

12 QUESTIONS ON EMPLOYEE ENGAGEMENT

Gallup interviewed employees from across the globe in virtually every industry to find out what factors contribute to employee engagement. With the results they created an index commonly referred to as the Gallup 12 – or the Q12 Index.

From their research, an employee who can answer YES to these 12 questions is both a high performer and is highly engaged.

- 1 Do you know what is expected of you at work?
- 2 Do you have the materials and equipment you need to do your work right?
- 3 At work, do you have the opportunity to do what you do best every day?
- 4 In the last seven days, have you received recognition or praise for doing good work?
- 5 Does your supervisor, or someone at work, seem to care about you as a person?
- 6 Is there someone at work who encourages your development?
- 7 At work, do your opinions seem to count?
- 8 Does the mission/purpose of your company make you feel your job is important?
- 9 Are your associates (fellow employees) committed to doing quality work?
- 10 Do you have a best friend at work?
- 11 In the last six months, has someone at work talked to you about your progress?
- 12 In the last year, have you had opportunities at work to learn and grow?