

Engagement Self-Assessment

When we create engaged teams, each person is more likely to produce more, grow in their role, engage others and remain with the organization. To determine your effectiveness level, answer the questions in the tables below.

1:5 Scale (5 = Always, 4 = Usually, 3 = Sometimes, 2 = Rarely, 1 = Never)

ITEM	Score (1:5)
I build a positive relationship and connection with each member of my team. (POSITIVE LEADER EXPERIENCE)	
I manage the team’s workload so that inevitable challenges do not lead to burnout. (WELLBEING)	
I clearly set the expectations so everyone knows how to perform at a high level. (CLEAR EXPECTATIONS)	
I carefully determine which change initiatives to pursue and which to postpone. (APPROPRIATELY PACED CHANGE)	
I know and support the growth goals of the members of my team. (OPPORTUNITY TO LEARN & GROW)	
I ensure that every member of the team feels included, valued and respected. (SENSE OF BELONGING)	
I ensure that each team member has the chance to make a meaningful contribution. (CONNECTION TO PURPOSE)	
TOTAL	

In addition to your total score, what were your highest and lowest scores?

Scoring:

29-35	High – Excellent! This is rarely a challenge for you.
23-28	Medium – You’re close. Where can you improve most?
Below 23	Low – Pay attention! This is likely a barrier.

This assessment is included in the [Leadership-in-a-Box®](#) Engaging & Retaining Teams program.

