



COACHING EXERCISE #7

Talent Engagement Survey

(1=Very Small Extent, 2=Small Extent, 3= Moderate Extent, 4=Large Extent, 5=Very Large Extent)

Leadership Practices

My supervisor/manager demonstrates competence in his or her job.

My supervisor/manager gives me timely feedback on how well I am performing on my job.

My supervisor/manager treats everyone fairly (i.e., plays no favorites).

My supervisor/manager creates a motivating and supportive work climate.

My supervisor/manager represents my needs, ideas and suggestions to his/her manager.

My supervisor/manager provides me with recognition for my efforts and accomplishments.

My supervisor/manager works with me to set and achieve my individual performance goals.

My supervisor/manager takes an interest in my professional growth and development.

My supervisor/manager involves me in decision making, problem solving and planning processes.

My supervisor/manager creates a high performance and collaborative work team.

I have the opportunity to interact with senior leadership above my immediate supervisor.

Talent Engagement

I am fully able to utilize my skills and abilities in my present job.

My work gives me a feeling of personal accomplishment.

Overall, I am committed to my organization's mission, vision and values.

Overall, I am satisfied with my current job.

Overall, I believe this organization is an excellent place to work.

(1=Very Small Extent, 2=Small Extent, 3= Moderate Extent, 4=Large Extent, 5=Very Large Extent)

I would recommend working for this organization to a relative or friend.

I often feel a high degree of pressure and stress on my job.

Demographic Questions

How likely are you to leave this organization in the next 12 months? (1=Not Very Likely, 2=Somewhat Likely, 3=Very Likely)

If you answered **Somewhat likely** or **Very likely** to the question above, please check the reasons why you might leave (check all that apply):

Reasons for Leaving:

- 1. Pay
- 2. Benefits
- 3. Commute time to and from work
- 4. Amount of time spent away from home/"on the road"
- 5. My boss (supervisory practices)
- 6. Work hours and/or work schedule
- 7. Lack of opportunity for growth/promotion
- 8. Stress associated with the job
- 9. Other negative relationships at work
- 10. Other

GENERAL COMMENTS: