

EMPLOYEE ENGAGEMENT SURVEY

INSTRUCTIONS:

Employee engagement initiatives are essential for maintaining motivation and satisfaction in the workplace. We have gathered frequently asked survey questions that can be beneficial for quick pulse checks or detailed annual surveys.

JOB SATISFACTION & MOTIVATION

QUESTIONS:

RATING SCALE:

Strongly Disagree Somewhat Disagree Neither Agree nor Disagree Somewhat Agree Strongly Agree

I feel motivated to do my best work every day

☐ ☐ ☐ ☐ ☐

My role provides purpose for my skills and strengths

☐ ☐ ☐ ☐ ☐

I find my work meaningful and worthy

☐ ☐ ☐ ☐ ☐

I get abundant career growth opportunities right here

☐ ☐ ☐ ☐ ☐

I have referred/will refer my peers for roles in this company

☐ ☐ ☐ ☐ ☐

TEAM & COLLABORATION

Strongly Disagree Somewhat Disagree Neither Agree nor Disagree Somewhat Agree Strongly Agree

My team members communicate openly and effectively

☐ ☐ ☐ ☐ ☐

I can rely on my colleagues when I need help

☐ ☐ ☐ ☐ ☐

Our team shares a common purpose

☐ ☐ ☐ ☐ ☐

My team comprises members who collectively embrace strengths

☐ ☐ ☐ ☐ ☐

Conflict resolutions are settled amicably in our team without external intervention

☐ ☐ ☐ ☐ ☐

I can reach out to my peers in my team for any assistance and technical aid

☐ ☐ ☐ ☐ ☐

LEADERSHIP & MANAGEMENT

QUESTIONS:

RATING SCALE:

Strongly Disagree Somewhat Disagree Neither Agree nor Disagree Somewhat Agree Strongly Agree

My manager recognized my contributions

☐ ☐ ☐ ☐ ☐

Our group leaders communicate company goals clearly

☐ ☐ ☐ ☐ ☐

I trust our leaders to make fair and transparent decisions

☐ ☐ ☐ ☐ ☐

Our company leaders see themselves in our shoes to lead us in the right direction

☐ ☐ ☐ ☐ ☐

Our management provides equal benefits and perks to all employees

☐ ☐ ☐ ☐ ☐

COMPANY CULTURE & BELONGING

Strongly Disagree Somewhat Disagree Neither Agree nor Disagree Somewhat Agree Strongly Agree

I feel a sense of belonging at work

☐ ☐ ☐ ☐ ☐

Our organization values diverse perspectives, providing fair opportunities

☐ ☐ ☐ ☐ ☐

Diverse employment in our company goes beyond just filling representational quotas

☐ ☐ ☐ ☐ ☐

I am proud to work for this company

☐ ☐ ☐ ☐ ☐

My peers outside the company wish they worked in a company like ours

☐ ☐ ☐ ☐ ☐

My company abides by labor laws, while keeping in mind benefits like flexibility

☐ ☐ ☐ ☐ ☐

COMMUNICATION & FEEDBACK

QUESTIONS:

RATING SCALE:

Strongly Disagree Somewhat Disagree Neither Agree nor Disagree Somewhat Agree Strongly Agree

I receive important information in a timely manner

☐ ☐ ☐ ☐ ☐

My feedback is valued and acted upon

☐ ☐ ☐ ☐ ☐

I know where to share suggestions or concerns

☐ ☐ ☐ ☐ ☐

I am regularly updated with information relating to policies and initiatives

☐ ☐ ☐ ☐ ☐

My team members have open discussions relating to any topic about the company

☐ ☐ ☐ ☐ ☐

Our company has a robust internal communications team to keep us up-to-date with the latest happenings

☐ ☐ ☐ ☐ ☐

WELL-BEING & WORK-LIFE BALANCE

Strongly Disagree Somewhat Disagree Neither Agree nor Disagree Somewhat Agree Strongly Agree

I can maintain a healthy balance between work and personal life

☐ ☐ ☐ ☐ ☐

My workload feels manageable

☐ ☐ ☐ ☐ ☐

The organization supports my mental health

☐ ☐ ☐ ☐ ☐

My team backs me up during emergencies

☐ ☐ ☐ ☐ ☐

My manager encourages me to unwind and stop getting burned out

☐ ☐ ☐ ☐ ☐

My company has been a pioneer in bringing flexible work initiatives to suit employee needs

☐ ☐ ☐ ☐ ☐

OPEN-ENDED QUESTIONS FOR DEEPER INSIGHTS

QUESTIONS:

What's one thing we should start doing to improve employee engagement?

What's one thing you would change about your work environment?

What makes you proud to work here?

How would you describe your journey since you joined our company?

What do you feel are the positives and negatives of our company's culture?

How have you handled any burnout situations at work?

Where would you prefer working if not in our company, and why?

ANSWERS:

PERSONAL INFORMATION:

NAME:

DATE OF BIRTH:

DESIGNATION

DAY / MONTH / YEAR

GENDER: ☐ Male ☐ Female ☐ Not Listed ☐ Prefer Not to Answer

Unit No. St. No.

Street

Town/City/Suburb

State

Zip Code

Country

ADDRESS: