

Employee Engagement Health Check

Employee engagement reflects how connected, motivated, and committed people feel to their work and the organisation. Highly engaged employees drive performance, innovation, and customer satisfaction. Low engagement signals underlying issues with leadership, culture, or workload.

This quick health check helps identify where engagement is strong and where improvement is needed. Tick each statement that accurately reflects your organisation.

1. Purpose & Meaning

- ☐ Employees understand how their work contributes to the organisation's success.
 - ☐ People feel proud of what the company stands for.
 - ☐ The organisation communicates a clear sense of purpose beyond profit.
 - ☐ Work feels meaningful rather than purely task-driven.
-

2. Leadership & Trust

- ☐ Leaders are approachable and lead by example.
 - ☐ Managers genuinely listen to employee feedback.
 - ☐ People trust leadership to act in their best interests.
 - ☐ Leaders take accountability for mistakes and communicate openly.
-

3. Recognition & Appreciation

- ☐ Good work is recognised regularly, not just at review time.
 - ☐ Appreciation is specific and personal rather than generic.
 - ☐ Managers show gratitude for effort as well as outcomes.
 - ☐ Peer-to-peer recognition is encouraged and valued.
-

4. Growth & Development

- ☐ Employees have clear opportunities to learn and progress.
- ☐ Training is relevant, accessible, and encouraged.
- ☐ Managers support personal and career development.
- ☐ Performance reviews focus on growth, not only evaluation.

5. Communication & Voice

- ☐ Information about business goals and results is shared transparently.
 - ☐ Employees feel safe to speak up or challenge decisions respectfully.
 - ☐ Feedback channels exist and are acted upon.
 - ☐ Leaders close the loop by communicating outcomes from employee input.
-

6. Team Relationships

- ☐ Teams collaborate effectively and support one another.
 - ☐ Colleagues show mutual respect and inclusion.
 - ☐ There is a strong sense of belonging within teams.
 - ☐ Conflicts are resolved quickly and fairly.
-

7. Workload & Balance

- ☐ Workloads are realistic and sustainable.
 - ☐ Employees can disconnect outside working hours.
 - ☐ Managers monitor stress levels and redistribute work when needed.
 - ☐ People take regular breaks and use their annual leave fully.
-

8. Reward & Fairness

- ☐ Pay and benefits are perceived as fair and competitive.
 - ☐ High performance is rewarded consistently.
 - ☐ Policies and opportunities are applied equally to everyone.
 - ☐ People feel valued for their contribution, not just their position.
-

9. Wellbeing & Support

- ☐ The organisation promotes wellbeing initiatives that are practical and accessible.
- ☐ Employees feel supported during times of personal difficulty.
- ☐ Managers are trained to recognise signs of burnout or disengagement.
- ☐ Mental health is discussed openly without stigma.

10. Motivation & Energy

- ☐ Employees show enthusiasm for their work most days.
 - ☐ People go beyond minimum requirements because they want to.
 - ☐ Energy and morale are high, even during busy periods.
 - ☐ There is a shared sense of optimism about the organisation's future.
-

Scoring guide for each section

0 Items ticked: Help required.

1 item ticked: It's a start, more work required.

2 item ticked: Great. Keep nurturing it.

3 item ticked: Excellent.

4 item ticked: Awesome.

Next Steps

Engagement is built through trust, recognition, and genuine connection. Use this health check to start meaningful conversations with your team. Celebrate your strengths, act on weaknesses, and revisit this checklist regularly to track progress. Small, consistent improvements in engagement create lasting gains in performance and retention.

Notes