



# 121 Employee Engagement Survey Questions

A mind-boggling list of 121 questions that you can copy, adjust, and send out in less than two minutes

# 20 Core Employee Engagement Survey Questions

There are 132 survey questions in this post. Asking all of them (and then interpreting the data) would be a Herculean task. So don't even go there.

Instead, focus on a curated list of best practice employee engagement survey questions — 20 questions at most if you're a small to medium organisation and don't have a dedicated engagement manager.

Mix and match the questions so your employee engagement survey results give you insight into all relevant categories. Our top picks are below but there's no hard rule here. Pick those questions that make the most sense for your organisation.



## Questions:

1. I can easily see how my work contributes to the company's overall objectives.
2. I am proud to work at [company].
3. My work environment motivates me to do my job to the best of my abilities.
4. I can easily envision myself working at [company] in five-years-time.
5. I regularly recommend [company] as a great place to work.
6. My work provides me with meaning and purpose.
7. Most of the time, I can easily see how my role yields positive results for [company].
8. I am regularly encouraged by my superiors to choose the best way to perform my work.
9. Most of the time, I look forward to starting my workday.
10. I feel supported by my superiors when unforeseen situations arise in my private life.

11. I consider at least one of my colleagues a close, personal friend.
12. My role at [company] challenges me in ways that result in professional and personal growth.
13. I feel that I am valued at [company].
14. I have access to education and training that I need to develop my professional skills.
15. Most of the time, my superiors and colleagues recognise my hard work.
16. Relevant and important information is shared liberally and quickly across teams and departments.
17. Most of the time, I feel that I am fairly compensated for the work that I do.
18. My work doesn't interfere with my personal life and commitments.
19. I feel empowered to report potential harassment and bullying to my superiors.
20. I feel that top-level management at [company] cares about employee health and wellbeing.

# 10 Employee Satisfaction Survey Questions



No, employee satisfaction is not the same as employee engagement. However, it is an integral part of it. An engaged employee will not stay that way for long if they feel their basic needs are not met — fair compensation and benefits, safe working conditions, adequate work-life balance, and a pat on the back (and maybe a bonus) for a job well done.

To gauge the level of employee satisfaction at your organisation, try asking the following survey questions. Use the answers to pinpoint those areas in which minimal tweaks can lead to significant improvements in employee sentiment.

## **Recommended reading:**

 [What's the Difference Between Satisfaction & Employee Engagement](#)

## **Questions:**

1. Most days, I feel good about the work that I do.
2. My compensation and benefits packages are adequate (or better) for my role and responsibilities.
3. When I go above and beyond my job description, I am additionally and fairly compensated.
4. The benefits offered by [company] take into account my personal life circumstances.
5. I feel that managers at [company] would be open to listening and implementing additional benefits if those were suggested by employees.
6. I feel as (or better) compensated for my work as my counterparts and peers in similar and/or competing companies.
7. I always have something to do when I am at work.
8. I rarely feel overworked after finishing my workday.
9. I feel that my work environment is safe.
10. I feel that my work environment is organised and designed in a way that maximises my output and productivity.

# 8 Employee Wellbeing

## Survey Questions

When doing employee engagement surveys, most professionals push aside the wellbeing category. The general feeling about it is that asking too many questions here might seem intrusive — as if you're prying into someone's private life. But, there's no true engagement if employees don't feel physically and emotionally supported by their organisation.

The following employee engagement survey questions were designed to provide insight about tricky (and often stigmatised) topics. However, they're not off-putting, and most employees will feel comfortable answering them.



**Recommended reading:**



[Mental Health & Employee Engagement](#)

### Questions:

1. I feel that *[company]* company culture supports employee wellbeing.
2. *[Company]* cares about and invests in my physical and mental wellbeing.
3. I feel that *[company]* and my managers would adequately support me if I were to get sick.
4. I can easily talk to my manager about taking a day off to focus on my mental health if I need to.
5. I am never pressured by my superiors and/or colleagues to the point of experiencing stress or anxiety.
6. Management at *[company]* encourages and promotes a healthy lifestyle.
7. Our company kitchen is often stocked with healthy snacks and drinks.
8. When I feel stressed about work, I can easily talk about that with my colleagues and superiors.

# 8 Employee Career Growth Survey Questions

## Recommended reading:



*How to Develop an Employee Value Proposition That Will Turn You Into an Employer of Choice*

Did you know that compensation and benefits have little to do with employee engagement? Most employees are concerned with how a company will help them develop further, both personally and professionally. That's why a strong focus on career growth opportunities should be a central pillar of your employee value proposition, especially if you're trying to attract millennials.

Use the following eight employee engagement questions to find out how your employees feel about your commitment to their career growth, as well as about growth initiatives you are implementing or planning to implement.



