

GALLUP®



Agenda

- 01** EXPLORING GALLUP'S FRAMEWORK OF WELLBEING AND ITS IMPACT IN THE WORKPLACE
- 02** TACTICAL APPROACHES TO BUILD EMPLOYEE WELLBEING
- 03** EMPLOYEE ENGAGEMENT AND IT'S CONNECTION WITH WELLBEING
- 04** TACTICAL APPROACHES TO INTEGRATE EMPLOYEE ENGAGEMENT INTO WELLBEING STRATEGIES
- 05** STRENGTHS BASED STRATEGIES THAT SUPPORT A CULTURE OF WELLBEING
- 06** WELLBEING & STRENGTHS & YOUR CAREER DEVELOPMENT

Raise your Zoom hand if you . . .

- are always planning the next social get together
- talk to people on elevators, airplanes...everywhere
- hang the shirts in your closet according to color
- make a list of things to do
- make a list of things to do ON WEEKENDS
- feel the need to win every game or contest
- like to analyze and think before taking action
- like to take action before thinking things through
- clean the house/apartment before you can relax
- ask too many questions
- push the elevator button to “remind the elevator” you are there
- figure out the plot of the movie before anyone else does
- find it easy to tap into the thoughts and feelings of others
- are very flexible and live for surprises and constant changes

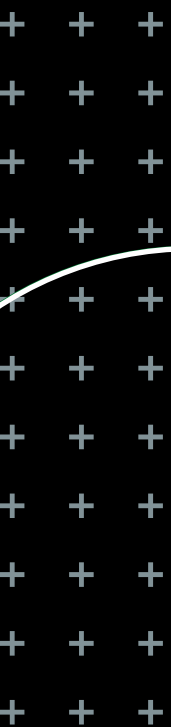


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STRENGTHS

Your unique
combination of talents,
skills and knowledge

THE PRODUCTIVE APPLICATION OF
ONE'S CAPACITY FOR HIGH
PERFORMANCE IN SPECIFIC AREAS



Think about one of your most recent successes.
Explain the success to your group. What was it
about that experience that made it successful?

CliftonStrengths domains and themes

STRATEGIC THINKING

Analytical
Context
Futuristic
Ideation
Input
Intellection
Learner
Strategic

RELATIONSHIP BUILDING

Adaptability
Connectedness
Developer
Empathy
Harmony
Includer
Individualization
Positivity
Relator

INFLUENCING

Activator
Command
Communication
Competition
Maximizer
Self-Assurance
Significance
Woo

EXECUTING

Achiever
Arranger
Belief
Consistency
Deliberative
Discipline
Focus
Responsibility
Restorative

The Engagement Hierarchy: Gallup's Q¹²® Needs in the Workplace

Twelve elements predict high team performance in critical business outcomes. The best managers fully integrate the concepts behind each item into casual conversations, meeting agendas, performance evaluations and team goal setting.

GROWTH

How do I grow?

Q12. This last year, I have had opportunities at work to learn and grow.

Q11. In the last six months, someone at work has talked to me about my progress.

TEAMWORK

Do I belong?

Q10. I have a best friend at work.

Q09. My associates or fellow employees are committed to doing quality work.

Q08. The mission or purpose of my company makes me feel my job is important.

Q07. At work, my opinions seem to count.

INDIVIDUAL CONTRIBUTION

What do I give?

Q06. There is someone at work who encourages my development.

Q05. My supervisor, or someone at work, seems to care about me as a person.

Q04. In the last seven days, I have received recognition or praise for doing good work.

Q03. At work, I have the opportunity to do what I do best every day.

BASIC NEEDS

What do I get?

Q02. I have the materials and equipment I need to do my work right.

Q01. I know what is expected of me at work.

