

# Employee Engagement Questionnaire Cheatsheet

This set of questions are grouped into themes to collectively represent the employees different experiences at work. These measures are rated on 5 to 1 point strongly agree to strongly disagree scale. You may decide not all questions are relevant or you may want to target specific themes only.

## My Work

1. I am interested in my work
2. I am sufficiently challenged by my work
3. My work gives me a sense of personal accomplishment
4. I feel involved in the decisions that affect my work
5. I have a choice in deciding how I do my work

## Organisational objectives and purpose

6. I have a clear understanding of [my organisation's] objectives
7. I understand how my work contributes to [my organisation's] objectives

## My manager

8. My manager motivates me to be more effective in my job
9. My manager is considerate of my life outside work
10. My manager is open to my ideas
11. My manager helps me to understand how I contribute to [my organisation's] objectives
12. Overall, I have confidence in the decisions made by my manager
13. My manager recognises when I have done my job well
14. I receive regular feedback on my performance
15. The feedback I receive helps me to improve my performance
16. I think that my performance is evaluated fairly
17. Poor performance is dealt with effectively in my team

## My team

18. The people in my team can be relied upon to help when things get difficult in my job
19. The people in my team work together to find ways to improve the service we provide
20. The people in my team are encouraged to come up with new and better ways of doing things

## Learning and development

21. I am able to access the right learning and development opportunities when I need to
22. Learning and development activities I have completed in the past 12 months have helped to improve my performance
23. There are opportunities for me to develop my career in [my organisation]
24. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career

## Inclusion and fair treatment

25. I am treated fairly at work
26. I am treated with respect by the people I work with
27. I feel valued for the work I do
28. I think that [my organization] respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc)

## Resources and workload

29. I get the information I need to do my job well
30. I have clear work objectives
31. I have the skills I need to do my job effectively
32. I have the tools I need to do my job effectively
33. I have an acceptable workload
34. I achieve a good balance between my work life and my private life

## Pay and Benefits

35. I feel that my pay adequately reflects my performance
36. I am satisfied with the total benefits package
37. Compared to people doing a similar job in other organisation I feel my pay is reasonable

## Leadership and managing change

38. [Senior managers] in [my organisation] are sufficiently visible
39. I believe the actions of [senior managers] are consistent with [my organisation's] values
40. I believe that [the board] has a clear vision for the future of [my organisation]
41. Overall, I have confidence in the decisions made by [my organisation's senior managers]
42. I feel that change is managed well in [my organisation]
43. When changes are made in [my organisation] they are usually for the better
44. [my organisation] keeps me informed about matters that affect me
45. I have the opportunity to contribute my views before decisions are made that affect me
46. I think it is safe to challenge the way things are done in [my organisation]

## Employee engagement

47. I am proud when I tell others I am part of [my organisation]
48. I would recommend [my organisation] as a great place to work
49. I feel a strong personal attachment to [my organisation]
50. [my organisation] inspires me to do the best in my job
51. [my organisation] motivates me to help it achieve its objectives

## Taking action

52. I believe that [senior managers] in [my organisation] will take action on the results from this survey
53. Where I work, I think effective action has been taken on the results of the last survey

## Organisational culture

54. I am trusted to carry out my job effectively
55. I believe I would be supported if I try a new idea, even if it may not work
56. In [my organisation], people are encouraged to speak up when they identify a serious policy or delivery risk
57. I feel able to challenge inappropriate behaviour in the workplace
58. [My organisation] is committed to creating a diverse and inclusive workplace