

Empowerment Self Assessment (45 Points)

Rate each statement and select the response that best reflects your current team environment.

1 Never 2 Rarely 3 Sometimes 4 Most of the time 5 Always

Our team has clearly defined goals, roles, and responsibilities.

We regularly share context (the 'why') behind priorities and changes.

Team members participate in decision-making and can handle routine work without needing my approval.

People feel safe to bring forward ideas and openly discuss challenges.

Leaders on our team consistently practice effective delegation.

Team members have growth opportunities and clear action plans to achieve them.

Recognition is provided in a timely manner and is tied to specific behaviors and outcomes.

We learn from our mistakes and adjust processes without placing blame.

We meet as a team to make decisions on projects, and ownership and outcomes are clearly defined.

Total Score:

Team Engagement Self-Assessment: Scoring Guide

10–20: Build Foundations – Focus on establishing clear roles, communication, and trust.

24–30: Solid Practices – Strengthen autonomy, consistency, and team involvement in decisions.

30–45: Strong Practices – Sustain strong empowerment and share best practices across teams.