



THRIVING WORKPLACE

Working with Your Group's Q12 Results

Use this guide to lead your group through a conversation about the Thriving Workplace survey results. Share the results, talk about them, set goals, and take action.

- 1. As a group, review the survey results. Ask the following questions.**
 - Do any of the results surprise you?
 - What are we doing well that makes us strong in one or two areas?
 - Where do we have opportunities to grow and improve?
- 2. Have a conversation to identify a current goal or priority for the group (a priority related to the content of what your group does not a goal related to the survey items).**
 - What are the 3-4 important priorities for our group/office/department?
 - How should we prioritize these goals?
 - Which goal should we focus on as a group?
- 3. Select a Q12 item that is relevant to the goals or priorities you identified above.**
 - Which Q12 item – if we focused on it – could help us achieve our goal/priority?
 - What action steps do we need to take to have a positive outcome on this Q12 item?
 - What three or four immediate action steps should we focus on first? Who can take ownership of these steps?
- 4. Review and recalibrate. Regularly have a 5-10-minute discussion:**
 - Did we complete the actions steps we said we would?
 - Did completing them make a difference?
 - Adjust or change directions if necessary.

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