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?