

# Employee Engagement Survey Question Guide



## Overview

As an organization, the ongoing engagement of employees is critical to organizational success. The top drivers of employee engagement include ongoing learning and development, a focus on quality and service, and leadership effectiveness.

## Instructions

Consider uploading these questions into a digital survey platform to gauge the overall engagement and health of your organization. Have an administrative, neutral staff member administer the survey to assure that the responses remain confidential.

- Enter the following questions into Survey Monkey: [www.surveymonkey.com](http://www.surveymonkey.com)
- Ratings on Likert scale of 1-5: (1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5= strongly agree, \* too new to rate)

## Questions

### Engagement

1. I am proud to work for this organization / church.
2. I would recommend this organization / church as a great place to work.
3. I rarely think about looking for a job with another organization / church.
4. I see myself still working at this organization / church two years from now.
5. This organization / church motivates me to go above and beyond what I would do in a similar role elsewhere.

### Leadership

6. The leaders at this organization / church keep me informed about what is happening.
7. My manager is a great role model for employees.
8. The leaders at this organization / church have communicated a vision that motivates me.

### Enablement

9. I have access to the resources to do my job well.
10. I have access to the learning and development needed to do my job well.

11. Most of the systems and processes at this organization / church support us getting our work done effectively.

### **Alignment**

12. I know what I need to do to be successful in my role at this organization / church.

13. I receive appropriate recognition when I do good work at this organization / church.

14. Day-to-day decisions that this organization / church demonstrate that quality and improvement are top priorities.

### **Development**

15. My manager (or someone in management) has shown genuine interest in my career aspirations.

16. I believe that there are good career opportunities for me in this organization / church.

17. This is a great organization / church for me to continue in my development.

### **Free Text**

18. Are there some things that we are doing great as an organization / church?

19. Are there some things that we are not doing great as an organization / church?

20. Is there something else you think we should have asked you in this survey? Please add any additional feedback.