

EVP

Employee Survey Template

This survey template is a list of questions that can be used as a jumping-off point to create your own survey for your employees. We recommend choosing between 25 and 30 questions.



Job Responsibilities

What do you find to be the most valuable aspects about working here?

Do you believe that the work you do is valuable to our company? Why or why not?

Are you given actionable feedback by your managers on a regular basis?

Do you feel that your work is rewarding?

Do you feel like your unique skills and talents are being utilized at your job?

Do the actions of your manager show they value the perspective you bring to the team, even if it is different from their own?

Do you feel positively challenged by your work?
Do you find it too hard or too easy? Explain.

Are you encouraged to experiment with new ideas within your area of work?



Benefits

Do you feel we're supporting your plans for retirement?

Are you provided fair compensation for the work you provide for our company?

Do you think our PTO offerings contribute to a fulfilling work-life balance?

Do you feel pressured to not use your PTO days?

Do you use all of your PTO time each year?

Are you able to get the healthcare you need with our health insurance offerings?

What employee benefits do you value the most?



Company Culture

Please describe our company culture in a few sentences.

Does our company culture positively influence your productivity and morale?

Are you given opportunities to socialize with coworkers outside of work hours?

Do you feel you have a healthy work-life balance? Why or why not?

What are some of your favorite non-work related activities that we've done as a group?

Are you given opportunities to volunteer or give back to your community through our company?



Executive Leadership

Does our CEO/President/Founder/etc. take time to get to know their employees? Why or why not?

Do you feel comfortable going to your managers when you need help?

Do you feel that the CEO/President/etc. is effective at their role? Why or why not?

Do you feel that your managers have your best interests at heart? Why or why not?



Career Growth

Do you feel that you have opportunities for growth within the company?

Are you encouraged to explore learning opportunities outside of your job?

Are you encouraged to learn more within your job?



DEI

Does your company strive to recruit from diverse sources?

What's something that we can do to make this company a more diverse and inclusive place?

Does our company promote social justice, community engagement, and sustainability?



Work Environment

What do you like or dislike about our office itself and our facilities?

What do you like or dislike about the location of our office?

Do you feel like you can be yourself at work?
How could this be improved?

Do you appreciate the option to work remotely?
How does it affect your productivity?



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