

Getting Practical with Employee Engagement

	Gallup Q12 Engagement Indicator	Best Practices to Implement
1	I know what is expected of me at work	<ul style="list-style-type: none"> • Clear job profile/description • Comprehensive New Hire Orientation Plan • Performance Review Metrics/Accountabilities shared in Advance • Regular 1:1s • Effective Delegation
2	I have the materials and equipment I need to do my work right	<ul style="list-style-type: none"> • Strong, open communication between supervisor and employee • Effective Delegation • Supervisor is clear what employees need to do their jobs effectively and advocates on behalf of employees
3	At work, I have the opportunity to do what I do best every day	<ul style="list-style-type: none"> • Targeted, Strength-Based Selection- Right People, Right Roles
4	In the last seven days, I have received recognition or praise for doing good work	<ul style="list-style-type: none"> • Frequently, timely, positive feedback from supervisors • Peer to peer feedback and recognition is encouraged
5	My supervisor, or someone at work, seems to care about me as a person	<ul style="list-style-type: none"> • Supervisors value employees as people and take time to get to know them • Peer relationships and cross-functional relationships and mentoring are encouraged and supported
6	There is someone at work who encourages my development	<ul style="list-style-type: none"> • Development Plans for Employees • Supervisors and management team provide coaching and mentoring
7	At work, my opinions seem to count	<ul style="list-style-type: none"> • Open door policy • Input/ feedback invited at all levels, in all directions • Opportunities for input on key issues are created • Supervisors view employees as a great resource and wealth of knowledge • Opinions are heard and acknowledged even when not implemented • Decision-making is transparent whenever possible
8	The mission/purpose of my organization makes me feel my job is important	<ul style="list-style-type: none"> • Employees understand how their role connects to the overall success/mission of the organization • Hiring team members who have a personal passion for the mission
9	My associates (fellow employees) are committed to doing quality work	<ul style="list-style-type: none"> • Recruitment/selection of top talent • Accountability for performance • Opportunities to showcase the talents and contributions of all team members
10	I have a best friend at work	<ul style="list-style-type: none"> • Teamwork and friendships are encouraged • Opportunities provided for relationship-building and casual conversation amongst all employees
11	In the last six months, someone at work has talked to me about my progress	<ul style="list-style-type: none"> • Regular 1:1s • Annual Performance Reviews • Timely, Specific Feedback
12	In the last year, I have had opportunities at work to learn and grow	<ul style="list-style-type: none"> • Development Plans • Roles include opportunities for special projects and assignments • Effective Delegation