

Lesson 5- Superpower Strategies of Managers, Part 1 of The WHAT

The Power of 12

Gallup has identified 12 elements that lead to increased employee engagement, all of which are actionable at the manager level – that’s YOU. For each of those 12 elements listed below, address the following questions:

- Your confidence level to address each element with your employees, using the following scale:
1 = Very Unconfident, 2 = Somewhat Unconfident, 3 = Neither Unconfident or Confident (Neutral),
4 = Somewhat Confident, 5 = Very Confident
- Actions you currently take or have taken as a manager to address this element with employees (if any).

1. I know what is required of me at work.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

2. I have the materials and equipment I need to do my work right.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

3. At work, I have the opportunity to do what I do best every day.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

4. In the last seven days, I have received recognition or praise for doing good work.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

5. My supervisor, or someone at work, seems to care about me as a person.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

6. There is someone at work who encourages my development.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

7. At work, my opinions seem to count.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

8. The mission or purpose of my organization makes me feel my job is important.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

9. My associates or fellow employees are committed to doing quality work.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

10. I have a best friend at work.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

11. In the last 5 months, someone at work has talked to me about my progress.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

12. This last year, I have had opportunities to learn and grow.

Confidence Level: 1 2 3 4 5

Action(s) Taken: _____

This exercise is designed to both familiarize you with the 12 elements of great management and help you identify your current comfort level and experience addressing each one. If you are a new manager, it's likely you may have circled several 1's and 2's, and might not have actions listed under each element. If you're a more experienced manager, you might be thinking about how your confidence has grown over time. These are both OK! The idea is not to judge yourself but to get an accurate reflection of where you are now and where you can continue to grow. Remember, the idea is not to tackle every single one at once. Leadership and management are a sprint, not a race, and it takes sustained effort, practice, and training to run a marathon.

Identify one of the 12 elements where you indicated you are at a 3 or a 4. What's one small step, or one tiny action, you can take THIS WEEK that would help you get closer to raising that number by 1 point?

Thank you for completing this worksheet. You are now ready to move on to Lesson Six!