



## Employee Engagement Checklist

Engaged employees are key to reaching your organization’s goals. In fact, studies clearly show a strong connection between employee engagement and corporate performance. Greater engagement leads to increased customer satisfaction, productivity rates, employee retention, and revenue growth.

Studies also show that a significant percentage of employees across the U.S. are disengaged and cost organizations millions of dollars. How engaged are your employees?

Markers of Engaged Employees	On a scale of 1 (almost never) to 5 (very common), how true is this for your company?
More than half of all employees routinely exceed performance expectations.	
Employees regularly take on new challenges and learn new skills.	
Employees routinely offer assistance to other staffers to help them achieve their goals.	
Employees understand how their job fits with the objectives of the work unit and overall company strategies and goals.	
There is a clear sense of collegiality within teams and across departments.	
Employees routinely recommend the organization to others.	
Problems are proactively approached, rather than reactively addressed.	
A significant number of new and creative ideas have come from employees in the last 6 months.	
Customers are wowed by the service they receive.	
Managers are active advocates for their team members.	
Employees believe what their managers tell them.	
Managers understand the expectation to and deliver on actively helping their employees develop new skills for current and future positions.	
Managers structure jobs with clear expectations and take into account the interests of the employees.	
Managers understand the different communication styles of their employees and adjust their communication to meet employees’ styles.	
The company retains top talent.	

If we can be of assistance in helping you understand engagement levels or how to get where you want to be, please give us a call. Our mission is your success. Contact Kristin Reed, Survey Manager, at 262.696.3488 or [kristinr@mrnet.org](mailto:kristinr@mrnet.org).