



F16 Engagement Survey

Self-Survey

Your Name:

Date: / /

Organization:

Below are some statements about your workplace. Please indicate your response to each of these items by circling one response that best describes your answer. The value of this survey depends entirely on your willingness to respond openly and honestly to the statements.

Definitions

Organization: refers to the organization or the segment participating in the survey.

Leaders: refers to those with leadership or management responsibility in your organization.

Supervisor: refers to the person, regardless of title, who is responsible for completing your performance review.

1. Fellow employees are highly committed to excellence in their work.

Strongly Disagree SD D N A SA Strongly Agree

2. At my organization, there is generally good teamwork across departments.

Strongly Disagree SD D N A SA Strongly Agree

3. The mission and goals at my organization make me feel my work is important.

Strongly Disagree SD D N A SA Strongly Agree

4. I am very satisfied with the opportunities I have to use my skills in my role.

Strongly Disagree SD D N A SA Strongly Agree

5. My organization retains highly capable employees.

Strongly Disagree SD D N A SA Strongly Agree



6. My organization promotes promotes highly capable employees.

Strongly Disagree SD D N A SA Strongly Agree

7. I am satisfied with the recognition I receive for doing a good job.

Strongly Disagree SD D N A SA Strongly Agree

8. In the past year, I have had opportunities at work to learn and grow.

Strongly Disagree SD D N A SA Strongly Agree

9. In comparison with people in similar jobs in other organizations, I feel I am paid fairly.

Strongly Disagree SD D N A SA Strongly Agree

10. My organization is well-managed.

Strongly Disagree SD D N A SA Strongly Agree

11. There is a high level of trust between leaders and employees at my organization.

Strongly Disagree SD D N A SA Strongly Agree

12. Leaders at my organization model fairness and integrity.

Strongly Disagree SD D N A SA Strongly Agree

13. My organization has an effective strategy for meeting the needs of those we serve.

Strongly Disagree SD D N A SA Strongly Agree

14. I recommend my organizations products/services to a friend or colleague.

Strongly Disagree SD D N A SA Strongly Agree

15. My organization acts on the suggestions of employees.

Strongly Disagree SD D N A SA Strongly Agree



16. My organization involves employees in decisions that affect them.

Strongly Disagree SD D N A SA Strongly Agree

F16 Engagement Survey Tally

Directions:

1. Enter the number of SD, D, N, A, and SA responses from yourself---survey for the total
2. Multiply by the number indicated and enter your result.
3. Add the results from each box.
4. Divide by 16 to determine your total score for each section.
5. Draw an arrow in the chart based on your score to indicate the level of health in your organization.

SD	D	N	A	SA
Multiply by:				
1	2	3	4	5

6.

	+		+		+	
	=		=			

Summary:

- Flourishing: 4.25+
- Healthy: 4.0 to 4.24
- Approaching Health: 3.75 to 3.99
- Unhealthy: Below 3.75