

Organizational Review Worksheet

ENGAGEMENT

DESCRIPTION: In a work environment with positive engagement, employees are motivated to do their job well and feel connected to their work, co-workers, and organization.

What are the potential benefits of effectively addressing engagement?

- Enhanced performance and productivity
- High employee morale and motivation
- Enhanced recruitment and increased retention of talent
- Improved customer, patient, and client relations

What information may be helpful to refer to or collect?

- Absenteeism rates and turnover rates
- Existing employee survey data on engagement
- Employee feedback including employee suggestions, meeting records, exit interviews
- Measures of quality or productivity

Consider the extent to which the following are happening:

- Employees are willing to give additional effort at work when needed
- Participation in optional job-related activities such as committees or volunteer opportunities
- Employees are willing to help each other, such as covering during illness or absence
- Positive morale is observed even during times of change
- Levels of turnover are low for your sector
- Employees feel proud of the work they do

Please respond to the statements below with respect to your workplace:	Always	Often	Sometimes	Rarely	Never
1. Every employee would be willing to give extra effort at work if needed.					
2. Every employee feels part of a community at work.					

Do issues related to engagement present a greater risk to particular groups of employees? For example, newer employees, certain job roles such as supervisors, shift-workers, immigrants, remote workers, etc.

What are the strengths in your workplace? What do you already do well and want to continue to do in terms of engagement?

What could be done to improve engagement?

If there is a difference between the organizational review score and the survey score, what may be contributing to the difference in perception between employees and the leaders who did the organizational review?

Is further action required in this area? Yes No

If yes, see [Evidence-based actions](#) for engagement.