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last year, I have had opportunities at work
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Workplace Report~~ It's The Manager |

Gallup's Jim Clifton and Jim Harter New
book 'Fallout' examines swampy dealings
of Obama-Biden admin Inside Gallup's
Q12 Survey □ Q11: In the last six months,
someone has talked about my progress.

Inside Gallup's Q12 Survey □ Q08:

Mission or purpose of my company makes
me feel my job is important Lost in a

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Research What

Learn More about Gallup's remote work
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evidence. Learn how Gallup helps our
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customer satisfaction, productivity and profitability. Based on this research, they have made a number of key discoveries.

Discovery #1: There are no great companies. There are only great workgroups. Gallup has discovered that to truly understand the workplace, you must be closer than the 36,000 feet level.

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Research Reports - Gallup.com

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decades of Gallup research, analytics and
consulting

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A Gallup research paper published in the
Oxford Handbook of Positive
Organizational Scholarship states: "A
strengths-based approach to management
is the single best means of improving the...

Learn About the Science of
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Learn how a strengths-based culture starts
with knowing what each employee does
best. Learn how Gallup's research findings
and CliftonStrengths can help you create a
strengths-based culture ...

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Gallup's research proves that if there is one area of focus with the potential to transform entire organizational cultures to help meet these needs -- and deliver improved business outcomes, too --...

Strengths-Based Cultures Are Vital to the Future of Work

The findings from Gallup's U.S. surveys are based on the organization's standard national telephone samples, consisting of list-assisted random-digit-dial (RDD) telephone samples using a proportionate, stratified sampling design. A computer randomly generates the phone numbers Gallup calls from all working phone exchanges (the first three numbers of your local phone number) and not-listed phone numbers; thus, Gallup is as likely to call

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unlisted phone numbers as well as listed phone numbers.

Gallup (company) - Wikipedia

Based On Gallup Research What Makes A Great Workplace The Gallup Q12 Index Gallup's employee engagement work is based on more than 30 years of in-depth behavioral economic research involving more than 17 million employees. Through rigorous research, Gallup has identified 12 core elements -- the Q12 -- that link powerfully to key business outcomes.

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StrengthSpotting is Gallup's model for finding talents in children who are younger than 10 years old. It is based on the Clifton Youth StrengthsExplorer and relies on repeated observations of your...

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Strengths Based Parenting | en-gb - Gallup

Strengths Based Parenting is grounded in decades of Gallup research on strengths psychology -- including assessments of nearly 1 million young people -- and highlighted in Gallup's national bestseller StrengthsFinder 2.0. Gallup knows that focusing on talents and strengths can improve the quality of people's lives.

Strengths Based Parenting: Developing
Your Children's ...

Gallup® CliftonStrengths for
Organizations A winning culture is one that values strengths-based development because a strengths-based workplace is transformational. It's a culture that focuses on continual growth and improvement among everyone in the organization. What students are saying

Gallup® CliftonStrengths | Daneli Partners

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Gallup scientists studied more than 1 million work teams, conducted over 20,000 in-depth interviews with leaders and even interviewed more than 10,000 followers around the world to ask exactly why...

Strengths Based Leadership | en-us -
Gallup

It's the Manager equips your managers with 52 of Gallup's greatest discoveries from decades of research into the science of management -- breakthroughs that link to real business outcomes.

It's the Manager | en-us - Gallup

Find out how to create engaged and high-performing teams with essential resources based on Gallup's latest engagement research. Driving Employee Engagement Workbook £20.00 Develop high-

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Strengths-Based Coaching With Managers
and Teams Kit ...

WASHINGTON, D.C. -- While "law and order" may be one of the issues on the ballot next week in the U.S. election, Gallup's latest update on its global Law and Order Index shows that in 2019, people in the U.S. and in many places around the globe largely felt secure. The Law and Order Index is a composite score based on people's reported confidence in their local police, their feelings of ...

Most of the World Remains Confident in
Police, Feels Safe

Jim Clifton is Chairman and CEO of Gallup a global analytics and advice firm. Clifton has served as CEO of Gallup since 1988, and is the author of the #1 Wall Street Journal bestseller *It's the Manager,*

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the bestseller *Born to Build*, *The Coming
Jobs War*, and writes *The Chairman's
Blog*. He is the creator of the behavioral
economic framework, *The Gallup
Microeconomic Path*, a metric ...

Jim Clifton - Wikipedia

The survey, conducted by Gallup from Oct. 8 to Oct. 24 in 2019, found that at least 80 percent of 2,090 Filipinos interviewed face-to-face or 8 out of 10 Filipinos felt secure, based on their own experiences with crime and law enforcement.

Packed with 52 discoveries from Gallup's largest study on the future of work, *It's the Manager* shows leaders how to adapt their organizations to rapid change, ranging from new workplace demands to

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managing remote employees, a diverse workforce, the rise of artificial intelligence, gig workers, and attracting and keeping today's best employees.

