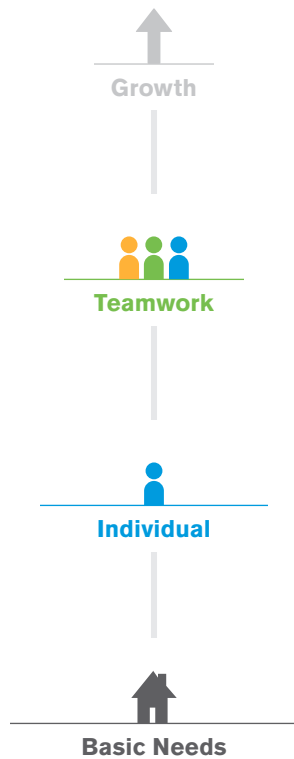




Gallup's Employee Engagement Hierarchy



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.

Q10. I have a **best friend** at work.

Q09. My associates or fellow employees 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.

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 seven days**, I have received recognition or praise for doing good work.

Q03. At work, I have the opportunity to do what I do best **every day**.

Q02. I have the materials and equipment I need to do my work right.

Q01. I know what is expected of me at work.

These **12 elements of engagement** are the factors most powerful in explaining employees' productive motivations on the job.