

## Engaged Work Scale

Use the following chart to describe your feelings regarding your current position; choose the number that fits you best.

1. I HATE doing this work and have absolutely NO interest in doing this work for the rest of my life - or even the rest of this day!
2. I have very little interest in doing this work. But I have to work, right?
3. I'm doing this work because I was told by others to do this work, even if I don't like it.
4. I'm only doing this work because I think it's one of the few options where I can get a job that pays the bills.
5. I feel kind of in the middle about doing this work – some days I like it, some days I don't.
6. This work is okay. It's better than a lot of other options out there.
7. I like doing this work. Although I don't love everything about it, there are enough parts to it that makes it enjoyable on most days.
8. I love my work. Very rarely do I have days when I don't love it – and the feeling goes away pretty quickly.
9. This work was created just for me. I can't imagine doing anything other than this work!
10. My calling in life is to pursue this work. It's the reason why I was put here on this earth!

Write down the number you would give yourself here: \_\_\_\_\_

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## Engaged Work Self-Assessment

Use the scale below to examine whether your current position/work allows you to do truly meaningful work, where you are becoming your best self while profoundly serving others. Respond to the following statements as truthfully and accurately as you can. On a scale from 1 (Never) to 5 (All of the time), how would you rate your current position/work on each of the characteristics listed below? Use the scale below to answer each of the questions.

- 1 = Never
- 2 = Infrequently
- 3 = About Average
- 4 = Frequently
- 5 = All of the time

**Circle the number of the response that fits your situation best.** These are very subjective questions; there is no right or wrong answers. As you think about your work, it's important to know your level of engagement to decide if you're in the right position and/or at the right place.

1. Does your current position/work provide clarity and direction on what you're supposed to do on a daily basis?

Never    1    2    3    4    5    All of the time

2. Does your current position/work allow you to use your strengths, skills, and abilities on a regular basis?

Never    1    2    3    4    5    All of the time

3. Does your current position/work align with something you're passionate about, something you're extremely curious about, or fulfills your life purpose?

Never    1    2    3    4    5    All of the time

4. Does your current position/work allow you to serve a population that matters to you a great deal?

Never    1    2    3    4    5    All of the time

5. Does your current position/work provide you a level of autonomy, responsibility, and decision-making power to do your best work?  

Never	1	2	3	4	5	All of the time
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6. Does your current position/work allow you to feel that your opinions and contributions are recognized and appreciated by your superiors and/or colleagues?  

Never	1	2	3	4	5	All of the time
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7. Does your current position/work satisfy and/or exceed your financial requirements?  

Never	1	2	3	4	5	All of the time
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8. Does your current position/work provide you with the rewards and recognition for achievement and success, especially in those areas you find most important (e.g., awards, community involvement, professional development, travel)?  

Never	1	2	3	4	5	All of the time
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9. Does your current position/work provide you the opportunity to gain additional experience and expertise, through research, projects, consultant work, outside assignments, etc.?  

Never	1	2	3	4	5	All of the time
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10. Does your current position/work get you energized and excited when thinking about it and/or talking about it with others?  

Never	1	2	3	4	5	All of the time
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11. Does your current position/work allow you to establish meaningful, collaborative relationships with your supervisors and colleagues?  

Never	1	2	3	4	5	All of the time
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12. Does your current position/work provide you an environment for you to thrive, grow, and become your best self?  

Never	1	2	3	4	5	All of the time
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13. Does your current position/work provide you opportunities to explore new ideas and/or create new things without reprimand or repercussions, even if they might fail?  

Never	1	2	3	4	5	All of the time
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14. Does your current position/work align with your future plans – professionally and/or personally?  

Never	1	2	3	4	5	All of the time
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15. Does your current position/work get you excited to get out of bed in the morning?  

Never	1	2	3	4	5	All of the time
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Add up your total score, out of a possible 75. A total of 60 or above indicates you are most likely in a position that suits you reasonably well. Be aware that even above a 60, there's always room for growth. A score below 60 suggests there might be a few areas in need of further evaluation. Review your answers and identify areas where you may not be as engaged as you'd like to be. Note: The worksheet on the next page will challenge you to think of ideas to increase your level of engagement in your work.

## Engaged Work Reflection

Once you complete the Self-Assessment and identified areas where you could potentially increase your level of engagement, use the questions below to identify specific activities you could do to be more engaged at work. Although each question is focused on one thing, feel free to identify multiple items for each area, big or small, that could move you towards increasing your level of engagement at work.

1. Clarity: What's one thing you could do to gain clarity and direction for your specific work?
2. Capabilities: What's one thing you could do to increase the use of your particular strengths, skills, and abilities in your work?
3. Purpose: What's one thing you could do to make this work more aligned with your purpose?
4. Audience: What population do you want to serve? What's one thing you could do to work with this population?
5. Self-Determination: What's one thing you could do to increase your level of autonomy, responsibility, and/or decision-making power?
6. Contribution: What's one thing you could do to get your opinions and contributions recognized and appreciated by your superiors and/or colleagues?
7. Financial: What's one thing you could do to increase your income?
8. Success: What's one thing you could do to gain the recognition/rewards necessary for achievement and success in your work?
9. Experience: What's one thing you could do to gain additional work-related experience and/or expertise?
10. Enthusiasm: What's one thing you could do to become more energized and/or excited about what you do?
11. Relationships: What's one thing you could do to engage with your colleagues/peers at a deeper level?
12. Development: What's one thing you could do to create an environment for you to thrive, grow, and become your best self?
13. Opportunities: What's one thing you could do to build an environment that allows you to explore and implement new ideas without the fear of failure?
14. Future: What's one thing you could do to make sure that your work is aligned with your professional and/or personal goals?
- 15: Engagement: What's one thing you could do that would get you to jump out of bed in the morning to go to work?

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To complete this self-assessment and reflection, finish the two sentences below:

- After completing this self-assessment, I realize that...
- As a result of this self-assessment, I commit to...

If you have any comments or thoughts about this self-assessment tool or would like to discuss your results further, please contact Bill Johnson at [whjohnso@uncg.edu](mailto:whjohnso@uncg.edu).