## Questions:

1. In most cases, projects and tasks that I work on allow me to grow and expand my skills at a pace I'm comfortable with.
2. My manager often discusses professional growth opportunities with me during our one-on-one meetings.
3. I feel that [company] company culture encourages professional and personal betterment.
4. I am encouraged by my manager to devote some of my work time to professional projects that are outside my scope of work.
5. I regularly have opportunities to attend relevant industry events and conventions.
6. I regularly have an opportunity to attend more structured professional trainings and educations.
7. I feel that I moved up the company ladder at a reasonable pace.
8. I never feel like my manager is interfering with my professional growth or advancement through company ranks.

# 15 Company Culture

## Survey Questions

Who you want to be as an organisation versus who you really are... these are often two different things. You can neatly write down your company values, market them, and then do nothing when employee actions go against those same values. This is often demoralising, and will, after a time, result in low employee engagement. Check the pulse of your company culture every once in a while; give your employees a chance to speak up if they disagree with something, and then take appropriate measures to get closer to that written-down, idealised version of yourself.



### Questions:

1. I feel that [company] is open and transparent about the way business is conducted.
2. Most of the time, the overall work atmosphere in [company] is pleasant and inviting.
3. At [company] we treat each other with respect.
4. I feel that most of the time, we all share a common goal.
5. Our work is in line with our organisational mission.
6. I rarely feel that members of the executive/managerial team engage in favouritism of certain colleagues/teams/projects.
7. I feel that I have the same opportunities as everyone else in the organisation.
8. I feel that executives and managers never exhibit sexist behaviour.

9. I feel that executives and managers never exhibit homophobic behaviour.
10. I feel that executives and managers never exhibit transphobic behaviour.
11. I feel that executives and managers never exhibit ageist behaviour.
12. I feel that executives and managers never exhibit ableist behaviour.
13. I feel that my colleagues never exhibit sexist/homophobic/transphobic/ageist/ or ableist behaviours.
14. I am encouraged to submit a report to the HR whenever I notice anyone in the company behaving in a way that breaks our code of conduct.
15. I feel safe to submit a report to the HR whenever I notice anyone in the company behaving in a way that breaks our code of conduct.



# 15 Employee Advocacy Survey Questions

*Recommended reading:*



*The Ultimate Guide to Employee Advocacy*

Here's the thing — your best salespeople are often not those people that you pay to handle sales. They're probably doing a great job but it's their function that's impeding them — people generally don't like to be sold to. But what do they like? They like suggestions... they like opinions... and they like to take advice from strangers online.

Enter employee advocacy.

These survey questions will answer how your employees feel about going the extra mile, and helping out your marketing and sales team (be it with customers or your employer branding efforts). If you don't have a structured advocacy programme, the answers might serve as a signal that it's time to start working on one.

## Questions:

1. I often recommend [company] products/services to my friends and family.
2. I often recommend [company] products/services on open online forums.
3. I talk with people in my life about my positive experiences working at [company].
4. I talk with people in my life about my negative experiences working at [company].
5. I share [company] social media content on my personal social profiles.
6. I comment on [company] social media content using my personal profiles.
7. I would like to contribute to [company] content creation efforts.



8. I would like to share my experiences about working at [company] publicly and in collaboration with [company].
9. If I come across a negative comment on social media about [company], I feel a desire to set the record straight (if possible).
10. I would actively promote job openings at [company] using my personal network and my social media accounts.
11. I would participate in a structured employee advocacy programme if it was started at [company].
12. I feel that I would be a great asset to the team managing employee advocacy efforts at [company].
13. I would not need any special rewards to participate in employee advocacy activities designed to promote [company].
14. I feel that a gamified employee advocacy experience would help me participate more in the activities.
15. I feel that a friendly employee advocacy competition would help my team connect more on a personal and professional level.

# 12 Workplace Collaboration & Relationship

## Survey Questions

Employee engagement is only high when people feel that they can rely on each other, and on their managers. If your employees don't have each others' back — and they feel like their manager is out to get them — you need to quickly identify and solve the problem before it rots your company from within.

These 12 employee engagement survey questions will help you understand personal, intra, and interdepartmental relationships, and shed some light on complex relationship dynamics.



### *Recommended reading:*



*3 Smart Managerial Feedback Tactics That Build Up Employee Engagement*

### Questions:

1. I have an open and trusting relationship with my immediate supervisor.
2. I have an open and trusting relationship with my colleagues and team members.
3. I feel that I build productive and efficient professional relationships when I am at work.
4. I collaborate well with others when working on large, inter-departmental projects.
5. The people I work with are capable and have strong skills and abilities.
6. My team members readily share their knowledge with me.
7. The leadership of the company encourages strong relationships between teams and departments.
8. My manager is a good role model for employees.

