

EMPLOYEE SURVEY

SAMPLE

Below is a list of sample questions for your employee survey. You can send out your employee survey using a service like Google Forms or Survey Monkey. We suggest sending it out at least two weeks before you initiate strategic planning, and reminding your team to complete it every few days until the strategic planning process begins.

EMPLOYEE SURVEY

Your input matters. Your feedback will be taken into account as the executive team completes the strategic planning process and maps out the trajectory of our company over the next three years.

1. On a scale of 1–5, how connected do you feel to the mission of our company shared below?

[INSERT MISSION]

- 5 - Very Connected
- 4 - Mostly Connected
- 3 - Connected
- 2 - Mostly Disconnected
- 1 - Very Disconnected

2. Is there anything we could do to help you feel more connected to our mission, core values and message? If so, what?

3. On a scale of 1–5, how comfortable do you feel sharing feedback with your direct supervisor (be it positive or negative)?

- 5 - Very Comfortable
- 4 - Mostly Comfortable
- 3 - Comfortable
- 2 - Mostly Uncomfortable
- 1 - Very Uncomfortable

4. On a scale of 1–5, how satisfied do you feel with the fit of your position—in your opportunities to complete work for which you have both passion and proficiency?

5 - Very Satisfied

4 - Mostly Satisfied

3 - Satisfied

2 - Mostly Dissatisfied

1 - Very Dissatisfied

5. On a scale of 1–5 how satisfied are you with your current and future ability to gain new experiences, thrive, and grow at our company?

5 - Very Satisfied

4 - Mostly Satisfied

3 - Satisfied

2 - Mostly Dissatisfied

1 - Very Dissatisfied

6. What suggestions do you have to help us help you gain new experiences, thrive, and grow here short term and long term?

7. How frequently do you typically take evenings and weekends off?

I almost always take evenings and weekends off.

I sometimes take evenings and weekends off.

I rarely take evenings and weekends off.

8. Have you taken at least one vacation where you were completely unplugged from work in 2021? (Answer "yes" as a default if you've been working with the company less than 60 days and have not taken PTO yet)

Yes

No

9. How do you feel your compensation level compares to people in similar roles in our area?

10. On a scale of 1–5, how satisfied are you with your benefits package?

5 - Very Satisfied

4 - Mostly Satisfied

3 - Satisfied

2 - Mostly Dissatisfied

1 - Very Dissatisfied

11. When considering our benefits package, what's your favorite benefit that we offer?

12. Do you have any suggestions for how we could improve our benefits package?

13. Have your experiences since coming to this company led you to become more understanding and appreciative of racial and ethnic differences and the value of diversity?

5 - Strongly Agree

4 - Somewhat Agree

3 - Neutral

2 - Somewhat Disagree

1 - Strongly Disagree

14. What suggestions do you have to help us be better champions for diversity within our organization and externally with what we share publicly?

15. On a scale of 1–5, how satisfied are you with your job overall?

5 - Very Satisfied

4 - Mostly Satisfied

3 - Satisfied

2 - Mostly Dissatisfied

1 - Very Dissatisfied

16. Is there something we could do to increase your overall job satisfaction? If so, what?
17. What do you think our greatest win as a company has been so far this year?
18. What do you think our greatest disappointment has been as a company so far this year?
19. Looking ahead to next year, what do you think our top challenge or problem as a business is?
20. What's a new idea, opportunity, or initiative you think we should consider pursuing as a business in the next year (or in the years to come)?
21. Is there any other feedback you'd like to share with us?

