

Employee Engagement

Q12 Engaging Goodyear - It's Your Voice 2024

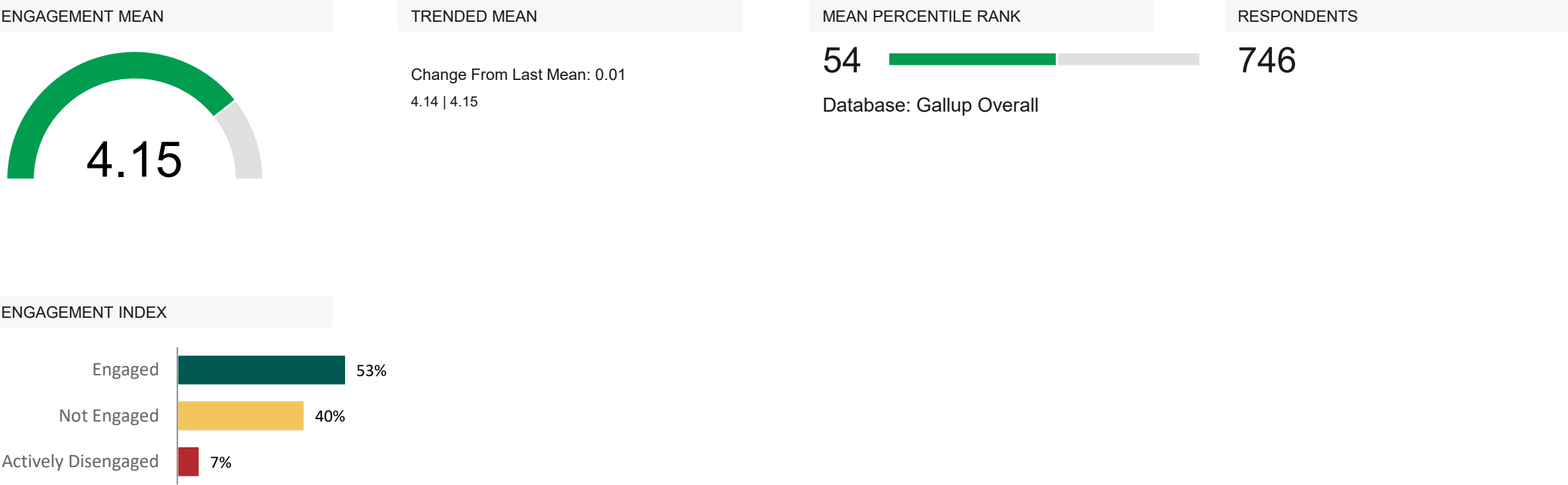
Apr 22, 2024 - May 14, 2024

Participation: 91%

Reporting Group: Direct | All - All

Q¹² Mean

The Gallup Q¹² score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.



Gallup Q¹² Items

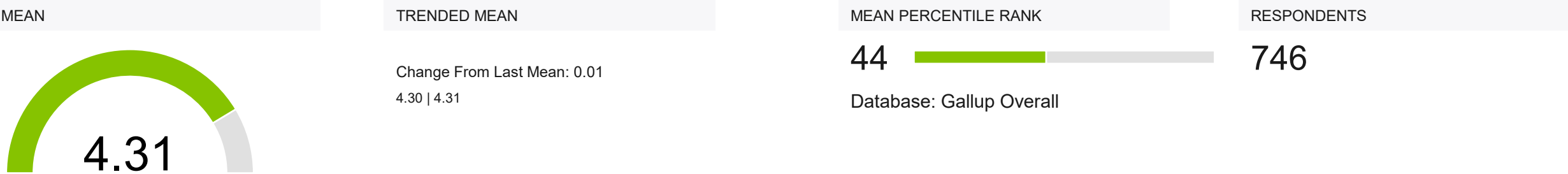
Questions	Current Mean	Last Mean	Frequency Distribution 1% 2% 3% 4% 5%	Company Overall Current Topbox
Q00: On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?	4.23	4.24	1:1 2:3 3:14 4:36 5:47	47
Q01: I know what is expected of me at work.	4.44	4.50	1:0 2:2 3:8 4:33 5:57	57
Q02: I have the materials and equipment I need to do my work right.	4.19	4.10	1:1 2:4 3:17 4:34 5:45	45
Q03: At work, I have the opportunity to do what I do best every day.	4.24	4.23	1:1 2:3 3:15 4:32 5:48	48
Q04: In the last seven days, I have received recognition or praise for doing good work.	3.75	3.71	1:11 2:9 3:18 4:21 5:42	42
Q05: My supervisor, or someone at work, seems to care about me as a person.	4.39	4.38	1:2 2:2 3:12 4:23 5:61	61
Q06: There is someone at work who encourages my development.	4.20	4.16	1:3 2:4 3:15 4:26 5:52	52
Q07: At work, my opinions seem to count.	3.93	3.97	1:5 2:7 3:16 4:31 5:40	40
Q08: The mission or purpose of my organization makes me feel my job is important.	4.19	4.27	1:3 2:4 3:14 4:28 5:51	51
Q09: My team members are committed to doing quality work.	4.32	4.30	1:2 2:3 3:11 4:31 5:54	54
Q10: I have a best friend at work.	3.75	3.53	1:9 2:8 3:20 4:25 5:38	38
Q11: In the last six months, someone at work has talked to me about my progress.	4.05	4.28	1:6 2:6 3:15 4:23 5:50	50
Q12: This last year, I have had opportunities at work to learn and grow.	4.32	4.31	1:2 2:4 3:13 4:24 5:58	58

