

## Twelve Questions

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

12 questions from a Gallup study reported in *First, Break All the Rules* by Marcus Buckingham