

Gallup's Engagement Survey

According to Gallup there are 12 needs managers can meet to improve employees' productivity. These are the 12 employee needs that make up the items on Gallup's engagement survey:

1. How satisfied are you with your company as a place to work?
2. I know what is expected of me at work.
3. I have the materials and equipment I need to do my work right.
4. At work, I have the opportunity to do what I do best every day.
5. In the last seven days, I have received recognition or praise for doing good work.
6. My supervisor, or someone at work, seems to care about me as a person.
7. There is someone at work who encourages my development.
8. At work, my opinions seem to count.
9. The mission or purpose of my company makes me feel my job is important.
10. My associates or fellow employees are committed to doing quality work.
11. I have a best friend at work.
12. In the last six months, someone at work has talked to me about my progress.
13. This last year, I have had opportunities at work to learn and grow.

SOURCE: www.gallup.com/q12/

Questions for Reflection:

1. What are your Top 1-3 favorite needs/questions above and why?
2. Which one is the most important one in your view and why?
3. Which one do you disagree with, if any?