Employee Engagement Survey

This survey is confidential. Results are reported only for groups of [5] or more people, and no manager will see individual answers. It takes about 12 minutes. For each statement, choose how much you agree: Strongly agree, Agree, Neutral, Disagree, Strongly disagree. Please answer about your experience over the last [3] months. The survey closes on [Date].

ENGAGEMENT OUTCOMES

I am proud to work for [Company].

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I see myself still working here in two years.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I am motivated to do more than the minimum in my job.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I rarely think about looking for a job at another company.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

How likely are you to recommend [Company] as a place to work to a friend? (0 = not at all likely, 10 = extremely likely)

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

MY MANAGER

My manager gives me useful feedback on my work.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

My manager treats me with respect.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

My manager cares about my development.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I can raise a problem with my manager without worrying about the consequences.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

My manager keeps me informed about changes that affect my work.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

THE WORK ITSELF

I know what is expected of me at work.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I have the tools and equipment I need to do my job well.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

My workload is manageable most weeks.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I get to use my skills in my job.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

My schedule works with my life outside work.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

GROWTH AND DEVELOPMENT

I have learned something new in my job in the last six months.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I can see a path to a better job here.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

Internal candidates get a fair shot at open positions.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

The training I received prepared me for my job.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

RECOGNITION AND PAY

I receive recognition when I do good work.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I am paid fairly for the work I do compared with similar jobs in this area.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I understand how pay increases and bonuses are decided.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

The benefits meet my needs.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

TEAM AND BELONGING

People on my team help each other when things get busy.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I feel I belong here.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

People here are treated fairly regardless of their background.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I can be myself at work.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

LEADERSHIP AND COMMUNICATION

I trust senior leadership to make good decisions for the company.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I understand the company's goals for this year.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I understand how my work contributes to those goals.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

Leadership is honest with employees, including about bad news.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

WELLBEING AND SAFETY

I can take time off when I need it.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

My stress at work is at a level I can manage.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I feel physically safe at work.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

I know how to report harassment or unsafe conditions and trust it will be handled.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

ACTING ON FEEDBACK

I believe action will be taken based on the results of this survey.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

Things changed after the last survey.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

My ideas and suggestions are listened to.

☐ Strongly agree ☐ Agree ☐ Neutral ☐ Disagree ☐ Strongly disagree

OPEN QUESTIONS

What is the one thing that would most improve your experience of working here?

What should we keep doing because it works well?

Is there anything else you want leadership to know?

ABOUT YOU (OPTIONAL, USED ONLY FOR GROUP REPORTING)

Department

☐ [Department 1] ☐ [Department 2] ☐ [Department 3] ☐ Prefer not to say

Location

☐ [Site 1] ☐ [Site 2] ☐ Remote ☐ Prefer not to say

Length of service

☐ Under 6 months ☐ 6 to 12 months ☐ 1 to 3 years ☐ 3 to 5 years ☐ Over 5 years

☐ Prefer not to say

Role level

☐ Individual contributor ☐ Team lead or supervisor ☐ Manager or above ☐ Prefer not to say

Shift

☐ Day ☐ Evening ☐ Night ☐ Rotating ☐ Prefer not to say