



ENABLE EXERCISE #40

Employee Engagement Index

For category, check the boxes that best describe your employee's current level of engagement. Follow up with those you marked as "low" to discuss further and identify possible underlying factors affecting performance and interpersonal relationships on the job. In some cases, a referral to internal employee assistance counseling (EAP) or an external allied health professional might be warranted.

Engagement Factor	Low	Moderate	High
Commitment level			
Commitment to job			
Commitment to team			
Commitment to organization (intent to stay)			
Relationships at work			
Relationship with the team			
Relationship with customers			
Relationship with you			
Affect or mood			
Overall mental health			
Overall physical health			
Level of energy			
Overall positive self-talk (e.g., confidence or hope)			
Engagement with social situations			
Level of enthusiasm			
Level of positivity			