

Keep, Stop, Start

12 Needs Managers Can Meet to Improve Productivity*

- I know what is expected of me at work.
- I have the materials and equipment I need to do my work right.
- At work, I have the opportunity to do what I do best every day.
- In the last seven days, I have received recognition or praise for doing good work.
- My supervisor, or someone at work, seems to care about me as a person.
- There is someone at work who encourages my development.
- At work, my opinions seem to count.
- The mission or purpose of my company makes me feel my job is important.
- My associates or fellow employees are committed to doing quality work.
- I have a best friend at work.
- In the last six months, someone at work has talked to me about my progress.
- This last year, I have had opportunities at work to learn and grow.

*SOURCE: GALLUP.COM/Q12/

Empower Voices with the 'Keep Doing, Stop Doing, Start Doing' Chart:

- **Keep:** Which successful strategies already echo the Gallup's 12 Elements and should be sustained?
- **Stop:** What practices need to be discontinued to enhance clarity and effectiveness?
- **Start:** What new actions will provide the tools and opportunities for your team to thrive?

Leverage this chart to translate Gallup's insights into tangible practices. Encourage your team's growth by regularly integrating their feedback, aligning with the mission, and nurturing a culture of collective leadership.

KEEP

STOP

START