



MONDAYS

with Mike

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The dynamic of engagement

The Gallop Organization has a wonderful hierarchy of questions that help to develop the strength of engagement with/for workplace teams. It is called the Q12. This title stands for 12 critical questions to address the level of engagement of a team and its leadership. The questions are hierarchical, which means there is a baseline and then a progression upward, beginning with basic needs and progressing to personal growth. The higher the question number, the higher the developed culture of a workplace team. Take some time this week to assess your team, be that a school building, office, nursing floor, or coaching staff.

Basic Needs

- Q1. I know what is expected of me at work.
- Q2. I have the materials and equipment I need to do my work right.

Individual Contribution

- Q3. At work, I have the opportunity to do what I do best every day.
- Q4. In the last 7 days, I have received recognition or praise for doing good work.
- Q5. My supervisor, or someone at work, seems to care about me as a person.
- Q6. There is someone at work who encourages my development.

Teamwork

- Q7. At work, my opinion seems to count.
- Q8. The mission or purpose of my company makes me feel my job is important.
- Q9. My associates or fellow employees are committed to doing quality work.
- Q10. I have a best friend at work.

Growth

- Q11. In the last 6 months, someone at work has talked to me about my progress.
- Q12. This last year, I have had opportunities at work to learn and grow.

This week, consider a “cultural transformation” by incorporating these questions into the process of engagement.

Have a great week!