

Employee Engagement Survey Template

Simple pulse survey questions to actually find out how people are doing, more than once a year.

Core Questions (Scale Of 1–5)

- ☐ I understand what's expected of me in my role
- ☐ I have the tools and resources I need to do my job well
- ☐ I feel comfortable raising concerns without fear of negative consequences
- ☐ I receive feedback that helps me improve
- ☐ I understand how my work connects to the company's goals
- ☐ I would recommend this company as a good place to work
- ☐ I feel recognized for the work I do

Open-Ended Questions

1. What's one thing that would make your work here better?
2. What's working well that we should keep doing?
3. Is there anything you're hesitant to bring up directly that you want leadership to know?

Frequency

A short pulse survey (5–8 questions) run quarterly tends to surface problems faster than a long annual survey people rush through once a year.

Making It Actually Useful

- ☐ Anonymous, or at minimum confidential
- ☐ Results actually shared back with the team
- ☐ At least one visible action taken based on results