



250 Question Ideas

For Your Next Engagement Survey



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Questions About Job Satisfaction

1. How satisfied are you with your current job overall?
2. Do you feel that your job allows you to make a meaningful contribution to the organization?
3. Do you feel that your job responsibilities are challenging and stimulating?
4. Do you feel that you have opportunities for growth and development in your current role?
5. Do you feel that your skills and abilities are well-utilized in your job?
6. Do you feel that your job provides you with a sense of purpose and fulfillment?
7. Do you feel that your job aligns with your personal and professional goals?
8. Do you feel that your job provides you with a good work-life balance?
9. Do you feel that your job provides you with opportunities to learn and develop new skills?
10. Do you feel that your job provides you with a fair and competitive compensation package?
11. Do you feel that your job provides you with sufficient benefits and perks?
12. Do you feel that your job provides you with a safe and healthy work environment?
13. Do you feel that your job provides you with opportunities to work with and learn from colleagues?
14. Do you feel that your job provides you with a sense of accomplishment and recognition?
15. Do you feel that your job allows you to make a positive impact on the organization and its customers?
16. Do you feel that your job provides you with opportunities for autonomy and decision-making?
17. Do you feel that your job provides you with a sense of belonging and camaraderie with your team?
18. Do you feel that your job provides you with opportunities to make a difference in your community?
19. Do you feel that your job provides you with a sense of pride and loyalty to the organization?
20. Do you feel that your job provides you with opportunities to contribute to company culture and values?
21. Do you feel that your job provides you with a sense of security and stability?
22. Do you feel that your job provides you with opportunities to innovate and be creative?
23. Do you feel that your job provides you with opportunities to provide feedback and suggestions for improvement?
24. Do you feel that your job provides you with opportunities to have a positive impact on the environment?
25. Do you feel that your job provides you with opportunities to have a work-life integration that meets your personal goals and values?

Questions About Management

1. How effective is your manager at communicating goals and expectations?
2. Do you feel that your manager listens to and values your opinions and ideas?
3. Do you feel that your manager provides you with constructive feedback and recognition for your work?
4. Do you feel that your manager provides you with the necessary support and resources to do your job well?
5. Do you feel that your manager provides you with opportunities for growth and development?
6. Do you feel that your manager is accessible and approachable when you need guidance or support?
7. Do you feel that your manager provides you with clear and consistent feedback on your performance?
8. Do you feel that your manager demonstrates fairness and impartiality in their decision-making?
9. Do you feel that your manager fosters a positive and inclusive team culture?
10. Do you feel that your manager sets realistic and achievable goals for the team?
11. Do you feel that your manager encourages collaboration and teamwork among team members?
12. Do you feel that your manager provides you with regular opportunities to provide feedback on their management style?
13. Do you feel that your manager is committed to creating a safe and healthy work environment?
14. Do you feel that your manager provides you with opportunities to learn from their experiences and expertise?
15. Do you feel that your manager advocates for your professional growth and advancement within the organization?
16. Do you feel that your manager effectively manages conflicts and challenges within the team?
17. Do you feel that your manager is transparent and open about changes and updates within the organization?
18. Do you feel that your manager encourages and supports work-life balance for team members?
19. Do you feel that your manager provides you with opportunities to provide input on team goals and strategies?
20. Do you feel that your manager supports and empowers you to make decisions within your role?
21. Do you feel that your manager fosters a sense of trust and respect among team members?
22. Do you feel that your manager takes responsibility for their actions and decisions?
23. Do you feel that your manager is responsive and attentive to your needs as an employee?
24. Do you feel that your manager promotes a culture of innovation and continuous improvement?
25. Do you feel that your manager actively encourages and supports diversity and inclusion within the team and organization?

Questions About Departments

1. How effectively does your department communicate goals and expectations?
2. Do you feel that your department provides you with the necessary support and resources to do your job well?
3. Do you feel that your department fosters a positive and collaborative team culture?
4. Do you feel that your department encourages professional growth and development for team members?
5. Do you feel that your department sets realistic and achievable goals for the team?
6. Do you feel that your department provides you with opportunities for autonomy and decision-making?
7. Do you feel that your department provides you with opportunities for innovation and creativity?
8. Do you feel that your department encourages and supports work-life balance for team members?
9. Do you feel that your department effectively manages conflicts and challenges within the team?
10. Do you feel that your department provides you with opportunities to learn and develop new skills?
11. Do you feel that your department provides you with a sense of purpose and fulfillment in your work?
12. Do you feel that your department is committed to creating a safe and healthy work environment?
13. Do you feel that your department provides you with a fair and equitable compensation package?
14. Do you feel that your department provides you with sufficient benefits and perks?
15. Do you feel that your department effectively manages workload and workload distribution?
16. Do you feel that your department provides you with opportunities to work with and learn from colleagues?
17. Do you feel that your department provides you with regular opportunities for feedback and recognition?
18. Do you feel that your department promotes a culture of continuous improvement and innovation?
19. Do you feel that your department promotes diversity and inclusion in its practices and processes?
20. Do you feel your department provides you opportunities to contribute to the overall success of the organization?
21. Do you feel that your department provides you with a sense of pride and loyalty to the organization?
22. Do you feel that your department is responsive and adaptable to changing circumstances?
23. Do you feel that your department effectively manages communication and collaboration with other departments?
24. Do you feel that your department effectively manages risks and challenges that may impact the organization?
25. Do you feel that your department effectively manages its budgets and resources in a responsible and transparent manner?

