



Employee Survey Template

Satisfaction

1. [Multiple Choice] Does your manager recognize your contributions at work?
2. [Multiple Choice] Does the management team set clear goals and expectations?
3. [Multiple Choice] Do you feel respected by your direct supervisor?
4. [True/False] I often receive timely feedback from my manager.
5. [True/False] I feel comfortable sharing upward feedback with my manager.

Retention

1. [Multiple Choice] How many years have you been with [Company]?
2. [Open Ended] If you were to leave this company tomorrow, what would your reason be?
3. [Multiple Choice] Do you feel like you're progressing professionally in this role?

Productivity

1. [Open Ended] Please list any barriers that impede progress on your daily tasks and goals (i.e. long approval process, dist
2. [Multiple Choice] How many PTO or sick days did you claim this calendar year?
3. [Multiple Choice] How many times did you come into the office when you were sick this calendar year?
4. [True/False] I have access to the resources I need to do my job well.
5. [True/False] I have access to the learning and development needed to do my job well.
6. [True/False] The process and systems at [Company] allow me to work efficiently.

Engagement

1. [True/False] My manager often acts on my ideas, includes me in the workflow and decision making process.
2. [Open Ended] What motivates you to go above and beyond at work?
3. [Open Ended] What kind of training would you like to receive to reach your career goals?
4. [Multiple Choice] Do you feel like your role here has a purpose?
5. [Open Ended] Keep. Start. Stop: please list what we should keep doing, start doing and stop doing as an organization.

Culture

On a scale of 1-5, with 1 as the least satisfied and 5 the most satisfied, please individually rank each item on the list:

1. Healthcare and life stage benefits
2. Opportunity to grow
3. Opportunity to learn new things
4. Opportunity to communicate openly
5. Trust towards management
6. Ability to generate new ideas
7. Level of responsibility
8. Workplace and the atmosphere

9. Participation in decision making
10. Relationship with supervisors
11. Relationship with coworkers
12. Teamwork
13. Work-life balance
14. Flexible working hours
15. Work from home