



SAVAGE STRATEGY

The Engaged Team Checklist 2026

An honest diagnostic for business owners and leaders
who want a team that actually gives a damn



Why This Matters



Disengaged employees cost you more than you think.

Not just in wages for average effort — but in mistakes, customer experience, staff turnover, owner stress, and the slow drag on your culture that eventually affects everyone.

The good news is that engagement is not about ping pong tables or pizza Fridays.

It comes down to a handful of things that great leaders get right consistently. This checklist will show you where you stand.

Be honest. Nobody is watching



Section I

Clarity and Direction

People cannot perform well if they do not know what good looks like.

Check all items that apply.

- Does every team member know exactly what is expected of them in their role?

- Do your people understand how their work connects to the bigger picture?

- Are your team's priorities clear — or do they just react to whatever comes up?

- Do you have written role descriptions that are current and actually used?

- When things change, does your team hear it from you first — or through the grapevine?

- Does your team know what success looks like this week, this month, this quarter?



Section II

Leadership and Trust

People do not leave businesses.
They leave leaders.

Check all items that apply.

Do your people feel safe to raise problems or share bad news without fear?

Do you follow through on what you say you will do?

Are you consistent — or does your mood set the tone for the whole team?

Do you treat your team as capable adults or do you micromanage?

Do people trust that decisions made are fair — even when they disagree?

Are you visible, present, and genuinely interested in your people?



Recognition and Feedback

What gets noticed gets repeated.
What gets ignored gets abandoned.

Check all items that apply.

Do you give specific, genuine praise when someone does something well?

Is feedback a regular conversation — or only delivered when something goes wrong?

Do your people know where they stand at any given time?

Are performance reviews happening — or getting pushed back indefinitely?

Do you catch people doing things right as often as you catch them doing things wrong?

Does every team member feel like their contribution actually matters?



Section IV

Growth and Development

Engaged people want to get better.
Give them a reason to grow with you.

Check all items that apply.

- Do your people have a sense of where they are heading within your business?

- Are you investing anything — time or money — in developing your team?

- Do team members have the tools, training, and resources to do their job well?

- Are you promoting from within when the opportunity exists?

- Do you have conversations about career goals and personal development?

- Are your best people being stretched — or quietly getting bored?



Accountability and Standards

A team that is not held accountable is a team that loses respect for leadership.

Check all items that apply.



Are underperformers addressed — or quietly tolerated?



Do your top performers see that standards apply to everyone equally?



Are there clear consequences when expectations are not met?



Do you have regular one-on-ones or check-ins with your team?



Are team meetings purposeful — or just a habit nobody enjoys?



Does your team hold each other accountable — or does it always fall back to you?



Section VI

Culture and Belonging

Culture is not what you put on the wall.
It is what you allow.

Check all items that apply.

- Would your team describe the workplace as a positive place to be?

- Is there genuine camaraderie and respect between team members?

- Do people speak well of the business when they are outside of it?

- Are new team members welcomed and set up for success?

- Is poor behaviour — gossip, negativity, blame — addressed or left to fester?

- If you asked your team anonymously whether they would recommend working here — what would they say?



Section VII

Wellbeing and Workload

Burnt out people are not engaged people.

Check all items that apply.

- Is the workload across your team reasonable and sustainable?

- Are people using their leave — or are they running on empty?

- Do you notice when someone is struggling — and do something about it?

- Is there flexibility where it is possible and practical?

- Do people feel like the business cares about them as people — not just outputs?

- Are you modelling a healthy work approach yourself?



Your Score

Count your ticks

38–42 Strong team culture. Protect it and keep investing in it.

28–37 Solid in places. Identify your weakest section and go there first.

18–27 Warning signs present. Act before your best people start looking elsewhere.

Under 18 Your team is telling you something. Time to listen and lead differently.

A NOTE ON HONESTY

If you scored yourself and it felt uncomfortable — good.

That discomfort is the gap between where you are and where you want to be. Most engagement problems are leadership problems in disguise. The owners and leaders who are willing to look at themselves first are the ones who build genuinely great teams.

What next?

Strong businesses are built on strong teams. If this checklist has highlighted gaps you are not sure how to close — that is exactly where a good business coach earns their place.

Let's have a straight conversation about your team, your leadership, and what is actually getting in the way.

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