Questions About the Future

1. Do you feel that the organization has a clear and inspiring vision for the future?
2. Do you feel that the organization has a clear and actionable strategy for achieving its goals?
3. Do you feel that the organization is agile and adaptable to changing market conditions and customer needs?
4. Do you feel that the organization effectively communicates its plans and updates to employees?
5. Do you feel that the organization is committed to continuous improvement and innovation?
6. Do you feel that the organization is invested in its employees' professional growth and development?
7. Do you feel that the organization is committed to creating a positive impact in the communities it serves?
8. Do you feel that the organization is aligned with its values and mission?
9. Do you feel that the organization has a strong and resilient leadership team?
10. Do you feel that the organization is financially stable and sustainable?
11. Do you feel that the organization is competitive in its industry or sector?
12. Do you feel that the organization is transparent and ethical in its practices and decision-making?
13. Do you feel that the organization encourages and supports diversity and inclusion in its practices and processes?
14. Do you feel that the organization effectively manages its risks and challenges?
15. Do you feel that the organization promotes a culture of innovation and experimentation?
16. Do you feel that the organization effectively manages its reputation and brand image?
17. Do you feel that the organization has a strong focus on customer satisfaction and experience?
18. Do you feel that the organization is committed to sustainability and environmental responsibility?
19. Do you feel that the organization values and leverages employee feedback and input in decision-making?
20. Do you feel that the organization fosters a culture of learning and knowledge-sharing?
21. Do you feel that the organization is responsive to feedback from customers and stakeholders?
22. Do you feel that the organization effectively communicates and collaborates with partners and suppliers?
23. Do you feel that the organization is committed to social responsibility and giving back to the community?
24. Do you feel that the organization has a strong and positive reputation among customers and stakeholders?
25. Do you feel that the organization is well-positioned for future success and growth?

Questions About Learning and Development

1. Do you feel that the training provided by the organization is relevant and applicable to your job?
2. Do you feel that the organization provides adequate training to help you perform your job effectively?
3. Do you feel that the training provided by the organization is high-quality and well-structured?
4. Do you feel that the organization provides training that is easy to understand and follow?
5. Do you feel that the training provided by the organization is engaging and interactive?
6. Do you feel that the organization provides training opportunities that are flexible and convenient for you?
7. Do you feel that the organization provides training that is up-to-date and reflective of current industry practices?
8. Do you feel that the organization provides training that helps you develop new skills and knowledge?
9. Do you feel that the organization provides training that helps you advance your career?
10. Do you feel that the organization provides training that is inclusive and respectful of all employees?
11. Do you feel that the organization provides training that is responsive to your individual learning needs?
12. Do you feel that the organization provides training that is aligned with the organization's goals and priorities?
13. Do you feel that the organization provides training that is consistent across departments and teams?
14. Do you feel that the organization provides training that is adequately resourced and supported?
15. Do you feel that the organization provides training that is regularly updated and reviewed for effectiveness?
16. Do you feel that the organization provides training that is customizable to meet your specific job requirements?
17. Do you feel that the organization provides training that helps you improve your job performance?
18. Do you feel that the organization provides training that helps you work more efficiently and effectively?
19. Do you feel that the organization provides training that is delivered by knowledgeable and skilled trainers?
20. Do you feel that the organization provides training that is supported by additional resources and tools?
21. Do you feel that the organization provides training that allows for practice and feedback?
22. Do you feel that the organization provides training that is available in multiple formats (e.g. online, in-person, etc.)?
23. Do you feel that the organization provides training that is supported by a culture of continuous learning?
24. Do you feel that the organization provides training that is recognized and valued by the organization?
25. Do you feel that the organization provides training that is consistently evaluated and improved based on feedback and results?

