

Engage for Excellence (E4X)TM

A Practical Leadership Playbook for High-Hazard Industries

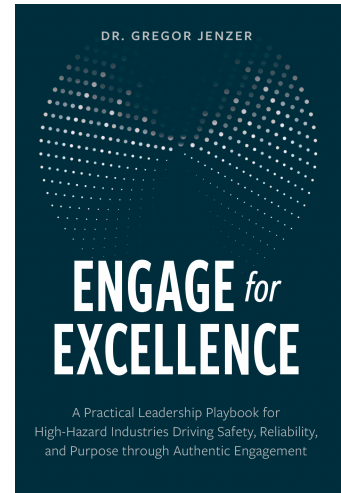
Driving Safety, Reliability, and Purpose through Authentic Engagement

*What if the key to safer, more reliable operations
isn't another rule—but the way leaders show up?*

E4X Pulse Mini

A 1–2 minute pulse to track trust, voice, discipline, purpose, and recognition.

Try now → [Pilot Kit](#) · [Sample Chapter](#) · [Contact](#)



E4X Pulse Mini — 5-Question Survey

A 1–2 minute pulse to track trust, voice, discipline, purpose, and recognition.

How to use

- Anonymous, one mark per row (1–5). Run monthly; summarize quarterly for leaders/board.
- These five items mirror the E4X Pillars and the book’s pulse template.

Crew/Area: _____ **Shift/Date:** _____

Scale: 1 = Strongly Disagree · 2 = Disagree · 3 = Neutral · 4 = Agree · 5 = Strongly Agree

Statement	1	2	3	4	5
1) I feel safe raising a concern here. <i>(People & Culture)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Leaders show up and genuinely listen. <i>(People & Culture)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) We fix small issues before they escalate. <i>(Systems & Discipline)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) I see how my work connects to a broader mission. <i>(Purpose & Alignment)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) Recognition for good work is timely and sincere. <i>(Purpose & Alignment)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Optional (one sentence): *What one change would make you feel more engaged next month?*



E4X Pulse Mini — Tally Sheet (for Pilot Lead/Data)

Roll up results, spot trends, and feed actions into Weekly TOR.

Step 1 — Count responses by option (1–5) and compute basic stats.

Tip: Show both the average and % favorable (4–5). Pulses are a short, recurring measure of trust/voice; keep it lightweight.

Q# Statement (short)	#1	#2	#3	#4	#5	N	Avg (1–5)	% Favorable (4–5)
Q1 Safe to speak up	___	___	___	___	___	___	___	___%
Q2 Leaders show & listen	___	___	___	___	___	___	___	___%
Q3 Fix small issues fast	___	___	___	___	___	___	___	___%
Q4 Link to bigger mission	___	___	___	___	___	___	___	___%
Q5 Timely, sincere recognition	___	___	___	___	___	___	___	___%

Overall Pulse Score (mean of Q1–Q5): _____

Crew/Shift notes (optional segmentation): _____

Step 2 — Quick read & actions (use with operational data).

- **Dropping near-miss reporting + lower pulse** → fear culture creeping in. Act to rebuild trust/visibility.
- **High forum (TOR) attendance + low closure rate** → accountability weakness. Tighten follow-through.
- **Flat surveys + rising absenteeism** → disengagement risk; use micro-actions & recognition.

Cadence & visibility

Run a **short monthly pulse**; share a **quarterly summary** that links culture signals (pulse, near-miss, closure time, participation) to reliability/retention. Keep numbers small and hard to ignore.

Where it goes next

Log key themes and any fixes in your **Weekly TOR** (owner + due), then track closure visibly.

