**Employee Engagement Survey**

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| Thank you for being a valued member of [Company Name]. We are committed to creating a positive and fulfilling work environment for all our employees. Your feedback is crucial in helping us understand your experience and how we can make our company an even better place to work.  Your feedback is anonymous. Filling in the survey should take you a maximum of 5-10 minutes.  Your responses will help us identify areas that need improvement and improve the working experience for everyone. |

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| **General satisfaction** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1. How satisfied are you with your current role? |  |  |  |  |  |  |  |  |  |  |
| 2. How likely are you to recommend our company as a place to work? |  |  |  |  |  |  |  |  |  |  |
| 3. On a scale of 1-10, how would you rate your overall job satisfaction? |  |  |  |  |  |  |  |  |  |  |

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| **Work environment** | | | | | | | | | **Yes** | | **No** | |
| 4. Do you think you have the necessary tools and resources to do your job well? | | | | | | | |  | | |  | |
| 5. Do you feel the organization prioritizes work-life balance? | | | | | | | |  | | |  | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | | **9** | | **10** |
| 6. On a scale of 1-10, how would you rate the physical work environment (office space, equipment, etc.)? |  |  |  |  |  |  |  |  | |  | |  |

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| **Career development** | | | | | | | | | **Yes** | | **No** | |
| 7. Do think the company can offer you a clear career progression framework? | | | | | | | | |  | |  | |
| 8. Do you think your current role fully utilizes your skills? | | | | | | | | |  | |  | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | | **9** | | **10** |
| 9. On a scale of 1-10, how satisfied are you with the professional development opportunities the organization offers? |  |  |  |  |  |  |  |  | |  | |  |

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| **Leadership and management** | | | | | | | | | **Yes** | | **No** | |
| 10. Do you feel your immediate supervisor supports your professional growth? | | | | | | | | |  | |  | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | | **9** | | **10** |
| 11. On a scale of 1-10, how would you rate the effectiveness of communication from senior leadership? |  |  |  |  |  |  |  |  | |  | |  |
| 12. On a scale of 1-10, how confident are you in the leadership of the organization? |  |  |  |  |  |  |  |  | |  | |  |

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| **Company culture and values** | | | | | | | | | **Yes** | | **No** | |
| 13. Do you feel the organization prioritizes Diversity, Inclusion, Equity, and Belonging? | | | | | | | | |  | |  | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | | **9** | | **10** |
| 14. On a scale of 1-10, to what extent do you feel the company's values align with your personal values? |  |  |  |  |  |  |  |  | |  | |  |
| 15. On a scale of 1-10, how well do you think the company lives up to its stated mission and values? |  |  |  |  |  |  |  |  | |  | |  |

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| **Recognition and rewards** | | | | | | | | | **Yes** | | **No** | |
| 16. Do you feel your team and the organization appropriately recognizes and rewards your contributions? | | | | | | | | |  | |  | |
| 17. Do you believe there are fair opportunities for advancement within the company? | | | | | | | | |  | |  | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | | **9** | | **10** |
| 18. On a scale of 1-10, how satisfied are you with your compensation and benefits package? |  |  |  |  |  |  |  |  | |  | |  |

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| **Job role and responsibilities** | | | | | | | | | | Yes | | No | | |
| 19. Do you have a clear understanding of your job responsibilities and expectations? | | | | | | | | | |  | | |  | |
| 20. Do you find your workload manageable and appropriate? | | | | | | | | | |  | | |  | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | | **7** | **8** | | **9** | | | **10** |
| 21. On a scale of 1-10, how challenging do you find your current role? |  |  |  |  |  |  |  | |  | |  | | |  |

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| **Company processes and procedures** | | | | | | | | | Yes | | No | |
| 22. Do you find the company's decision-making processes efficient? | | | | | | | | |  | |  | |
| 23. Do you think the organization’s policies and procedures support your ability to do your job effectively? | | | | | | | | |  | |  | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | | **9** | | **10** |
| 24. On a scale of 1-10, how would you rate the effectiveness of the company’s internal communications? |  |  |  |  |  |  |  |  | |  | |  |

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| **Future outlook** | | | | | | | | | Yes | | | No | | |
| 25. Do you see yourself still working for this company in two years' time? | | | | | | | | |  | | |  | | |
| 26. Are you optimistic about your own future within the organization? | | | | | | | | |  | | |  | | |
|  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | | **8** | | **9** | | | **10** |
| 27. On a scale of 1-10, how confident are you about the organization’s future success? |  |  |  |  |  |  |  |  | |  | | |  | |

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| **Open-ended questions** | |
| What do you like most about working here? | *[Write your answer here]* |
| If you could change one thing about the organization, what would it be and why? | *[Write your answer here]* |
| What additional support or resources would help you perform your job more effectively? | *[Write your answer here]* |

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