



Manager Accountability and Commitment Plan

Use the prompts to help you make the most of your team's engagement results.

Accountability in Action

Current GrandMean Score: _____

This Year's GrandMean Score Goal: _____

I will achieve this goal by completing the following activities with my team:

My Commitments

I know I am responsible for creating and maintaining high levels of engagement with my team. To increase the level of engagement of each of my team members, I commit to:

Manager-to-Team Discussion

Conversations with your team increase clarity, accountability and shared commitment to engagement. These questions help to create valuable conversations whether or not you and your team have Q¹² employee engagement results data.

The goal of the employee engagement results report is to encourage dialogue between you and your team members. Below are a few questions to ask to better understand your team's current dynamics.

- What words would you use to describe our team?
- What has changed in the past year?
- How are these changes affecting our team?
- What does our team do well?
- Which of the Q¹² elements of engagement do we need to pay more attention to as a team?
 - What could we do? (List ideas for each one separately.)
 - What would we be willing to commit to start doing tomorrow?