

## GM@W Organizational Review Worksheet





### PF10: ENGAGEMENT

**OBJECTIVE:** A work environment where employees feel connected to their work and are motivated to do their job well.

#### What are the benefits of effectively addressing Engagement?

- ✓ Enhanced performance and productivity
- ✓ High employee morale and motivation
- ✓ Enhanced recruitment and increased retention of skilled candidates
- ✓ Improved customer and client relations

#### What information may be helpful to refer to or collect?

-  Absenteeism rates and turnover rates
-  Existing employee survey data (e.g., on engagement)
-  Staff feedback (e.g., employee suggestions, meeting records, exit interviews)
-  Measures of quality and/or productivity

#### How would you describe your workplace/work unit? *(select all that apply; this will help you answer questions below)*

##### Commitment & Effort

- ☐ Staff willingness to “go the extra mile” at work when needed
- ☐ Staff participation in optional job-related activities (e.g., special committees)
- ☐ Employee willingness to help others (e.g., cover shifts during illness/absence)

##### Employee Satisfaction

- ☐ Staff participate in company social events (e.g., staff BBQs, holiday parties)
- ☐ Positive morale observed even during times of change
- ☐ Low levels of turnover

Please answer the questions below with respect to your workplace:

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
1. Employees enjoy their work.	4	3	2	1
2. Employees are willing to give extra effort at work if needed.	4	3	2	1
3. Employees describe work as an important part of who they are.	4	3	2	1
4. Employees are committed to the success of our organization.	4	3	2	1
5. Employees are proud of the work they do.	4	3	2	1

PF1 GM@W Organizational Review Score (from above): \_\_\_\_\_ (5 to 20)

PF1 GM@W Survey Score (if applicable, from the GM@W Survey Results): \_\_\_\_\_ (5 to 20)

**Serious Concerns = 5 to 9** **Significant Concerns = 10 to 13** **Minimal Concerns\* = 14 to 16** **Relative Strengths\*\* = 17 to 20**

\* Although this is a Minimal Concern, it is important to attend to it and review the GM@W Organizational Review Results and the GM@W Survey Results for any additional or individual-identified areas of concern.

\*\* Although this is a Relative Strength, it is important to review the GM@W Organizational Review Results and the GM@W Survey Results for any additional or individual-identified areas of concern.

If there is a difference between the **GM@W Organizational Review Score** and the **GM@W Survey Score**, what may be contributing to the difference (e.g., lack of knowledge or understanding, communication gaps)?

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Do issues related to **Engagement** present a greater risk to particular groups of employees (e.g., new employees, certain jobs, shift workers, etc.)?

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What are the strengths in your workplace in terms of **Engagement** (e.g., what do you do well, what should you continue doing)?

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What could your workplace do to improve in this area (e.g., what could you do more of, what could you do less of)?

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Is further action required? ☐ YES ☐ NO

If YES, see *GM@W Suggested Responses: PF10*