**Gallup’s Q12: The Questions that Drive Engagement Numbers**

*In summary: Do you feel supported?*

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 seven 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 (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. **In the last year, I have had opportunities to learn and grow.**

**The FX50 3 C Framework: Methodically Supporting People**

* Compound Interest: How are you going to help me be financially free?
* Career Planning: How are you going to help me advance in my career?
* Continuous Process Improvement: How am I going to be heard?

**FX50 Partners: Methodically Supporting the 3 Cs**

