



### Engagement Driver Action Plan

Engagement Driver Category	Current Average Score	Target Average Score for Following Year (Suggestion: Select 1 Category)
Purpose & Inspiration	8.1	Personal Values: 8.2 to 8.7
Organizational Practices	7.8	Team support & challenge: 7.7 to 8.2
Mastery	8.6	Maintain
Autonomy	8.5	Learn from Mistakes: 8.6 to 9.1

3 STRENGTHS	Current Average Score to Maintain	Actions to Leverage Strengths
Celebrate: I regularly celebrate my accomplishments at work.	7.2	Consider creating a fun reward system for the team. Celebrate accomplishments currently taken for-granted.
Input: This organization seeks my input on things that matter.	8.2	Have the team suggest new ways to gather their input and identify areas of interest. Make a plan on how to offer input.
Creativity: I am able to be creative in the way I work.	8.4	Develop creative thinking techniques: Learn about 'what if' and 'how can we' questions. Build on any idea, using the 'Yes, and' technique.

3 IMPROVEMENT AREAS	Current Average Score with Target	Actions to Address Improvement Areas
Personal Values: I am able to be true to my personal values at work.	8.2 to 8.7	Have each team member list their three highest values with examples of how to live these values at work. Share them with each other.
Team support & challenge: I work on a great team with people who support and challenge me.	7.7 to 8.2	As a team, clarify your purpose. Create rules of engagement so everyone feels supported. Discuss ways to help each other learn and grow.
Learn from Mistakes: I am able to learn and grow from my mistakes.	8.6 to 9.1	As a team, refuse to engage in the blame game. Refocus on understanding the mistake, learning from it to get a better result next time.