



Leadership Results Briefing Session

Second Administration
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Jaclynn Robinson, Ph.D.
Learning and Development Consultant

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The State of Your Organization

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Key Insights From the Data

- Employees overall are supporting one another across the organization. This drives teamwork, productivity, wellbeing, retention, and engagement.
- Managers have continued to drive discussions on each employee's learning and growth, which has increased since 2019. A focus on this area supports employee retention.
- More consistent and frequent quick connects with employees will help provide role clarity, support with obstacles, and answers to any questions or ideas they have. This can drive higher wellbeing and productivity.



Mesa Water: 2022 Engagement Summary

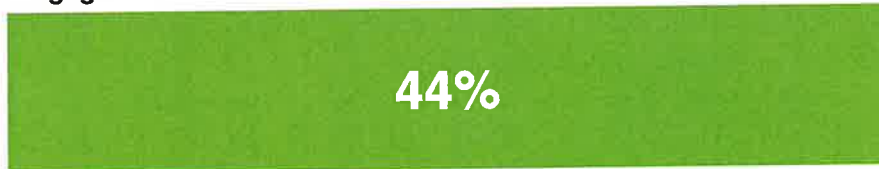


Sample Size **52**

Participation Rate **96%**

Mean Percentile Rank **28th**

Engagement Index



↑ **14%**
since 2019

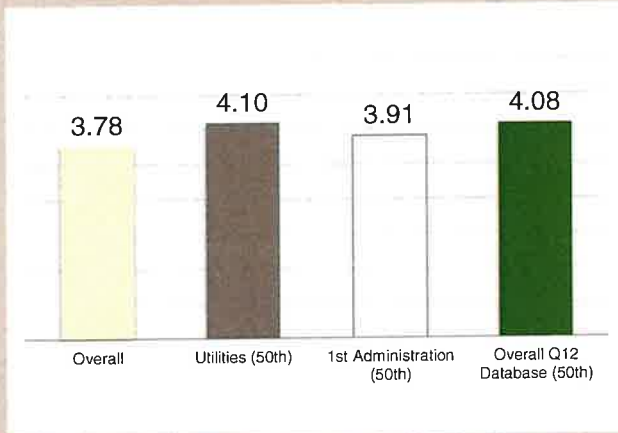
■ Engaged ■ Not Engaged ■ Actively Disengaged

Engagement Benchmarks

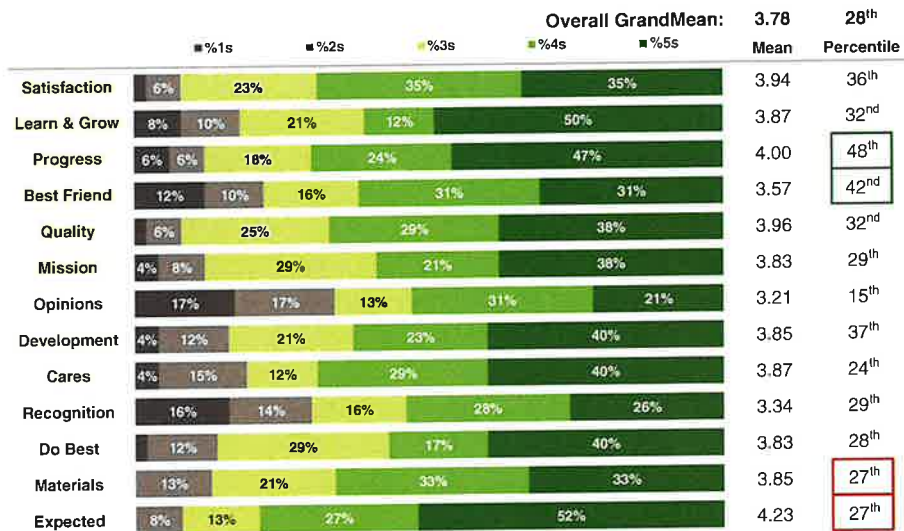
Comparing your engagement results with the results in Gallup's Q¹² Client Database will help you understand where you are starting and what your goals should be for the future.

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The average, on a 5-point scale, across the 12 engagement items that Gallup has consistently found measure the aspects of employee engagement that link to business outcomes.



Overall Distribution of Q¹²® Engagement Items



Note: Percentiles based on Gallup's Q¹² Overall Workgroup-Level Database

Next Steps

- A commitment across leadership and management to connect at least once a week with employees to bring clarity to priorities and to help remove barriers to their productivity.*
 - Team meetings, briefings, 1:1s, and field visits are existing opportunities to change the conversation.
- Focused manager and supervisor education on employee engagement to deepen their understanding through knowledge sharing of resources and best practices.

*Connecting at least once a week for up to 10 minutes by any communication method (e.g. text, email, in-person, by phone) is Gallup's recommendation to see increased engagement.



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