

# PIXEL LEADERSHIP GROUP PRESENTS

## MAXIMIZING EMPLOYEE ENGAGEMENT + RETENTION ORGANIZATIONAL PRACTICES ASSESSMENT

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**INSTRUCTIONS:** Use this tool to identify opportunities to improve your organization’s practices. Considering your organization as a whole, respond to each item below using the 3-point scale. Add up the total for each subscale on the following page.

**2 = Agree**

**1 = Somewhat**

**0 = Disagree**

	1. We provide time off rewards and other timesaving “perks” for our employees.
	2. We offer our employees flexibility in terms of schedule, work location, and remote vs. onsite working.
	3. We focus on the importance of managing employee outcomes rather than employee tasks or time.
	4. Our organization embraces having fun, taking breaks, and socializing as an important part of our culture and the employee experience.
	5. Our organization has an intentional focus on creating and maintaining a psychologically safe climate.
	6. We encourage our employees to de-stress by offering calming spaces and other stress-relieving “perks.”
	7. We collect data on employee engagement, satisfaction, and experience throughout the year.
	8. We provide developmental feedback to all managers through a 360-degree process at least annually.
	9. The organization consistently takes action to address feedback received through employee surveys.
	10. We have an easy-to-use employee recognition and appreciation program or platform that is utilized consistently.
	11. We have made providing visible appreciation and recognition a common practice built into most or all our meetings.
	12. We have a socialized and accepted process/program to encourage peer-to-peer recognition.
	13. Our leaders prioritize actions and decisions that support a positive organizational culture.
	14. We regularly make the connection between employees’ daily work and the broader mission of the organization.
	15. We consider whether an individual is a strong role model of our organization’s values in reward and promotion decisions.
	16. We invest heavily in development for our employees.
	17. We have a strong emphasis on and established practices to support the career progression of our existing employees.
	18. We offer options such as job rotations, formal stretch assignments, and lateral promotions to expand our employees’ skills.

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## SCORING INSTRUCTIONS:

Add up the total for each subscale below.

**TIME + FLEXIBILITY** (Add items 1, 2, 3) = \_\_\_\_\_

**LESS STRESS + MORE FUN** (Add items 4, 5, 6) = \_\_\_\_\_

**COLLECT DATA + TAKE ACTION** (Add items 7, 8, 9) = \_\_\_\_\_

**RECOGNITION + APPRECIATION** (Add items 10, 11, 12) = \_\_\_\_\_

**MEANING, PURPOSE, + CULTURE** (Add items 13, 14, 15) = \_\_\_\_\_

**DEVELOPMENT + CAREER GROWTH** (Add items 16, 17, 18) = \_\_\_\_\_

**AVERAGE** (Add all items, divide by 18) = \_\_\_\_\_

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## WHAT ARE YOUR BIGGEST OPPORTUNITIES TO IMPROVE?