

**1. Systems and Leadership**

- How do we communicate that our future is secure?
- How do employees get their ideas and concerns heard by those that can effect change?
- How can we make senior leaders more visible to front-line staff on all shifts?
- Do leaders recognize individuals' significant impact on performance?

**2. Resources**

- Are our total rewards systems fair and equitable?
- If yes, how is that communicated to employees?
- Would you be motivated every day to come to work in this environment?
- What resources or equipment could make this environment safer? Higher quality? More productive?

**3. Teamwork**

- Who ensures that work is well coordinated on my team? Across departments?
- How can we work together more?
- How can I communicate the value of my team's efforts?
- How can I ensure that team members know each others' strengths?

**4. Direct Management**

- Is there a systematic way in which managers give feedback to staff that is individualized to their performance?
- Are managers equipped to coach staff to achieve organizational and departmental goals?
- How do you ensure direct recognition is sufficient? Meaningful? Specific?
- What is the emotional IQ of your managers?

**5. Engagement (Job, Work, Organizational)**

- Are employees in the right seat on the bus?
- Would they be more productive, have higher quality performance, be more "real" in another position?
- Are team members aligned in their goals?
- Does the team understand how they make a difference both individually and as a group?
- Are your leaders inspirational? Visionary?
- Do employees see the organization's future? Do they see themselves in it?

*For details on how to use this tool, or for more information, please call (877) 840-7328.*