

# Employee survey sample questions

It can feel daunting to design a survey from scratch, but you can use your company values to help you identify the most meaningful topics.

Remember to keep your questions relevant and focused on the themes you want to explore. Struggling with wording? Try choosing 5–10 of these sample questions as a starting point. Use a scale to capture to what extent your employees agree with each statement and include a text box for comments.

## Employee satisfaction



- I would recommend [company name] as a great place to work.
- I feel rewarded for my contributions.
- I have all the resources I need to do my job well.
- I have a clear plan for progression in my role.

## Management and leadership



- My manager recognises when I've done my job well.
- Our leaders are visible in the workplace.
- The leadership team consistently demonstrate our company values.
- I feel comfortable having open conversations with my manager.
- Our leaders actively seek and take on board different opinions.

## Employee wellbeing



- I have access to flexible working options that suit my needs.
- [Company] provides me with resources to support my health and wellbeing.
- I feel I have a good work-life balance.
- [Company name] takes an active interest in my wellbeing.
- I feel safe in the workplace.

## Workplace culture



- I feel connected to [company name]'s values.
- I have access to relevant learning and development opportunities.
- People from all backgrounds have equal opportunities in this organisation.
- I understand how my work contributes to my organisation's mission and goals.
- I feel like I can be my true self at work.