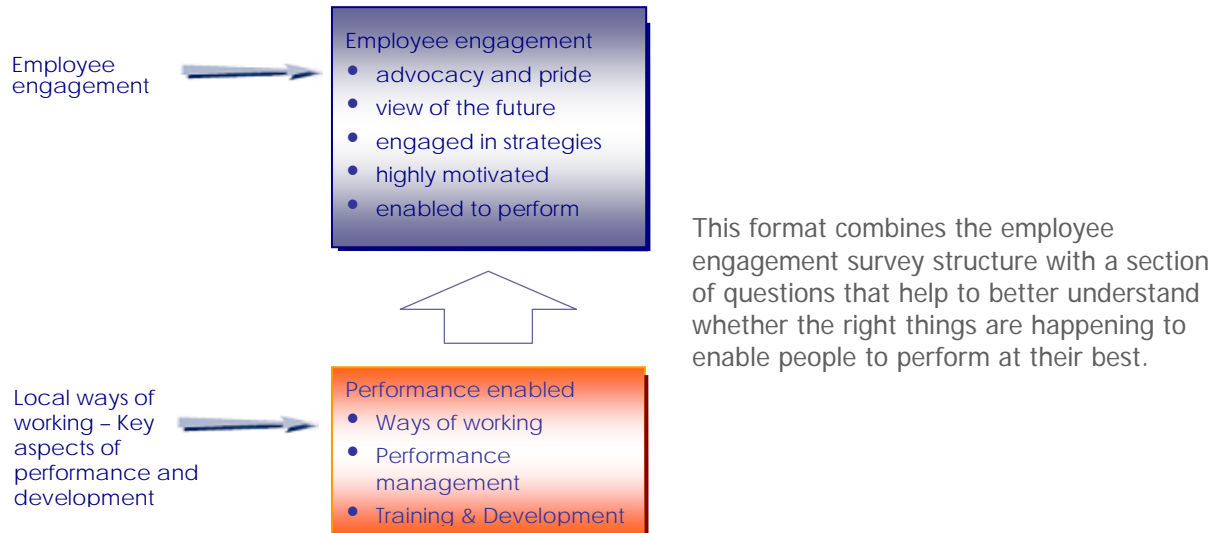


employee engagement *plus*



This format incorporates all of the employee engagement dimensions and adds a section of questions that looks in more detail at key aspects of whether people are locally being enabled to perform at their best.

It has the advantage of assessing how engaged employees are in their work - whether this is aligned to achieving the business strategies – combined with a more detailed assessment of local working relationships – within the team, with the manager and between colleagues – and the effectiveness of performance and development management – enabling people to perform as individuals and teams. It enables an assessment of these factors across the business and an understanding how varying levels are impacting on levels of engagement.

The additional section of questions cover:

- **local ways of working**
working as a team, alignment of roles, involved in decision making, recognition, dealing with poor performance, fairness
- **effectiveness of comms**
understanding bigger picture, at the team level, feedback, being listened to
- **performance improvement**
performance reviews, focused on right objectives, supported to perform, resources to perform
- **training and development**
identified and followed through, coaching, career progression