



Beyond Careers

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Building Employee Engagement

If your team is suffering from low employee morale, it is time to ask yourself and each other the 12 Questions that forever changed how the most successful Fortune 500 achieve their organisation's strategic priorities.

The correlation between [Employee Engagement](#) and [Performance & Productivity](#) is key.

Let us introduce you to Gallup Q12, the premier employee engagement survey that helps you better understand employee needs and what your company may be lacking in meeting them.



What are your TOP 3 PROFESSIONAL DEVELOPMENT GOALS? Book your Career Wellness Audit today [T's & C's apply]

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One of the key findings from Gallup's Q12 survey of more than [100,000 teams](#) is that highly engaged teams have a direct positive impact on eleven organisational outcomes including productivity, turnover and profitability.

"The No. 1 imperative of leaders today is unlocking the potential of their employees.

To achieve organic growth and persevere through disruption, organizations need more than sufficient work; they need exceptional performance. And they get it by engaging their employees." Gallup



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Gallup Q12 Survey Questions

Q12
Engagement
Hierarchy



GROWTH

- Q12. This last year, I have had opportunities at work to learn and grow.
- Q11. In the last six months, someone at work has talked to me about my progress.

TEAMWORK

- Q10. I have a best friend at work.
- Q09. My coworkers are committed to doing quality work.
- Q08. The mission or purpose of my company makes me feel my job is important.
- Q07. At work, my opinions seem to count.

INDIVIDUAL

- Q06. There is someone at work who encourages my development.
- Q05. My supervisor, or someone at work, seems to care about me as a person.
- Q04. In the last 7 days, I've received recognition or praise for doing good work.
- Q03. At work, I have the opportunity to do what I do best every day.

BASIC NEEDS

- Q02. I have the materials and equipment I need to do my work right.
- Q01. I know what is expected of me at work.

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Source: GALLUP



IMAGINE

PROFESSIONAL & PERSONAL

Applying Q12 to your family & personal relationships

What would your scores look like?

What would you, personally, need to improve?

Take the Challenge!

Rating Scale: 1-5 (Poor – Excellent)



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Gallup Q12 Survey Questions

Employees indicate their feelings and opinions on a scale from 1 to 5, helping you to gather insight into employee motivation and productivity.



1. Do you know what is expected of you at work?
2. Do you have the materials and equipment to do your work right?
3. At work, do you have the opportunity to do what you do best every day?
4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Is there someone at work who encourages your development?
7. At work, do your opinions seem to count?
8. Does the mission/purpose of your company make you feel your job is important?
9. Are your associates (fellow employees) committed to doing quality work?
10. Do you have a best friend at work?
11. In the last six months, has someone at work talked to you about your progress?
12. In the last year, have you had opportunities to learn and grow?



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