

12 Signs Your Employees are Engaged

*An Engaged Team = more profits, more productivity,
and higher client engagement.**

In short, the development of the Q12 was based on more than 30 years of accumulated quantitative and qualitative research. Its reliability, convergent validity and criterion-related validity have been extensively studied. It is an instrument validated through prior psychometric studies as well as practical considerations regarding its usefulness for managers in creating change in the workplace.¹

On a 5-point scale, where "5" is extremely satisfied and "1" is extremely dissatisfied, how satisfied are you with (your company) as a place to work?

Q01. I know what is expected of me at work.

Q02. I have the materials and equipment I need to do my work right.

Q03. At work, I have the opportunity to do what I do best every day.

Q04. In the last seven days, I have received recognition or praise for doing good work.

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

Q06. There is someone at work who encourages my development.

Q07. At work, my opinions seem to count.

Q08. The mission or purpose of my company makes me feel my job is important.

Q09. My associates or fellow employees are committed to doing quality work.

Q10. I have a best friend at work.

Q11. In the last six months, someone at work has talked to me about my progress.

Q12. This last year, I have had opportunities at work to learn and grow.

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* <http://www.gallup.com/businessjournal/163130/employee-engagement-drives-growth.aspx>

¹ *The Relationship Between Engagement at Work and Organizational Outcomes*, the ninth edition of Gallup's Meta-Analysis, studies the relationship between levels of employee engagement and performance and provides actionable issues for management. The 12 statements that determine engaged employees, found on page 9, are known as the Q12.