

# Engage for Excellence (E4X)<sup>TM</sup>

A Practical Leadership Playbook for High-Hazard Industries

Driving Safety, Reliability, and Purpose through Authentic Engagement

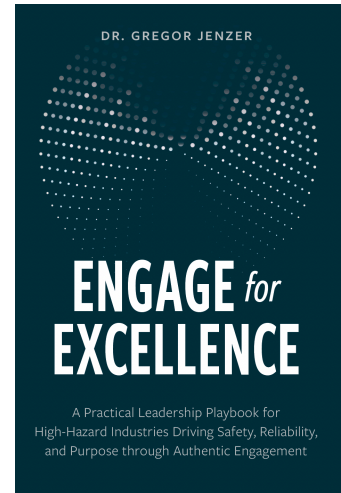
*What if the key to safer, more reliable operations  
isn't another rule—but the way leaders show up?*

## E4X Pulse Mini

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

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## 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 &amp; 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 &amp; 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 &amp; 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 &amp; 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 &amp; 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?*

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## 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.

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