



Leaders of the Past Knew How to Tell. Leaders of the Future Will **KNOW HOW TO ASK.**

The most successful and efficient way of obtaining information from employees about their engagement levels is to ask them! After employees complete the swift and accurate survey tool, organizations will have the ability to get a clear picture of what the most important job satisfaction drivers and current engagement levels are - and even how long your staff plans to stay at your organization!

EMPLOYEE ENGAGEMENT SURVEY

The Employee Engagement Survey allows an organization to accurately measure the engagement level of their employees and provides leaders and managers with critical information to target where they will take action.

How It Works: The survey is a web-based survey, grouped in 3 sections which takes an average of 15 minutes to complete.

- **SECTION ONE:** “Critical needs” of participants are established by allowing them to select items which are of high importance to them.
- **SECTION TWO:** The organization is rated by the participants on how well it is performing on those critical areas.
- **SECTION THREE:** Determines how long participants intend to stay with organization, to determine Length of Service Intentions.

BOTTOM LINE IMPACT OF EMPLOYEE ENGAGEMENT

- Alignment of organizational goals and processes
- Employee productivity levels and the results they achieve
- Fulfillment of critical client needs and overall customer satisfaction
- Retention of key talent

EMPLOYEE ENGAGEMENT SURVEY REPORTS

There are several reports available upon completion of the Employee Engagement Survey by your staff. Our international data analysis team is ready to help you to analyze and interpret your results of the following reports:

- Engagement Distribution Report
- Top 10 Most Critical Needs
- All Talent Variables
- Talent Variables Category Reports
- Length of Service Intentions Reports
- Open-ended Feedback Report



What's It Really Like Right Now ?
Screen 1 of 4

Legend:
 1 This is a real weakness in my work situation
 2 This is not going well in my work situation
 3 This is going well in my work situation
 4 This is a real strength in my work situation
 NA Not Applicable in my work situation

Use the following statements to evaluate how well each item is going in your current work situation:

| | 1 | 2 | 3 | 4 | NA |
|---|---|---|---|---|----|
| 7 I am thanked and praised for my work. | | | | | |
| 2 My manager stands up and supports me. | | | | | |
| 3 I like the job security here - it feels good to have stability. | | | | | |
| 4 I can see a number of great career opportunities here. | | | | | |
| 5 I can adjust my work schedule and/or work arrangements to meet my needs. | | | | | |
| 6 I can make a positive impact here. | | | | | |
| 7 The work I do day-to-day is what I expected to be doing. | | | | | |
| 8 My manager often asks for my ideas. | | | | | |
| 9 We have great teamwork - people pull together. | | | | | |
| 10 My manager gives feedback in a way that makes it easy to want to improve. | | | | | |
| 11 My salary is competitive in the marketplace. | | | | | |
| 12 I get a lot of coaching from my manager and other knowledgeable resources. | | | | | |

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What's Most Critical to You?
Screen 1 of 4

In the next four screens you will select items that are "most critical" to engaging you to perform at your best and/or creates a place you want to stay. When you select an item, keep in mind:

- This is 100% about what is "most critical" to perform at your full potential
- This is not an evaluation of your current work situation

Select at least 4 items from the list below which are "most critical" to engaging you to perform at your best and/or creates a place you want to stay.

Select at least 4 items below

| | Most Critical |
|---|--------------------------|
| 1 I am thanked and praised for my work. | <input type="checkbox"/> |
| 2 My manager stands up and supports me. | <input type="checkbox"/> |
| 3 I like the job security here - it feels good to have stability. | <input type="checkbox"/> |
| 4 I can see a number of great career opportunities here. | <input type="checkbox"/> |
| 5 I can adjust my work schedule and/or work arrangements to meet my needs. | <input type="checkbox"/> |
| 6 I can make a positive impact here. | <input type="checkbox"/> |
| 7 The work I do day-to-day is what I expected to be doing. | <input type="checkbox"/> |
| 8 My manager often asks for my ideas. | <input type="checkbox"/> |
| 9 We have great teamwork - people pull together. | <input type="checkbox"/> |
| 10 My manager gives feedback in a way that makes it easy to want to improve. | <input type="checkbox"/> |
| 11 My salary is competitive in the marketplace. | <input type="checkbox"/> |
| 12 I get a lot of coaching from my manager and other knowledgeable resources. | <input type="checkbox"/> |

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ACTION PLANNING

Once equipped with the data to determine the distribution of engagement levels, organizations can move forward by training their management using the *Engaging and Retaining Talent Workshop* and *Engaging and Retaining Employee Talent: A Fast Action Development Guide* to guide their day-to-day engagement and retention process.

The combination of engagement data collection through the engagement survey and the follow-up provided by a trained management team generate a dynamic impact on employee productivity, which translates directly to organizational results.



PARTNERSHIP FOR PERFORMANCE

We also offer a range of optional solutions (including consulting, process design, processes audits and technology) to support post survey action planning as well as enhanced talent management.

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