

50 Employee Satisfaction Survey Questions

to Help You Monitor and Maintain Job Satisfaction in the Workplace



Surveys are the best tool for gauging how happy your staff is and for identifying where you can improve your culture to continually delight your employees and help retain and develop your A players.

Fill out this worksheet and choose from this bank of 50 questions when you're building an employee satisfaction survey for your company.

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The Planning Stage

You can't just randomly send out a handful of questions and get an honest response. The last thing you want is for employees to shrug off your survey and rush through it.

Fill out this worksheet portion to complete the planning and preparation stage:

What is the objective of this employee survey?	
How will you distribute your survey to reach every employee?	
How can you appeal to your staff to encourage them to participate?	
How will you collect and organize the survey data?	
How will you ensure anonymity so employees feel comfortable being honest?	



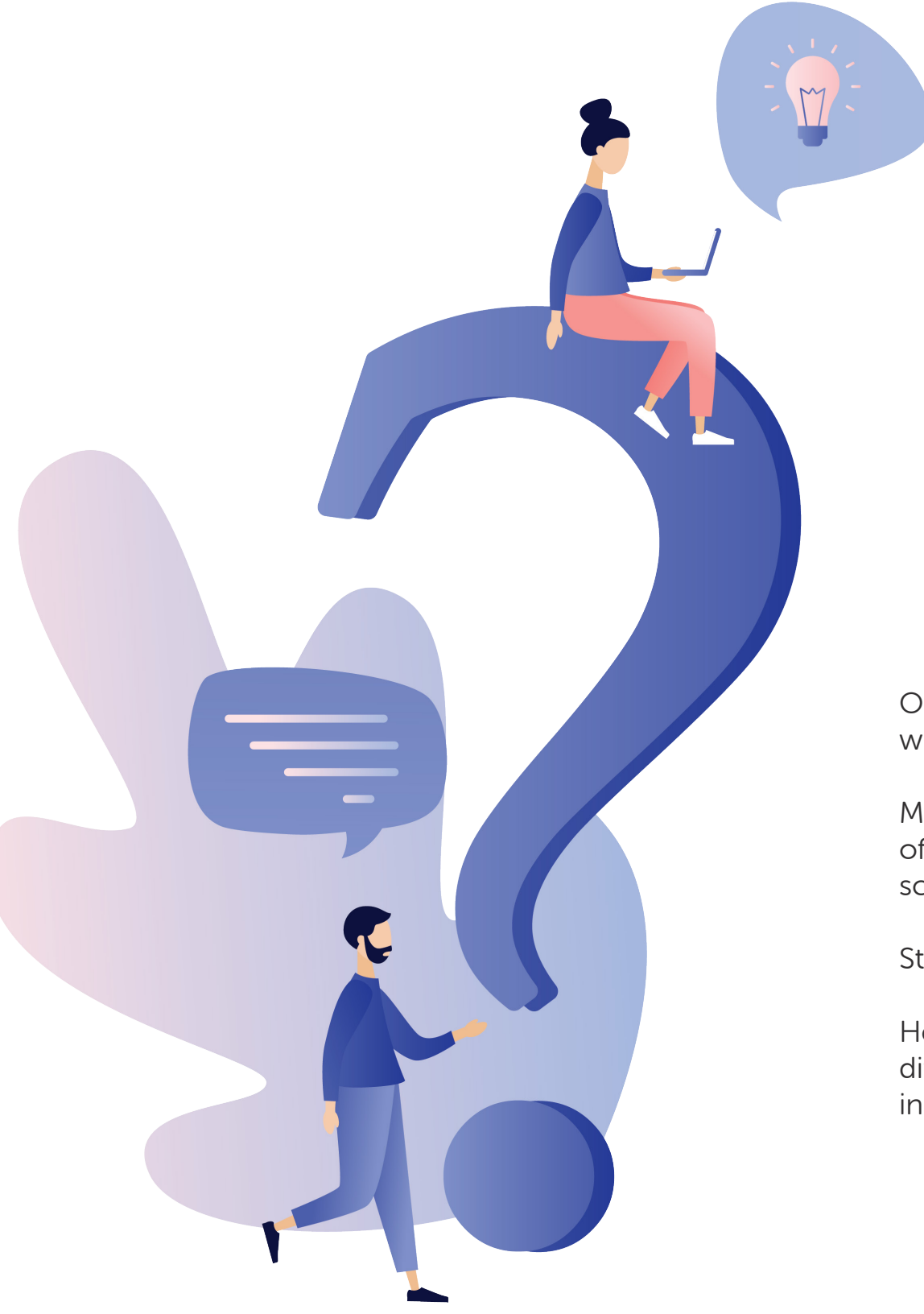
The Survey Creation Stage

Once you have a plan in place, you're ready to start writing employee satisfaction survey questions.