Gallup Q¹² Items – Trended Details

Questions	Trended Mean		Past Report 1		Current Report
Q00: On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?	4.24 4.23	4.24	685	4.23	739
Q01: I know what is expected of me at work.	4.50 4.44	4.50	690	4.44	745
Q02: I have the materials and equipment I need to do my work right.	4.10 4.19	4.10	688	4.19	742
Q03: At work, I have the opportunity to do what I do best every day.	4.23 4.24	4.23	688	4.24	744
Q04: In the last seven days, I have received recognition or praise for doing good work.	3.71 3.75	3.71	662	3.75	722
Q05: My supervisor, or someone at work, seems to care about me as a person.	4.38 4.39	4.38	685	4.39	742
Q06: There is someone at work who encourages my development.	4.16 4.20	4.16	689	4.20	737
Q07: At work, my opinions seem to count.	3.97 3.93	3.97	686	3.93	741
Q08: The mission or purpose of my organization makes me feel my job is important.	4.27 4.19	4.27	687	4.19	745
Q09: My team members are committed to doing quality work.	4.30 4.32	4.30	689	4.32	743
Q10: I have a best friend at work.	3.53 3.75	3.53	654	3.75	702
Q11: In the last six months, someone at work has talked to me about my progress.	4.28 4.05	4.28	683	4.05	731
Q12: This last year, I have had opportunities at work to learn and grow.	4.31 4.32	4.31	679	4.32	730

Basic Needs - What do I get?

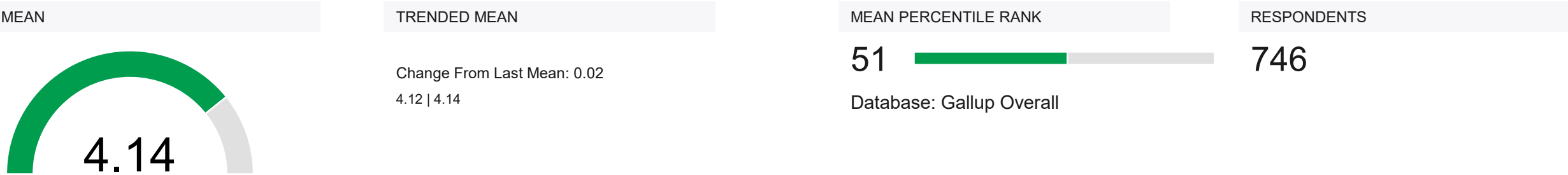
Employees need to have a clear understanding of what excellence in their role looks like so they can be successful. Groups with high scores on the first element are more productive, cost-effective, creative and adaptive.



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Q02: I have the materials and equipment I need to do my work right.	4.19	4.10	1:1 2:4 3:17 4:34 5:45	45

Individual - What do I give?

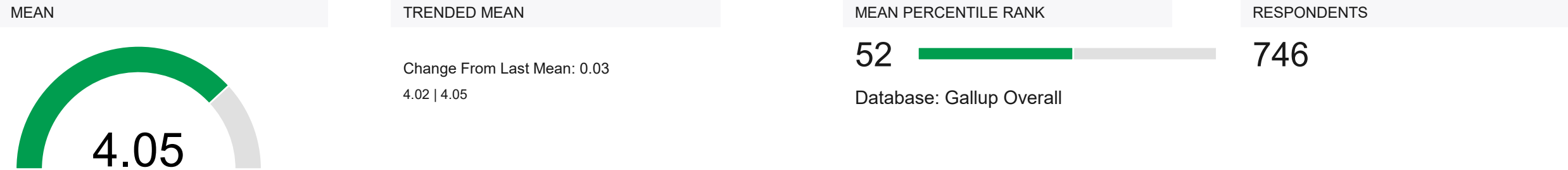
Employees want to know about their individual contributions and their worth to the organization. Manager support is especially important during this stage because managers typically define and reinforce value.

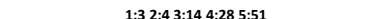


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Teamwork - Do I belong here?

