

## Assessing Workplace Engagement Strengths and Areas for Growth

(Adapted from the *American Family Strengths Inventory*, DeFrain & Stinnett, 2008)

Put an ‘**S**’ for **Strength** beside the workplace engagement elements you feel your operation has achieved

Put a ‘**G**’ beside the workplace engagement elements that are an area of potential **Growth** within your operation

Put an ‘**NA**’ beside the workplace engagement elements that do not apply to your operation or are not of importance to your operation

<b>12 Elements of work life that demonstrated the strongest associations with employee performance</b>	
<i>In our operation, our team members would say...</i>	
	1. I know what is expected of me at work
	2. I have the materials and equipment I need to do my work right
	3. At work, I have the opportunity to do what I do best every day
	4. In the last seven days, I have received recognition or praise for doing good work
	5. My supervisor, or someone at work, seems to care about me as a person
	6. There is someone at work who encourages my development
	7. At work, my opinions seem to count
	8. The mission or purpose of my company makes me feel my job is important
	9. My associates or fellow employees are committed to doing quality work
	10. I have a best friend at work
	11. In the last six months, someone at work has talked to me about my progress
	12. This last year, I have had opportunities at work to learn and grow

## Our Plan

Based on our discussion of our operation's workplace engagement strengths, these are a few things we will be doing in the coming weeks and months to enhance the quality of life in our operation:

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2. \_\_\_\_\_  
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3. \_\_\_\_\_  
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How to access the Q<sup>12</sup> from Gallup: <https://www.gallup.com/workplace/356063/gallup-q12-employee-engagement-survey.aspx>