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HOW WELL DOES YOUR COMPANY DO FOR EMPLOYEES ON A 1 -10 SCALE?
 (Ranking of the eight criteria, and their possible weighting, will differ by business type.)

Enter Each Key Manager's Name >	John James	Sue Smither	Dick Davis	Gina Gomez	George Groves	Bobbie Biardi	TOTAL SCORES
KEY CRITERIA:							
1 - Communication	10	9	10	10	9	10	58
2 - Recognition/ Validation	9	10	9	9	10	10	57
3 - Convenience	9	9	10	9	9	9	55
4 - Challenge	10	10	9	10	10	10	59
5 - Personal Growth	9	9	10	9	10	9	56
6 - Fun/Celebration	9	8	9	9	9	8	52
7 - Security/Safety	9	9	9	9	10	9	55
8 - Compensation/ Reward	8	6	7	8	7	7	43
TOTAL SCORES =	73	70	73	73	74	72	9.1 ESI

INSTRUCTIONS:

- 1 - With your management team, decide what eight items, in order, are the most important to your employees.
- 2 - Change the row labels to correspond with the important aspects for YOUR employees (try the suggestions).
- 3 - Ask your managers to score your company on each aspect. Validate by Walking Your 4 Corners (W4C).
 Please see Kraig's book "CEO Tools" pages 2, 47-51, and especially 194-195 about the ESI itself.
- 4 - Enter the scores in the light green boxes above for your weighted average ESI (employee satisfaction Index).
- 5 - Do this employee survey at least once a quarter, then track your ESI's on a Trailing 4-Quarter Chart - see below.
- 6 - Most importantly, get your Management Team to review the surveys often and DO SOMETHING to improve!

Visit www.ceotools.com for other tools and to get the Trailing 4-Quarter Chart to track your improvement in ESI.



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