

# FROM SURVEY TO SUCCESS:

## What Comes After The Employee Engagement Survey?

STEP

01



**Spend time with the data to really understand the stories it tells.**

- ✓ Assess participation – is the data you gathered an accurate representation of how people are feeling?
- ✓ Utilize industry benchmarks, if available, to provide a better understanding.
- ✓ Sort data by location, department, and manager to spot shining stars and groups that may need attention.



02

STEP

**Notice areas of strength and consider ways to ensure they remain strong moving forward.**

- ✓ Consider what led to the rave reviews received in the areas of strength.
- ✓ Identify ways to maintain (and even grow) success in these areas.

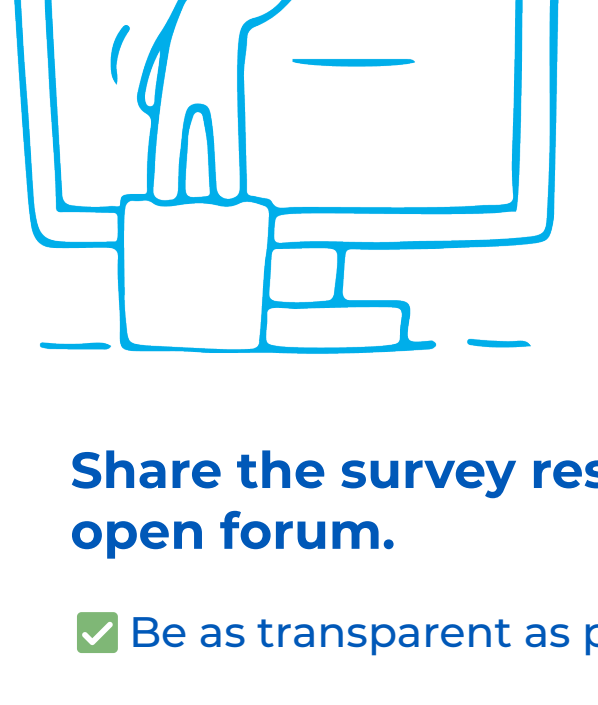
STEP

03



**Identify a survey item that has a high impact on overall engagement that you would like to improve (Area of Focus).**

- ✓ Spend time brainstorming ways you can grow in this area.



04

STEP

**Share the survey results with all employees in an open forum.**

- ✓ Be as transparent as possible.
- ✓ Celebrate areas of strength.
- ✓ Discuss ways to improve the selected Area of Focus.
- ✓ Create an honest and open dialogue, answering questions and sharing opinions.

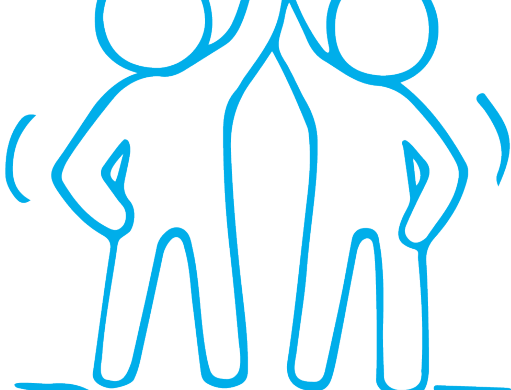
STEP

05



**Encourage leaders to adopt at least one tactic to help improve in the selected Area of Focus.**

- ✓ Share selected tactics among the entire leadership group to boost accountability.
- ✓ Provide positive recognition when leaders use their tactics and show interest in the results.



06

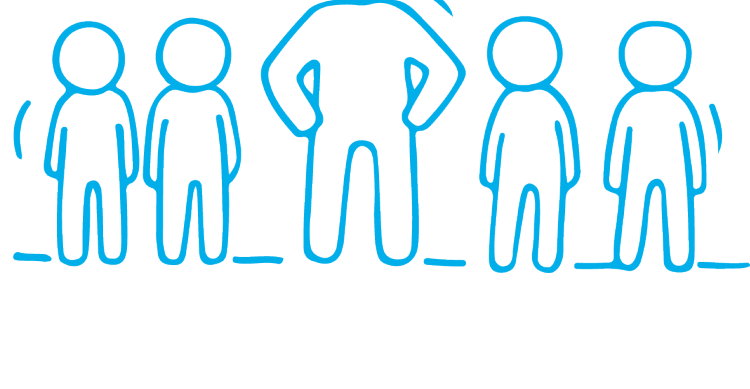
STEP

**Create accountability among leaders to ensure positive change happens in the selected Area of Focus.**

- ✓ Consider what led to the rave reviews received in the areas of strength.
- ✓ Identify ways to maintain (and even grow) success in these areas.

STEP

07



**Look to the experts (like Up Your Culture!) to provide ongoing coaching and guide your change initiative.**



08

STEP

**Repeat the survey at the end of the year to celebrate improvements and continually find ways to increase employee engagement.**

↑ **UP YOUR CULTURE**

by THE CENTER FOR SALES STRATEGY