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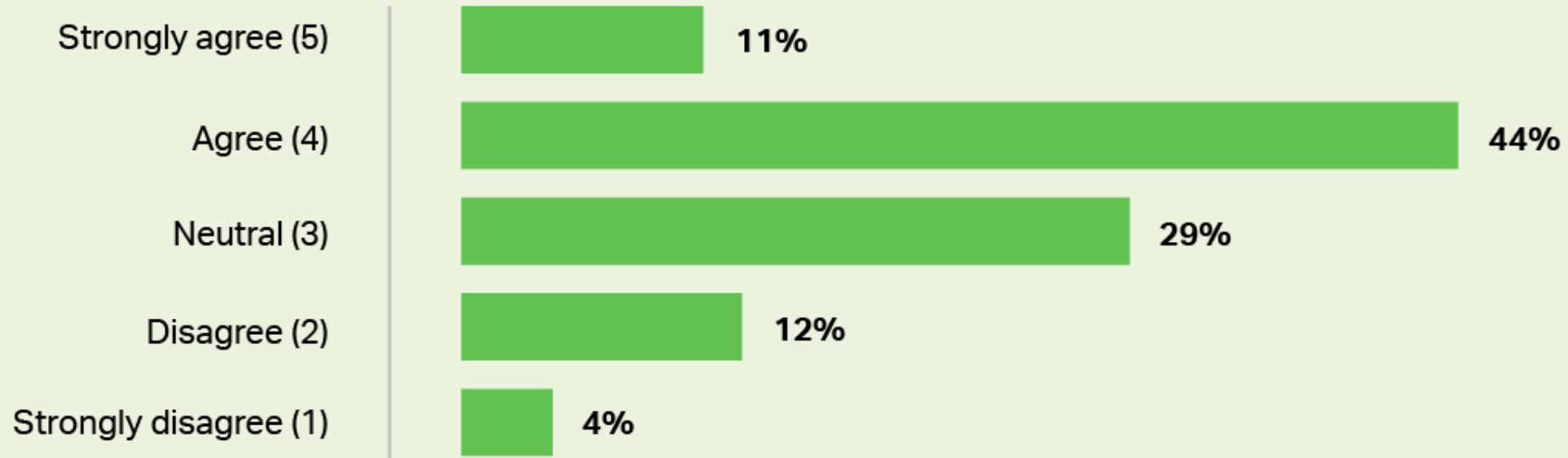
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Strengths Usage Among U.S. Workers

I get to use my strengths to do what I do best every day.



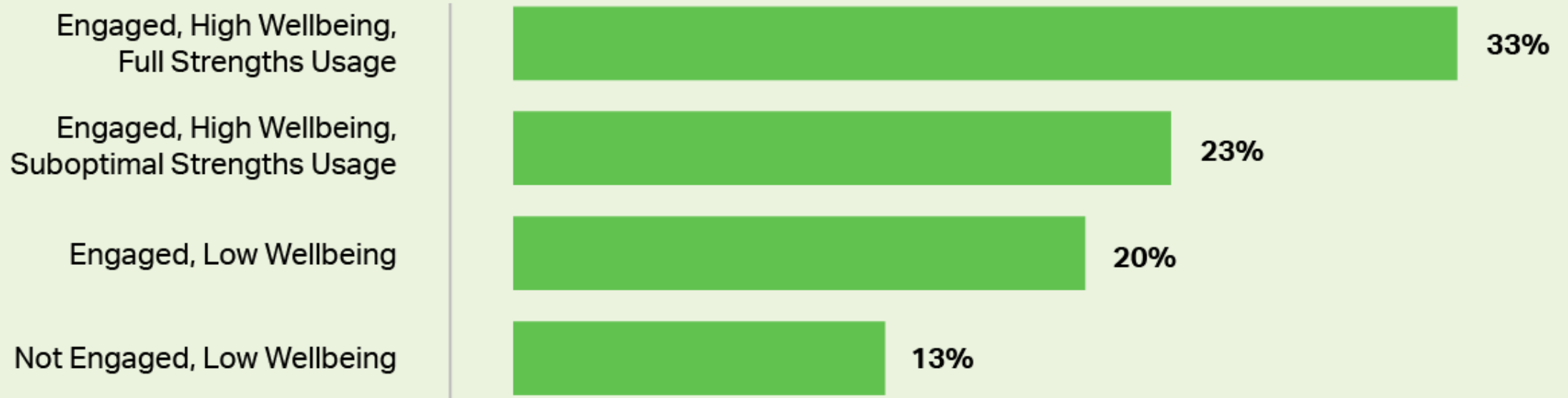
Gallup's 2018 National Panel of Households; N=6,780 working adults; results control for age, education, income, gender, race/ethnicity and marital status

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Adaptability Among U.S. Workers

Thinking generally, are you always, usually, sometimes, rarely or never able to adapt well to change?