Questions About Performance Reviews

1. Do you feel that the performance review process is fair and unbiased?
2. Do you feel that the performance review process is transparent and well-communicated?
3. Do you feel that the performance review process is consistent across departments and teams?
4. Do you feel that the performance review process provides useful and actionable feedback?
5. Do you feel the performance review process helps you understand your strengths and areas for improvement?
6. Do you feel that the performance review process helps you set meaningful and achievable goals?
7. Do you feel that the performance review process helps you understand how your work contributes to the organization's goals and mission?
8. Do you feel that the performance review process is timely and efficient?
9. Do you feel that the performance review process allows for open and honest communication?
10. Do you feel that the performance review process helps you identify and address any barriers to your success?
11. Do you feel that the performance review process is respectful and supportive of your professional development?
12. Do you feel the performance review process is inclusive and recognizes your unique strengths and challenges?
13. Do you feel the performance review process helps you understand the expectations and standards for your job?
14. Do you feel that the performance review process allows you to give feedback on your supervisor's performance?
15. Do you feel the performance review process is focused on future growth rather than past mistakes?
16. Do you feel that the performance review process recognizes and rewards your achievements and successes?
17. Do you feel that the performance review process provides opportunities for recognition and appreciation?
18. Do you feel that the performance review process is well-integrated with other talent management processes (e.g. promotion, compensation, etc.)?
19. Do you feel that the performance review process is consistent with the organization's values and culture?
20. Do you feel the performance review process is regularly reviewed and improved based on feedback?
21. Do you feel that the performance review process helps you stay motivated and engaged in your job?
22. Do you feel the performance review process is personalized to your specific needs and job requirements?
23. Do you feel that the performance review process provides opportunities for self-reflection and self-assessment?
24. Do you feel that the performance review process provides opportunities for learning and growth?
25. Do you feel that the performance review process helps you build a positive and productive relationship with your supervisor?

Questions About the Hiring Process

1. Do you feel that the hiring process is transparent and well-communicated?
2. Do you feel that the hiring process is fair and unbiased?
3. Do you feel that the hiring process is efficient and timely?
4. Do you feel that the hiring process provides opportunities for feedback and communication?
5. Do you feel that the hiring process is respectful and supportive of all applicants?
6. Do you feel that the hiring process is aligned with the organization's values and culture?
7. Do you feel that the hiring process is consistent across departments and teams?
8. Do you feel that the hiring process provides opportunities for applicants to showcase their skills and experience?
9. Do you feel that the hiring process provides opportunities for diversity and inclusion?
10. Do you feel that the hiring process provides opportunities for employees and the organization to grow?
11. Do you feel that the hiring process provides opportunities for collaboration and teamwork?
12. Do you feel that the hiring process is well-integrated with other talent management processes (e.g. onboarding, performance management, etc.)?
13. Do you feel that the hiring process provides opportunities for training and support for hiring managers?
14. Do you feel that the hiring process provides opportunities for hiring managers to learn about and understand the organization's mission and values?
15. Do you feel that the hiring process provides opportunities for hiring managers to provide feedback and input?
16. Do you feel that the hiring process provides opportunities for hiring managers to evaluate candidates based on their skills, experience, and potential?
17. Do you feel that the hiring process provides opportunities for hiring managers to collaborate with other teams?
18. Do you feel that the hiring process provides opportunities for hiring managers to develop and maintain positive relationships with candidates?
19. Do you feel that the hiring process provides opportunities to make informed decisions based on data?
20. Do you feel that the hiring process is consistently reviewed and improved based on feedback and results?
21. Do you feel that the hiring process helps the organization attract and retain high-quality talent?
22. Do you feel that the hiring process helps the organization meet its talent needs and goals?
23. Do you feel that the hiring process is flexible and adaptable to changing circumstances and needs?
24. Do you feel that the hiring process is well-supported and resourced?
25. Do you feel that the hiring process is valued by the organization as an important part of talent management?

Questions About Remote Work

1. Do you feel that you have the necessary technology and equipment to work remotely effectively?
2. Do you feel that you have a comfortable and productive workspace at home?
3. Do you feel that your work-life balance has improved since transitioning to remote work?
4. Do you feel that you have the necessary support to work remotely effectively (e.g. IT support, training, etc.)?
5. Do you feel that you have clear expectations and goals for your remote work?
6. Do you feel that you have the necessary communication tools and strategies to stay connected with colleagues?
7. Do you feel that you have the necessary collaboration tools and strategies to work effectively with colleagues?
8. Do you feel that you have the opportunities for social interaction and team building while working remotely?
9. Do you feel that your remote work allows you to be more productive and efficient?
10. Do you feel that your remote work allows you to better manage your workload and tasks?
11. Do you feel that your remote work allows you to better manage your time and priorities?
12. Do you feel that your remote work allows you to better manage your stress and well-being?
13. Do you feel that your remote work allows you to better manage your professional development and growth?
14. Do you feel that your remote work allows you to better manage your work-related expenses and travel?
15. Do you feel that your remote work allows you to better manage your environmental impact and sustainability?
16. Do you feel that your remote work allows you to better manage your personal and family responsibilities?
17. Do you feel that your remote work is supported and recognized by your supervisor and organization?
18. Do you feel that your remote work allows you to have a better work-life integration?
19. Do you feel that your remote work is compatible with your preferred work style and preferences?
20. Do you feel that your remote work is flexible and adaptable to changing circumstances and needs?
21. Do you feel that your remote work provides opportunities for creativity and innovation?
22. Do you feel that your remote work allows you to better manage your physical health and well-being?
23. Do you feel that your remote work allows you to better manage your mental health and well-being?
24. Do you feel that your remote work provides opportunities for continuous learning and development?
25. Do you feel that your remote work provides opportunities for growth and advancement within the organization?

