

Engagement Scorecard

Are your Leaders currently using best practices to Engage employees and create an environment where they are motivated to give their very best?



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Check the box that best describes current Engagement initiatives at your company.

	How often do your Leaders:	Never	Occa- sionally	On going
1.	Explain to employees how they are making a difference and adding value for your customers, community, culture, company or team			
2.	Take the time to understand employee values and motivators and how those show up in their daily work			
3.	Communicate a vision of the future that excites employees and aligns with what's important to them			
4.	Collaboratively discuss specific, measurable performance goals with employees			
5.	Help employees define action plans towards their career development goals			
6.	Meet with employees to discuss progress towards goals and offer mentoring, coaching and resources to help them succeed			
7.	Give employees feedback about their performance both positive and corrective			
8.	Communicate candidly about problems or issues and empower employees to develop solutions			
9.	Appreciate and recognize employees in big and small ways throughout the year that connects to what they care about			
10.	Practice flexibility in their approach and communication style to best meet the needs of their employee			
11.	Provide opportunities for employees to learn and challenge themselves in a way that is exciting to them (ex. lead a meeting or innovative project, attend specialized training, be a mentor/coach)			
12.	Engage in activities that focus on building team trust and cohesion			
13.	Recognize conflict as a necessity for growth and momentum and work through it together with their team			
14.	Provide flexible job conditions and pay attention to signs of employee burnout			
15.	Ask for employee suggestions on how to be a more effective Leader			
TOTALS:				

Share this Engagement Scorecard with your Leadership team to discover essential areas of opportunity for transforming engagement at your company.

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