

# Employee Engagement Survey

**WHAT:** Employee engagement is a combination of attitudes, feelings and behaviours. By understanding your employees' engagement levels, you can identify areas to improve and shift into a more productive, efficient state.

**WHO:** As an organisational development specialist I focus on enhancing employee engagement and communication effectiveness to strengthen organisational culture.

**WHY:** Research consistently shows that people who are connected, engaged and have clarity on what they need to achieve are more likely to be motivated, proactive and take initiative.

**How:** There are two levels of engagement surveying depending on the insight you're after and the outcomes you're hoping to achieve. An Employee Engagement Pulse Check is comprised of 8 – 12 focused questions. A full Employee Engagement Survey has 30 – 40 exploratory questions covering the key engagement drivers.

## 1. Explore options & deploy survey

- Discuss needs, requirements and desired outcomes
- Build and deploy the survey, monitoring response rates
- Collate and analyse data

## 2. Results debrief

- Initial results debrief; sharing overview of data and insights
- Management team debrief; sharing results and insights (group or one on one)
- Team debrief; starting solutions-based discussions

## 3. Deep-dive workshops (where the real magic happens)

- Explore insights; team discussions to uncover underlying causes of pain-points
- Insights debrief; distilling discussion points, focusing on actions and outcomes

## 4. Action Planning

- Action planning workshops – managers and teams working together to map actions initiated to ease pain-points and increase engagement

Let's connect ... I'd love to chat with you about how we can work together on strengthening a healthy organisational culture – now and into the future.

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