

# OWNING YOUR ENGAGEMENT

## GALLUP Q<sup>12</sup> ITEMS

*The 12 Items That Measure Employee Engagement*

## EMPLOYEES' NEEDS

*Employee Need That Each Item Measures*

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

Focus Me

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

Free Me From Unnecessary Stress

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

Know Me

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

Help Me See My Value

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

Care About Me

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

Help Me Grow

Q07. At work, my opinions seem to count.

Hear Me

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

Help Me See My Importance

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

Help Me Feel Proud

Q10. I have a best friend at work.

Help Me Build Mutual Trust

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

Help Me Review My Contributions

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

Challenge Me

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