



Are Your Staff Engaged ?

Gallup research shows that in a world class organisation 33% of staff are actively disengaged and in an average organisation a whopping 67% are disengaged.

The Gallup Q12 12 Questions to Measure Employee Engagement How would your staff respond to the following questions ?

1. Do you know what is expected of you at work?
2. Do you have the materials and equipment you need 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 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 at work to learn and grow?

The Gallup Organisation has done 30 years of research involving 17 million people to identify and measure the elements of staff engagement most tied to the bottom line: performance, productivity, growth and customer loyalty.

After thousands of interviews Gallup developed the Q12 – a 12 question survey that identifies strong feelings of employee engagement. Results from the survey show a strong correlation between high scores and superior job performance.

Here is a link to Gallup:

<http://www.gallup.com/consulting/52/employee-engagement.aspx>

Additionally Gallup has found that staff who perceive they are employed in a poor work environment experience lower wellbeing than the unemployed:

<http://www.gallup.com/poll/146867/Workers-Bad-Jobs-Worse-Wellbeing-Jobless.aspx>

Be Brave – Take Action

1. Ask yourself the Q12 questions
2. Ask your staff the Q12 questions
3. Which of the 12 items could you commit to working on for the benefit of yourself and your staff ?
4. How would you do that ?