9. I feel that my team members want me to succeed.

10. At least some of my colleagues are also my friends.

11. I feel that we, as a team, regularly participate in fun team-building exercises.

12. I occasionally help my team members complete their work if they're running late with a project.

# 15 Appreciation & Recognition Survey Questions

Here's a pretty obvious truth — employees who feel like their work is going unrecognised stop being present. They stop trying. Sure, they'll walk into the office, grab their coffee, and sit at their desk. But they will not be productive. They will not contribute. And they will be looking for another job.

Poor recognition kills motivation and productivity. Nip that in the bud by asking the right employee engagement surveys questions. The 15 below focus on how employees feel their managers, colleagues, and leadership perceive and reward their individual work contributions.



*Recommended reading:*

 [25 Employee Recognition & Rewards Ideas](#)

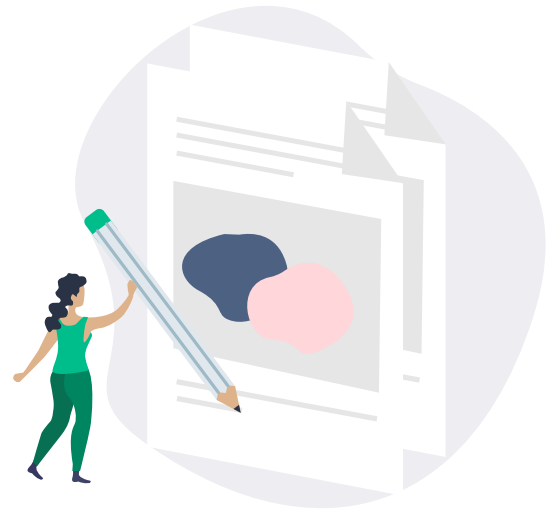
## Questions:

1. It's meaningful for me to be recognised consistently for the good work that I do at my role.
2. My manager often tells me that I did a good job on a certain project/with a certain client.
3. I sometimes get a hand-written note from my manager congratulating me on a job well done.
4. My colleagues often say complimentary things about my work and/or my work ethics.
5. I feel ours is an appreciation-centric work environment — as a team, we often notice when someone is fully committed to a project, and offer verbal praise.
6. The company culture at [company] encourages me to recognize and reward colleagues who do their work diligently.
7. My manager sometimes rewards team successes with a social activity (lunch, dinner, drinks, or another team-building activity).

8. In the last year, my manager rewarded me with a day off thanks to my results/productivity.
9. My manager never takes credit for the work that I've done.
10. My colleagues never take credit for the work that I've done.
11. I feel that a structured rewards and recognition program would help increase my overall engagement.
12. I feel that my opinion is valued at [company].
13. I feel that my manager is willing to utilize all my knowledge, skills, and abilities, and allow me to develop them further.
14. I would value a non-monetary reward (a day off or a work-from-home day) more than a monetary reward (bonus or peer bonus).
15. Considering my complete experience regarding employee appreciation, I would definitely recommend [company] to my friends and colleagues.

# 8 Open-ended Employee Engagement Survey Questions

Closed-ended questions are convenient for both you and your employees, but they won't give you all the answers that you need. Here are eight open-ended employee engagement questions that will provide a bit more insight into how your employees view engagement, company culture, and their role in the organisation.



## Questions:

1. What's the one thing you love about [company] company culture? Please explain.
2. What's the one thing you would change about [company] company culture? Please explain.
3. What motivates you to be successful in your role?
4. What's the most interesting part of your job?
5. What's the least interesting part of your job?
6. How does your direct manager recognise the work that you do for [company]?
7. How can the organisation help you do your job even better?
8. What changes (if any) did you notice since the last employee engagement survey?

# 10 Fun Employee Engagement Survey Questions

Filling out an employee engagement survey is not the most fun your employees will have that day. That is unless you mix things up a bit by asking an unconventional question to break the flow. The best part is that you can use the answers to bring a smile to someone's face — packing the kitchen full of someone's favourite fruit... or blasting their favourite karaoke song from your phone during the next all-hands-on-deck meeting. Be creative — it pays off.



## Questions:

1. If you could eat one thing all day long, what would it be?
2. What's your favourite karaoke song?
3. What's the best book you've read in your whole life?
4. What sitcom catchphrase do you use most often?
5. What's one thing you love wasting time on?
6. Which one (colour) is your favourite Haribo gummy bear?
7. What's one made-up sport you'd love to play?
8. What's the most useless talent you have?
9. What did you learn from the worst job you've ever had?
10. What's the last thing that made you laugh out loud?



Impressed by our huge list of employee engagement survey questions? Well, count your blessings that you don't have to go around with a notepad collecting the answers! Ambassify's employee survey feature will take care of that for you in minutes – questions go in, emails go out, and you get all the answers you need to implement engagement-boosting fixes. **Click below and we'll show you just how easy it is!**



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