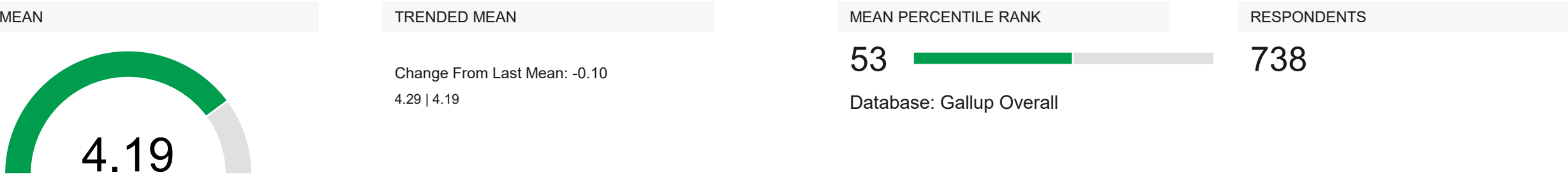
Employees need to feel like they belong and are a good fit with their team. They need to know they are part of something bigger than themselves. As a manager, encourage opportunities for teamwork and a sense of belonging.



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Q07: At work, my opinions seem to count.	3.93	3.97	 1:5 2:7 3:16 4:31 5:40	40
Q08: The mission or purpose of my organization makes me feel my job is important.	4.19	4.27	 1:3 2:4 3:14 4:28 5:51	51
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Growth - How can I grow?

Employees need to be challenged to learn something new and find better ways to do their jobs. They need to feel a sense of movement and progress as they mature in their roles.



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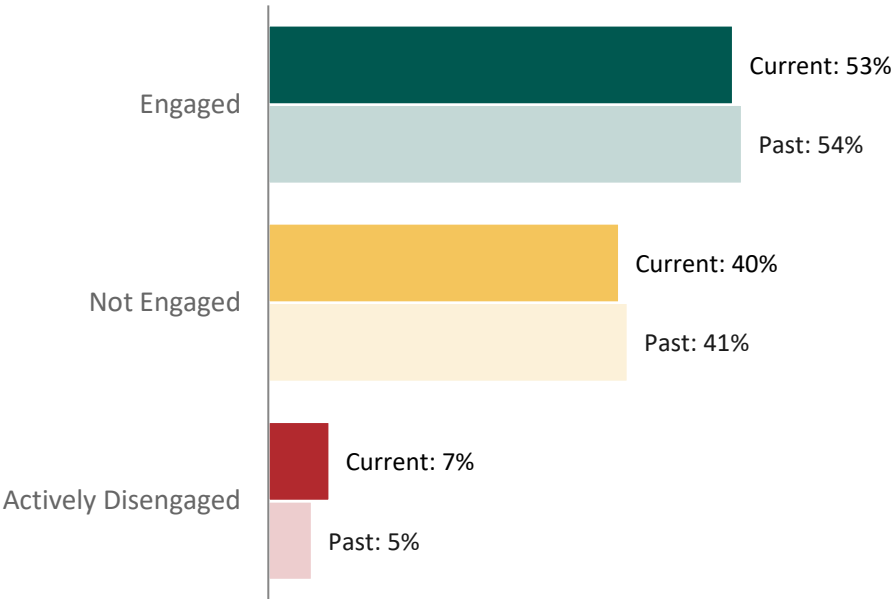
Engagement Index

There is a powerful link between employees who are engaged in their jobs and the achievement of crucial business outcomes.

ENGAGEMENT INDEX RATIO

7.57

ENGAGEMENT INDEX



Engaged

Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners", drive performance, innovation, and move the organization forward.

Not Engaged

Employees are essentially psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time – but not energy or passion – into their work.

Actively Disengaged

Employees aren't just unhappy at work – they are resentful that their needs are not being met and are busy acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

Footnotes

Trended Report Details

	Report Name	Date
Current Report	Q12 Engaging Goodyear - It's Your Voice 2024	Apr 22, 2024 - May 14, 2024
Past Report 1	Q12 Engaging Goodyear - It's Your Voice 2023	Apr 14, 2023 - May 10, 2023

* - Scores are not available due to data suppression.
Respondents can select multiple responses for multi-select questions.
Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.
Mean Percentile Rank is being calculated against other workgroup scores in the Gallup Overall database.
Meaningful change is represented by a green or red arrow if the score changes by 0.2 or more between survey periods.

Percentile Rank in Gallup Overall Database

< 25th Percentile 25-49th Percentile 50-74th Percentile 75-89th Percentile >= 90th Percentile

*All text analytics are machine generated. Because we use machine learning to generate sentiments, results may not be 100% accurate.

*Percent Engaged available when n ≥ 30. All categories available when n ≥ 100.
* - Scores are not available due to data suppression. Respondents can select multiple responses for multi-select questions.

Thank You