

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

### Care About Me

Employees need to know that they are more than just a number. They need to know that someone is concerned about them as people first and as employees second.

Gallup's research indicates that employees don't leave companies; they leave managers and supervisors. Great managers know that putting the right people in the right roles is not enough. They are aware of their employees' needs and manage with each person's engagement in mind.

When Gallup asked employees what they were thinking about when they responded to this item, employees used words like acceptance, trust, fairness, consistency, understanding and authenticity.



### Three Aspects of a Caring Work Environment

- 1 Valued.** Each person feels like a valued member of the team and organization.
- 2 Genuine.** Each person believes that their supervisor or manager takes a personal interest in them.
- 3 Respected.** Employees treat one another with respect.

# Engaging Conversation Starters

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

The most effective managers make each person feel valued, respected and genuinely cared about as a person.

### Quick Connect Conversation

A Quick Connect is a one- to 10-minute conversation to stay connected with employees and their short-term work.

Questions to Ask	Sharpen Your Approach
How is your current project going? How do you like to receive support in your work? How can I be most helpful to you? What can I do to support you and your work?	Listen for one or two specific ways you can support your team members.

### Team Check-In Conversation

A team Check-In is a 10- to 30-minute conversation to discuss team successes and current needs while still keeping a focus on the team’s future work.

Questions to Ask	Sharpen Your Approach
In the past month, who on our team has contributed to your or the team’s success? Who has recently gone out of their way to help or support you? What could we do to let one another know that we care about our contributions and accomplishments? How do you like to receive support in your work? Are there things we could start doing to better support one another?	Confirm and validate team members’ strengths, values and contributions.

### Individual Developmental Conversation

Developmental conversations are typically 10 to 30 minutes. They help assess and identify employees’ engagement needs.

Questions to Ask	Sharpen Your Approach
What makes you feel like a valued member of this team? What is your unique contribution to the team? Who cares most about your success? How do you show your team members that you respect and care about them? What could we each do to more effectively set up our team members for success? In the past month, have you told a colleague how and why you value their contributions?	Listen for ways to reinforce this team member’s strengths and their value to the team. Find ways to create opportunities for this person to connect better with others.