

An interesting study done by the previous leaders at the Gallup organisation analysed 2,500 companies and over 80,000 employees to establish what makes managers great. In his book "First break all the rules" Marcus Buckingham identifies the following 12 questions great managers ask themselves. The extent to which you can answer these questions in the affirmative, will give you reflection of how satisfied/happy you or your staff are.

1. Do I know what's expected from me at work?
2. Do I have the right stuff to do my work?
3. At work, do I have the opportunity to do what I do best every day?
4. In the past 7 days, have I received recognition or praise for good work?
5. Does someone at work care for 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 like my work 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 12 months, have I talked to someone about my progress?
12. At work, do I have to opportunity to learn and grow?

The way in which you apply this thinking to yourself and your employees may result in a more fulfilling work experience.

