

Newmeasures Engagement Survey Model and Items

ENGAGEMENT MODEL

The Newmeasures employee engagement survey is based on 20 years of research that indicates that engaged employees feel a sense of commitment, personal significance, confidence in the future and are willing to go the extra mile.



Active Commitment

Employees plan to stay and recommend the organization to others.



Personal Significance

Employees feel valued and are enthusiastic about their work.



Confidence in the Future

Employees believe in the future of the organization.

ENGAGEMENT DRIVERS

Our research indicates that there are 5 dimensions that contribute to an engaged workforce. This is where organizations can focus to drive improvement.



Conditions to do Best Work

Employees have the tools, resources, and priorities to do their best work.



Supportive Supervisor

Direct supervisors are fair, provide feedback and recognition, explain changes, and listen to and act upon ideas.



Trust & Collaboration

Aligned goals, trust in teammates communication and collaboration



Visionary Leadership

Leaders create a compelling vision for the future, inspire confidence, and communicate openly and consistently.



Growth & Autonomy

Employees have input into their work, are encouraged to come up with new ideas, and see opportunities to develop their skills/advance their career.

TOPICS MEASURED

Engagement Index

Feel Valued
Enthusiasm for Work
Recommend Work
Confidence in the Future
Intent to Stay

Conditions to do Best Work

Understand how I Contribute
Clear Expectations
Access to Needed Resources
Access to Information
Work-life Balance

Supportive Supervisor

Respect from Manager
Constructive Feedback
Recognition
Communication of Changes
Listens and Responds

Trust & Collaboration

Focus on a Common Goal
Team Trust
Communication Across the Organization
Teamwork Across the Organization

Growth and Autonomy

Encouraged to Share New Ideas
Opportunity to Develop Skills
Ability to Make Decisions
Ability to Accomplish Career Goals

Visionary Leadership

Transparent Communication
Inspiring Vision

Open-Ended Comments

What do you value most?
How could we improve?

DIG DEEPER

Get richer, more actionable feedback with our deep-dive methodology. Follow-up questions are presented to survey takers based on how they responded to previous items to get more specific information.

Please indicate what type(s) of resources you need to do your best work.

- Access to the right people
- Adequate staffing
- IT/Technology support
- Adequate tools and/or equipment
- Adequate training
- Effective/Efficient processes and procedures
- Support from my team leader
- Timely information
- Accurate information
- Other: Please indicate

CUSTOMIZE YOUR SURVEY

Leverage dozens of add-on survey modules and a question library of 150 topics to customize your survey depending on the goals and strategy of your organization.

Common topics add-on topics include:

Diversity and Inclusion
Well-being
Recognition
Empowerment
Change Management
Organizational Values
Resources to Serve Customers



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