**APPENDIX B**

**INSPIRE Engagement Scale (for Team Members)**

Rate your current level of engagement at work using the following 5-point scale:

1=Strongly Disagree; 2= Disagree; 3=Neutral; 4=Agree; 5=Strongly Agree

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| **Rating** | **Engagement** |
| 1 2 3 4 5 | 1. I am enthusiastic about going to work every day. |
| 1 2 3 4 5 | 1. I feel energized at work. |
| 1 2 3 4 5 | 1. I feel inspired in my job. |
| 1 2 3 4 5 | 1. I take pride in the work I do. |
| 1 2 3 4 5 | 1. I find it easy to immerse myself in my work. |
| 1 2 3 4 5 | 1. I enjoy the work that I do. |
| 1 2 3 4 5 | 1. I often give my best effort at work. |
| 1 2 3 4 5 | 1. I am encouraged to contribute my knowledge and skills. |
| 1 2 3 4 5 | 1. I feel like I can fully express myself at work. |
| 1 2 3 4 5 | 1. I am able to use my strengths at work. |
| 1 2 3 4 5 | 1. My work aligns well with my personal values. |
| 1 2 3 4 5 | 1. My work gives me a sense of purpose and meaning. |
| 1 2 3 4 5 | 1. I feel a strong sense of connectedness with my work colleagues. |
| 1 2 3 4 5 | 1. I feel like a valued member of the organization. |
| 1 2 3 4 5 | 1. I am excited about the career development opportunities at work. |
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* We don’t yet have comparative data to confirm the classification of scores.
* However, you can examine the range and mean of the engagement scores and discuss the implications of the results with your team.

Note: This scale measures employee engagement defined as follows: “a state characterized by enthusiasm, inspiration and positive energy, psychological empowerment, and the sense of being fully connected with one’s work and other people.” (Hilliard & Lopez, 2019)