

# EMPLOYEE ENGAGEMENT SURVEY

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**E**mployee engagement surveys measure the level of engagement that a group of employees possess. Engaged employees create happy customers who continue to do business with your organization and ultimately affect the bottom-line! Below are 11 questions that will help you measure employee engagement.

**1. Do I know what is expected of me at work?**

1 Never     2 Rarely     3 Sometimes     4 Most of the Time     5 Always

**2. Do I have the materials and equipment I need to do my work right?**

1 Never     2 Rarely     3 Sometimes     4 Most of the Time     5 Always

**3. At work, do I have the opportunity to do what I do best every day?**

1 Never     2 Rarely     3 Sometimes     4 Most of the Time     5 Always

**4. In the last seven days, have I received recognition or praise for doing good work?**

1 Yes     2 No

**5. Does my supervisor, or someone at work, seem to care about me as a person?**

1 Never     2 Rarely     3 Sometimes     4 Most of the Time     5 Always

**6. Is there someone at work that encourages my development?**

1 Yes     2 No

**7. At work, do my opinions seem to count?**

1 Never     2 Rarely     3 Sometimes     4 Most of the Time     5 Always

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8. Does the mission/purpose of my company make me feel my job is important?

1 Yes       2 No

9. Are my co-workers committed to doing quality work?

1 Never       2 Rarely       3 Sometimes       4 Most of the Time       5 Always

10. In the last six months, has someone at work talked to me about my progress?

1 Yes       2 No

11. In the last year, have I had the opportunity at work to learn and grow?

1 Yes       2 No

Source: Buckingham and Coffman, *First Break All The Rules: What The World's Greatest Managers Do Differently*, 1999.