



The Thriving Workplace survey results are in and your team *crushed* it. Congratulations! Pat yourselves on the back and take a minute to celebrate. Feeling good? Great – now let's get back to it.

High scores are a sign that you're doing something right, but they are not the end of the story. Instead, they represent a springboard for everyone in your group to understand what's working well and leverage that positive momentum to find new opportunities to thrive at work.

Here are some ideas for where to go next:

### **1. Start with your strengths.**

Begin by accentuating the positive. What are you doing right? These strengths are the building blocks for a more positive, engaging, and inclusive workplace and will help nourish the areas that need more attention.

### **2. What made an impact? Take note.**

What events, ideas, and initiatives from the past year pushed those numbers up? Ask your team to share the high points of the past year and use them as a starting point for addressing areas that need tending.

### **3. Make some resolutions.**

Now that you know what's working, devise a plan with your unit to build on its strengths, continue to grow, and move in a positive direction. When looking at your scores, don't neglect your 4s; 4s are considered "yes, buts..." Addressing those "buts" with specific strategies can push those 4s to 5s.

### **4. And about those buts...**

Remember, complaint reveals commitment. Feedback shows your group is invested in sustaining a thriving workplace by pointing out what can be improved — accept the challenge!

### **4. Check in regularly.**

One of the reasons your scores are high is because you were intentional about creating a thriving workplace. As your team pursues new strategies, encourage individuals to take initiative and ownership. Check in with each other regularly. Did we do what we said we would? Is it working? Do we want to keep going? If your unit is making good progress on a goal, work to identify another SMART action to implement.

### **5. Keep the party going.**

Gallup has found that small victories toward greater engagement and inclusion are the most effective way to make change. It can be easy to lose track of these successes when the copier is jammed and you're on a deadline. Look for ways to keep these small wins visible: offer shout outs and vehicles for recognition, and share your successes and strategies beyond your unit, especially with the Thriving Workplace Initiative. We love to celebrate success!