



# HARKERA

## BEHAVIORAL ENGAGEMENT SCREENER

ANSWER THE FOLLOWING QUESTIONS BASED ON YOUR WORK ENVIRONMENT. UNLESS SPECIFIED, QUESTIONS ARE RELATED TO THE GENERAL WORK POPULATION

1. We have \_\_\_\_ policies and procedures.
- A. Way too many
  - B. A few too many
  - C. Just the right amount of

2. People here are \_\_\_\_ happy to do more than what is minimally required of them in their jobs.
- A. Rarely
  - B. Sometimes
  - C. Often

3. \_\_\_\_ of the time in our leaders' calendars are open in an average week.
- A. 0-30%
  - B. 31-60%
  - C. 60% or more

4. People here \_\_\_\_ have to follow up to get things they request from leadership at our site.
- A. Often
  - B. Sometimes
  - C. Rarely

5. People here \_\_\_\_ watch the clock.
- A. Often
  - B. Sometimes
  - C. Rarely

6. Leaders here \_\_\_\_ react well to bad news.
- A. Rarely
  - B. Sometimes
  - C. Often

7. The most common type of feedback people receive here is \_\_\_\_.
- A. No Feedback
  - B. Vague (uses labels – hard working, teamwork, etc.)
  - C. Specific (talks about a precise behavior, something you can see or hear)

8. People here get specific feedback on their performance \_\_\_\_.
- A. Yearly - Never
  - B. Weekly - Monthly
  - C. Daily

9. People here \_\_\_\_ volunteer to help with things outside of their job role.
- A. Rarely
  - B. Sometimes
  - C. Often

10. Deadlines/time pressures are \_\_\_\_ discussed here.
- A. Often
  - B. Sometimes
  - C. Rarely

11. Leaders here spend about \_\_\_\_ of their time in meetings.
- A. 60% or more
  - B. 31-60%
  - C. 0-30%

12. Leaders here \_\_\_\_ praise the accomplishments of others.
- A. Rarely
  - B. Sometimes
  - C. Often

13. People here receive critical feedback \_\_\_\_.
- A. Often
  - B. Sometimes
  - C. Rarely

14. Leaders here get an average of \_\_\_\_ emails/day.
- A. 50 or more
  - B. 20-50
  - C. 0-20

15. People here \_\_\_\_ over rely on email for important communications.
- A. Often
  - B. Sometimes
  - C. Rarely

16. Leaders here \_\_\_\_ seek out quality, honest feedback from their teams.
- A. Rarely
  - B. Sometimes
  - C. Often

17. People here are \_\_\_\_ micromanaged.
- A. Often
  - B. Sometimes
  - C. Rarely

18. People here \_\_\_\_ offer new solutions/ideas without prompting.
- A. Rarely
  - B. Sometimes
  - C. Often

19. Leaders here are \_\_\_\_ expected to reply to phone calls/emails outside of working hours.
- A. Often
  - B. Sometimes
  - C. Rarely

20. Meetings here feel \_\_\_\_ .
- A. Of little value
  - B. Somewhat valuable
  - C. Highly valuable

21. People here \_\_\_\_ offer to help their coworkers, even when they're not asked to.
- A. Rarely
  - B. Sometimes
  - C. Often

22. Leaders here \_\_\_\_ hold people equally accountable.
- A. Rarely
  - B. Sometimes
  - C. Often

23. Company wide surveys are viewed as \_\_\_\_ by the workforce.
- A. A complete waste of time
  - B. Inconsequential
  - C. Valuable

24. There is \_\_\_\_ an "us vs them" culture here.
- A. Often
  - B. Sometimes
  - C. Rarely

25. Leaders here spend about \_\_\_\_ of their time "firefighting" (dealing with unplanned issues).
- A. 60% or more
  - B. 31-60%
  - C. 0-30%

26. The workforce here is \_\_\_\_ disgruntled.
- A. Often
  - B. Sometimes
  - C. Rarely

27. Leaders here \_\_\_\_ set clear expectations.
- A. Rarely
  - B. Sometimes
  - C. Often

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