

Employee Engagement Survey

Sample Questions

The following questions were developed as a follow-up to TWI Job Relations (JR) training, in which both frontline workers and their managers practice effective communication, conflict resolution, problem prevention and other relationship building skills pertaining to personnel interactions.



For Team Members

These questions can be answered using a three- or five-option scale (Never, Rarely, Sometimes, Usually, Always).

- My supervisor lets me know how I am doing.
- My supervisor lets me know what is expected of me.
- My supervisor points out ways I can improve.
- My supervisor gives me credit when it is due.
- My supervisor points out extra effort or exceptional performance.
- My supervisor points out good performance right away.
- My supervisor tells me about company changes that will affect me.
- My supervisor explains why organizational changes are taking place.
- My supervisor works with me to accept new changes.
- My supervisor makes the best use of my abilities.
- My supervisor looks out for abilities not currently being used.
- My supervisor does not stand in my way.

Open-ended questions:

- What I do well:
- The 2–3 areas I want to improve:
- What support and resources do I need to do my job well?



For Managers & Supervisors

These questions can be answered using a three- or five-option scale (Never, Rarely, Sometimes, Usually, Always).

- I let my team and individual members know how they are doing.
- I let my team and individual members know what I expect from them.
- I point out ways for my team to improve.
- I give credit when it is due.
- I look for extra effort or exceptional performance.
- I point out good performance right away.
- I let my team know about company changes that will affect them.
- I let my team know why organizational changes are taking place.
- I work with my team to accept new changes.
- I make best use of my team's abilities.
- I look for team members' abilities not currently being used.
- I don't stand in my team's way.

Open-ended questions:

What I do well:

The 2–3 areas I want to improve:

What support and resources do I need to do my job well?