

## The Drivers of Engagement Checklist

### Instructions:

Use this checklist within your workplace to identify the key drivers of engagement, whether they're present, or whether there's an opportunity for improvement here. This checklist will help you design the engagement initiatives for your workplace.

| Drivers of Engagement           |   |          |              |
|---------------------------------|---|----------|--------------|
| Drivers                         | Description   | Present? | Opportunity? |
| I. Psychological meaningfulness | Challenge and variety   |          |              |
|                                 | Fit   |          |              |
|                                 | Significance  |          |              |
|                                 | Empowerment   |          |              |
|                                 | Feedback and Rewards  |          |              |
|                                 | Opportunities for Growth and Development                                      |          |              |
|                                 | Coworker Collaboration and Support  |          |              |
|                                 | Clear Performance Expectations  |          |              |
|                                 | Challenge and Variety   |          |              |
| II. Psychological Safety        | Lack of Bias  |          |              |
|                                 | Trust   |          |              |
|                                 | Fairness  |          |              |
|                                 | Respect   |          |              |
|                                 | Identity Threat   |          |              |
|                                 | Inclusiveness   |          |              |
|                                 | Openness of Management  |          |              |
| III. Psychological Availability | Physical and Psychological Well-Being   |          |              |
|                                 | Stress  |          |              |
|                                 | Burnout   |          |              |
|                                 | Overload  |          |              |
|                                 | The Balance of Job Demands vs. Job Resources                                  |          |              |
|                                 | Confidence (in one's ability to contribute to success)                        |          |              |
|                                 | Outside Life (work-life balance, embeddedness; engagement in wider community) |          |              |