

**[COMPANY NAME/LOGO]**

**EMPLOYEE ENGAGEMENT QUESTIONNAIRE**

Dear Colleague,

This questionnaire, which should take around 30 minutes to complete, asks you to rate how you feel about various aspects of your role and your Organization. For each section, please tick the box which best describes your feelings in relation to that issue, where:

- 1 = strongly agree
- 2 = agree
- 3 = neither agree nor disagree
- 4 = disagree
- 5 = strongly disagree

Please answer all questions honestly and provide additional comments in the space provided to support your ratings, particularly if you have rated a 1 or a 5. Your responses will remain anonymous and the information you provide will be used to develop an action plan to help improve employee engagement in your team/department.

Many thanks

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**Employee name: [Can also be anonymous]**

**Role:**

**Department:**

<b>Work meaningfulness</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
I feel that the work I do in my job is worthwhile.					
I feel that my Organization has a purpose other than making profit.					
My Organization offers a quality product/service to its customers.					
I understand how my role fits into the Organization, and how I help to achieve its goals.					

Additional comments: Please add any comments below to qualify the ratings you have given.

<b>Collaboration</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
My colleagues and I support each other and collaborate on tasks and projects.					
My colleagues and I share our knowledge widely.					
My colleagues and manager express appreciation for my ideas and suggestions.					
My Organization has a supportive and participative culture.					

Additional comments: Please add any comments below to qualify the ratings you have given.

<b>Fairness</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
My Organization treats both employees and customers with fairness and respect.					
The distribution of workloads and resources in my Organization is fair.					
The pay and benefits structure in my Organization is equitable.					
There is consistent decision-making and application of policies and procedures in my Organization.					

Additional comments: Please add any comments below to qualify the ratings you have given.

<b>Autonomy</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
I can make decisions regarding how my work is organised and delivered.					
I have the freedom to choose appropriate work methods.					
I can make decisions regarding how my work is prioritised.					
I am trusted to do my job without interference from others.					

Additional comments: Please add any comments below to qualify the ratings you have given.

<b>Recognition</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
My manager regularly praises and appreciates my work.					
My colleagues recognise and appreciate my work.					
I receive appropriate reward(s) for a job well done.					
My Organization promotes people based on their performance and achievements.					

Additional comments: Please add any comments below to qualify the ratings you have given.

<b>Growth</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
I can regularly discuss my development needs with my manager.					
My manager takes a genuine interest in my career development.					
I have opportunities to learn from colleagues and can develop my own role.					
I have sufficient opportunities for career development and advancement in my current role.					

Additional comments: Please add any comments below to qualify the ratings you have given.

<b>Connectedness with senior leader</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Our senior leaders try to get to know people on a personal level.					
I feel that our senior leaders act with integrity and are trustworthy.					
Our senior leaders are highly visible and will personally communicate important messages.					
Our senior leaders connect with people from all levels in the Organization, not just the top team.					

Additional comments: Please add any comments below to qualify the ratings you have given.

<b>Connectedness with colleagues</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
I have good working relationships with my immediate colleagues.					
I can rely on my colleagues to always act with integrity.					
People in my team try to get to know each other on a personal level.					
I respect my team members' views and opinions.					

Additional comments: Please add any comments below to qualify the ratings you have given.

**Thank you for taking the time to contribute to this valuable process.**

**Please return completed questionnaires by: \_\_\_\_\_**

**to: \_\_\_\_\_**