

Measuring the Impact on Business Outcomes

> Activity

Measuring Your Impact

Now that you've worked out the kinks of your idea, you're ready to measure impact. This worksheet covers four steps to help you make a measurement plan that works for your organization.

1. Identify what you're measuring
2. Plan how you'll collect your data
3. Identify what questions you'll use to measure impact
4. Collect and learn from your data

Set aside 30-60 minutes for this activity, plus time to collect and analyze data.

Step 1: Identify What You're Measuring

What idea are you measuring?

What business outcome or job characteristics do you want to assess? Circle one below or write your own.

**Turnover
Intention**

**Commitment to
the Organization**

**Individual
Performance**

**Engagement
at Work**

Burnout

Other:

Step 2: Plan How You'll Collect Your Data

How will you collect your data? Circle one or write your own below.

Survey

**One-on-One
interviews**

Other

Who will we measure with? (Consider employees across levels and roles who have engaged with your idea.)

How often will you measure? (Consider natural places where it might make sense to assess learning based on the specifics of your idea.)

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Step 3: Identify Questions You'll Use to Measure Impact

Below are sample survey questions that you can use to assess impact. Select the questions that apply to your idea and your desired business outcomes. Feel free to add others! See below for an example of how you might create a survey from these questions.

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Employer Outcome	Question	Response Scale
Turnover Intention	<ul style="list-style-type: none"> I am seriously thinking about quitting my job. There's not much to be gained by staying with [EMPLOYER] 	<ol style="list-style-type: none"> Strongly Disagree Somewhat Disagree Somewhat Agree Strongly Agree
Commitment to Organization	<ul style="list-style-type: none"> I feel as if [EMPLOYER'S] problems are my own. I would be happy to work at [EMPLOYER] for at least the next two years 	<ol style="list-style-type: none"> Strongly Disagree Somewhat Disagree Somewhat Agree Strongly Agree
Individual Performance	<ul style="list-style-type: none"> I work harder than necessary. I take on extra duties or responsibilities at work 	<ol style="list-style-type: none"> Not Likely Somewhat Likely Moderately Likely Extremely Likely
Engagement at Work	<ul style="list-style-type: none"> I focus hard on my work I feel energetic about my work 	<ol style="list-style-type: none"> Strongly Disagree Somewhat Disagree Somewhat Agree Strongly Agree
Burnout	<ul style="list-style-type: none"> I feel physically exhausted at the end of the workday I feel mentally work out at the end of the workday I feel emotionally drained at the end of the workday 	<ol style="list-style-type: none"> Never Less than once a month At least once a month At least once a week Every day

Example:

Turnover Intent

Here are some feelings that people might have about the place they work. How much do you agree or disagree with each statement?

Statement:	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
"I am seriously thinking about quitting my job."	1	2	3	4