



# ABOUT THE ACCELERATOR REPORTS

The engagement accelerator generates two reports when taken: one for the employee and one for the manager.



The direct feedback for improving engagement and communication is invaluable.

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Both reports provide an interpretive narrative that describes the individual's preferences. They do not describe personality or competencies, but rather the individual's inclinations and propensities with regards to communication, recognition, and work approach, among other topics.

*Please note that these are simply preferences, and that a low score does not indicate that a person is unwilling or unable to function in an alternative manner.*

The first page of the manager report, depicted above, consists of a quick guide to the individual's engagement, presented as a dot located on a scale between the two extremes of preference. The more proximate the dot is to one side of the scale, the more strongly the individual's preference has been expressed.

This first page can serve as a quick "at-a-glance" indication or refresher of how best to understand and engage an individual employee.

## According to Gallup, 70 percent of variance in an employee's engagement is directly related to the relationship with his or her manager. Take the time to get it right!

One of the top reasons organizations choose the Engagement Accelerator is to strengthen communication between managers and employees. (This relationship has been demonstrated to be the primary source of engagement or disengagement for individuals in the workplace by most researchers.) In pursuit of this goal, the manager reports for each individual include a series of discussion points for each question, designed to foster better understanding in this crucial point of connection.

As with the individual reports, the scores provided and the interpretive narrative for the individual are presented. Below the scores and narrative is a list of bulleted items.

Depending on the question and how it has been scored, these bullets will include recommendations for how the employee can best be engaged, as well as topics that should be introduced during the discussion.



Discussion points help to frame 30-60 minute one-on-one follow-up meetings.

**2**

**5**

**I feel most satisfied when...**

- ... I finish a project on time, even if the quality is just good enough
- ... I do high quality work, even if it takes a little longer

Jane is committed to doing high quality work, with a focus on quality over quantity if given a choice. She wants to get it right, and is willing to defer some additional tasks or assignments until the current workload is completed with high standards.

Above, the assessment-taker's score is reflected in the orange circle at left. The interpretive narrative below provides an explanation of the score.

Below, sample discussion points for the quantity/quality metric assessed in Question 1.

**Discussion Points**

- Jane will be most engaged working in an environment where others are appreciative of high quality standards.
- She will need advice on how to let go of some quality standards when managing many projects, or requiring strict deadlines.
- Jane might not have the opportunity to shine in a culture where she is asked to do "more with less."