

Strengths and Opportunities Worksheet (Gallup Q12)

First share the response summary with your team members. Use this worksheet to prompt meaningful dialogue with your workgroup about your team's strengths and biggest areas of opportunity as were uncovered by the Gallup Q12. In particular review the first six questions with your team members.

- Do our results on any of these items surprise you?

- What were you thinking about when you answered this particular item?

- Do the results reflect how you feel now?

- What would a '5' look like on this particular item?

- What are we doing that makes this a strong or a weak result?

- What does our work unit need to do to improve on this item?