

# Gallup's Employee 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 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.



## 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 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.



## 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.

## OVERALL SATISFACTION

- Q00. How satisfied are you with your company as a place to work?

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