# **Employee Satisfaction Survey Template**

## The following questions are provided as a reference; adapt them to your situation as needed.

## **Questions about work and the work environment**

On a scale of 1 to 10,

1. **Do you find your work interesting?**

|  |  |
| --- | --- |
| Not interesting at all | Very interesting |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you find your work difficult?**

|  |  |
| --- | --- |
| Not difficult at all | Very difficult |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you find your work satisfying?**

|  |  |
| --- | --- |
| Not satisfying at all | Very satisfying |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **How often is your opinion taken into consideration at work?**

|  |  |
| --- | --- |
| Never taken into consideration | Always taken into consideration |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **How likely are you to look for a new job outside the company within the next 6 months?**

|  |  |
| --- | --- |
| Very unlikely | Very likely |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you have the right tools at your disposal to adequately perform your work?**

|  |  |
| --- | --- |
| Absolutely not | Absolutely |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Are your responsibilities clear?**

|  |  |
| --- | --- |
| Not clear at all | Very clear |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you think you can grow professionally within the organization?**

|  |  |
| --- | --- |
| Absolutely not | Absolutely |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Does your position allow you to develop new skills?**

|  |  |
| --- | --- |
| Absolutely not | Absolutely |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Does your position allow you to leverage the entirety of your skills?**

|  |  |
| --- | --- |
| Absolutely not | Absolutely |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you have enough autonomy to decide how to work on a daily basis?**

|  |  |
| --- | --- |
| Not enough autonomy | Plenty of autonomy |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you think your work has a purpose?**

|  |  |
| --- | --- |
| Absolutely not | Absolutely |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Would you recommend working for the company to an acquaintance or family member?**

|  |  |
| --- | --- |
| Absolutely not | Absolutely |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

## **Financial benefits and well-being**

On a scale of 1 to 10,

1. **Are you satisfied with your compensation?**

|  |  |
| --- | --- |
| Not satisfied at all | Very satisfied |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you feel like you are getting enough recognition?**

|  |  |
| --- | --- |
| Not enough recognition | Plenty of recognition |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you think the company makes enough efforts to promote the well-being of employees?**

|  |  |
| --- | --- |
| Absolutely not | Absolutely |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Are you satisfied with the working conditions?**

|  |  |
| --- | --- |
| Not satisfied at all | Very satisfied |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you feel stressed at work?**

|  |  |
| --- | --- |
| Not stressed at all | Very stressed |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

## **Relationships with team members**

On a scale of 1 to 10,

1. **How much trust do you have in your colleagues?**

|  |  |
| --- | --- |
| Very little trust | A lot of trust |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you think your coworker are qualified for their job?**

|  |  |
| --- | --- |
| Not qualified at all | Highly qualified |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you consider that you have good relations with your coworkers?**

|  |  |
| --- | --- |
|  Absolutely not | Absolutely |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **How would you rate the communication within your team?**

|  |  |
| --- | --- |
| Not good at all | Very good |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you think the workload is fairly divided between the members of your team?**

|  |  |
| --- | --- |
| Not well divided | Very well divided |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

## **Management practices**

1. **Do you think the executive team is transparent in their decision-making?**

|  |  |
| --- | --- |
| Not transparent at all | Very transparent |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Are the communication channels used within the organization adequate?**

|  |  |
| --- | --- |
| Not adequate at all | Very adequate |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you receive enough feedback?**

|  |  |
| --- | --- |
| Not enough feedback | Plenty of feedback |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Are performance reviews conducted often enough?**

|  |  |
| --- | --- |
| Not enough | Just enough |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **Do you think the salaries are fair within the organization?**

|  |  |
| --- | --- |
| Not fair at all | Very fair |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

1. **How fairly does your superior treat every team member?**

|  |  |
| --- | --- |
| Not fairly at all | Very fairly |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

