



GALLUP®

## Q05. Supervisor/Someone Cares

My supervisor, or someone at work, seems to care about me as a person.

### Care About Me

Employees need to know that they are more than just a number. People need someone to take a personal interest in them.

In high-turnover companies, teams in the lowest quartile average 22% higher turnover than those in the top quartile. In organizations where resignations are less common, the difference rises to 37%.

When Gallup asked employees what they were thinking about when they responded to this item, employees used words like acceptance, trust, fairness, consistency, understanding and authenticity.

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### Three Aspects of a Caring Work Environment

**Valued:** Each person feels like a valued member of the team and organization.

**Genuine:** People believe that their supervisor or manager takes a personal interest in them.

**Respected:** Employees treat one another with respect.

