



culture**monkey**

15 Questions to strengthen your eNPS survey template for clearer employee sentiment

Designed for HR teams and managers, these questions help measure loyalty, sentiment, and engagement across roles using your eNPS survey template.



Measuring employee loyalty means going beyond one score to understand why people stay, hesitate, or advocate.

These questions help you capture daily experiences around support, clarity, fairness, recognition, and trust so you can act early, reduce churn, and build a workplace people want to recommend.

1. How likely are you to recommend this company as a place to work?

1	2	3	4	5	6	7	8	9	10
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2. How clearly do you understand expectations and priorities in your role each day?

1	2	3	4	5
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VERY UNCLEAR

VERY CLEAR

3. How supported do you feel by your manager when challenges or mistakes arise?

1	2	3	4	5
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NOT AT ALL SUPPORTED

EXTREMELY SUPPORTED

4. How fair do you feel your workload is compared with others on your team?

1	2	3	4	5
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VERY UNFAIR

VERY FAIR

5. How satisfied are you with your schedule, flexibility, and overall work-life balance?

1	2	3	4	5
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VERY DISSATISFIED

VERY SATISFIED

6. How comfortable do you feel giving feedback or raising concerns to your manager?

1	2	3	4	5
VERY UNCOMFORTABLE			VERY COMFORTABLE	

7. How often do you feel recognized or appreciated for your contributions?

1	2	3	4	5
NEVER		ALWAYS		

8. How confident are you that you have the tools and resources needed to do your job well?

1	2	3	4	5
NOT AT ALL CONFIDENT		VERY CONFIDENT		

9. How fairly do you feel people are treated across teams, regardless of background or role?

1	2	3	4	5
VERY UNFAIRLY		VERY FAIRLY		

10. How confident are you in the leadership team’s communication and decision-making?

1	2	3	4	5
NOT AT ALL CONFIDENT		VERY CONFIDENT		

11. How included do you feel in updates or decisions that affect your work?

1	2	3	4	5
NOT AT ALL INCLUDED		VERY INCLUDED		

12. How confident are you that you have growth or development opportunities here?

1	2	3	4	5
NOT AT ALL CONFIDENT		VERY CONFIDENT		

13. How proud do you feel telling others you work at this company?

1	2	3	4	5
NOT AT ALL PROUD			EXTREMELY PROUD	

14. How connected do you feel to your team and the company's direction?

1	2	3	4	5
NOT AT ALL CONNECTED			VERY CONNECTED	

15. How likely are you to continue working here over the next 12 months?

1	2	3	4	5
VERY UNLIKELY			VERY LIKELY	