

## ENGAGEMENT SCAN Individual

With this scan, you can map your own engagement at work. There are no right or wrong answers, so follow your first response and don't think too long. Place a cross in the column that is most applicable.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. <b>I have a clear idea on how and where I can contribute to the goals of my team or organisation.</b> I am aware of my strengths and talents and know how to use these for the benefit of myself and the organisation. I use my strengths every day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. <b>I am responsible for my own results.</b> I will not point at someone else, but I will look at what I can do differently to improve results. I do not complain about others and will actively approach someone to discuss and monitor progress. I know how I can influence my results and the quality of my relationships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. <b>I am proud of the work I do and the company I work for.</b> I feel at home and appreciated for who I am. I feel my opinion matters and that I am important to the team and the company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. <b>I am always looking for opportunities to learn and grow.</b> I enjoy learning. I am looking for new solutions for old problems. I make sure that my knowledge and skills are up-to-date.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. <b>I am full of energy at work.</b> When I get up in the morning, I enjoy going to work. I will go the extra mile and welcome extra responsibilities. I enjoy my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. <b>My work inspires me to take on new challenges.</b> I focus on improving results and processes that further the company or my department. I often take the initiative for changes and new projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. <b>I ensure open and honest interaction and communication with my colleagues.</b> I am not afraid to admit mistakes or be open about my weaknesses. I ask for help from others and help others as much as possible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. <b>I am aware of my own patterns under stress.</b> I am able to handle conflicts in a constructive way. I am good at dealing with tensions in different situations and know how to bring difficult discussions to a successful conclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. <b>I know what I want from life and how my work contributes to that.</b> I am aware of my life purpose(s) and how I can fulfil this purpose with work, personal development, career opportunities, education, prosperity, travel etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. <b>I experience a good work-life balance.</b> I have enough time and energy for myself, my family and my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>