The Items That Matter for Engagement — Gallup's $Q^{12^{\otimes}}$

	ENGAGEMENT ELEMENT	EMPLOYEE NEED
GROWTH How do I grow? TEAMWORK Do I belong?	Q12. This last year, I have had opportunities at work to learn and grow.	Challenge me.
	Q11. In the last six months, someone at work has talked to me about my progress.	Help me review my contributions.
	Q10. I have a best friend at work.	Help me build mutual trust.
	Q09. My associates or fellow employees are committed to doing quality work.	Help me feel proud.
	Q08. The mission or purpose of my company makes me feel my job is important.	Help me see my importance.
INDIVIDUAL CONTRIBUTION What do I give?	Q07. At work, my opinions seem to count.	Hear me.
	Q06. There is someone at work who encourages my development.	Help me grow.
	Q05. My supervisor, or someone at work, seems to care about me as a person.	Care about me.
	Q04. In the last seven days, I have received recognition or praise for doing good work.	Help me see my value.
BASIC NEEDS What do I get?	Q03. At work, I have the opportunity to do what I do best every day.	Know me.
	Q02. I have the materials and equipment I need to do my work right.	Free me from unnecessary stress.
	Q01. I know what is expected of me at work.	Focus me.
OVERALL SATISFACTION	Q00. How satisfied are you with your company as a place to work?	