

YOUR COMPANY

Sample of Questionnaire Items

Employee Engagement Survey

PURPOSE

This survey was designed to get feedback from you regarding your work experiences at **Your Company**. The results of this survey will enable us to identify what we do well as an organization, and identify any areas that may need improvement.

ANONYMITY

This survey is being distributed to all employees. Your responses to this survey will be completely anonymous. All completed surveys will be sent directly to an independent third party survey research firm (Performance Programs, Inc.) for analysis. Survey results will be reported in general terms with the organization at large.

INSTRUCTIONS:

Please consider each question in relation to how you view the organization, in general. Then mark the circle that best represents your opinion, based on the scale below. Also, at the end of the survey, please complete the write-in comment section. Your feedback is very important and greatly appreciated!

Strongly Disagree ①	Disagree ②	Neutral ③	Agree ④	Strongly Agree ⑤
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I. SATISFACTION

1. Considering everything, I am satisfied working for this organization at the present time.
- 2.
- 3.
- 4.

①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤

II. COMMITMENT

5. Overall, I am committed to seeing this organization succeed.
- 6.
- 7.
- 8.

①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤

III. COMMUNICATION

- 9.
- 10.
- 11.
12. My supervisor ensures that I am adequately informed about matters affecting me.
- 13.
- 14.
- 15.
16. People communicate comfortably with one another in this organization regardless of their position level.

①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤
①	②	③	④	⑤

Strongly Disagree ①	Disagree ②	Neutral ③	Agree ④	Strongly Agree ⑤
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IV. YOU & YOUR JOB

17. ① ② ③ ④ ⑤
 18. ① ② ③ ④ ⑤
 19. ① ② ③ ④ ⑤
 20. I am doing something I consider satisfying and worthwhile in my job. ① ② ③ ④ ⑤
 21. ① ② ③ ④ ⑤

22. I am involved in the decisions that affect my work. ① ② ③ ④ ⑤
 23. ① ② ③ ④ ⑤
 24. ① ② ③ ④ ⑤
 25. ① ② ③ ④ ⑤
 26. ① ② ③ ④ ⑤

27. I am clear about what I need to do and how my job performance will be evaluated. ① ② ③ ④ ⑤
 28. ① ② ③ ④ ⑤
 29. ① ② ③ ④ ⑤
 30. ① ② ③ ④ ⑤
 31. ① ② ③ ④ ⑤

V. OUR ORGANIZATION

32. ① ② ③ ④ ⑤
 33. All people, regardless of race, nationality, gender, age, or other individual differences, are given a fair opportunity to succeed in the organization. ① ② ③ ④ ⑤
 34. ① ② ③ ④ ⑤
 35. ① ② ③ ④ ⑤
 36. ① ② ③ ④ ⑤

37. Employees are encouraged to participate in solving work-related problems. ① ② ③ ④ ⑤
 38. ① ② ③ ④ ⑤
 39. ① ② ③ ④ ⑤
 40. ① ② ③ ④ ⑤
 41. ① ② ③ ④ ⑤

42. ① ② ③ ④ ⑤
 43. People in the organization generally trust one another. ① ② ③ ④ ⑤
 44. ① ② ③ ④ ⑤
 45. ① ② ③ ④ ⑤
 46. ① ② ③ ④ ⑤

47. ① ② ③ ④ ⑤
 48. ① ② ③ ④ ⑤
 49. ① ② ③ ④ ⑤
 50. ① ② ③ ④ ⑤

Strongly Disagree ①	Disagree ②	Neutral ③	Agree ④	Strongly Agree ⑤
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|---|---|---|---|---|---|
| 51. This company eliminates practices that stand in the way of achieving results. | ① | ② | ③ | ④ | ⑤ |
| 52. | ① | ② | ③ | ④ | ⑤ |
| 53. | ① | ② | ③ | ④ | ⑤ |
| 54. | ① | ② | ③ | ④ | ⑤ |
| 55. This organization is very well managed. | ① | ② | ③ | ④ | ⑤ |

VI. ORGANIZATIONAL LEADERSHIP

- | | | | | | |
|---|---|---|---|---|---|
| 56. I have trust and confidence in the leadership of this organization. | ① | ② | ③ | ④ | ⑤ |
| 57. | ① | ② | ③ | ④ | ⑤ |
| 58. | ① | ② | ③ | ④ | ⑤ |
| 59. | ① | ② | ③ | ④ | ⑤ |
| 60. | ① | ② | ③ | ④ | ⑤ |

- | | | | | | |
|---|---|---|---|---|---|
| 61. My supervisor has assigned me responsibilities which have contributed to my long-term professional development. | ① | ② | ③ | ④ | ⑤ |
| 62. | ① | ② | ③ | ④ | ⑤ |
| 63. | ① | ② | ③ | ④ | ⑤ |
| 64. | ① | ② | ③ | ④ | ⑤ |
| 65. My immediate supervisor ensures that people who do a good job are recognized and appreciated. | ① | ② | ③ | ④ | ⑤ |

VII. YOUR FIVE CUSTOM QUESTIONS GO HERE

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|---|---|---|---|---|---|
| 66. I feel secure about my continued employment in this organization. | ① | ② | ③ | ④ | ⑤ |
| 68. ----- | ① | ② | ③ | ④ | ⑤ |
| 69. ----- | ① | ② | ③ | ④ | ⑤ |
| 70. ----- | ① | ② | ③ | ④ | ⑤ |
| 71. ----- | ① | ② | ③ | ④ | ⑤ |

ABOUT YOU (Demographic Examples)

- | | | |
|--|---|---|
| <p style="text-align: center;">Location:</p> <p><input type="radio"/> New York, NY <input type="radio"/> Tucson, AZ</p> <p><input type="radio"/> Seattle, WA <input type="radio"/> Boston, MA</p> <p><input type="radio"/> Denver, CO <input type="radio"/> San Diego, CA</p> | <p style="text-align: center;">Tenure:</p> <p><input type="radio"/> < 1 Year</p> <p><input type="radio"/> > 1-3 Years</p> <p><input type="radio"/> > 3-5 Years</p> <p><input type="radio"/> > 5 Years</p> | <p style="text-align: center;">Position:</p> <p><input type="radio"/> Full-time</p> <p><input type="radio"/> Part-time</p> <p><input type="radio"/> Temporary</p> |
| <p style="text-align: center;">Department:</p> <p><input type="radio"/> Accounting <input type="radio"/> Technology</p> <p><input type="radio"/> HR <input type="radio"/> R & D</p> <p><input type="radio"/> Manufacturing <input type="radio"/> Advertising</p> <p><input type="radio"/> Shipping <input type="radio"/> Training</p> | | |

WRITE-IN COMMENTS

Please consider each question carefully, and provide any comments and/or suggestions. Since the actual wording of your written comments will be transcribed and included in the final report, Please Do Not Include your name or any specific identifying information.

Please identify at least 2-3 things that we should be doing to improve as an organization:

Please identify at least 2-3 things that you like about working for this organization:

Thank you for your time and feedback!