Cerkl® | Broadcast

Employee Engagement Survey Template

Introduction to Employee Engagement Surveys

Unlock valuable insights about your workforce with our free employee engagement survey template. Find out whether employees are engaged and fulfilled in their roles. Do they believe their compensation and benefits are competitive and meet their needs? Are they confident about their future with the company? Do they identify and appreciate the company culture and feel aligned with the organization's goals?

Our employee engagement survey template will enable you to access valuable feedback that will help you to track, measure, and improve employee engagement.

Answer Formats for Employee Engagement Surveys

When you create a survey, the format for answering questions is vital. You can ask close-ended questions, open-ended questions, or use various other formats. Your approach will depend largely on the purpose of your survey and your target audience.

Think carefully before you decide which answer format will work best for you. For an employee engagement survey, we advise that you focus on easy-to-answer, closed-ended questions.

Most of the questions in our employee engagement survey template are closed-ended. And we've included different options to help familiarize you with the concepts and evaluate their usefulness.

Types of Closed-Ended Questions

- Multiple choice questions that provide a list of possible answers. This is a popular option for gathering quick and quantifiable data.
- Likert scale questions that rate agreement or disagreement with a statement on a scale, often from 1 (v "strongly disagree" or "always") to 5 ("strongly agree" or "never"). This helps gauge employees' attitudes and opinions.
- An even simpler dichotomous response involves asking respondents to choose between "yes" and "no".
- Another option is to ask respondents to rank possible answers in order of their preference or perceived importance.

We have also included several open-ended questions that call for short answers. These give respondents the opportunity to add thoughts and share experiences.

Our approach provides a more comprehensive picture of employee sentiment, allowing you to gather both quantitative data (numerical) from close-ended questions and qualitative, descriptive data from open-ended responses.

About this Survey

Employee Engagement Survey

This short survey is designed to gather your valuable feedback on various aspects of your work experience. There are 30 questions, and it is designed to take you no more than 10 minutes to complete. Answers should be a single choice unless you are asked to rank answers or express an opinion. Please select the answers that best reflect your experience.

Your honest insights will help us to:

1. Understand your engagement and connection to the company.
2. Evaluate your satisfaction with benefits and perks.
3. Gain valuable insights into your overall recommendation of the company.

By participating, you will be playing a key role in shaping a positive and rewarding work environment for everyone. We assure you that all your responses will be kept confidential and used solely to improve the overall employee experience in our organization.

Part 1

General Engagement

1. **To what extent do you feel engaged and motivated in your current role?**

Not Engaged	Somewhat Engaged	Neutral	Mostly Engaged	Highly Engaged
○	○	○	○	○

2. **How often do you feel encouraged to share your ideas and opinions with your manager or team leader?**

Never	Rarely	Sometimes	Often	Always
○	○	○	○	○

3. **Do you believe your contributions are valued and appreciated by your colleagues and management?**

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
○	○	○	○	○

4. **How satisfied are you with the opportunities for professional development offered by the company?**

Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
○	○	○	○	○

5. **Overall, how proud are you to be associated with this company?**

Not proud at all	Somewhat Proud	Neutral	Mostly Proud	Extremely Proud
○	○	○	○	○

6. **How confident are you in the direction and future of the company?**

Not Confident	Somewhat Unconfident	Neutral	Somewhat Confident	Highly Confident
○	○	○	○	○

7. **In what ways do you feel connected to the company's mission and values?**

- ○ I don't understand the company's mission and values.
- ○ I am somewhat familiar with them, but don't necessarily feel connected.
- ○ I understand and generally agree with the company's mission and values.
- ○ I strongly identify with the company's mission and values.

8. **Rank the following factors in order of their importance in contributing to your overall engagement at work from best to worst:**

- ☐ a. The opportunity to use my skills and abilities to their full potential.
- ☐ b. Feeling valued and appreciated by colleagues and management.
- ☐ c. Having a clear understanding of the company's mission and values.
- ☐ d. Feeling confident in the future direction of the company.
- ☐ e. Receiving recognition and rewards for my contributions.

9. **Would you recommend working at this company to a friend or family member?**

○ Yes ○ No

10. **Do you generally feel optimistic about the future of the company?**

○ Yes ○ No

Part 2

Work Environment & Company Culture

11. **How satisfied are you with the communication within your team and department?**

Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
○	○	○	○	○

12. **Do you feel there is a strong sense of collaboration and teamwork within your department?**

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
○	○	○	○	○

13. **To what extent do you feel supported by your manager in overcoming challenges and achieving your goals?**

Not Supported	Somewhat Supported	Neutral	Mostly Supported	Highly Supported
○	○	○	○	○

14. **How do you feel about the work-life balance you currently experience?**

- ○ Extremely unbalanced (work dominates)
- ○ Somewhat unbalanced (work dominates)
- ○ Neutral
- ○ Somewhat balanced (life and work are manageable)
- ○ Highly balanced (life and work are fulfilling)

15. **How would you describe the level of support you receive from your manager in overcoming challenges and achieving your goals?**

No Support	Minimal Support	Some Support	Adequate Support	High Support
○	○	○	○	○

16. **Rank the following factors in order of their importance for fostering a positive work environment from best to worst:**

- ☐ a. Effective communication within teams and departments.
- ☐ b. A strong sense of collaboration and teamwork.
- ☐ c. Access to resources and tools needed to perform your job effectively.
- ☐ d. A supportive and encouraging managerial style.
- ☐ e. Opportunities for professional development and growth.

17. **Do you feel comfortable expressing concerns or challenges to your manager or team leader?**

○ Yes ○ No

18. **Do you feel your manager recognizes your individual achievements and contributions?**

○ Yes ○ No

Part 3

Company & Benefits

19. **How satisfied are you with the overall compensation and benefits package offered by the company?**

Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
○	○	○	○	○

20. **Do you feel the company offers competitive benefits compared to similar companies?**

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
○	○	○	○	○

21. **How satisfied are you with the company's overall approach to health and wellness initiatives?**

Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
○	○	○	○	○

22. **In terms of work-life balance, how well does your current workload align with your personal needs?**

- ○ My workload is constantly exceeding my capacity and negatively impacting my personal life.
- ○ I frequently experience challenges

23. **Rank the following factors in order of their importance for overall job satisfaction from best to worst:**

- ☐ a. Competitive compensation and benefits package.
- ☐ b. Opportunities for career development and advancement.
- ☐ c. Work-life balance and flexibility.
- ☐ d. Positive and supportive company culture.

24. **Do you feel there are adequate opportunities for learning and professional growth within the company?**

○ Yes ○ No

25. **Are you proud to wear the company logo apparel or identify yourself as an employee of this company in public?**

○ Yes ○ No

Part 4

Open-Ended Questions

26. What is one thing we could do to improve your engagement at work?

27. What is one positive aspect of your work experience that you would like to highlight?

28. What are your career aspirations within the company?

29. If you could choose one thing to change about the way work is done at this company, what would it be?

30. Do you have any other comments or suggestions you would like to share about your work experience at this company?