Who is the most important person in your organization to lead your teams through these changes? Gallup research reveals:

It's your managers. While the world's workplace has been going through extraordinary historical change, the practice of management has been stuck in time for more than 30 years. The new workforce — especially younger generations — wants their work to have deep mission and purpose, and they don't want old-style command-and-control bosses. They want coaches who inspire them, communicate with them frequently, and develop their strengths. Packed with 52 discoveries from Gallup's largest study on the future of work, *It's the Manager* shows leaders how to adapt their

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organizations to rapid change, ranging from new workplace demands to the challenges of managing remote employees, a diverse workforce, the rise of artificial intelligence, gig workers, and attracting — and keeping — today's best employees. Who is the most important person in your organization to lead your teams through these changes? Decades of global Gallup research reveal: It's your managers. They are the ones who make or break your organization's success. When you build great managers -- ones who can maximize the potential of every team member -- you will see organic revenue and profit growth, and you will deliver to a every one of your employees what they most want today: a great job and a great life. This is the future of work. It's the

Manager includes exclusive content from Gallup Access -- Gallup's new workplace platform, chock full of additional content,

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tools, and solutions for business. Your book comes with a code for the CliftonStrengths assessment, which will reveal users' Top 5 strengths.

Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons – but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in

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Makes A Great Workplace

countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive but to thrive.

Two leadership consultants identify three keys to being a more effective leader: knowing your strengths and investing in others' strengths, getting people with the right strengths on your team, and understanding and meeting the four basic needs of those who look to you for leadership.

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What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, *Wellbeing at Work* shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, *Wellbeing at Work* explores the five key elements of wellbeing — career,

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and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

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An updated version of the StrengthsFinder program developed by Gallup experts to help readers discover their distinct talents and strengths and how they can be translated into personal and career successes.

Explains how to identify and maximize sales talent, outlines the basic steps of the selling process, and includes an access code to an online assessment test.

Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

Based on the largest worldwide study of employee engagement and more than a decade of research, Gallup explains the 12 elements essential to motivating

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employees and features the inspiring stories of 12 managers who succeeded in these dimensions. More than a decade ago, Gallup combed through its database of more than 1 million employee and manager interviews to identify the elements most important in sustaining workplace excellence. These elements were revealed in the international bestseller *First, Break All the Rules*. *12: The Elements of Great Managing* is that book's long-awaited sequel. It follows great managers as they harness employee engagement to turn around a failing call center, save a struggling hotel, improve patient care in a hospital, maintain production through power outages, and successfully face a host of other challenges in settings around the world. Gallup's study now includes 10 million employee and manager interviews spanning 114 countries and conducted in

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41 languages. In 12, Gallup weaves its latest insights with recent discoveries in the fields of neuroscience, game theory, psychology, sociology and economics. Written for managers and employees of companies large and small, 12 explains what every company needs to know about creating and sustaining employee engagement.

Helps aspiring college students discover where their strengths truly lie and how to develop them to reach their full potential at school and later in the real world.

Gallup presents the remarkable findings of its revolutionary study of more than 80,000 managers in *First, Break All the Rules*, revealing what the world's greatest managers do differently. With vital performance and career lessons and ideas for how to apply them, it is a must-read for

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managers at every level. The greatest managers in the world seem to have little in common. They differ in sex, age, and race. They employ vastly different styles and focus on different goals. Yet despite their differences, great managers share one common trait: They do not hesitate to break virtually every rule held sacred by conventional wisdom. They do not believe that, with enough training, a person can achieve anything he sets his mind to. They do not try to help people overcome their weaknesses. They consistently disregard the golden rule. And, yes, they even play favorites. This amazing book explains why. Gallup presents the remarkable findings of its massive in-depth study of great managers across a wide variety of situations. Some were in leadership positions. Others were front-line supervisors. Some were in Fortune 500 companies; others were key players in

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small entrepreneurial companies. Whatever their situations, the managers who ultimately became the focus of Gallup's research were invariably those who excelled at turning each employee's talent into performance. In today's tight labor markets, companies compete to find and keep the best employees, using pay, benefits, promotions, and training. But these well-intentioned efforts often miss the mark. The front-line manager is the key to attracting and retaining talented employees. No matter how generous its pay or how renowned its training, the company that lacks great front-line managers will suffer. The authors explain how the best managers select an employee for talent rather than for skills or experience; how they set expectations for him or her — they define the right outcomes rather than the right steps; how they motivate people — they build on each

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person's unique strengths rather than trying to fix his weaknesses; and, finally, how great managers develop people — they find the right fit for each person, not the next rung on the ladder. And perhaps most important, this research — which initially generated thousands of different survey questions on the subject of employee opinion — finally produced the twelve simple questions that work to distinguish the strongest departments of a company from all the rest. This book is the first to present this essential measuring stick and to prove the link between employee opinions and productivity, profit, customer satisfaction, and the rate of turnover. There are vital performance and career lessons here for managers at every level, and, best of all, the book shows you how to apply them to your own situation.

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