



# Gallup12

*\* In order of importance*

World-renowned management consulting group, Gallup, surveyed over 1,000,000 U.S. workers to find out what made them satisfied at work. The results of this extensive research are referred to as the Gallup12. The list below is ranked in order of importance of what respondents listed as most important to their job satisfaction. If you would like to learn more or take the assessment, you can visit [Gallup12](http://Gallup12).

1. I know what is expected of me at work.
2. I have the materials and equipment I need to do my work right.
3. At work, I have the opportunity to do what I do best every day.
4. In the last 7 days, I have received recognition or praise for doing good work.
5. My supervisor, or someone at work, seems to care about me as a person.
6. There is someone at work who encourages my development.
7. At work, my opinions seem to count.
8. The mission or purpose of my company makes me feel my job is important.
9. My associates or fellow employees are committed to doing quality work.
10. I have a best friend at work.
11. In the last six months, someone at work has talked to me about my progress.
12. This last year, I have had opportunities at work to learn and grow.