Engagement Survey: What is the intent behind each question?

Q3 – "At work, I have the opportunity to do what I do best every day."

An employee’s answer to this statement can help predict the performance of a given individual or entire teams. With a front-row seat on their own thoughts and feelings, team members have no trouble assessing this element in their work lives. However, the simplicity of the statement calls into question the complexity within it.

Both team members and managers contribute to creating an environment where everyone has the opportunity to do what they do best everyday.

For their part, team members can increase opportunities to do what they do best by engaging in the vital behaviors listed below:

- Determine your individual strengths (unique skills and abilities) and share your findings with your colleagues and supervisor.
- Volunteer for opportunities that demonstrate your strengths.
- Familiarize yourself with the individual strengths and weakness within your team and leverage them when assigning responsibility for tasks.
- When someone is doing something almost right, step in and offer to help or mentor particularly if it is something that you do well.
- Advertise project needs to allow individuals to volunteer for participation.

Acknowledging one’s greatest natural talents and weaknesses does not mean accepting a narrow set of career possibilities. Rather, it enables each team member to succeed in a relatively unique way, applying his/her own style to the accomplishment.
For managers, it is important to help team members mold their jobs around the way he/she works most naturally. This is a way to create situations in which team members experience being internally motivated and naturally gifted. Managers can also create "stretch assignments" to allow team members to explore new skill sets and responsibilities. It is important to realize that as long as the desired outcome is achieved, without any harm along the way, how the team member gets there does not matter.

Additional tools and resources can be found on the Employee Engagement Website