

## Beehive Staff Engagement Effectiveness Questionnaire

- 1) **What?** This questionnaire is meant as a quick and easy reflective exercise to help you/your organisation review staff engagement policies in your organisation. Please reflect on how well you feel you/your organisation is doing against each of the statements using the following scale: **1 Rarely: 2 Occasionally: 3 Quite often: 4 Frequently:**

	1	2	3	4
There is visible leadership, providing a strong strategic narrative about where the organisation has come from, where it's going, and the contribution each employee makes.				
Line managers empower staff, using techniques such as coaching and mentoring to develop skills and encourage accountability.				
Employees within the organisation have a voice, and internal communication is strong.				
There is employee representation on key bodies and management teams. Employees feel they have a voice and can influence decision-making.				
Wherever problems arise employees are seen as central to the solution, and are consulted.				
Leaders and managers help to make work meaningful for employees, and employees feel valued and that what they do has value.				
Employees are satisfied with the amount of work they are expected to carry out, its variety and payment.				
Managers and leaders in the organisation demonstrate personal integrity; promises are fulfilled and policies such as equality and diversity and bullying are seen to be upheld and to work.				
The organisation supports work-life balance through policies such as flexible and part-time working where possible.				
Training and development are priorities within the organisation, and all employees are given the time and resources to develop their skills and career.				
Decision-making is transparent, and employees encouraged to ask questions and challenge.				

- 2) **So what** does all this mean?.....  
Take some time to consider where your organisation's strengths are (highest scores) and where your organisation could usefully spend some time developing employee engagement strategies (lowest scores)
- 3) **Now what** do I do? - Call or email us to claim your free 60 min coaching session or consultation to plan what to do next

