



# EMPLOYER Checklist

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Employee engagement increases workplace satisfaction, retention, and success.  
**How is your employee engagement?**

Direct supervisors have career development conversations with each of their direct reports regularly.

Employees are asked/supervisors are aware of where the employee wants to be in six months or a year and offers them help to achieve that career objective.

Employees know and understand the personality profiles/strengths of everyone in their work area. Teams/departments are purposely created around strengths. Team leads/managers have a working profile of their team's strengths/assessments.

Flexible hours are available to those who want it.

Remote work is offered when appropriate and results-based without micromangement.

Employees feel engaged and energized after meetings.

Your culture supports and has policies about community involvement and service hours during work hours.

Employees are able to self-direct their training and professional development opportunities.

Your employees tell their contacts that they have a good work/life balance.

Your organization offers creative non-traditional rewards that employees seem to want to work toward.

Employees are updated regularly about the achievements of organizational objectives.

There are discussions where the supervisors highlight how the employee directly contributed to organizational objectives.

There is a system in place in which employees can recognize and show gratitude to other employees publicly.

Supervisors are constantly getting new ideas and suggestions from their direct reports.

Employees would describe themselves as empowered.

Each role/department has a direct line of sight to their impact on the customer. Employees understand that what they do impacts the customer.

The points above are indicators of engagement and ideas for how to better your employee experience. If you did not check off the majority of these, your employee engagement may be less than ideal! You can increase your employee engagement by improving the employee experience at your firm.

For more ideas on improving employee engagement and helping employees, teams, and managers feel better utilized, visit [goldenticketprof.com](http://goldenticketprof.com)