

## Engagement Driver Action Plan - Page # 1 of 2

Engagement Driver Category	Current Average Score	Target Average Score for Following Year (Suggestion: Select 1 Category)
Purpose & Inspiration	6.9	Maintain
Organizational Practices	6.2	People Friendly Policies: 5.7 to 6.2 Quality: 5.4 to 5.9 Mission: 6.6 to 7.1
Mastery	7.8	Maintain
Autonomy	7.6	Maintain

STRENGTHS Relative to Comparison Group	Current Average Score to Maintain	Actions to Leverage Strengths
Skills: I have the skills to do my job well.	8.2	What skill, if acquired or further developed, would be a game changer? What skill would open new possibilities for your team?
Naturally interested: I am naturally interested in the type of work I am doing.	8.1	Encourage team members to stay interested through deeper learning. Invite them to step outside comfort zones and into new territory.
Knowledge: I have the knowledge I need to excel in this work.	7.8	With strong knowledge, your team is well positioned to collaborate or undertake a joint venture! Seek out these opportunities. Take action!
Feedback: I get lots of meaningful feedback on my performance at work.	6.7	Beware of complacency. Encourage team members to seek multiple sources of feedback. Discuss ways to flag when they are not getting enough.



**Sample Company**  
**Selected Participants**

**Engagement Driver Action Plan - Page # 2 of 2**

<b>IMPROVEMENT AREAS Relative to Comparison Group</b>	<b>Current Average Score with Target</b>	<b>Actions to Address Improvement Areas</b>
Quality: I feel that everyone in the company is committed to a high standard of quality in their work.	5.4 to 5.9	Consider interdependencies. Who gives you work? To whom do you give work? Discuss process to raise the bar across teams.
People Friendly Policies: The policies of this organization are personnel-friendly.	5.7 to 6.2	Reread the employee handbook and seek out policies that could benefit your team. Talk about the advantages of the policies.
Mission: The mission or purpose of the company makes my job here important.	6.6 to 7.1	As a team, look at the value chain: Who receives your work? Why is it important? Discuss how it helps the organization fulfill its purpose.