



Employee Engagement Survey

Purpose

Employee Engagement Surveys serve several critical purposes:

- Provide data the organization needs to respond to issues the employer may not be aware of.
- Helps to maintain a healthy, happy work environment by keeping a pulse on employee happiness.
- Identifies issues particular to certain roles, teams, or management groups, as well as those that are endemic to the organization.
- Makes the employees' voices heard which promotes positive behavior and improves engagement.

Factors which lead to engagement include:

- Meaningful relationship with manager
- Open, honest, regular communication within team and with leadership
- Personal and professional growth opportunities
- Rewards and recognition = feeling appreciated
- Timely feedback regarding performance and accountability
- Clear understanding of one's job and how it fits into the Company's Vision and Strategy Plan
- Corporate Social Responsibility
- Autonomy
- Flexibility
- Psychological Safety

Questions

Opening Questions (Open-ended)

1. What do you like best about working at the organization?
2. What does the organization do really well for employees?
3. Would you recommend [organization] to your friends as an employer?
4. Are you proud of working for [organization]?
5. Do you plan on working for [organization] two years from now? Why or why not?

Quality of Supervision (Rating Scale with Comments)

1. I feel that I have a good working relationship with my direct supervisor.
2. I am provided with regular feedback from my supervisor.

3. The feedback I receive includes concrete suggestions on how to improve and develop.
4. I am given recognition for work well done.
5. I feel that my supervisor supports me.
6. It is clear to me what performance is expected in my job and on my team.
7. I feel like my supervisor is invested in my success
8. On a scale of 1 to 10, how comfortable do you feel giving upwards feedback to your supervisor?

Communication (Rating Scale with Comments)

1. The organization clearly conveys its strategic plan and goals.
2. It is clear to me how I can contribute to the Company's strategic goals.
3. The Company's communications are timely and provide me with the information I need.
4. Changes that affect me are communicated in a clear and timely manner.
5. I can voice my honest opinions or concerns to management.

Professional Development

1. I am provided with opportunities to learn new things and develop my skills.
2. I feel empowered and energized by my work.
3. I have career development opportunities at the organization.
4. Mistakes are an opportunity to learn at the organization.
5. The organization supports my professional development with training, tuition assistance, new tasks, and projects.
6. I see myself working here in the next couple of years

Team

1. I feel that my team works well together.
2. I feel that my team works well with other teams.
3. I feel that staff respect one another.
4. I enjoy working with your team?
5. Do you feel like coworkers give each other respect here?

Organizational Culture and Engagement

1. I see myself working here for the next few years.
2. I feel that I have some autonomy over my work.
3. There is some flexibility with the manner in which I can perform my work.
4. I feel safe at work.
5. Organization's vision and values inspire me
6. I have the tools needed to maximize my potential here
7. I have recently thought about leaving [organization]
8. Are there any problems with our culture?
9. How can we help improve your engagement at work?
10. Is there anything else you would like to share that you find important to your employee experience here at [organization]?
11. I feel satisfied with the current compensation and benefits
12. I feel satisfied with my work-life balance