



EMPLOYEE'S ASSESSMENT

LeadingforLoyalty.com

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Leading for Loyalty ASSESSMENT - EMPLOYEE

This assessment is designed to assess how your leader(s) are doing in creating a work environment that supports your work performance and organizational loyalty. The results of this assessment will identify areas of strength and areas that need attention. Read each statement and enter your numerical rating (1-5) in the open box to the right.

Statement (For each statement, enter your numerical rating in the open box)		Rating Always = 5, Often = 4, Some times = 3 Rarely = 2, Never = 1					
		I	F	C	T	D	R
1	My leader's behaviour is consistent and predictable.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	I can speak to my leader about my concerns and ideas.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	I clearly understand my work objectives and my role in achieving team goals.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	I am involved in planning, decision-making and establishing work objectives.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	My leader encourages my progress and helps me to identify realistic and interesting career goals.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
6	My leader explains how my contributions are valuable to the team and the organization.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
7	My leader ensures that our team works well together.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
8	I am provided with opportunities to improve my job knowledge and skills.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
9	When I receive rewards for good job performance, they are relevant to my interests.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	My leader is positive and sets a good example of professional behaviour.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
11	My leader is available when I need to speak with him or her.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
12	I know the impact of my contribution on team and organizational goals.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
13	My leader encourages team celebrations when one or all of us achieve goals.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14	My leader delegates meaningful work assignments to help me grow.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
15	My leader encourages me to think independently.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Leading for Loyalty ASSESSMENT - EMPLOYEE (Continued)

Statement (For each statement, enter your numerical rating in the open box)		Rating Always = 5, Often = 4, Some times = 3 Rarely = 2, Never = 1					
		I	F	C	T	D	R
16	I know how my performance is measured and what the performance targets are for my job.						
17	My leader is understanding when I am experiencing personal difficulties.						
18	My leader is honest about organizational issues and changes .						
19	When solving problems or making decisions, my leader encourages me to think of alternative solutions.						
20	My leader encourages me to set and meet high performance standards.						
21	I receive positive feedback or praise when I meet or exceed objectives.						
22	My leader does not avoid me when there is a problem or concern with my performance.						
23	My leader takes a personal interest in my well-being and acknowledges events in my life.						
24	My leader talks with me and the team about the organization's performance.						
25	My leader is open to feedback and makes changes in his or her approach when necessary.						
26	My leader is sensitive to my feelings and the feelings of others.						
27	My leader provides relevant feedback to me about my job performance.						
28	My leader encourages the team to share ideas and to collaborate on our approach.						
29	I feel my leader respects my knowledge and trusts my abilities.						
30	My leader is creative when providing recognition or rewards.						
		I	F	C	T	D	R
Totals (Questions 1-30)							

SCORING THE *Leading for Loyalty* EMPLOYEE ASSESSMENT

Transfer the totals from the assessment to the corresponding *Leading for Loyalty* strategy code.

Code	Leading For Loyalty Strategy	Description	Your Score (%)
I	Practice Leadership Integrity	Practicing Leadership Integrity is about ensuring a consistent approach with employees, setting a strong example and being predictable, positive and professional.	$\frac{\quad}{\text{"I" total}} \times 5 =$ $\quad\quad\quad\%$
F	Foster Strong Relationships	Effective Leaders foster strong relationships with employees. This relationship is vital to employee loyalty and creates the conditions enhanced teamwork and employee success.	$\frac{\quad}{\text{"F" total}} \times 5 =$ $\quad\quad\quad\%$
C	Commit to Open Communication	Open communication is essential to employee success. This area of competency involves communicating clear expectations, providing feedback and sharing critical information.	$\frac{\quad}{\text{"C" total}} \times 5 =$ $\quad\quad\quad\%$
T	Encourage Involvement & Thinking	By encouraging involvement and challenging employees to think critically, leaders unleash one of the organization's greatest assets - knowledge.	$\frac{\quad}{\text{"T" total}} \times 5 =$ $\quad\quad\quad\%$
D	Develop Employee Strength & Demonstrate Confidence	Developing Employees is a fundamental aspect of any leader's responsibilities. This area addresses challenging and encouraging employees to build job related and career competencies.	$\frac{\quad}{\text{"D" total}} \times 5 =$ $\quad\quad\quad\%$
R	Provide Meaningful Recognition	Recognizing and acknowledging employee contribution is vital to motivation and morale. This area focuses on providing meaningful recognition and rewards for performance.	$\frac{\quad}{\text{"R" total}} \times 5 =$ $\quad\quad\quad\%$

INTERPRETING THE *Leading for Loyalty* SCORE

81% - 100%	The leader demonstrates significant strength in this area — either as a result of natural tendencies, or of a concerted effort to refine and enhance his or her skills. Since the leader excels in this area, he or she can serve as a role model for other organizational leaders and might consider coaching or mentoring those needing to improve their skills.
61% - 80%	A relatively high rating, this score indicates an area where the leader demonstrates strength. The leader is comfortable in this area and has a solid skill set. This is most likely reflected in the performance, morale and motivation of employees. Encourage the leader to continue enhancing his or her knowledge and competency in this area.
41% - 60%	This is an area that can be improved with some attention. Although the leader doesn't demonstrate significant weakness in this area, the score indicates that it is not an area of strength. The leader's ability in this area can improve significantly by adopting the <i>Leading for Loyalty</i> approach to enhance employee motivation, morale and retention.
21% - 40%	This is an area that warrants significant attention. To be successful, the leader needs to identify areas of weakness and to create a personal action plan for improving his or her competency level. The leader would benefit by working with a mentor or colleague who is strong in this area and by learning techniques for enhancing employee satisfaction.
1% - 20%	An area that requires immediate attention. A substantial weakness, it is likely to negatively impact the work environment and employee motivation and morale. Before this area creates a considerable risk to the team's performance, the leader should commit to an improvement plan that might include individual coaching or training.

Unlock the Secrets of Employee Loyalty and Commitment



Assessments are valuable tools for taking the pulse of employees and for determining your organization's ability to respond to employee needs and to build a *Leading for Loyalty* culture. But assessment results only serve to provide a snapshot of the current state of affairs. Addressing the identified issues and gaps is where the real value of assessments can be found. You have taken the first step by choosing to download and use one of our free assessment tools.

We are delighted to offer you a complimentary follow up consultation to discuss the results of this assessment. During this complimentary telephone consultation, we will discuss your findings and the opportunities and challenges that the assessment results present. Wendy Phaneuf or one of our highly trained *Leading for Loyalty* coaches will help you to identify strategies for addressing the key issues identified as a result of the assessment process and will share powerful ideas to help you improve employee motivation and retention efforts.

To arrange for your complimentary follow up consultation, visit LeadingforLoyalty.com or contact us at (204) 792-5588!