



GALLUP®

## Q06. Encourages Development

There is someone at work who encourages my development.

### Help Me Grow

Every employee needs help navigating the course of his or her career. Employees want to know there is someone looking out for and encouraging them to grow and develop, helping to push them beyond their current thinking.

Less than 1% of employees who report having someone at work who encourages their development are actively disengaged.

Less than 1% of those who have no mentor are able to achieve real engagement with their employer through the other 11 elements of engagement.

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### Three Ways to Encourage Development

**Individualized:** Customized for each team member and consistent with his or her current role.

**Intentional:** Directed and purposeful for each person.

**Ongoing:** Continuous process throughout each person's work life cycle (from onboarding to promotion).



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