## [Insert Logo Here]

## **Employee Engagement Survey (Template)**

**Check-in** (Strongly Disagree - Strongly Agree)

* I am feeling productive during this time.
* Recently, my levels of stress feel manageable.
* During these challenging times, I feel able to bounce back as quickly as I normally would.
* I am able to effectively switch off from work to make time for rest.
* We have found meaningful ways to stay connected as colleagues in the current environment.
* My manager is checking in regularly enough with how I am doing (not just work-related).
* I can see how the work I am doing is making a positive difference at [Organization].
* I know where to raise concerns I have in relation to my own or a colleague's well-being during this time.
* What is one thing [Organization] can do to better support your well-being during this time? (Open-ended question)

**General** (Strongly Disagree - Strongly Agree)

* I would recommend [Organization] as a great place to work.
* [Organization] motivates me to go beyond what I would in a similar role elsewhere.
* I am proud to work for [Organization].
* I rarely think about looking for a job at another organization.
* I see myself working at [Organization] in two years' time.
* What is one thing [Organization] could do to keep you more engaged at work? (Open-ended question)

**Organizational Performance** (Strongly Disagree - Strongly Agree)

* The programs and offerings [Organization] provides are worse than, as good, or better than other, similar organizations.
* [Organization] effectively directs resources (funding, people & effort) towards the organization’s goals.
* [Organization] is in a position to really succeed over the next three years.
* What is one thing [Organization] could do to change the organization’s performance for the better? (Open-ended question)

**Our Leaders** (Strongly Disagree - Strongly Agree)

* I have confidence in the leaders at [Organization].
* The leaders at [Organization] have communicated a vision that motivates me.
* The leaders at [Organization] keep people informed about what is happening.
* The leaders at [Organization] demonstrate that people are important to the organization’s success.
* What is one thing the leadership team at [Organization] could do better? (Open-ended question)

**Your Manager** (Strongly Disagree - Strongly Agree)

* My manager genuinely cares about my well-being.
* My manager gives me useful feedback on how well I am performing.
* My manager keeps me informed about what is happening.
* My manager is a great role model for employees.
* What is one thing your manager could do better? (Open-ended question)

**Our People & Teams** (Strongly Disagree - Strongly Agree)

Collaboration & Communication

* Other teams at [Organization] collaborate well with us to get the job done.
* Most people here make a good effort to consult other team members where appropriate.
* At [Organization], there is open and honest two-way communication.
* Do you have any comments to share about communication & collaboration at [Organization]? (Open-ended question)

Teamwork & Task Ownership

* Workloads are divided fairly among people where I work.
* I feel I am part of a team.
* We hold ourselves and our team members accountable for results.
* Do you have any comments to share about teamwork & task ownership at [Organization]? (Open-ended question)

**Your Role** (Strongly Disagree - Strongly Agree)

Enablement

* The information I need to do my job effectively is readily available.
* I have access to the things I need to do my job well.
* We have enough autonomy to perform our jobs effectively.
* Our physical workspace is enjoyable to work in.
* Most of the systems and processes here support us in getting our work done effectively.

Alignment & Involvement

* I know how my work contributes to the goals of [Organization].
* I am appropriately involved in decisions that affect my work.
* I know what I need to do to be successful in my role.
* I am happy with my current role relative to what was described to me.
* I believe my total compensation is fair, relative to similar roles at other organizations.
* Do you have any comments to share about your role at [Organization]? (Open-ended question)

**Your Productivity** (Strongly Disagree - Strongly Agree)

* I know what is expected of me at work.
* I have the materials and equipment I need to do my work right.
* At work, I have the opportunity to do what I do best every day.
* I know who to escalate things to if I run into any issues or blockers.
* In the last seven days, I have received recognition or praise for doing good work.
* My supervisor, or someone at work, seems to care about me as a person.
* There is someone at work who encourages my development.
* At work, my opinions seem to count.
* The mission or purpose of my organization makes me feel my job is important.
* My associates or fellow employees are committed to doing quality work.
* I have a best friend at work.
* In the last six months, someone at work has talked to me about my progress.
* This last year, I have had opportunities at work to learn and grow.
* Do you have any comments to share about your productivity at [Organization]? (Open-ended question)

**Our Culture** (Strongly Disagree - Strongly Agree)

Work & Life Blend

* Generally, I believe my workload is reasonable for my role.
* I am able to arrange time out from work when I need to.
* We celebrate birthdays and work anniversaries fairly and equitably.

Innovation

* We are encouraged to be innovative even though some of our initiatives may not succeed.
* At [Organization], we act on promising new or innovative ideas.

Service & Quality Focus

* Day-to-day decisions demonstrate that quality and improvement are top priorities.
* We acknowledge people who deliver outstanding service here.

Social Connection

* [Organization]’s commitment to social responsibility (i.e.: community support, sustainability, diversity and inclusion, etc.) is genuine.
* [Organization] really allows us to make a positive difference.
* Do you have any comments to share about the culture at [Organization]? (Open-ended question)

**Your Growth & Development** (Strongly Disagree - Strongly Agree)

Feedback & Recognition

* I receive appropriate recognition for good work at [Organization].
* My job performance is evaluated fairly.
* Generally, the right people are rewarded and recognized at [Organization].
* When it is clear that someone is not delivering in their role we do something about it.

Leadership & Development

* I have access to the learning and development I need to do my job well.
* I am given opportunities to develop skills relevant to my interests.
* I believe there are good career opportunities for me at [Organization].
* My manager (or someone in management) has shown a genuine interest in my career aspirations.
* [Organization] is a great organization for me to contribute to my development.
* Do you have any comments to share about your growth at [Organization]? (Open-ended question)

**Our Benefits & Perks Offerings** (Strongly Disagree - Strongly Agree)

* I am satisfied with the current state of our benefit offerings at [Organization].
* I would be happy to pay a higher premium in order to increase our benefit coverage.
* Having more provisions around Maternity / Parental Leave, including Employer Paid Top-Up benefits is important to me.
* Are there other benefits you would like to see that are currently not offered at [Organization]? (Open-ended question)
* Do you have any comments to share about our benefits offerings at [Organization]? (Open-ended question)

**Psychology Safety** (Strongly Disagree - Strongly Agree)

Individual Safety

* It is easy to discuss difficult issues and problems.
* I don't receive retaliation or criticism if I admit an error or mistake.
* It is easy to ask team members for help.
* I feel safe offering new ideas, even if they aren't fully formed plans.

Team Respect

* In this team, people are accepted for being different.
* My teammates welcome my ideas and give them time and attention.
* Members of this team could easily describe the value of each others' contributions.

Team Learning

* On this team, people talk about mistakes and ways to prevent and learn from them.
* We take time to find new ways to improve our team's work processes.
* Members of this team raise concerns they have about team plans or decisions.
* We work to uncover underlying assumptions and can present opposing points of view about issues.

**Conclusion** (Open-ended questions)

* Are there some things we are doing great here?
* Are there some things we are not doing so great here?
* Is there something else you think we should have asked you in this survey?