

2027 Employee Experience Survey Questions

Overview

Unless otherwise noted, all questions are rated on a 5-point agreement scale: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree. Every rating-scale item gives employees the opportunity to add a comment if they'd like to clarify their rating.

Questions are grouped by factor in the order they'll appear on reports; they won't necessarily appear in this order on the survey itself.

Questions followed by [24] have a 2024 comparison, and questions followed by [US] have a 2026 United States benchmark comparison. All questions below will also be compared to the 2025 and 2026 Employee Experience Surveys, since no new questions were added this cycle.

Employee Engagement (Key Factor)

1. I feel proud to work for my organization [24, US]
2. My organization helps me stay motivated to do my best work [24, US]
3. I would recommend my organization as a great place to work [24, US]
4. I see myself still working at my organization in two years [24, US]

1 | Feedback

1. My organization has a culture of giving and receiving feedback
2. I am recognized for good work at my organization [US]
3. Our performance review process helps me grow and improve

2 | Collaboration

1. There is good collaboration *between* teams/departments in my organization [US]
2. There is good collaboration *within* my team/department [US]
3. At my organization there is open and honest two-way communication (feel free to leave specific examples and suggestions in the comments)

3 | Direct Management

1. My manager is clear about what I am expected to do and by when [24]
2. My manager appropriately involves me in decisions that affect my work [24]
3. My manager keeps me informed [US]
4. The feedback I receive from my manager is useful for my growth

4 | Diversity, Equity, Inclusion & Belonging

1. My organization values input from employees with a variety of perspectives and identities [24]
2. My identity is respected at work [US]
3. My organization enables people of all identities to do well
4. I feel like I belong at my organization (feel free to offer comments to explain your response) [24, US]

5 | Employee Enablement

1. Most days I feel that I am making progress at work [24, US]
2. My manager helps me prioritize my work as needed
3. Our systems and processes generally support us in getting our work done effectively (feel free to leave specific examples and suggestions in the comments) [US]
4. I have access to the information that I need to do my job effectively [24, US]
5. I believe my workload is reasonable for my role [US]

6 | Learning & Advancement

1. My role provides me with opportunities to do challenging and interesting work
2. My organization provides me with opportunities to develop new skills (e.g., professional development, training, conferences, community of practice, etc.)
3. I have opportunities to grow *within* my current role at my organization
4. I have opportunities to advance *beyond* my current role within my organization [US]

7 | Organizational Alignment

1. I have a good understanding of my organization's mission
2. I have a good understanding of my organization's goals
3. I know how my work contributes to my organization's mission, strategy, and goals [US]
4. I feel like I am making a difference through my work [US]
5. The board acts in ways that are consistent with my organization's values
6. The leadership team's actions are consistent with my organization's values

8 | Professional Leadership

1. I have confidence in our leaders to lead the organization effectively [24, US]
2. Our leaders communicate honestly with employees [24]
3. I am kept appropriately informed about major decisions and events happening at my organization [24, US]
4. **Returning Organizations Only:** Our leaders have taken action that has improved our workplace culture as a result of a past survey
5. I believe leaders will support the organization in taking action as a result of this survey
6. The board has a positive impact on the organization

9 | Psychological Safety

1. It is safe to take risks on my team, such as trying new things, sharing new or different perspectives, or asking tough questions [US]
2. I am comfortable sharing potentially unpopular opinions about how to do our work
3. When I offer my opinion, I feel that it is heard and respected [24, US]

10 | Salary & Benefits

1. I understand how salaries and raises are determined at my organization [US]
2. I believe my salary is fair relative to other roles at my organization [US]
3. My organization takes action to improve our approach to compensation, such as creating salary bands, communicating an approach to compensation, or defining how raises happen
4. My employee benefits generally meet my needs

11 | Wellbeing

1. Employee wellbeing is a priority at my organization [24, US]
2. My organization demonstrates care and concern for its employees [24]
3. My manager genuinely cares about my wellbeing, such as my satisfaction, workload, and overall health [US]
4. I am enabled to use my available paid time off
5. My organization respects my time when I am not working (e.g., non-working hours, paid time off, vacation, sick time, etc.)

Other

1. **[SINGLE SELECT]** My organization has a sexual harassment policy in place
 - Yes
 - No
 - I don't know
2. **[BRANCHED] [SINGLE SELECT]** I know what to do if our sexual harassment policy is violated
 - Yes
 - No
3. I am confident that my organization will take appropriate action if sexual harassment is reported
4. **[SINGLE SELECT]** My organization has an anti-discrimination policy in place
 - Yes
 - No
 - I don't know
5. **[BRANCHED] [SINGLE SELECT]** I know what to do if our anti-discrimination policy is violated
 - Yes
 - No
6. I am confident that my organization will take appropriate action if discrimination is reported
7. **[OPEN ENDED]** What are the best aspects of working at your current organization?
8. **[OPEN ENDED]** What are the most challenging aspects of working at your organization? Please also include suggestions for how your organization could address these challenges.