Make sure you break up the survey with different kinds of questions, including open-ended questions, rating scales, and multiple choice.

Struggling with what to ask your staff?

Here's a list of 50 questions, broken down into a few different question types, you should consider including in your survey.



Likert Scale Questions

Each of these questions include the following answer options:

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Ex. I'm satisfied with the investment my organization makes in training.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree or disagree

1. I feel encouraged to develop new and efficient ways to complete a task.
2. The company properly informs employees about changes that will affect us.
3. I'm set up to use my strengths and abilities in my current role.
4. Managers and leadership demonstrate a clear commitment to maintaining high quality standards.
5. I understand the company's goals and the link between my efforts and those goals.
6. I feel involved with decisions that will directly affect me in my job.
7. Generally speaking, I am satisfied with my job.
8. I am satisfied with my potential for career advancement with this company.
9. My responsibilities and goals are clearly defined for my position.
10. I have the resources, support, and tools to accomplish my goals in an efficient manner.

- 11.** The work I do makes me feel accomplished and valued.
- 12.** Leadership clearly values my safety in the workplace.
- 13.** I feel comfortable recommending this company as an employer to friends.
- 14.** My leadership team provides useful and constructive feedback consistently.
- 15.** I feel recognized and praised by leadership for my efforts.
- 16.** Teamwork is valued and encouraged within this organization.
- 17.** I have a healthy, comfortable work-life balance in my current role.
- 18.** Our leadership team treats all employees fairly and respectfully on a consistent basis.
- 19.** The work I do in my current role contributes directly to the success of this organization.
- 20.** My fellow coworkers treat me respectfully and make me feel appreciated.

- 21.** Leadership measures job performance to ensure everyone is meeting expectations.
- 22.** I feel comfortable respectfully disagreeing with leadership.
- 23.** Leadership shows genuine interest in receiving, reviewing, and integrating ideas from employees
- 24.** I feel proud to tell people that I work for this organization.
- 25.** I feel confident in exercising my problem solving skills to delight customers who are not satisfied.



Open-Ended Questions

These questions give your employees space for providing detailed explanations that you can review.

Provide a text box in your survey so your employees can write in it.

Ex. What changes would this company have to make for you to give a higher rating?

Start typing...

26. I love working at Company ABC because of:
27. Company ABC can achieve more results if we:
28. Describe the company culture in three words and explain why those words apply.
29. What improvements or setbacks have you noticed since completing the last employee survey?
30. What resources can Company ABC provide you to better support you and your success?



Rating Scale Questions

These questions include a scale of 0-10 to gauge how accurately a statement represents a user's response.

The scale can look something like this.

Ex. How likely is it that you would recommend us to a friend or colleague?

1	2	3	4	5	6	7	8	9	10
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Not likely at all Extremely likely

Depending on the questions you add, the scale could vary. For example, some might be a scale of likeliness, and some could be a scale of satisfaction.

Bottom line: Make sure the scale response aligns with the question being asked.

31. I would refer someone to work here.
32. I am happy coming into work.
33. I have a clear understanding of how I can advance in this company.
34. I feel valued at work by my immediate manager.
35. I feel valued at work by senior leadership.
36. I feel valued at work by my coworkers.
37. I feel recognized on a regular basis.
38. My work-life balance is healthy.
39. I foresee myself working here one year from now.
40. I foresee myself working here three years from now.
41. I believe leadership takes my feedback seriously.
42. My personal values align well with our company's core values.

43. Our staff does a great job of aligning our actions with our company's core values.

44. I have fun during the day to day.

45. Our team shares a mutual respect for each other.

46. I feel like the work I do is meaningful.

47. Our company offers plenty of opportunities for growth and advancement.

48. My job responsibilities are clearly defined.

49. I feel connected with my coworkers.

50. My talents and strengths are fully leveraged in my current role.

There you have it – 50 questions to consider using in your employee satisfaction survey.

Pick ones that relate to how employees feel about leadership, the company culture, and their perspective of their position.

Just make sure your survey is short enough so employees want to take it. Then, gather your results and take action to keep them happy and thriving.