■ % Always



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Performance of Fully Optimized Workers Compared With Other Groups

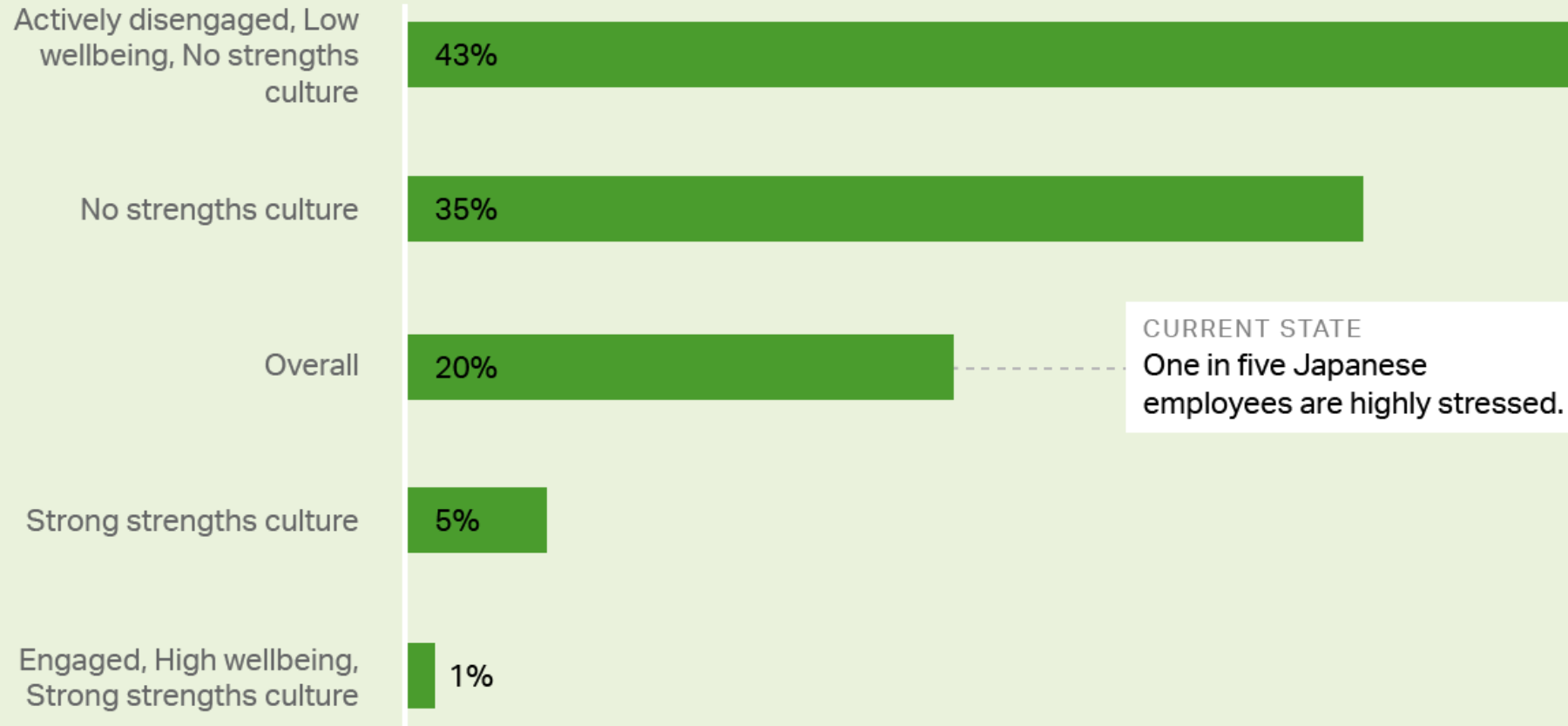
	Not Engaged, Low Wellbeing	Engaged, Low Wellbeing	Engaged, High Wellbeing, Suboptimal Strengths Usage	Engaged, High Wellbeing, Full Strengths Usage	Boost from adding strengths
	%	%	%	%	%
Life Evaluation (% Thriving)	52	65	89	93	4
Leader in my life makes me enthusiastic about the future	5	12	23	46	100
No missed workdays due to poor health in the last month	60	61	77	81	5
Will look for a job in the next 12 months	33	13	8	4	-50
Adapt well to change (% Always)	13	20	23	33	43
Bounce back fully after illness, injury or hardship (% Always)	41	49	62	72	16
Volunteered time to an organization in the last month	59	64	72	79	10
Rating own performance over last 12 months (% Excellent)	22	45	51	64	25
Rating team's performance over last 12 months (% Excellent)	12	39	46	51	11
Rating organization's performance over last 12 months (% Excellent)	9	33	39	46	18

