GALLUP®

Q¹²® Results Discovery Tool

Discovering Your Engagement Story

Your Engagement Results

1) What is your team's GrandMean?

2) What is the highest-scoring Q¹² item relative to Gallup's global database?

3) What are the two lowest-scoring Q¹² items relative to Gallup's global database? _____ and _____

4) If your team previously took the Q¹² survey, was there a meaningful change in the GrandMean?

   If so, was it an increase or a decrease?

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At First Glance

1) What does the GrandMean say about your team's engagement? Does anything surprise you?

2) How does your team's GrandMean compare with the overall organization's GrandMean?

3) Which of the four levels of the engagement hierarchy is the **strongest** for your team?

4) Which of the four levels of the engagement hierarchy is the **weakest** for your team?

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Digging Deeper

1) What do the results say about how your team works together to get things done?

2) What do the results say about your team's relationships, communication style and problem-solving?

3) What are the "headlines"? What are the most important things you have learned about your team?

Key Discoveries and Assumptions:

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Questions to Ask Your Team:

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