

The degree to which employees find fulfillment in their work ranges from low to moderate to moderate to high. Measuring fulfillment is a difficult exercise and an important process to undertake if you are interested in understanding employee engagement. Mission assurance is a result of employee performance and productivity, which correlates to the level of employee engagement and personal fulfillment.



Employees that are focused on meeting lower level needs (levels I, II, III described in the Seven Levels of Personal Consciousness Model) will tend to find fulfillment from compensation, benefits, and having a sense of pride in their work. Employees that are operating at a level IV consciousness will tend to find a moderate to high level of fulfillment with work that stretches their mental capacities that is exciting and mentally stimulating. Employees that operate at the higher levels (level V, VI, VII) will devote tremendous energy to their work because their work is aligned with their soul purpose. Their work will deeply resonate with them and they are willing to give their gifts and talents to the organization because doing so doesn't feel like a job or work to them.

To gain an understanding of the levels from which your employees are operating, a fulfillment survey created by the Barrett Values Centre is below. Rate the below statements on a scale of one (1) to five (5), from (1) strongly agree to (5) strongly disagree.

1. *I am fairly compensated for my contribution to the organization*

1                      2                      3                      4                      5

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2. *Overall my benefits package meets my needs*

1                      2                      3                      4                      5

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3. *I have the tools, technology and resources I need to do my job*

1                      2                      3                      4                      5

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4. *I am treated like a valued and respected member of the organization*

1                      2                      3                      4                      5

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5. *I am recognized for my efforts and successes*

1                      2                      3                      4                      5

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6. *I believe my organization is in tune with and responsive to the needs of our customers*

1                      2                      3                      4                      5

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7. *I am encouraged and supported to seek out professional growth opportunities within the organization*

1                      2                      3                      4                      5

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8. *I am proud of the products and services we deliver to our customers*

1                      2                      3                      4                      5

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9. *I have a clear understanding of what is expected of me from my supervisor*

1                      2                      3                      4                      5

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10. *My organization encourages me to seek a healthy balance between my personal and professional life*

1                      2                      3                      4                      5

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11. *I receive regular and timely feedback on my performance*

1                      2                      3                      4                      5

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12. *People in this organization are held accountable for their performance*

1                      2                      3                      4                      5

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13. *The organization has a clear sense of purpose and direction*

1                      2                      3                      4                      5

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14. *Leaders in this organization speak honestly and openly about decisions, priorities and motives*

1                      2                      3                      4                      5

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15. *My immediate co-workers and supervisor can be trusted*

1                      2                      3                      4                      5

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16. *I feel that I am able to make a difference through my work*

1                      2                      3                      4                      5

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17. *The organization motivates me to exceed my expectations*

1                      2                      3                      4                      5

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18. *People in this organization work collaboratively across departments to achieve common goals*

1                      2                      3                      4                      5

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19. *I feel the work the organization does serves the greater good of society*

1                      2                      3                      4                      5

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20. *I can always count on people in this organization to do the right thing*

1                      2                      3                      4                      5

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21. *The organization works towards a long-term vision for improving the well-being of its employees and humanity.*

1                      2                      3                      4                      5

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Transfer the Likert Scale ratings from above into the table below and total each column

Question	Score	Question	Score	Question	Score	Question	Score
1		4		7		10	
2		5		8		11	
3		6		9		12	
Total		Total		Total		Total	

Question	Score	Question	Score	Question	Score
13		16		19	
14		17		20	
15		18		21	
Total		Total		Total	