

Red text denotes a field that needs to be changed by the user.



Workforce Solutions

## ENGAGEMENT SURVEY

We would appreciate you taking 10-15 minutes to answer the following questions as honestly as possible. We value our employees and their feedback, and we hope you will be honest in your responses in this survey. We believe that the information is of vital importance and will assist in analyzing and improving our employee satisfaction and culture. We look forward to analyzing the information we collect through this process and creating an even better place to work.

Survey responses are anonymous. Please complete the survey only once. Thank you for your participation!

[Survey Administrator: we recommend selecting your favorite 15-20 questions from the selection bank below. The questions are statements, and we recommend that they are each asked on a 5-point scale, with the following answers offered for each one.]

☐ Strongly Agree   ☐ Agree   ☐ Neutral   ☐ Disagree   ☐ Strongly Disagree   ☐ N/A]

### Tier 1 Questions

[We recommend using these 15 engagement questions as they mark the basis for measuring employee engagement.]

1. I am an engaged employee
2. I think of the organization's success outside of my workday
3. I seek opportunities to grow at the organization
4. In the last three months I have provided an idea to make the organization better
5. I feel supported by my supervisor
6. I actively develop positive working relationships within the organization
7. I receive support to develop professionally (e.g. on-the-job training, conferences, mentoring)
8. We communicate well as an organization
9. I understand what is expected for success in my job
10. I am recognized within the organization for my contributions
11. I receive sufficient feedback on my performance
12. The leaders in my organization inspire me to do my job well
13. I have taken the initiative to improve a process within the organization or a service or product that we offer
14. I have access to the tools and resources needed to succeed in my job
15. I trust the organization's management to act in employees' best interests

### Tier 2 Questions

[We recommend selecting up to 5 questions from Tier 2, as these may or may not be applicable to your company based on the nature of each question. Select questions based on what your company wishes to measure and where it is prepared to take action given the

results.]

1. I believe in my organization's values
2. I am committed to the organization's mission
3. I don't feel micro-managed at work
4. Management is interested in my input
5. The organization treats me fairly
6. The organization values diversity and inclusion
7. I'm informed about important issues related to the company, my department, or my role
8. My work is valued by the organization
9. I understand how my job connects to the organization's success
10. My co-workers are engaged at work
11. The organization helps me to achieve work-life balance
12. I am satisfied with the workplace culture of my organization
13. I believe my pay is fair given the market
14. I believe my benefit offerings are in line with the market
15. My supervisor trusts me to get my job done

#### Open-Ended Questions

[Remove if preferred.]

Note: open-ended question response will be presented to management as-is, without editing. Please consider this when including any identifying information.

What do you think is the organization's greatest strength?

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If you could choose one area from this survey for the organization to focus on, which would it be and why?

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Do you have any other comments or suggestions regarding employee engagement?

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