Remote working survey questions

Remote working surveys can help you collect insights into what your team considers the best work setup — whether that's remote, in-office, hybrid work or anything in between.

Let's have a look at some common questions you can ask your team.

Automate your employee surveys

1. Choose from a library of pulse survey templates built by qualified HR experts
2. … Or build your own template from scratch
3. Pick a launch date and roll out the survey to your team in one click
4. Track completion rates and analyse the results of your surveys on one, simple dashboard

Try for free

Questions to decide whether to go back to the office

Use a rating scale, with 1 meaning "completely disagree" and 5 "completely agree".

1	2	3	4	5
Completely Disagree	Disagree	Neutral	Agree	Completely Agree
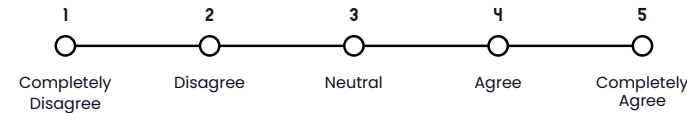
1. Overall, I'd feel good about returning to the office.
2. I feel my views have been taken into consideration when planning a return to the office.
3. I'm excited about opportunities to socialise with my team in our workplace.
4. I feel excited about the opportunities hybrid/remote work offers.
5. I think the opportunity to work remotely long-term will positively impact my productivity.
6. I think the opportunity to work remotely long-term will positively impact my ability to collaborate effectively.
7. I think the opportunity to work remotely long-term will positively impact my work-life balance.
8. I think our company's policies on flexible/remote work reflect changing attitudes to work.
9. Company policies on remote and flexible working are important to me when deciding where I want to work.

Questions to decide whether to go back to the office

1. How would you rate your overall experience with remote work?
2. Have you faced any challenges while working remotely? If yes, please specify.
3. Do you feel that you have the necessary resources and tools to effectively work remotely?

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1. What improvements or additional support would enhance your remote work experience?

2. Do you feel your professional growth and development are impacted by remote work? If yes, please explain.

3. What additional measures or policies do you believe could enhance the remote work experience in our company?

Questions to improve hybrid working

1. Do you prefer working from home, the office, or a combination of both?

2. What factors contribute to your preference for remote work or in-office work?

3. What would your ideal ratio of remote and office work be?

4. How productive do you feel working from home?

5. How productive do you feel working from the office?

6. List the main pros of working from home.

7. List the main pros of working from the office.

Questions on wellbeing and mental health

1. How often do you feel stressed or overwhelmed while working remotely?

2. Have you experienced any changes in your work-life balance since transitioning to remote work? If yes, please elaborate.

3. Are you able to disconnect from work and take breaks when needed while working remotely?

4. Do you feel that remote work has had a positive or negative impact on your overall well-being? Please explain why.

5. What additional measures or support would you like to see in place to enhance your well-being while working remotely?

Questions on teamwork while working remotely

1. Do you feel isolated or disconnected from your team or colleagues while working remotely?

2. Have you noticed any changes in the frequency of communication and collaboration with your team members since working remotely?

3. How well do you feel your team adapts to virtual collaboration tools and technologies?

4. Do you feel that remote work has impacted the quality and efficiency of problem-solving and decision-making processes within your team?

5. Have you noticed any changes in the sense of cohesion and camaraderie within your team since transitioning to remote work?

6. Do you believe that remote work has had an impact on the creativity and innovation within your team? If yes, please elaborate.

7. Are there any specific tools or technologies that you feel would enhance collaboration within your remote team?

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