

ASSESS YOUR ENGAGEMENT LEVEL

How engaged are you in your own work? While achieving and maintaining a state of “flow” (see the work of Mihaly Csikszentmihalyi) may not be possible for many of us due to the numerous challenges and distractions in our everyday work, it is possible to enhance our own levels of engagement. Strengthening your own engagement begins by gaining a clearer understanding of how you perceive different aspects of your work and the work environment.

Review the following set of statements and indicate to what extent you agree or disagree with each by checking the appropriate box. While these statements do not capture all of the elements that contribute to your own engagement, they will give you some initial insights as to where you may wish to focus some energy toward enhancing your engagement levels.

Key: N = Never; AN = Almost Never; S = Sometimes; G = Generally;
AA = Almost Always; A = Always

ENGAGEMENT DIMENSIONS*	N	AN	S	G	AA	A
Job Design/Job Enrichment: To what extent do you feel that your work fully utilizes your talents and makes you feel energized and proud?						
Fair Treatment and Equity: To what extent do you feel fairly recognized and rewarded for what you accomplish and safe in speaking truthfully to your supervisor about things that challenge the status quo?						
Community: To what extent do your co-workers care about you as an individual and support you in your work?						
Strategic Alignment: To what extent do you understand where your work fits into the larger picture and see the connection between your daily work and the organization’s strategic objectives?						
Organizational Support: To what extent are you encouraged to grow and develop on the job and have the tools and resources you need to get the job done?						
Personal Strength/Resilience: To what extent do you feel you are responsible for your own success and are driven by a clear purpose in your life?						

Actions for Strengthening Your Engagement Levels: Based upon your self-assessment, what specific steps can you take to enhance and strengthen your own engagement levels?

* Engagement dimensions and statements are used with permission of Russell Consulting Inc. and are based upon RCI's *Employee Engagement Assessment Survey*.