

S2P1-2: ARP Engagement Diagnostic – Example

Purpose:

Evaluate whether current engagement efforts are *landing* — not just whether they are delivered. Helps reveal gaps between leadership action and staff experience.

Sample Diagnostic Table

Domain	Functional Area	Action (A) (0-10)	Response (R) (0-10)	ARP Alignment (A x R)	Notes / Evidence
Surveys	Annual engagement survey issued via email	8	3	24	"We never hear what happens after the results."
Recognition	Monthly top-performer awards shared via newsletter	6	5	30	Seen as a popularity contest
Voice / Involvement	Suggestion box + Yammer posts encouraged	5	2	10	Lacks visible follow-up
Leadership Visibility	Town halls every quarter	8	7	56	Some engagement, but lacks dialogue
Manager Check-ins	Weekly 1:1s encouraged via policy	9	6	54	Depends on individual manager capability
Follow-through on Feedback	Action plans posted post-survey	8	2	16	"We've seen these before — nothing changes."

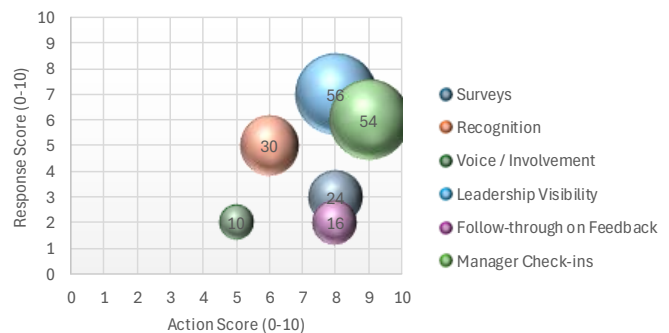
How It's Used:

Interview teams and sample staff comments
Score each domain using ARP logic: *Did it land?*
Identify misalignments to correct before system rollout

Output:

High-signal diagnostic summary shared with leadership
Used to prioritise which areas go into S2P2 pilot
Bridges current state (Valley) to desired state (Hill)

ARP Engagement Diagnostic



Action-Response Principle (ARP)

Ref:S2P1-2