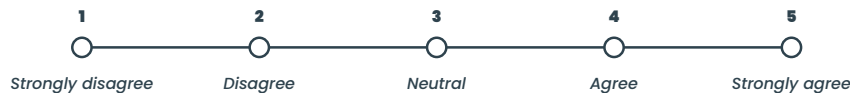


Employee Engagement Survey Template

How to use this template

- Pick a category/theme/goal for your survey.
- Questions should be the kind that can be answered with a 5-point rating scale – where the responses range from 'strongly disagree' (1) to 'strongly agree' (5).



- All questions should match the goal of the survey.
- Use the questions below as they are, or adapt them to suit your company/team.
- Don't overwhelm, opt for 5-7 questions per survey.

Date of survey:

Survey goal:

Questions

Each question will be paired with a 5-point rating scale ranging from 'strongly disagree' (1) to 'strongly agree' (5). Pick up to 7 questions per survey.

1. Engagement

Assess your team's emotional and intellectual commitment to the company, and their sense of pride and loyalty.

1. I am proud to work for [company name]
2. I would recommend [company name] as a great place to work
3. I rarely think about looking for a job at another company
4. I see myself still working at [company name] in two years' time
5. I consider myself an ambassador for [company name]
6. If I was offered the same job at another company, I would choose to stay at [company name]
7. I would recommend [company name]'s products or services to my friends and family

2. Future of work

Understand attitudes to flexible, hybrid or remote work.

1. I feel our workplace is a safe environment to work in
2. I'm excited about opportunities to socialise with my team in our workplace
3. I feel excited about the opportunities hybrid / remote work offers
4. I think the opportunity to work remotely long term will positively impact my productivity
5. I think the opportunity to work remotely long term will positively impact my ability to collaborate effectively
6. I think the opportunity to work remotely long term will positively impact my work-life balance
7. I think our company's policies on flexible / remote work reflect changing attitudes to work
8. Company policies on remote and flexible working are important to me when deciding where I want to work

3. Teamwork

Measure the work dynamics of effective teams: psychological safety, dependability, structure and clarity, meaning and impact.

1. I feel accepted and respected by my team
2. I feel safe asking a question or offering a new idea around my team members, without fear of rejection or humiliation
3. I feel confident that no one on my team will embarrass or punish anyone else for admitting a mistake
4. My team are committed to doing quality work
5. I know what I need to do to be successful in my role
6. I understand how my work supports the goals of my team and the wider company
7. The work I do is meaningful to me
8. At work, what I do makes a difference in my team
9. I feel that my work has an impact on [company name]'s purpose

4. Leadership and management

Evaluate confidence in company leadership.

1. The leaders at [company name] keep people informed about what is happening
2. The leaders at [company name] have communicated a vision that motivates me
3. The leaders at [company name] demonstrate that people are important to the company's success
4. I have confidence in the leaders at [company name]
5. My manager gives me useful feedback on how well I am performing

6. My manager genuinely cares about my wellbeing
7. My manager provides me with the support I need to complete my work
8. My manager is someone I can trust
9. The leaders at [company name] have set business goals and strategies which are taking us in the right direction
10. [Company name] effectively directs resources (funding, people and effort) towards company goals
11. The leaders at [company name] exhibit the same behaviours that they expect from everyone else
12. Day-to-day decisions are aligned with the company's goals

5. Motivation and Belief

Understand what motivates your team and how aligned they are with your company values.

1. I am encouraged to be innovative
2. We acknowledge people who deliver outstanding work at [company name]
3. The products and services [company name] provides are as good as, or better than, our main competitors
4. [Company name] is in a position to really succeed over the next three years
5. [Company name] 's values are aligned with values I consider important in life
6. [Company name] really allows us to make a positive difference
7. I can see that my work serves a purpose
8. The work I do is meaningful to me
9. I understand how my work supports the goals of my team and the wider company
10. I'm inspired by the purpose and mission of our company
11. Most days I feel a sense of accomplishment from what I do
12. I have the opportunity to do challenging things at work

6. Growth

Quantify how team members feel about their personal career development, growth and compatibility with your company.

1. There is someone at work who helps me grow and develop
2. I see a path for me to advance my career at [company name]
3. [Company name] is a great place for me to grow and develop
4. I am given opportunities to learn and develop new skills

- 5. I am appropriately involved in decisions that affect my work
- 6. I feel that I'm growing professionally
- 7. I have the opportunity to do challenging things at work

7. Wellbeing

Assess the quality of your team's work life, risk of job burnout and the benefits of initiatives such as flexible working.

- 1. I feel supported at [company name] when I am dealing with personal or family issues
- 2. I feel that I can maintain a healthy balance between work and my personal life
- 3. My work doesn't negatively affect my personal life
- 4. I find my workload manageable
- 5. I enjoy the work I do
- 6. Generally, I feel happy at work
- 7. [Company name] offers the support I need to deal with work-related stress
- 8. [Company name] does enough to promote employee wellbeing (resources, benefits, advice, etc.)
- 9. [Company name] cares about the mental health of our team members
- 10. We are genuinely supported if we choose to make use of flexible working arrangements
- 11. I am able to arrange time off from work when I need to

Other feedback (optional):

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