

# ENGAGEMENT **MAGIC**<sup>®</sup> Self-Assessment

## Instructions

Would you like to understand more about your own level of MAGIC? Excellent! We've included a self-assessment that will help you evaluate your MAGIC—where it's strong, and where it could use a boost. For a more comprehensive version of this assessment, please visit:

[www.EngagementMAGIC.com/self-assessment](http://www.EngagementMAGIC.com/self-assessment)

As you respond to the questions in the self-assessment, indicate your agreement with each statement by filling in the bubble next to the question. Once you have completed the assessment, add up the score for each color (1=Strongly Disagree; 5=Strongly Agree) and write the score on the "Score" line—"M" for Meaning, and so on.

On the "Desired" line for each section, indicate the score you would like to have for that specific section, with 25 points being the highest possible for the entire section or key. Those MAGIC keys that are most important for you will have the highest "desired" scores.

Once you have both your actual score and your desired score, the difference between these two scores is the "gap." A gap can be either positive (i.e., you have an abundance of this particular MAGIC key) or negative (i.e., you lack in this area and need more than you currently find in your work).



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Questions	Strongly Disagree	←————→			Strongly Agree
My work is an integral part of who I am as a person.	1	2	3	4	5
I am proud of the work we do in this organization.	1	2	3	4	5
My job inspires me.	1	2	3	4	5
My job provides me with a sense of meaning and purpose.	1	2	3	4	5
For me, this is more than 'just a job.'	1	2	3	4	5
I am generally able to choose how to best perform my job.	1	2	3	4	5
I am able to be creative and innovative at work.	1	2	3	4	5
I have the authority I need to do my best work.	1	2	3	4	5
I am given the freedom to fully utilize my talents and abilities in my current position.	1	2	3	4	5
My supervisor trusts and empowers me to get my work done in the way I see best.	1	2	3	4	5
My job helps me grow both individually and professionally.	1	2	3	4	5
I regularly feel challenged and stretched in my job.	1	2	3	4	5
There are people here that see my potential, and work to help me achieve it.	1	2	3	4	5
I receive regular performance feedback and coaching.	1	2	3	4	5
My job offers enough variety that I am learning new things.	1	2	3	4	5
I can clearly see the results of the work I perform.	1	2	3	4	5
There are clear objectives here by which I can measure my success.	1	2	3	4	5
Most days, I leave work feeling like I was able to accomplish what I wanted to accomplish.	1	2	3	4	5
Most days, I can see that I am making progress on important work projects or	1	2	3	4	5
The work I do has a direct impact on the success of the organization.	1	2	3	4	5



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Questions	Strongly Disagree	←————→			Strongly Agree
I am a good fit with the company's culture.	1	2	3	4	5
I enjoy the people I work with.	1	2	3	4	5
I feel like I belong here.	1	2	3	4	5
I can embrace the values and ideals of this organization.	1	2	3	4	5
I trust the people I work with.	1	2	3	4	5
I feel that what I receive from the organization is aligned with the effort I put in.	1	2	3	4	5
At work, I am treated with dignity and respect.	1	2	3	4	5
Overall, the compensation and benefits I receive here are fair.	1	2	3	4	5
I have the tools and resources I need to perform my job.	1	2	3	4	5
In my job, I feel emotionally and physically safe.	1	2	3	4	5
I feel happy when I'm intensely working in my job.	1	2	3	4	5
At work, I feel strong, energized, and vigorous.	1	2	3	4	5
I love my job.	1	2	3	4	5
My heart is in the work I do.	1	2	3	4	5
It is easy to become absorbed in my work.	1	2	3	4	5

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Key	Low	Moderate			High	Experienced	Desired	Gap
<b>M</b>	5	10	15	20	25			
<b>A</b>	5	10	15	20	25			
<b>G</b>	5	10	15	20	25			
<b>I</b>	5	10	15	20	25			
<b>C</b>	5	10	15	20	25			
<b>S</b>	5	10	15	20	25			
<b>E</b>	5	10	15	20	25			

# Engagement Interview

## MEANING

- What about your job gets you out of bed in the morning?
- Where do you find meaning in your work? Where is it missing?
- How does your job help you accomplish what's most important in your life? How does it detract? What's missing?

## AUTONOMY

- What type(s) of autonomy is/are most important to you? Where you work? With whom you work? When you work? What you work on? Any others?
- Where is that autonomy present, and where is it missing?
- How do you feel about the level of direction and support you receive from me? From others?

## GROWTH

- Where do you feel you are growing in your job? Where do you feel stagnant?
- Are there areas outside what you do each day that you would like to be involved in? Where would you like your career to go, and how can we support that?
- What interests or talents do you have to contribute that we're not fully recognizing or using in your current role?

## IMPACT

- Where do you feel your work has the greatest impact (on whom, what, etc.)? Where do you feel you're spinning your wheels?
- When people evaluate your performance, what do you think are the key areas they look at? What's going well? What's getting in the way?
- Where do you see yourself currently making a difference? Where would you like to see yourself making a difference?

## CONNECTION

- Tell me about the people you work with. Do you enjoy working with them?
- What type(s) of connection is/are most important to you?
- Do you feel like you belong here? Why or why not?

