



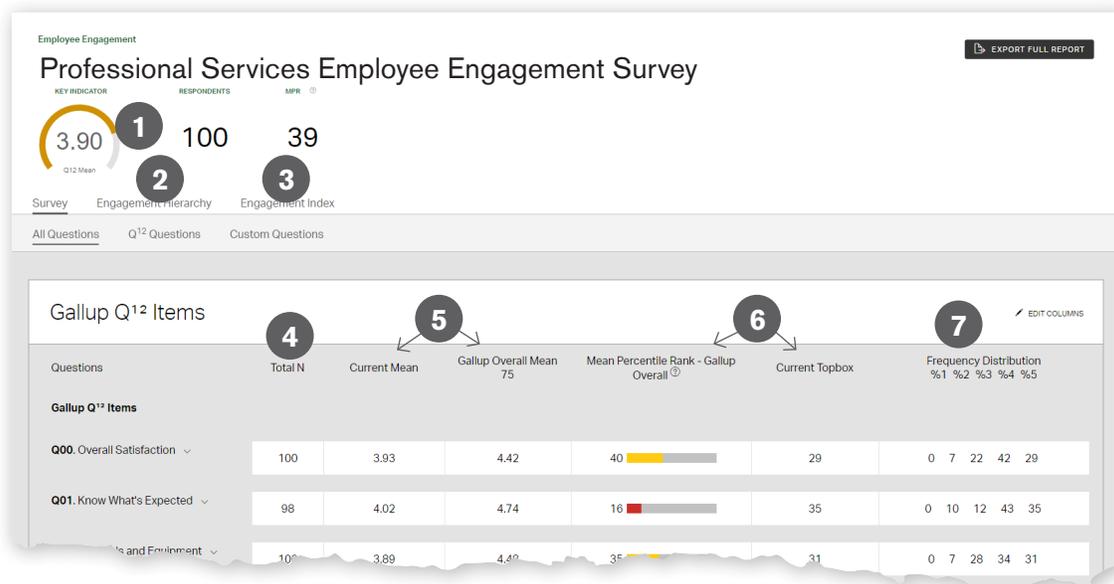
Reading Your Results Report

Engaged employees are vital to high-performing teams and organizations.

The Q¹² engagement survey results report provides a measure of the specific work environment and areas where all employees can make adjustments or enhancements. Measuring engagement is one thing; understanding and using the results is another. Remember, every Q¹² results report provides clues about a team's engagement story.

* Your report might look slightly different and include additional questions based on how your organization decided to configure it.

Your Scorecard Overview



- 1) GrandMean:** The GrandMean measures overall workgroup engagement, which is an average of the 12 workgroup engagement items (Q01-Q12). The higher your score (with a maximum possible score of 5.00), the more engaged your fellow employees. Consider what the GrandMean score says about your team's engagement level and how it compares with the Gallup database percentile ranking. If your team previously took the Q¹² survey, refer to this section of the report to see if there was a meaningful change in the GrandMean score.
- 2) Engagement Hierarchy:** Click the Engagement Hierarchy link. The Engagement Hierarchy page includes the same scorecard data except that the engagement hierarchy sections represent these data. This view is useful to understand where in the hierarchy your organization is strongest and where there are opportunities for improvement.
- 3) Engagement Index:** Click the Engagement Index link. The Engagement Index page shows the percentages of participants who are engaged, not engaged and actively disengaged based on their responses to the Q¹² survey items. It also shows the engagement ration of Engaged to Actively Disengaged employees in your organization. When n=30 or higher, you can see the percentage engaged. If n=100 or higher, you can see the percentage breakdown for all categories. Keep in mind that no content appears on this page if there are fewer than 30 respondents.

- 4) **Total N:** The Total N column shows the total number of employees who responded to the survey. Depending on your survey participation rate, the number of respondents on your report may not match the total number of employees included during the survey setup. Remember, employees are not required to answer all of the survey items for their responses to count; however, an employee must answer at least one item to be counted toward the total number of respondents.
- 5) **Mean Scores:** The Current Mean shows the average item score using the 5-point survey scale, with 5.00 being the highest score and 1.00 being the lowest. The Gallup Overall Mean allows you to compare your organization's scores with Gallup's database of organizations' scores in the 75th percentile.
- 6) **Gallup Database Percentile Rank:** These columns shows how your GrandMean and individual Q¹² item results compare with Gallup's database of organizations that have administered the Q¹² survey. These benchmark values are useful in gauging engagement relative to other organizations. Your employees can refer to these rankings when setting goals for improving engagement.
 - Dark Green:** The GrandMean is at or above the 75th percentile.
 - Light Green:** The GrandMean is between the 50th and 74th percentiles.
 - Yellow:** The GrandMean is between the 25th and 49th percentiles.
 - Red:** The GrandMean is below the 25th percentile.
- 7) **Frequency Distribution:** This column shows the breakdown percentages of respondents for the 5-point survey scale, with 5.00 being the highest score and 1.00 being the lowest. You will see all five of the response percentages when n=10 or higher. If n is less than 10, you will only see the total percentage of respondents who gave a 5.00.