Questions About Feedback

1. Do you feel that you receive regular and timely feedback on your performance and work?
2. Do you feel that you receive specific and actionable feedback on your performance and work?
3. Do you feel that you receive constructive and supportive feedback on your performance and work?
4. Do you feel that you have opportunities to give feedback to your supervisor and colleagues?
5. Do you feel that you have opportunities to receive feedback from your supervisor and colleagues?
6. Do you feel that your feedback is taken seriously and acted upon?
7. Do you feel that your feedback is integrated into your performance management and development plans?
8. Do you feel that your feedback is aligned with the organization's values and goals?
9. Do you feel that your feedback is aligned with your personal and professional goals?
10. Do you feel that your feedback is aligned with your team and department goals?
11. Do you feel that your feedback is aligned with your customers' and stakeholders' needs and expectations?
12. Do you feel that your feedback is based on clear and objective criteria and standards?
13. Do you feel that your feedback is fair and unbiased?
14. Do you feel that your feedback is respectful and supportive of your well-being and growth?
15. Do you feel that your feedback is well-communicated and documented?
16. Do you feel that your feedback is relevant and meaningful to your work and performance?
17. Do you feel that your feedback is consistent and consistent across your team and department?
18. Do you feel that your feedback is recognized and valued by your supervisor and organization?
19. Do you feel that your feedback is integrated into your career planning and development?
20. Do you feel that your feedback is integrated into your learning and training plans?
21. Do you feel that your feedback is integrated into your team and department goals and strategies?
22. Do you feel that your feedback is integrated into your performance incentives and rewards?
23. Do you feel that your feedback is integrated into your recognition and appreciation programs?
24. Do you feel that your feedback is integrated into your organizational culture and values?
25. Do you feel that your feedback is integrated into your customer and stakeholder feedback?

Questions About Inclusivity

1. Do you feel that you are treated with respect and dignity regardless of your background or identity?
2. Do you feel that you are welcomed and included in the workplace regardless of your background or identity?
3. Do you feel that you are able to express yourself freely and authentically in the workplace regardless of your background or identity?
4. Do you feel that your workplace values diversity and promotes inclusivity?
5. Do you feel that your workplace provides equal opportunities for professional growth and advancement regardless of your background or identity?
6. Do you feel that your workplace supports and accommodates your unique needs and circumstances?
7. Do you feel that your workplace provides accessible and inclusive facilities, equipment, and technology?
8. Do you feel that your workplace fosters a culture of respect, openness, and collaboration?
9. Do you feel that your workplace provides opportunities for learning, training, and development on diversity, equity, and inclusion?
10. Do you feel that your workplace promotes fairness and transparency in all decision-making processes?
11. Do you feel that your workplace recognizes and celebrates diversity in all forms?
12. Do you feel that your workplace provides resources and support for mental health and well-being?
13. Do you feel your workplace provides a safe environment free from harassment, discrimination, and bullying?
14. Do you feel your workplace provides policies and procedures that are inclusive and respectful of all employees?
15. Do you feel that your workplace provides a means for reporting incidents of discrimination, harassment, or bias?
16. Do you feel your workplace takes appropriate action to address incidents of discrimination, harassment, or bias?
17. Do you feel that your workplace promotes the recruitment and retention of employees from diverse backgrounds and identities?
18. Do you feel that your workplace provides opportunities for diverse employees to contribute their unique insights?
19. Do you feel that your workplace values the contributions of employees from diverse backgrounds and identities?
20. Do you feel that your workplace provides a means for employee feedback on DEI issues?
21. Do you feel that your workplace actively listens to employee feedback on DEI issues?
22. Do you feel that your workplace takes appropriate action based on employee feedback on DEI issues?
23. Do you feel that your workplace engages with diverse communities in a respectful and inclusive manner?
24. Do you feel that your workplace actively supports and promotes DEI initiatives outside of the workplace?
25. Do you feel that your workplace values and respects all employees as individuals and as members of a diverse and inclusive community?