measures of quality and/or productivity

How would you describe your workplace/work unit? *(select all that apply; this will help you answer questions below)*

Commitment & Effort

❑ Staff willingness to "go the extra mile" at work when needed
❑ Staff participation in optional job-related activities (e.g., special committees)
❑ Employee willingness to help others (e.g., cover shifts during illness/absence)

Employee Satisfaction

❑ Staff participate in company social events (e.g., staff BBQs, holiday parties)
❑ Positive morale observed even during times of change
❑ Low levels of turnover

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Please answer the questions below with respect to your workplace:	Strongly Agree 4	Somewhat Agree 3	Somewhat Disagree 2	Strongly Disagree 1
1. Employees enjoy their work.				
2. Employees are willing to give extra effort at work if needed.				
3. Employees describe work as an important part of who they are.				
4. Employees are committed to the success of our organization.				
5. Employees are proud of the work they do.				

PF1 GM@W Organizational Review Score (from above): _____ (5 to 20)

PF1 GM@W Survey Score (if applicable, from the GM@W Survey Results): _____ (5 to 20)

Serious Concerns = 5 to 9 Significant Concerns = 10 to 13 Minimal Concerns* = 14 to 16 Relative Strengths** = 17 to 20

* Although this is a Minimal Concern, it is important to attend to it and review the GM@W Organizational Review Results and the GM@W Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the GM@W Organizational Review Results and the GM@W Survey Results for any additional or individual-identified areas of concern.

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If there is a difference between the **GM@W Organizational Review Score** and the **GM@W Survey Score**, what may be contributing to the difference (e.g., lack of knowledge or understanding, communication gaps)?

Do issues related to **Engagement** present a greater risk to particular groups of employees (e.g., new employees, certain jobs, shift workers, etc.)?

What are the strengths in your workplace in terms of **Engagement** (e.g., what do you do well, what should you continue doing)?

What could your workplace do to improve in this area (e.g., what could you do more of, what could you do less of)?

Is further action required? ❑ YES ❑ NO

If YES, see *GM@W Suggested Responses: PF10*

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