

Traits of Engaged Employees

Use this worksheet to consider each of the traits of employee engagement. What's going well? Are there improvement opportunities? Traits were identified by the National Business Research Institute (NBRI). Hint: have a small team of employees independently assess each trait, and then compare notes and recommendations.

Traits of Engaged Employees	How Prevalent is This Trait?	Improvement Opportunities and Next Steps
1. They believe in the organization		
2. They have the desire to work to make things better		

Traits of Engaged Employees	How Prevalent is This Trait?	Improvement Opportunities and Next Steps
3. They understand the business context and big picture		
4. They are respectful and helpful to colleagues		
5. They are willing to go the extra mile		

Traits of Engaged Employees	How Prevalent is This Trait?	Improvement Opportunities and Next Steps
6. They stay up-to-date with developments in their industry		