



Analyze

Now that you have your survey results, you are ready to review and analyze the data. Your goal is to look for the engagement story behind the numbers.

At first glance, your survey results may seem like a lot of information. We suggest you start by looking at these three items below.

What are my team's strengths?

Focus on the Q12 questions with high scores. They indicate areas of strength. It's easy to forget to focus on the team's strengths—those things that are already good. You will want to take steps to ensure these items remain strengths. Look for recognition opportunities in the results.

What are my team's development areas?

Your natural instinct will be to focus on lower-scoring items. However, your greatest opportunities to improve engagement often exist in questions that have a score of a "3" or a "4" — meaning it is not consistently achieved.

Think about what else you need to know from your team to explore these areas further.

Are my team's foundational needs met?

Keep in mind that Q1 - Q6 form the foundation of a great place to work. Without a solid base, it will be a challenge to build engagement. These questions address basic and individual needs.