

Employee Engagement and Belonging Review Tool

Toolkit 3, Chapter 3 Downloadable Tool CIIS Employer HR Resources



Purpose: Help employers assess engagement, recognition, psychological safety, team connection, and employee voice.

How to use: Complete the sections most relevant to your organization. Designed to support practical action.

1. Engagement Review

Prompt	Response / Notes	Action Required
Do employees understand how their work contributes to organizational goals?		
Do employees feel recognized for meaningful contributions?		
Do employees have access to information, relationships, and support?		

2. Belonging and Voice

Prompt	Response / Notes	Action Required
Do employees feel safe asking questions or raising concerns?		
Are diverse perspectives invited and considered?		
Are quieter or newer employees included in team discussions?		

3. Improvement Actions

Prompt	Response / Notes	Action Required
What engagement issue needs attention?		
What team practice should change?		
How will progress be reviewed?		