



## THRIVING WORKPLACE

## Tips for Using Survey Results

Use the results of your Thriving Workplace survey to identify areas of strength and opportunity to create a culture of engagement and inclusion in your area. If you are a leader, manager, or supervisor, engage your group in discussion that allows individual understanding of the survey results and then collective conversation to develop action steps.

Keep these tips in mind:

1. **Focus on the high scores.** High scores indicate areas of strength. Take steps to ensure these items remain strengths. What do you (as the manager, leader, supervisor) and members of the group do that make these points of strength?
2. **Use the results to help pinpoint where your group should focus to see improvements in engagement and inclusion.** The first 17 items of the survey are designed to be actionable at the local level – your work group or team.
3. Remember that a mean score of “5” represents that this workplace need is consistently met. A mean score of “4” suggests that the need is often met, but not consistently so. Gallup suggests “**focusing on the 4s**” because these scores indicate areas of potential strength – a slight adjustment or tweak in the environment could make a big difference.
4. Pay close attention to the **foundational needs of your group (Q1 and Q2)**. A solid base makes creating a thriving workplace easier to accomplish and sustain.
5. **What are the goals of your group/unit?** Discuss which elements of engagement and inclusion could help your group achieve and even exceed these goals.
6. **Individuals interpret and experience engagement and inclusion uniquely.** The Thriving Workplace survey is an opportunity to honor individual experience in the context of collectively creating a thriving workplace.

Every survey results report provides clues to a groups’ engagement and inclusion story. Numbers cannot change a workplace environment on its own. It takes the whole team with the lead of the manager, supervisor, or leader to create a thriving workplace.

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