



culture**monkey**

15 Employee survey questions to measure engagement, clarity, and motivation

Designed for HR leaders and managers, these questions help measure clarity, motivation, and day-to-day employee experience through a reliable employee engagement questionnaire.



Measuring engagement means listening beyond performance metrics to understand how people actually feel at work.

These employee engagement questionnaire questions capture clarity, fairness, communication, support, and intent to stay so leaders can act early, improve sentiment, and build teams that stay motivated long term.

1. How clear are your daily responsibilities and expectations at work?

1	2	3	4	5
VERY UNCLEAR			VERY CLEAR	

2. How satisfied are you with your current workload and pace?

1	2	3	4	5
VERY DISSATISFIED			VERY SATISFIED	

3. How well does your manager support you when challenges arise?

1	2	3	4	5
NOT AT ALL			FULLY SUPPORTED	

4. How comfortable do you feel giving honest feedback within your team?

1	2	3	4	5
VERY UNCOMFORTABLE			VERY COMFORTABLE	

5. How fairly do you feel people are recognized for their work here?

1	2	3	4	5
VERY UNFAIRLY			VERY FAIRLY	

6. How often do you receive helpful feedback that improves your performance?

1	2	3	4	5
NEVER			ALWAYS	

7. How motivated do you feel to do your best work each day?

1	2	3	4	5
NOT MOTIVATED			HIGHLY MOTIVATED	

8. How strongly do you feel connected to your team’s goals and priorities?

1	2	3	4	5
NOT CONNECTED			VERY CONNECTED	

9. How satisfied are you with the opportunities for career development here?

1	2	3	4	5
VERY DISSATISFIED			VERY SATISFIED	

10. How included do you feel in decisions that affect your day-to-day work?

1	2	3	4	5
NOT AT ALL INCLUDED			VERY INCLUDED	

11. How safe do you feel raising concerns or sharing suggestions?

1	2	3	4	5
VERY UNSAFE			VERY SAFE	

12. How effectively does leadership communicate company direction and changes?

1	2	3	4	5
NOT EFFECTIVE			VERY EFFECTIVE	

13. How well does your workplace support your wellbeing and work-life balance?

1	2	3	4	5
VERY POORLY			VERY WELL	

14. How proud do you feel working for this organization?

1	2	3	4	5
NOT PROUD			EXTREMELY PROUD	

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

1	2	3	4	5
VERY UNLIKELY			VERY LIKELY	