

# The Gallup Q12 Employee Engagement Questionnaire



This Questionnaire was designed by Gallup researchers to help employers assess their employees' level of engagement. As indicated by the PERMA model (Seligman, date), engagement is a primary factor in an individual's overall wellbeing. Research has found employee engagement, as measured by this survey, leads to less turnover, lower absenteeism, and higher employee productivity. The Q12 Employee Engagement Questionnaire has 12 questions scored on a 5-point Likert scale. Questions range from "In the last seven days, have you received recognition or praise for doing good work?" to "Does the mission/purpose of your company make you feel your job is important?" (SHRM, 2010). This instrument is available in over 30 languages and requires a purchase for use. [This online calculator](#) can help you estimate your school's cost.

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## Pros for Schools

Measured outcomes related to specific work benefits  
Widely used  
Available in many languages

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## Cons for Schools

Requires purchase, online guide to estimate school's cost  
Focuses only on engagement—one factor of PERMA wellbeing model

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## Suggestions for Further Research

Gallup. (2016). Gallup Q12 Employee Engagement Survey <https://edtechbooks.org/-SjUj>

SHRM. (2010). The Gallup Q12 Employee Engagement Questionnaire. *H.R. Magazine*. <https://edtechbooks.org/-BwL>

ASSESSING  
**WELLBEING**  
IN SCHOOLS

*An Educator's Practical Guide to  
Measuring Wellbeing*

MEGAN BATES AND DAVID BOREN



Bates, M. & Boren, D. M. (2019). *Assessing Wellbeing in Schools*. EdTech Books.  
Retrieved from <https://edtechbooks.org/wellbeing>



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