



## Take our Employee Engagement Self-Assessment for Instant Insights About Your Employees' Likely Engagement Levels

Please take this assessment by answering all questions as honestly as possible.

Please rate how much you agree with each statement on a scale of 1 to 5 (1 = Disagree; 2 = Somewhat Disagree; 3 = Neutral; 4 = Somewhat Agree; 5 = Agree).

Statement	1	2	3	4	5
I understand the aspirations and goals of each of my employees.					
I understand the communication style of each employee, and how to adapt to make sure my messages have impact.					
I make sure each employee has a clear sense of where the organization has been, where it is now, and where it is headed.					
Each employee knows exactly what I expect, how he or she is doing, and what he or she can do better.					
I provide informal feedback to each employee on a regular basis.					
My employees would say that they never receive any surprises during formal performance reviews.					
I use a different strategy to engage each employee depending on his or her current performance, potential, and talents.					
I use a variety of different communication styles (e.g., facts, stories, involving, asserting, negotiating, sharing a vision) depending on the situation.					
Each employee would say that I keep my word.					
Each employee would say that I am a competent and credible leader.					
I make sure that roles and responsibilities are clear and give each employee an appropriate amount of autonomy and authority.					
Each employee would say that I provide the needed resources, training, information, and time for them to succeed.					
I frequently acknowledge and recognize each employee for his or her contribution in ways that matter most to them.					
I spend time with each employee to plan for their professional development and support employees to achieve their professional aspirations.					
I consider one of my top priorities to be identifying and grooming future leaders.					
I actively seek, consider, and act on advice about how I can be a better leader.					

If you score a 3 or lower on any of the above, we should talk. We offer a simple yet powerful and extremely practical way to improve employee engagement without an invasive restructuring or process.

### ADDITIONAL INFORMATION:

ITeffectivity LLC was founded in 2013 with the mission of bringing order to the ever-changing world of the IT leader. Since then we have advised over 70 leaders as well as conducted over 20 major consulting assignments on behalf of Fortune 100 firms to small non-profits. Interested in learning how we might assist you? Please email [mary.patry@iteffectivity.com](mailto:mary.patry@iteffectivity.com) or call 480.393.0722 to discover the possibilities.