

Employee satisfaction

– sample survey questions

Here are a range of questions to help inspire your next employee satisfaction survey:

Yes/no/sometimes questions:

Yes

No

Sometimes

Does the organisation have clear goals and objectives?

Do you agree that there are opportunities for individual career growth?

Do you feel supported to confidently fulfil the requirements of your role?

Is your day-to-day work meaningful to you?

Do you feel your work makes a positive impact on the organisation?

Does your manager inspire you to do your best?

Do you feel your opinions are heard and valued by your team?

Do you feel appreciated for your effort and achievements?

Do you feel you receive fair pay for your work?

Does your company offer rewards for good or high performance?

Do you plan to stay with the company for another two years?

Do you believe management care about employee work-life balance?

Do you feel senior managers at your organisation listen to employees and act on feedback?

Does your company offer rewards for good or high performance?

Multiple choice questions:

Do you feel connected to your workplace and enjoy a sense of belonging?

If yes, why (please select all that apply)?

We have a great culture

I feel free to be myself

I feel the company is invested in me and offers learning and development opportunities

The management team listen and act on staff suggestions

I feel valued and respected for my opinions

I have some great friends at work

I enjoy the work I do

Communication at the company is good

Other, please specify

If no, why not (please select all that apply)?

The culture is toxic

I am wary of being myself

I don't feel the company is invested in me as they don't offer learning and development opportunities

The management team don't listen or act on staff suggestions

I feel undervalued and unheard

I don't enjoy the work I do

I don't have any friends at work

Communication at the company is bad

Other, please specify

How often do you feel overwhelmed by workload, deadlines or other work-related stress?

All day long

Most of the day

Some of the day

Rarely

Never

Can you highlight the top three most satisfying elements of working for your current company?

The people I work with

The company culture

The nature of the business/type of business

The salary I receive

The benefits I get

The flexibility of my working hours and/or location

Other, please specify

How satisfied are you with your organisation's training and development opportunities?

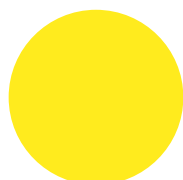
Very unsatisfied

A little unsatisfied

Satisfied

A little satisfied

Very satisfied



How long do you see yourself remaining in your current organisation?

Less than a year

1-5 years

6-10 years

11 years+

● ● ● **Freeform survey questions:**

If you had one reason for leaving, what would it be?

What do you think the company could do to improve diversity and inclusion?

How would you prefer to be rewarded and recognised for your work achievements?

What would help you feel more satisfied at your current organisation?

For more information on employee satisfaction. Download our free eBook 'Employee satisfaction: building a happier workforce' →

