

WES Next Steps: Engagement Strategies

Following up on results

High Team and Leader Index: Focus on maintaining.

- Scoring range: Team Index score—4.15 and above; Leader Index—80 and above)
- Potential focus areas
 - Mentor other leaders*
 - Resilience (learning to and helping teammates decompress)
 - *May still identify specific leader or team areas specific to their own individual development and/or team needs*

Moderate Team and Leader Index: Focus on improvement

- Scoring range: Team Index score—3.80-4.14; Leader Index—70-79)
- Potential Focus Areas:
 - Work with a Mentor*
 - Attend/Access Targeted Courses and Materials
 - Attend Strategy Sessions (Cafe's) to assist with developing strategies. Sessions will include speakers/instructors and successful internal leaders discussing strategies. Time will be included to allow participants to draft their own strategy/development plans

Low Team Index/Leader Index: Focus on improvement

- Scoring range: Team Index Score—3.79 and below; Leader Index—69 and below
- Potential Focus Areas:
 - Work with a Mentor*
 - Attend/Access Targeted Courses and Materials
 - Attend Strategy Sessions (Cafe's) to assist with developing strategies. Sessions will include speakers/instructors and successful internal leaders discussing strategies. Time will be included to allow participants to draft their own strategy/development plans
- Encouraged to enter plan in portal.

*Mentor resources: Our team can consult/provide suggestion to help you with identifying and matching mentors. Additionally, we can provide resources for mentors and mentorees to use to get the most out of their conversations.