

employee engagement



There are number of recognised models for structuring employee engagement surveys but all are broadly based around common themes as shown in this diagram.

Typically between 25 and 30 questions, the focus is on the key drivers for assessing how engaged employees are in their work, and whether this is aligned to achieving the business strategies.

Our Employee Engagement model and survey focuses on 5 key areas ...

- **view of the future**
belief that the organisation is pursuing the right strategies to succeed in the future
- **engagement in strategies**
alignment of role with strategies, effective leadership at all levels, responsibility matched with authority to act
- **motivation to perform**
prevailing culture, involvement in decision making, calibre of colleagues, challenging and fulfilling role, recognition and reward
- **performance enabled**
having the essentials to be able to perform, effectiveness of key working relationships, development and support
- **advocacy**
pride and advocacy for the organisation – recommendation as employer and of its products and services