**Engagement Quiz**

**My people would strongly agree:**

* There are excellent opportunities to grow or learn new things around here.
* My leader regularly talks to us about our futures/career progression in positive ways.
* We are regularly recognized for our good work.
* My boss understands what drives me & gives me assignments I find motivating.
* We feel well-informed about organizational changes.
* We are free to speak up & give feedback without fear of reprisal.
* We feel our efforts make a difference every day.
* We understand the bigger mission & values of our organization.

**Follow-Up**
Now, what do you do with the findings? Commit to taking action on one of the items above by (<https://umichumhs.qualtrics.com/jfe/form/SV_4OzMr4lHUtN0QjX>)

A terrific exercise is to meet as a team, even if just for half an hour, and vote to identify which of these issues are overall gaps within the team. Then, again together, brainstorm solutions to fill the gaps. For instance, if the vote shows a majority of the team don’t feel well-informed of organizational changes, it’s time to put a process in place to address that specific challenge—for instance, you might invite other leaders from around the organization to breakfast meetings and pepper them with questions about their part of the business; you could set a standing meeting for your team leader to debrief the group after each senior leadership meeting she is invited to attend; and so on.

You aren’t going to solve every engagement woe in a short meeting, but chances are you will identify low-hanging fruit and take a step toward making a better workplace for you and your teammates.