

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

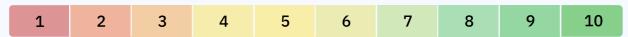
Designed for HR teams and managers, these questions help measure loyalty, sentiment, and engagement across roles using your eNPS survey template.



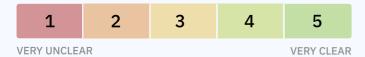
Measuring employee loyalty means going beyond one score to understand why people stay, hesitate, or advocate.

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.

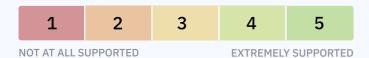
1. How likely are you to recommend this company as a place to work?



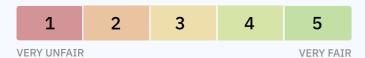
2. How clearly do you understand expectations and priorities in your role each day?



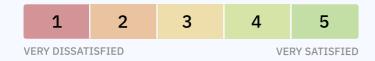
3. How supported do you feel by your manager when challenges or mistakes arise?



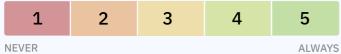
4. How fair do you feel your workload is compared with others on your team?



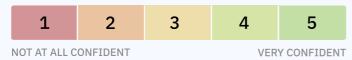
5. How satisfied are you with your schedule, flexibility, and overall work-life balance?



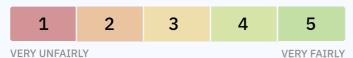




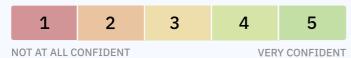
8. How confident are you that you have the tools and resources needed to do your job well?



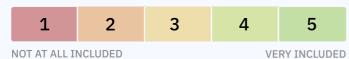
9. How fairly do you feel people are treated across teams, regardless of background or role?



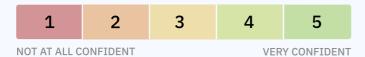
10. How confident are you in the leadership team's communication and decision-making?



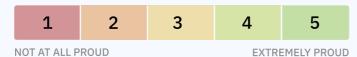
11. How included do you feel in updates or decisions that affect your work?



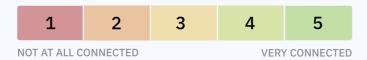
12. How confident are you that you have growth or development opportunities here?



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



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



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

