



culture**monkey**

# 15 Employee retention survey questions to assess workplace engagement

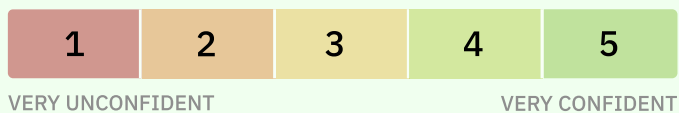
Designed for HR leaders and frontline managers, these questions help you measure intent to stay, engagement levels, and early turnover risks so you can strengthen the benefits of employee retention with timely, actionable insights.



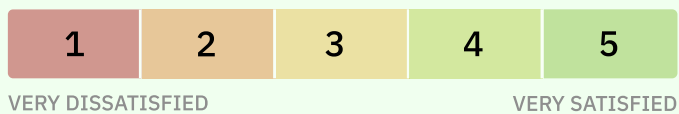
Measuring retention health means looking beyond exit interviews to understand what actually keeps people committed.

These questions capture everyday signals around growth, clarity, fairness, and support, helping you refine employee retention strategies before churn risk builds.

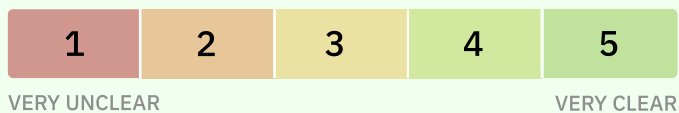
1. How confident are you in your long-term future at this organisation?



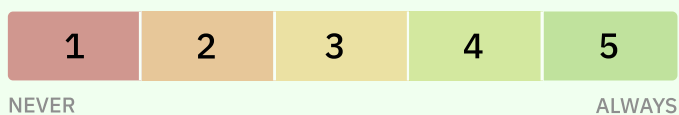
2. How satisfied are you with the learning and development opportunities offered here?



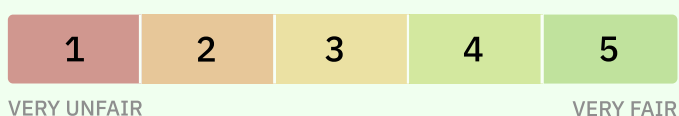
3. How clearly do you understand the expectations of your role?



4. How often does your manager support you when you need help or guidance?



5. How fair do you feel the performance expectations are within your team?



6. How satisfied are you with the growth or promotion opportunities available to you?

1	2	3	4	5
VERY DISSATISFIED			VERY SATISFIED	

7. How often do you receive meaningful recognition for your work?

1	2	3	4	5
NEVER		ALWAYS		

8. How supported do you feel during stressful or challenging moments in your job?

1	2	3	4	5
NOT AT ALL SUPPORTED			EXTREMELY SUPPORTED	

9. How satisfied are you with your current work life balance?

1	2	3	4	5
VERY DISSATISFIED			VERY SATISFIED	

10. How fairly do you feel people are treated across teams and functions?

1	2	3	4	5
VERY UNFAIRLY			VERY FAIRLY	

11. How comfortable do you feel raising feedback or concerns with your manager?

1	2	3	4	5
VERY UNCOMFORTABLE			VERY COMFORTABLE	

12. How included do you feel in decisions that affect your daily work?

1	2	3	4	5
NOT AT ALL INCLUDED			EXTREMELY INCLUDED	

13. How confident are you that your compensation matches your contribution?

1	2	3	4	5
NOT AT ALL CONFIDENT			EXTREMELY CONFIDENT	

14. How proud do you feel representing this organisation to others?

1	2	3	4	5
NOT AT ALL PROUD			EXTREMELY PROUD	

15. How likely are you to stay with this organisation for the next 12 months?

1	2	3	4	5
VERY UNLIKELY			VERY LIKELY	