

SHRM Foundation Employee Engagement Survey Template

Employee Information

1. What is your job role?

- ☐ Employee
- ☐ Supervisor
- ☐ Dept. Head

2. What department do you work in?

- ☐ Administration
- ☐ Fire
- ☐ Highway
- ☐ Police

SHRM Foundation Employee Engagement Survey Template

Career Development

3. I am satisfied with my opportunities for professional growth.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

4. I am pleased with the career advancement opportunities available to me.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

5. My organization is dedicated to my professional development.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

6. I am satisfied with the job-related training my organization offers.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

7. I am satisfied that I have the opportunities to apply my talents and expertise.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

8. I am satisfied with the investment my organization makes in training and education.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

SHRM Foundation Employee Engagement Survey Template

Work Engagement

9. I am inspired to meet my goals at work.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

10. I feel completely involved in my work.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

11. I get excited about going to work.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

12. I am often so involved in my work that the day goes by very quickly.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

13. I am determined to give my best effort at work each day.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

14. When at work, I am completely focused on my job duties.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

15. In my organization, employees adapt quickly to difficult situations.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

16. Employees here always keep going when the going gets tough.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

17. Employees proactively identify future challenges and opportunities.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

18. Employees in my organization take the initiative to help other employees when the need arises.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

19. Employees here are willing to take on new tasks as needed.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

20. Employees in my organization willingly accept change.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

SHRM Foundation Employee Engagement Survey Template

Compensation

21. I am satisfied with my overall compensation.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

22. I am compensated fairly relative to my local market.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

SHRM Foundation Employee Engagement Survey Template

Relationship Management

23. Communication between senior leaders and employees is good in my organization.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

24. I am able to make decisions affecting my work.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

25. Management within my organization recognizes strong job performance.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

26. My supervisor and I have a good working relationship.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

27. My coworkers and I have a good working relationship.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

28. Senior management and employees trust each other.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

29. Employees treat each other with respect.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

SHRM Foundation Employee Engagement Survey Template

Benefits

30. I am satisfied with my total benefits package.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

31. I am satisfied with the healthcare-related benefits offered by my organization.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

32. I am satisfied with the amount of paid leave offered by my organization.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

33. I am satisfied with the retirement plan offered by my organization.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

34. I am satisfied with the workplace flexibility offered by my organization.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

SHRM Foundation Employee Engagement Survey Template

Work Environment

35. My organization has a safe work environment.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

36. I am satisfied with my overall job security.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

37. My organization's work positively impacts people's lives.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

38. My organization operates in a socially responsible manner.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

39. My organization's fiscal well-being is stable.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

40. I am satisfied with the culture of my workplace.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

41. I understand how my work impacts the organization's business goals.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

42. My organization is dedicated to diversity and inclusiveness.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree

43. Should the Town change the time off policy by allowing employees to use vacation and sick time on an hourly basis instead of full and half day increments only?

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral/Neither agree nor disagree
- ☐ Agree
- ☐ Strongly Agree
- ☐ Comments

44. Do you have any other comments, questions, or concerns?