



Capacity Building
Solutions

WORKPLACE JOY & ENGAGEMENT ASSESSMENT TOOL





INTRODUCTION

A thriving workplace isn't just productive—it's joyful. When employees feel energized, connected, and supported, they don't just perform tasks; they bring their best ideas, creativity, and commitment to the table. On the other hand, when engagement is low, even the most talented teams struggle with morale, turnover, and missed opportunities. Joy and engagement aren't “soft” measures—they are essential drivers of business success.

This assessment is designed to help organizations take an honest look at how employees experience their workplace. It measures the elements that matter most: accomplishment, purpose, recognition, growth, communication, support, autonomy, collaboration, and well-being. It also goes beyond numbers, providing open-ended reflection questions that capture the stories, patterns, and insights that a simple score can't reveal.

The goal isn't just to calculate a score—it's to start a conversation. By using this tool, leaders can pinpoint cultural strengths worth celebrating and uncover areas where intentional improvements are needed. Most importantly, it gives employees a voice in shaping the kind of workplace where they can thrive.

Workplace joy isn't a luxury—it's a competitive advantage. This tool provides a structured way to build it, nurture it, and ensure it becomes a lasting part of your culture.

PURPOSE

This tool is designed to help organizations understand how employees experience workplace culture, engagement, and joy in their roles. It provides leaders with a structured method for assessing strengths, identifying cultural gaps, and pinpointing improvement opportunities across teams.

INSTRUCTIONS FOR EMPLOYEES

Please rate each statement below according to how much you agree or disagree, using the scale:

-  **1 = Strongly Disagree**
 **2 = Disagree**
 **3 = Neutral**
 **4 = Agree**
 **5 = Strongly Agree**

Be honest—this isn't a test. Your input helps shape a better workplace for everyone.

#	Statement	Rating (1–5)
1	I feel a strong sense of accomplishment in my work.	
2	My daily responsibilities align with my personal values and give me a sense of meaning or purpose .	
3	I receive consistent and genuine recognition or appreciation for my contributions.	
4	I have regular opportunities for learning , skill development, and professional growth .	
5	There is open, honest, and clear communication throughout my team and organization.	
6	I feel emotionally and professionally supported by my colleagues and supervisors.	
7	I have the flexibility and autonomy to manage my work-life balance effectively.	
8	I regularly experience joy, energy, or fulfillment in the work that I do.	
9	When conflicts arise, they are handled in a constructive and respectful way.	
10	My company makes a genuine effort to promote employee happiness and well-being .	
11	I feel psychologically safe —I can voice ideas or concerns without fear of retribution or dismissal.	

#	Statement	Rating (1–5)
12	Our leadership team actively demonstrates a commitment to improving culture and morale .	
13	I have a clear understanding of how my work supports the mission and goals of the organization.	
14	My team demonstrates strong collaboration , mutual trust , and willingness to support each other.	
15	The company provides access to mental health resources and emotional support when needed.	

SCORING AND INTERPRETATION

▶ TOTAL SCORE: _____ / 75

Score Range	Interpretation
60 – 75	★ You're working in a highly engaged, joyful culture—keep nurturing it.
45 – 59	⚖️ Solid foundation but room for improvement. Focus on communication, recognition, or well-being.
Below 45	🚨 Cultural health is at risk—leadership attention is urgently needed.



OPEN-ENDED REFLECTION QUESTIONS

These questions encourage deeper insights into the employee experience. They are invaluable for uncovering stories, patterns, and breakthrough ideas that a numerical score alone cannot capture.

1 What parts of your job make you feel most energized, proud, or happy?

Describe a moment in the past month when you felt truly connected to your work.

2 What is currently draining your energy or causing stress at work?

This could be a policy, process, relationship, or even a lack of something important.

3 What is one thing leadership could start, stop, or change to make this a more joyful place to work?

Be specific—your input matters.

4 How well do you think your team communicates and collaborates?

What suggestions do you have to improve trust, cooperation, or alignment?

5 What additional tools, support, or resources would help you be more effective and satisfied in your role?

This could include technology, training, coaching, or changes in workload.

6 If you could design your ideal work experience here, what would it look like?

Share what success, joy, and growth would feel like for you at this company.

