



TOOL 5.2



VOI²C²E Overview

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VOICE²C²E

SELF ASSESSMENT

Great talent managers understand the value of employee commitment. A firm with higher levels of employee commitment has higher retention of top talent, greater productivity, employees who can deliver on customer promises, and higher investor confidence in future earnings. This assessment is designed to evaluate a series of issues that impact employee commitment.

Directions:

Please answer each question based on your honest evaluation of how most employees in your work group(s) and business units feel. Indicate the extent to which you agree or disagree based on the evaluation of how most employees feel about each statement.

Scale: 1 Low ◀.....▶ High 10

Vision: I am proud to work for a company with a clear vision and purpose. 1 2 3 4 5 6 7 8 9 10

Opportunity: I have opportunities to learn and grow 1 2 3 4 5 6 7 8 9 10

Incentive: My performance is linked to my rewards 1 2 3 4 5 6 7 8 9 10

Impact: The work I do makes a difference 1 2 3 4 5 6 7 8 9 10

Community: I work as part of a high performing team 1 2 3 4 5 6 7 8 9 10

Communication: I feel like I know what is going on in the organization 1 2 3 4 5 6 7 8 9 10

Entrepreneurship: I have flexibility in doing my work 1 2 3 4 5 6 7 8 9 10

Your Score

over 56: Your organization has created significant intangible value in the form of employee commitment. You are rewarded by greater collaboration among employees, lower employee turnover, and greater customer loyalty.

42-55: Continue monitoring employee commitment levels periodically. Find ways to evaluate and develop the strength of your leaders as talent managers.

under 41: Your organization is likely paying a significant toll for low employee commitment levels. This will show up in the very real costs of high-employee turnover (especially your best employees) and lost customers.

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