

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

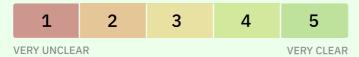
Designed for HR leaders and managers, these questions help measure clarity, motivation, and day-to-day employee experience through a reliable employee engagement questionnaire.



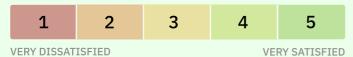
Measuring engagement means listening beyond performance metrics to understand how people actually feel at work.

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.

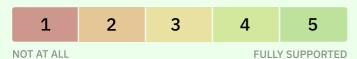
1. How clear are your daily responsibilities and expectations at work?



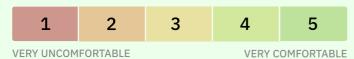
2. How satisfied are you with your current workload and pace?



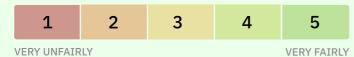
3. How well does your manager support you when challenges arise?



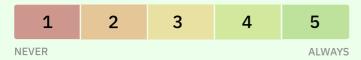
4. How comfortable do you feel giving honest feedback within your team?



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



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

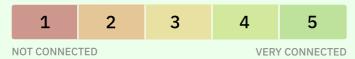


7. How motivated do you feel to do your best work each day?

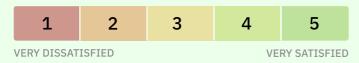
1 2 3 4 5

NOT MOTIVATED HIGHLY MOTIVATED

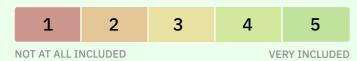
8. How strongly do you feel connected to your team's goals and priorities?



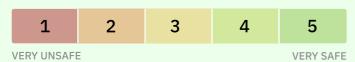
9. How satisfied are you with the opportunities for career development here?



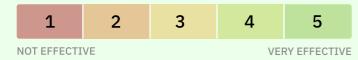
10. How included do you feel in decisions that affect your day-to-day work?



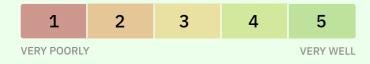
11. How safe do you feel raising concerns or sharing suggestions?



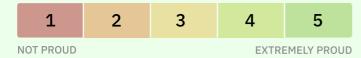
12. How effectively does leadership communicate company direction and changes?



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



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



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

