

Employee Engagement Survey Questions

Optional to collect:

- Job Role
- Location
- Function

Directions: Rate the following statements on a satisfaction scale of 1-5.

1 = I strong disagree 2 = I disagree 3 = neutral 4 = I agree 5 = I strongly agree

Mission & Purpose

1. I feel inspired by the company's mission, vision, and values.
2. I feel driven to help this company succeed.
3. I know what is expected of me at work.

Meaningful work

4. At work, I have the opportunity to do what I do best every day.
5. I understand the value I add to the company.
6. My work is meaningful to me.

Materials, Equipment & Resources

7. I have the necessary tools, resources, and equipment to do my job effectively and efficiently.
8. I have the right support to do my job well.
9. I am set up to succeed at the company.

Inclusion & Belonging

10. I feel valued and respected at work.
11. I feel comfortable and can be my authentic self at work.
12. I feel that the company takes the right steps to cultivate an inclusive environment at work.

Growth & Development

13. I have had opportunities at work to learn and grow (training, special projects, etc.)
14. My manager encourages my development.
15. My manager has talked to me about my progress.

Feedback

16. I feel I receive adequate feedback about my performance.
17. My manager provides me with specific, constructive feedback that helps me grow.
18. I know what I need to do to succeed at work.

Recognition

- 19. I feel I receive adequate recognition or praise for doing good work.
- 20. I receive credit for the contributions I make to my team.
- 21. I feel appreciated at work.

Management/Leadership

- 22. I have confidence in the company's senior leadership.
- 23. My manager seems to care about me as a person.
- 24. My manager communicates effectively with me.

Teammates

- 25. I enjoy working with the team and people here.
- 26. My coworkers are committed to doing high-quality work.
- 27. Conflicts are resolved immediately.

Compensation

- 28. I am fairly compensated for my contributions to this company.
- 29. The company offers generous benefits (medical, dental, vision).
- 30. I am satisfied with my total compensation package (pay, healthcare, 401K, etc.).

NPS

- 31. In the past 6 months, I have yet to think about leaving the company.
- 32. I think our company is a great place to work.
- 33. I would recommend others to work here.

Open-Ended Questions

- 34. What do you like most about the company? What shouldn't change?
- 35. Where can we improve as a company?
- 36. Any additional comments?