

Drivers of Engagement Checklist ¹			
DRIVERS	DESCRIPTIONS	PRESENT?	AREA FOR OPPORTUNITY?
Psychological Meaningfulness	Challenge & Variety		
	Fit		
	Significance		
	Empowerment		
	Feedback & Rewards		
	Opportunities for Growth & Development		
	Coworker Collaboration & Support		
	Clear Performance Expectations		
Psychological Safety	Lack of Bias		
	Fairness		
	Trust		
	Respect		
	Inclusiveness		
	Manager's Flexibility		
Psychological Availability	Physical & Psychological Well-Being		
	Stress		
	Burnout		
	Overload		
	Confidence		
	Outside Life (work-life balance or engagement within community)		
	Balance of Job Demands vs. Job Resources		

¹ Amended from eCornell University Employee Engagement Coursework.