

Gallup Q12[®] and the Trust Model

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

The Q12 is the property of the Gallup Organization, and are only used here for comparisons
*Purpose is one of the 7 Elements of High Performance™

In order for you to improve your Q12 scores and engage your employees you have to Build Trust in your organization. Building Trust is the only way that an organization can truly impact these scores and engage employees. Without Trust, employees will not remain engaged and your Q12 scores will plummet.

Contact us to learn more about how you can Build Trust in your organization

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