



## Sample questions for your Employee Engagement Survey.

- What do you like, love, and/or enjoy about your work?*
- What do you not like or enjoy about your work?*
- What formal and informal company values do you appreciate and support?*
- What formal and informal company values do you question?*
- In what ways is your manager/supervisor most supportive of you and your work?*
- In what ways could your manager/supervisor be more supportive of you and of your work?*
- Does your current assignment positively excite you? How or why?*
- Does your current assignment discourage or distress you? How or why?*
- What changes would you make to improve your attraction to your work?*
- What changes could your manager/supervisor make to improve your work's attractiveness for you?*
- What parts of your total work environment do you find appealing?*
- What parts of your work environment do you find unappealing?*

### Questions can also be structured asking for "ratings" ....

- On a 1 – 5 scale how much do you like, love, and/or enjoy your work?*
- On a 1 – 5 scale how much do you appreciate and support the company's formal values?*

But remember to describe/delineate each rating clearly, not just the lowest and the highest.

Also, word your questions carefully. Ask so that all "5" answers mean the highest positive. Same with 4...1.

Wording a question where "5" means the highest negative confuses tabulation of results. For example, *On a 1 – 5, how much do you question the company's informal values?* and *...how much do you like, love, and/or enjoy your work?* would produce "5's" (or 4, 3, 2, and 1's) pointing in opposite directions.

## Format Suggestions to Encourage More Detailed Responses

**Offer separate lines, suggesting multiple responses.**

1. *What do you like, love, and/or enjoy about your work?*

a. \_\_\_\_\_

b. \_\_\_\_\_

c. \_\_\_\_\_

**Offer open space and suggestion for multiple answers.**

2. *What do you not like or enjoy about your work? (Use additional space, additional paper to record your several answers.)*

**Provide structured open space and suggest multiple answers.**

3. *What formal and informal company values do you appreciate and support? (Please list or describe in the space below.)*

**If your facility needs an Employee Engagement Survey, contact me.**

**I hold a fact-finding telephone interview, draft a sample survey, follow-up with you via conference call, do the final edit, and send you a camera-ready pdf survey to use with your people.**

**All at low cost!**