



Top 50 Must-Have Employee Engagement Survey Questions

Enable High-Growth Workplace Culture





The world continues to face a global talent crisis, pandemic, growing economic problems, and the Great Resignation. Businesses are adapting as a result, seeking data-driven and human-centred people strategies.

Staying agile and being resilient has become the most critical factors to success, not only for companies that are in the middle of fast growth but also for the ones that need to remain competitive.

Whilst the importance of digitalisation and action-based people analytics is trending, employee engagement surveys still stand as the base of HR strategy as the results share deep insights. Maybe as the most powerful tool to check the current pulse of the workforce, employee engagement surveys are used to assess the strategic alignment and satisfaction of employees.

Here are 50 key Employee Engagement survey questions that can be used to pulse check growth enabler factors in your workplace.

Survey Topics to find;

- Diversity
- Transparent Communication
- Support Environment
- Rewarding Culture
- Intrapreneurship
- Brand Perception

Diversity in the Workplace

- ✔ My company supports a diverse working environment.
- ✔ People of all cultures are respected in my company.
- ✔ The management is committed to diversity with clear action plans.
- ✔ My company always welcomes diverse sources.
- ✔ Regardless of different backgrounds, everyone has the opportunity to share their voice.
- ✔ Regardless of different backgrounds, everyone's opinion is taken seriously.



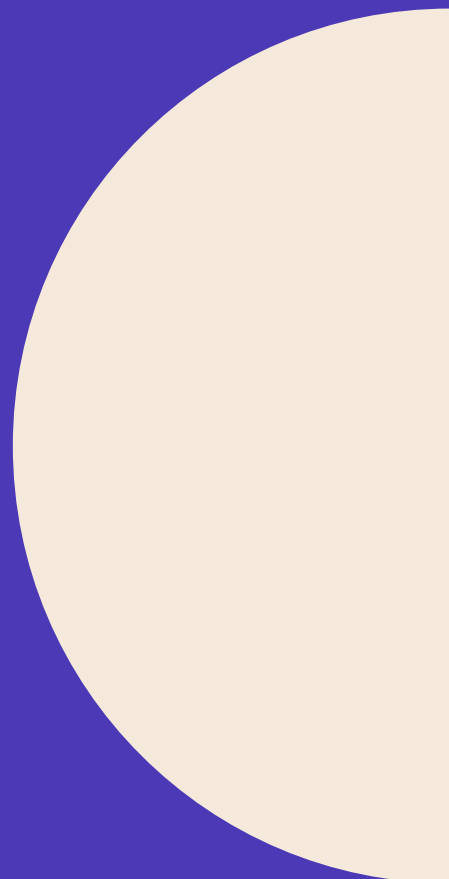
Diversity in the Workplace

- ✔ People from different backgrounds regardless of ethnicity, religion, etc. have equal opportunities to succeed in my company.
- ✔ Equal opportunity is given to all genders to succeed with the same benefits.
- ✔ Diverse perspectives are included in decision-making.
- ✔ I feel comfortable with my differences.



Transparent Communication

- ✔ I am satisfied with the information flow in my company.
- ✔ I am satisfied with the communication with other departments.
- ✔ Open communication and feedback are encouraged in my company.
- ✔ It is easy to communicate with management levels.
- ✔ There is an environment in my company where I can easily voice my suggestions.



Support Environment

- ✔ I am comfortable asking for help from my colleagues.
- ✔ The information I need to do my job well is readily available.
- ✔ Managers find enough time to support me when I am stuck.
- ✔ I believe we succeed as a team and not solely in my own efforts.
- ✔ We share resources within our team.
- ✔ We share development opportunities within our team.
- ✔ Managers actively support my own and team's development.



Mental Health & Wellbeing

- ✔ My manager genuinely cares about my well-being.
- ✔ My company cares about the well-being of all employees.
- ✔ I have a good work-life balance.
- ✔ I know I can take time when I feel overwhelmed.
- ✔ We show genuine support in busy times with my team.
- ✔ I feel like my boundaries are respected by others.
- ✔ We have initiatives to help encourage employees to look after their mental health. (e.g: Flexi-working, access to counselors, support with managing stress)
- ✔ We have initiatives to encourage employees to look after their physical health. (e.g. gym membership discount, cycle to work scheme, etc.)



Rewarding and Appreciation

- ✔ I am appreciated when I do my job well.
- ✔ Success is noticed and rewarded in my company.
- ✔ The criteria for receiving awards and bonuses in our company are clear.
- ✔ The awards given for the contribution provided are sufficient.



Intrapreneurship & Development

- ✔ My work environment motivates me to try new processes in my work.
- ✔ I am not afraid of making mistakes.
- ✔ I have the opportunity to chase challenging things at work.
- ✔ I feel I am given enough freedom to decide how to do my work.
- ✔ I can contribute suggestions to new initiatives or existing processes.
- ✔ My work gives me the ability to explore further business opportunities for my company.
- ✔ My company enables me to develop new skills.
- ✔ I can openly ask for additional responsibilities.



Brand Perception

- ✔ I think my company has a strong corporate image.
- ✔ My company is able to compete with other companies in the industry.
- ✔ I see myself as a valuable employee in the company I work for.
- ✔ Equal policies are applied to the employees in my company, no discrimination is made.
- ✔ My company makes new investments in line with technological developments.



How to Support Your Engagement Surveys with Internal Communication Strategy

Communication is of great importance and must go both ways to ensure real collaboration.

This is an essential step to creating a model that fits the culture of your business and people. By gathering more data around the topic you are looking to answer in the survey, you will be incorporating their needs into your plans, helping your people strategy to excel.

There are several ways to do this and the more simple and honest, the better.

1- Pre-survey Communication: Let everyone know about the engagement survey that you are planning to publish. Increase the awareness and make sure that no one misses it to reach higher participation. You can get support from internal communication tools. Many teams are leaning towards mobile-first communication, especially as younger generations join the workforce. It's possible to share announcements in the form of 'Stories' (like Instagram), which have far higher open rates than emails.

2- Collect Suggestions Related to the Survey:

A digital, anonymous 'Suggestion Box' is an extremely effective way to do this, giving all employees a voice and freeing them to improve their surroundings. Anonymity is key as it encourages conversation at every level and creates a culture of open, honest feedback. Allow space for your team to elaborate on their ideas and provide additional suggestions that they haven't had the chance to share through the survey.

3- Deliver Post-engagement Surveys about The Chosen Topic. The most widely used way of understanding employees.

Overall, using different channel mixtures to support the survey process will result in a higher engagement and enable the people leaders to collect more insights to deliver action plans.

6 Important Points to Consider to Make Employee Surveys More Effective



Make sure your survey does not exceed 10 questions. 5 to 8 questions result in ideal completion rates.



For multiple-choice questions, enable to select more than one option for detailed analysis.



Ensuring your surveys are anonymous will increase the participation rate.



Make sure your surveys are compatible with mobile – this will result in much higher participation rates and make your team feel more intuitive.



Automate your pulse surveys for tracking workplace atmosphere and cutting the workload.



Looking at the survey data at the departmental level will give you a clearer picture of which back-to-office strategies to choose.

Building a workplace that is fit for the future of work requires leaders to think of the individual like never before.

About Sorwe:

Sorwe is the end-to-end employee experience and people analytics platform, based in London.

More than just basic employee surveys and reports, Sorwe connects all processes and people together under one roof including internal communication, feedback & recognition, learning & development and performance.

The end result is a seamless digital experience that increases retention, performance, and strengthens workplace culture for everyone.

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