

Employee engagement survey from The Stairway Consultancy Ltd

Use the following to assess the levels of engagement in your organisation.

Engagement survey questions

Please indicate your agreement on a scale of one to ten to the following questions where 1 and 2 indicates disagree very strongly through to 9 or 10 indicating your very strong agreement. There are no right or wrongs, your honest opinions count.

Section 1:

1. The organisation recruits and selects the right people to the right jobs

Your score out of 10: _____

2. I receive appropriate training and development to help me do my job well

Your score out of 10: _____

3. I have a personal development plan that helps me grow and develop my career

Your score out of 10: _____

4. I have ample opportunity to develop my skills, knowledge and behaviours

Your score out of 10: _____

5. I am given the appropriate level of authority to do a good job

Your score out of 10: _____

6. I am satisfied with the opportunities there are to develop my career

Your score out of 10: _____

7. The organisation recognises and develops people's talents

Your score out of 10: _____

8. I receive appropriate pay and benefits for the job that I do

Your score out of 10: _____

9. In the past month I have received praise and recognition for a job well done

Your score out of 10: _____

10. My manager reviews my performance with me on a one to one basis at least once every six months

Your score out of 10: _____

Section 2:

11. My immediate line manager makes me feel my contributions are valued

Your score out of 10: _____

12. I feel appropriately involved in decision making.

Your score out of 10: _____

13. I am able to voice my views to my manager

Your score out of 10: _____

14. My manager listens and acts on my views

Your score out of 10: _____

15. Managers in this organisation encourage two-way communication that promotes open and honest dialogue and understanding

Your score out of 10: _____

16. Teamwork is encouraged in my work unit

Your score out of 10: _____

17. The organisation promotes internal cooperation

Your score out of 10: _____

18. I feel part of a family working for this organisation

Your score out of 10: _____

19. I trust my colleagues to do a good job

Your score out of 10: _____

20. I am encouraged to come up with new ways of doing things

Your score out of 10: _____

Section 3:

21. My immediate line manager cares for me as a person

Your score out of 10: _____

22. This organisation makes an effective contribution to the community

Your score out of 10: _____

23. This organisation promotes equal opportunities

Your score out of 10: _____

24. I am not over-loaded with work to do

Your score out of 10: _____

25. I have appropriately stimulating and challenging work

Your score out of 10: _____

26. The organisation promotes the health and well-being of employees

Your score out of 10: _____

27. I am happy with my work-life balance

Your score out of 10: _____

28. The organisation has appropriate family friendly policies

Your score out of 10: _____

29. I have the appropriate resources to do my job well

Your score out of 10: _____

30. I can relate to the values of this organisation

Your score out of 10: _____

Section 4:

31. Communication across the organisation is effective

Your score out of 10: _____

32. The goals of this organisation are clear

Your score out of 10: _____

33. I receive timely information to help me do my job well

Your score out of 10: _____

34. I have trust in the leaders of this organisation

Your score out of 10: _____

35. I have a clear understanding of the vision of this organisation

Your score out of 10: _____

36. The job that I do adds value to the organisation

Your score out of 10: _____

37. I am clear what is expected of me in my role

Your score out of 10: _____

38. Senior managers lead by example

Your score out of 10: _____

39. I am informed at appropriate intervals about what our customers think about us

Your score out of 10: _____

40. I am aware of the values of the organisation

Your score out of 10: _____

Section 5:

41. I am proud to work for this organisation

Your score out of 10: _____

42. I would recommend this organisation to others as a good place to work

Your score out of 10: _____

43. I care about the future of this organisation

Your score out of 10: _____

44. I would recommend to my friends and family to do business with this organisation

Your score out of 10: _____

45. I am willing to go the extra mile on behalf of the organisation

Your score out of 10: _____

Thank you for completing this survey. To interpret your scores please contact info@thestairway.co.uk or call (00 44) 16 28 52 65 35