

# Sample Questions – Employee Engagement

Here are sample questions on the topic of employee engagement. Feel free to adapt the questions to suit your organisation, and be clear about the purpose of the survey.

Engagement does not happen on its own; it grows in a work environment that provides the right resources. Organisations that invest in trust, pride and enjoyment at work create a strong foundation for engaged employees. Leadership plays a crucial role by listening, showing appreciation and inspiring others.

## Statements

- I experience a good level of focus and calm in the workplace.
- I find it easy to switch off from work when the working day is over.
- I feel that my work is meaningful.
- I am enthusiastic about my work.
- My work inspires me.
- I am proud of the work I do.
- My work challenges me.
- My work has a clear purpose.
- I feel motivated in my day-to-day work.
- My immediate manager knows how best to motivate me.
- I receive support from my immediate manager when needed.
- My work situation is sustainable.
- There is a good balance between demands and resources in the organisation.
- I feel appreciated for the work I do.

## Open-ended questions

- What makes your work feel engaging to you?
- When do you feel most motivated in your work – and why?
- Is there anything that makes it difficult for you to fully focus while you are at work?
- What part of your work feels most meaningful to you?
- When do you feel most proud of the work you do?
- What gives you the most energy in your work?
- What takes the most energy from you in your day-to-day work?
- In what ways does your manager contribute to your engagement?
- What could the organisation do to further strengthen engagement?
- What would increase your engagement at work going forward?
- If you could change one thing about your work situation, what would it be?