

Gauging Employee Engagement with 12 Questions



CRESTCOM ON EMPLOYEE ENGAGEMENT

Employee engagement is one element in gauging how effective you are as a manager.

In their book, "First Break All the Rules", Marcus Buckingham and Curt Coffman determined 12 questions matter more than any other when determining how engaged employees are. Consider asking these questions and getting some honest feedback. The best managers, Buckingham and Coffman concluded, are really good at selecting employees, setting expectations, motivating their people, and developing the individuals on their teams.

12 Questions to Gauging Employee Engagement:

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