

A simple measurement of your workplace

FIRST, BREAK ALL THE RULES by Buckingham and Coffman, identifies what the world's greatest managers do differently. Based on the in-depth interviews by the Gallup organization of over 80,000 managers in over 400 companies-the largest study of its kind ever undertaken.

Measuring the strength of the workplace can be simplified to 12 questions. These 12 questions don't capture everything you may want to know but they focus on the most important information you need to know.

They measure the core elements needed to attract, focus, and keep the most talented staff.

The 12 questions are:

- 1- Do I know what is expected of me at work?
- 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, seem to 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?

These 12 questions are the simplest and most accurate way to measure the strength of a workplace.

Read the book for a full understanding of the study, context and application.

Recommended by Joe Stucker, Cotopaxi Academy