

Determining The Strength Of The Workplace: The Gallup Organization Twelve Questions*

Although Gallup agrees that these questions do not measure everything that you may want to know about your workplace, they do capture the most information and the most important information. Further, they measure the core elements needed to attract, focus and keep the most talented employees.

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

Note: The research determined that if you can build a work environment where employees answer positively to these 12 questions, then you have a great place to work. Questions were graded on a scale of 1-5, with 5 being “Strongly Agree”.

Note: Many of the questions contain an extreme EX: *best friend, best every day*. Phrasing like this makes it more difficult to give the question a 5. The purpose was to discriminate between the most productive departments and the rest.

* Determined from over 80,000 interviews in over 400 companies
First Break All The Rules; By Marcus Buckingham and Curt Coffman