

Q¹²® Results Discovery Tool

Discovering Your Engagement Story

Your Engagement Results

- 1) What is your team's GrandMean?
- 2) What is the highest-scoring Q¹² item relative to Gallup's global database?
- 3) What are the two lowest-scoring Q¹² items relative to Gallup's global database? and
- 4) If your team previously took the Q¹² survey, was there a meaningful change in the GrandMean?
If so, was it an increase or a decrease?

At First Glance

- 1) What does the GrandMean say about your team's engagement? Does anything surprise you?
- 2) How does your team's GrandMean compare with the overall organization's GrandMean?
- 3) Which of the four levels of the engagement hierarchy is the **strongest** for your team?
- 4) Which of the four levels of the engagement hierarchy is the **weakest** for your team?

Digging Deeper

- 1) What do the results say about how your team works together to get things done?
- 2) What do the results say about your team's relationships, communication style and problem-solving?
- 3) What are the "headlines"? What are the most important things you have learned about your team?

Key Discoveries and Assumptions:

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Questions to Ask Your Team:

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