

Top 40 Survey Questions HR Leaders Are Asking Their Employees



For these survey questions, we recommend a 0-10 scale as it's more sensitive to movement in scores, making it easier to measure the impact of actions being made off the back of feedback. Make sure you always have a neutral option—in this case, 5 out of 10—otherwise, results may become skewed as positive or negative.



What makes work meaningful for your people?

1. I know how my specific role contributes to the success of this organisation.
2. I have a clear understanding of what is expected of me in my role.
3. I believe I have everything I need to do my job to the best of my ability.
4. Other departments collaborate well with us to get things done.
5. We see mistakes here as an opportunity for learning.
6. I have the level of freedom and autonomy that I would expect in my role.
7. I am able to apply my strengths and skills in the work I do.

Insights that help shape motivating managers

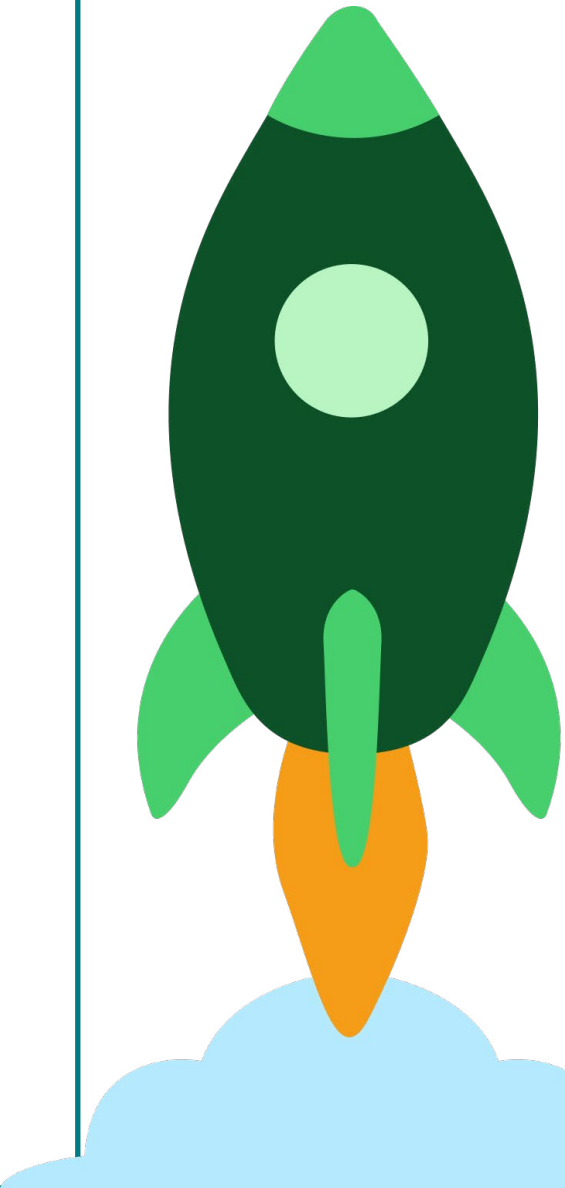
8. My manager keeps me informed about what is happening across the business.
9. My manager gives me useful feedback on how I am performing in my role.
10. My manager is regularly checking-in with me to see how I'm doing.
11. My manager encourages open, honest, two-way communication.
12. My manager gives me positive feedback/praise when I perform well in my job.
13. I am given tasks and responsibilities which challenge and stretch me.
14. I feel comfortable voicing my opinions, even if they are different from my manager's.
15. I have good conversations with my manager regarding my performance and development.

Creating an irresistible workplace

- 16. I have a good relationship with other people in my team.
- 17. People are well recognised for their contributions here.
- 18. I feel comfortable being myself when I'm at work.
- 19. I feel like I truly belong here.
- 20. I feel encouraged to think creatively and contribute new ideas here.
- 21. I believe I am fairly rewarded for the work I do here.

Realising the potential of your people

- 22. I believe I have everything I need to do my job to the best of my ability.
- 23. I feel trusted and empowered to achieve great things working here.
- 24. We see mistakes here as an opportunity for learning.
- 25. I believe there are opportunities for me to develop my career here.
- 26. The organisation is good at celebrating its successes.
- 27. I feel encouraged to think creatively and contribute new ideas here.
- 28. I am confident the business is heading in the right direction.



Questions for nurturing leadership and inspiring excellence

- 29. I trust our senior leaders to do what is right for the organisation.
- 30. There is a sense of openness and transparency here.
- 31. I'm inspired by the mission and purpose of this organisation.
- 32. Our organisation does a good job of communicating the goals and strategies set by senior leadership.
- 33. People of all cultures and backgrounds are respected and valued here.
- 34. Our organisation treats everybody with dignity and respect, regardless of gender, race, sexuality, age etc.

Understanding employee health and wellbeing

- 35. I am able to maintain a healthy work-life balance working here.
- 36. I feel mentally well at the moment.
- 37. I feel comfortable talking to people about my health and wellbeing.
- 38. I feel I have good job security here.
- 39. Our organisation treats everybody with dignity and respect, regardless of gender, race, sexuality, age etc.
- 40. People of all cultures and backgrounds are respected and valued here.