## Employee Engagement Self Assessment (Based on Gallup's Q12)

1   1   2   3   4   5     2.   1 have the materials and equipment I need to do my work right   1   2   3   4   5     3.   At work, I have the opportunity to do what I do best every day   1   2   3   4   5     4.   In the last seven days, I have received recognition or praise for doing good work   1   2   3   4   5     5.   My supervisor, or someone at work, seems to care about me as a person   1   2   3   4   5     6.   There is someone at work who encourages my development   1   2   3   4   5     7.   At work, my opinions seem to count   1   2   3   4   5     8.   The mission/purpose of my organization makes me feel my job is important   1   2   3   4   5     10.   I have a best friend at work   1   2   3   4   5     11.   1   1   2   3   4   5     10.   1 have a best friend at work   1   2   3   4   5     11.   1<			1= Never Agree 2= Seldom Agree 3= Sometimes Agree 4= Mostly Agree 5= Always Agree				
3. At work, I have the opportunity to do what I do best every day   1   2   3   4   5     4. In the last seven days, I have received recognition or praise for doing good work   1   2   3   4   5     5. My supervisor, or someone at work, seems to care about me as a person   1   2   3   4   5     6. There is someone at work who encourages my development   1   2   3   4   5     7. At work, my opinions seem to count   1   2   3   4   5     8. The mission/purpose of my organization makes me feel my job is important   1   2   3   4   5     9. My associates (fellow employees) are committed to doing quality work   1   2   3   4   5     10. I have a best friend at work   1   2   3   4   5     11. In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     12. In the last Scoring Items / Items I View as Current Strengths:   •   •   •   •     • </th <th>1. I know what is expected of me at work</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th>	1. I know what is expected of me at work	1	2	3	4	5	
4.   In the last seven days, I have received recognition or praise for doing good work   1   2   3   4   5     5.   My supervisor, or someone at work, seems to care about me as a person   1   2   3   4   5     6.   There is someone at work who encourages my development   1   2   3   4   5     7.   At work, my opinions seem to count   1   2   3   4   5     8.   The mission/purpose of my organization makes me feel my job is important   1   2   3   4   5     9.   My associates (fellow employees) are committed to doing quality work   1   2   3   4   5     10.   I have a best friend at work   1   2   3   4   5     11.   In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12.   In the last six months, someone at work has talked to learn and grow   1   2   3   4   5     12.   In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     My 3 Lowest Sco	2. I have the materials and equipment I need to do my work right	1	2	3	4	5	
5. My supervisor, or someone at work, seems to care about me as a person   1   2   3   4   5     6. There is someone at work who encourages my development   1   2   3   4   5     7. At work, my opinions seem to count   1   2   3   4   5     8. The mission/purpose of my organization makes me feel my job is important   1   2   3   4   5     9. My associates (fellow employees) are committed to doing quality work   1   2   3   4   5     10. I have a best friend at work   1   2   3   4   5     11. In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     My 3 Highest Scoring Items/ Items I View as Current Strengths:   •   •   •   •   •     •   •   •   •   •   •   •   •     •   •   •   •   •   •   •   •   •     •   •   •   •	3. At work, I have the opportunity to do what I do best every day	1	2	3	4	5	
6. There is someone at work who encourages my development   1   2   3   4   5     7. At work, my opinions seem to count   1   2   3   4   5     8. The mission/purpose of my organization makes me feel my job is important   1   2   3   4   5     9. My associates (fellow employees) are committed to doing quality work   1   2   3   4   5     10. I have a best friend at work   1   2   3   4   5     11. In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     13. Wy 3 Highest Scoring Items/ Items I View as Current Strengths:   -   -   -   -     •   •   •   -   -   -   -     •   •   •   -   -   -   -     •   •   •   •   -   -   -     •   •   •   •   •   -   -     •   • <t< td=""><td>I. In the last seven days, I have received recognition or praise for doing good work</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></t<>	I. In the last seven days, I have received recognition or praise for doing good work	1	2	3	4	5	
7. At work, my opinions seem to count   1   2   3   4   5     8. The mission/purpose of my organization makes me feel my job is important   1   2   3   4   5     9. My associates (fellow employees) are committed to doing quality work   1   2   3   4   5     10. I have a best friend at work   1   2   3   4   5     11. In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     My 3 Highest Scoring Items/ Items I View as Current Strengths:   •   •   •   •   •     •   •   •   •   •   •   •   •   •     •   •   •   •   •   •   •   •   •     •   •   •   •   •   •   •   •   •     •   •   •   •   •   •   •   •   •     •   •   •   •	My supervisor, or someone at work, seems to care about me as a person	1	2	3	4	5	
Image: Second state of the second s	5. There is someone at work who encourages my development	1	2	3	4	5	
9. My associates (fellow employees) are committed to doing quality work   1   2   3   4   5     10. I have a best friend at work   1   2   3   4   5     11. In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     13. My 3 Highest Scoring Items/ Items I View as Current Strengths:   -   -   -   -     •   •   •   -   -   -   -     •   •   •   -   -   -   -     •   •   •   •   -   -   -     •   •   •   •   •   -   -   -     •   •   •   •   •   -   -   -   -     •   •   •   •   •   •   -   -   -   -   -	7. At work, my opinions seem to count	1	2	3	4	5	
10. I have a best friend at work   1   2   3   4   5     11. In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     My 3 Highest Scoring Items/ Items I View as Current Strengths:   -   -   -   -   -     •   •   -   -   -   -   -   -   -     •   •   •   -   -   -   -   -   -     •   •   •   •   -   -   -   -   -   -     •   •   •   •   - <td>3. The mission/purpose of my organization makes me feel my job is important</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td>	3. The mission/purpose of my organization makes me feel my job is important	1	2	3	4	5	
11   12   3   4   5     11. In the last six months, someone at work has talked to me about my progress   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     12. In the last year, I have had opportunities at work to learn and grow   1   2   3   4   5     My 3 Highest Scoring Items/ Items I View as Current Strengths:   -   -   -   -   -     •   •   -	<ol><li>My associates (fellow employees) are committed to doing quality work</li></ol>	1	2	3	4	5	
12. In the last year, I have had opportunities at work to learn and grow 1 2 3 4 5   My 3 Highest Scoring Items/ Items I View as Current Strengths:   •	0. I have a best friend at work	1	2	3	4	5	
My 3 Highest Scoring Items/ Items I View as Current Strengths: • • • • • • • • • • • • •	1. In the last six months, someone at work has talked to me about my progress	1	2	3	4	5	
My 3 Highest Scoring Items/ Items I View as Current Strengths:	12. In the last year, I have had opportunities at work to learn and grow	1	2	3	4	5	
• • • What specific ideas do I have that would improve my score for these items?	My 3 Lowest Scoring Items/ Items of Most Importance for Improving My Overall Enga	gement:					
• • What specific ideas do I have that would improve my score for these items?	•						
What specific ideas do I have that would improve my score for these items?	•						
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	• • What specific ideas do I have that would improve my score for these items?						
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