



# 35 Example Employee Satisfaction Survey Questions

## Instructions

Review the following example questions and tweak to fit your company's needs.

## Benefits and Compensation

1. Do you feel as though you are fairly compensated for the work you currently do?
2. Are you happy with your current benefits package?
3. What three things about your benefits of compensation would you like to see change?
4. Do you feel as though raises and promotions are fairly evaluated at this company?
5. Do you feel as though your accomplishments and contributions are properly recognized by the company?

## Career Development

1. Do you see a path for growth for yourself in your current role with this company?
2. Do you feel as though you are given opportunities to learn new skills in your current role?
3. Do you feel as though there is more the company could be doing to invest in employees?
4. What are three things regarding career development you'd like to see change?
5. Do you see yourself working at this company in the next three years?

## Work Environment

1. Do you believe your current work environment allows you to complete your work in an effective manner?
2. Do you believe your current work environment allows for good work/life balance?
3. Do you have access to all the materials you need to complete your job effectively?
4. Do you feel as though your work environment reflects the current company culture?
5. If you could change one thing about your current work environment, what would it be?

## Leadership

1. How comfortable do you feel with going to leadership with thoughts or concerns you have about your current position?
2. Do you feel comfortable addressing your thoughts or concerns with your immediate supervisor?
3. Do you believe the current leadership is transparent with employees?
4. Do you feel as though your manager is personally invested in making sure you perform your best?
5. Do you feel as though your manager is an effective leader?



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## Company Direction

1. Do you understand how your role works into the overall company goals?
2. Do you feel as though employees are properly informed of the company's future goals?
3. Are you happy with the current direction of the company?
4. How involved do you feel with the decision-making process of the company?
5. Do you feel as though the company's values align closely with your own?

## Job Clarity and Satisfaction

1. Do you think your current position uses your skills and abilities effectively?
2. I am currently satisfied with my position as it currently stands
3. How comfortable do you feel bringing up new thoughts or ideas in your current role?
4. Do you believe you have all the tools necessary to complete your job in the most effective way?
5. How likely are you to recommend working at this company to a friend or family member?

## Open-Ended Questions

1. My favorite thing about working at this company is...
2. If I could change one thing about my job tomorrow, it would be...
3. The most frustrating part of my job or the thing that prevents me from doing my job as effectively as possible is...
4. If you have completed an employee satisfaction survey since working at this company, what's one thing you've seen improved since the last survey?
5. If you have completed an employee satisfaction survey since working at this company, what's one thing that we could still work on?