N=6,780 working adults; results control for age, education, income, gender, race/ethnicity and marital status

GALLUP'S 2018 NATIONAL PANEL OF HOUSEHOLDS

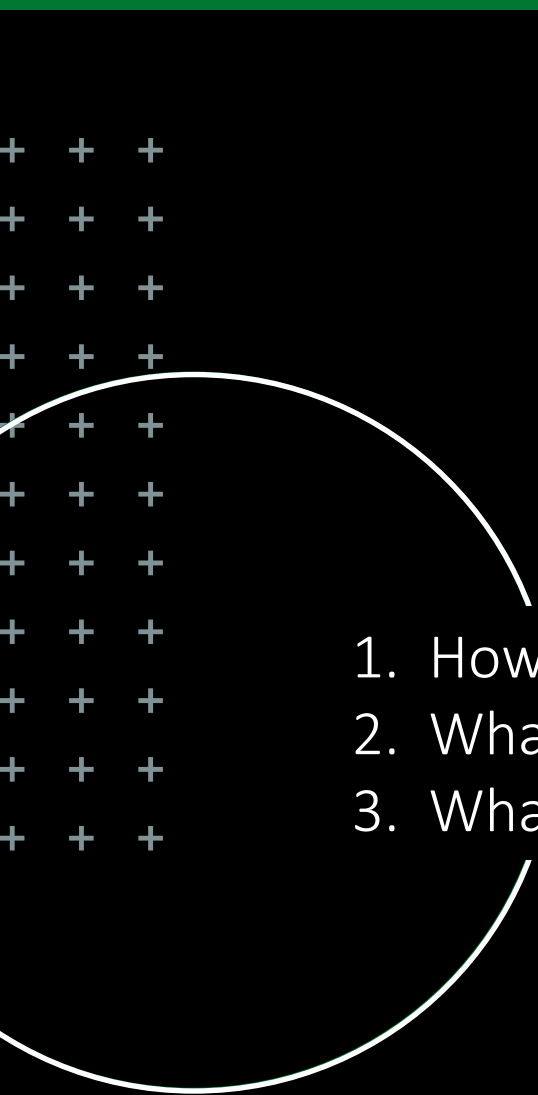
Lack of Engagement, Strengths and Wellbeing Increases Risk of High Stress

Percentage of Japanese employees experiencing high stress



GALLUP, AUG. 23-SEPT. 5, 2017



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1. How have you overcome challenges?
 2. What are your future hopes and dreams?
 3. What do you feel proud of?

How can wellbeing leaders integrate strengths into their initiatives, communications, and practices?

- Allow for multiple modes of participation and completion.
- Focus on positive qualities of individuals, rather than leading with something that might be construed as negative (example: high blood pressure, high stress).
- Ask employees to apply their unique interests and abilities to a program or event.
- Equip managers with resources that help them have strengths conversations with individuals on their team.
- Design wellbeing challenges or programs to be complete with partners or groups so the diversity of strengths is present and clear.
- Ask provoking questions rhetorically in your communication. “What did you eat on a day when you felt like you had a lot of energy?” “What workout or physical activity gives you endorphins?”
- Use subliminal language in your communication that helps people get excited about participating (ex: Here’s a good way to *learn* about resilience. Who’s ready to *win*? Here’s the *history* on burnout.

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