

THE RENEGADE LEADER[®]

Debora McLaughlin • The Executive Coach

Take The Renegade Leader Employee Engagement Self-Assessment for Instant Insights About Your Employees' Likely Engagement Levels

Please take this assessment by answering all questions as honestly as possible.
Contact us at 603-324-7171 to discuss your results.

Please rate how much you agree with each statement on a scale of 1 to 5
(1 = Disagree; 2 = Somewhat Disagree; 3 = Neutral; 4 = Somewhat Agree; 5 = Agree).

Statement	1	2	3	4	5
I understand the aspirations and goals of each of my employees.					
I understand the communication style of each employee, and how to adapt to make sure my messages have impact.					
I make sure each employee has a clear sense of where the organization has been, where it is now, and where it is headed.					
Each employee knows exactly what I expect, how he or she is doing, and what he or she can do better.					
I provide informal feedback to each employee on a regular basis.					
My employees would say that they never receive any surprises during formal performance reviews.					
I use a different strategy to engage each employee depending on his or her current performance, potential, and talents.					
I use a variety of different communication styles (e.g., facts, stories, involving, asserting, negotiating, sharing a vision) depending on the situation.					
Each employee would say that I keep my word.					

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Statement	1	2	3	4	5
Each employee would say that I am a competent and credible leader.					
I make sure that roles and responsibilities are clear and give each employee an appropriate amount of autonomy and authority.					
Each employee would say that I provide the needed resources, training, information, and time for them to succeed.					
I frequently acknowledge and recognize each employee for his or her contribution – in ways that matter most to them.					
I spend time with each employee to plan for their professional development, and support employees to achieve their professional aspirations.					
I consider one of my top priorities to identify and groom future leaders.					
I actively seek, consider, and act on advice about how I can be a better leader.					

If you score a 3 or lower on any of the above, we should talk. We offer a simple yet powerful and extremely practical way to improve employee engagement – without an invasive restructuring or process.

According to Gallup (2014), **only 27% of employees worldwide are engaged**, and one quarter of employees report that they are actively disengaged. The costs of this situation are staggering in terms of lost productivity and the cost of replacing employees to the tune of over 350 billion dollars. What might it be costing you and your organization?

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How to engage and mobilize is a top frustration....

At the same time, many leaders of both large and small organizations report that one of their top frustrations is about how they can do a better job engaging their employees. They are tired of spending so much time dealing with the fallout that comes from employees that are not as committed and motivated as they are.

The answer might be simpler than you think....

While there is no silver bullet to this predicament, there are simple yet powerful leadership practices that cost nothing to implement, and can produce immediate improvements in performance.

The Renegade Leader Coaching and Consulting Group can bring an 11-part methodology to your organization and leadership team that addresses the problems of employee engagement. Best of all, this methodology doesn't require invasive organizational development strategies or restructurings that are almost impossible to implement. Instead, we focus on simple but powerful behaviors that have maximum impact on your leaders' ability to engage.

You have the capability of being a powerful connector, of inspiring action in your employees and by your own powerful authentic leadership, being the leader others choose to follow.

Contact us to learn how you can use your leadership to optimize employee engagement and ask us about our proven methodology for success. Call for your personal private appointment and learn how to engage to mobilize, 603-324-7171 or complete our contact form at www.therenegadeleader.com.

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