



Spotlight

As you begin to write the next chapter of your engagement story, don't forget to regularly follow up on team goals and shine the spotlight on success.

It's important to remember that the action plan does not equal engagement. It is just an outline to follow as you write your team's engagement story. It's the interactions and steps forward after the survey and planning that really lead to improved engagement.

- Establish a regular schedule for follow-up to the Action Plans.
- Evaluate progress on the team's goals.
- Recognize success — big and small.
- Review and recalibrate as needed.

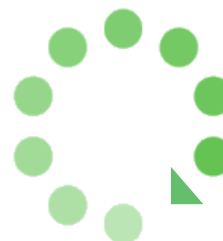
Don't just make a plan and forget about it.

Check-in with your team and evaluate progress.

Your goal: find out how team members feel about the team's progress.

Check-in Ideas

- Regularly lead a 5-10 minute discussion about two things:
 - * Did we complete the actions we said we would?
 - * Did completing them make a difference?
- Are adjustments necessary to the action plan?
- If the plan isn't working, adjust or discuss alternatives.



**WHAT'S
NEXT?**

Keep writing your engagement story!

Once the team decides that success has been achieved on a goal, schedule an Engagement Talk and repeat the steps needed to develop another action plan and commit to continually improving your team's engagement.