

Assessing Your Employee Engagement Survey: 10 Crucial Questions



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Employee engagement surveys have enormous – but typically untapped – power to drive better business results.

From increasing revenue and profitability for your organization to boosting productivity, driving employee retention and improving safety metrics, research clearly shows that organizations embracing the promise of a truly engaged organization benefit greatly.

Not all employee engagement programs are the same, however. Too many organizations are drowning in data, caught up in cumbersome technology, or using survey instruments that fail to produce the kind of *actionable* insights they need to help drive *meaningful* change.

What about your organization?

Use this quick assessment to determine how your company's current engagement survey stacks up. Just check each statement with which you agree and then tally the results at the bottom.

- The content of the survey includes traditional engagement questions *as well as* multiple other people-related questions (e.g., processes, hiring practices, etc.)
- The process is designed to include statistical linkage analysis to identify the key drivers of our business results.
- The analysis and recommendations go beyond a focus on simply improving those items where our scores are lowest.
- The reports we receive are clear, concise, and packed with actionable business intelligence.
- One of the deliverables is a prioritized, fact-based set of recommendations for driving business results (not just improving employee engagement).
- Each Manager's report includes customized recommendations, based on the unique results for that manager's group.
- We have been asked by managers or leaders to conduct our engagement survey more frequently.
- The survey process and results greatly enhance the credibility of our HR function.
- The survey and reporting process is efficient and cost-effective.
- We are highly satisfied with our employee engagement survey.

Your company's **ENGAGEMENT SURVEY VALUE SCORE:** _____

(Count the total number of boxes checked above, then go to the next page to see what your score means.)

Here's how to interpret your score:

- 0-4** Your survey is behind the times. You badly need a new survey.
- 5-6** Plenty of room for improvement.
- 7-8** Not bad, but you could still do much better.
- 9-10** Congratulations – you've got a world-class employee engagement survey process!

If your company's **ENGAGEMENT SURVEY VALUE SCORE** is less than 9, give us a call for a free consultation. We can help!

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