

Respond to the following elements using this 5-point scale:

1 Strongly Disagree   2 Disagree   3 Neither Agree or Disagree   4 Agree   5 Strongly Agree

- I know what is expected of me at work.
- I have the materials and equipment I need to do my work right.
- At work, I have the opportunity to do what I do best every day.
- In the last seven days, I have received recognition or praise for doing good work.
- My supervisor, or someone at work, seems to care about me as a person.
- There is someone at work who encourages my development.
- At work, my opinions seem to count.
- The mission or purpose of my company makes me feel my job is important.
- My associates or fellow employees are committed to doing quality work.
- I have a best friend at work.
- In the last six months, someone at work has talked to me about my progress.
- This last year, I have had opportunities at work to learn and grow.

Copyright ©2019 Gallup. Do not duplicate without express, written consent.

Given business objectives, which element(s) do you think would provide the greatest benefit if it received increased, intentional focus over the next six months?

What actions can you/your team take to be more intentional about this element?

What challenges may you/your team experience if you were to be more intentional about this element?