

Employee Engagement Questions



Peakon bases its questions on a well-established metric: The Employee Net Promoter Score (eNPS). eNPS prompts people to consider the many factors that influence engagement with one simple question, to be answered on a scale of 0 to 10.

How likely is it you would recommend [Company Name] as a place to work?

Additional questions to then measure the outcomes of engagement are:

If you were offered the same job at another organisation, how likely is it that you would stay with [Company Name]?

Overall, how satisfied are you working for [Company Name]?

How likely is it you would recommend [Company Name] products or services to friends and family?

Peakon's 'driver' questions

The following 41 questions, also to be answered from 0 to 10, help companies to determine what is influencing their employee engagement.

Questions to measure **Accomplishment**



Most days I feel a sense of accomplishment from what I do.



I have the opportunity to do challenging things at work.

Questions to measure **Autonomy**



I'm given enough freedom to decide how to do my work.



I'm satisfied with the amount of flexibility I have in my work schedule.



I have the option to work remotely when I'd like to.

Questions to measure **Environment**



My physical work environment contributes positively to my ability to do my job.



I can easily find space away from my desk for conversations and collaboration with others.



When I need a break, my workplace has spaces to chat and relax with others.



I have the materials and equipment I need to do my job well.

Questions to measure **Freedom of Opinions**



At work, my opinions seem to be valued.



My manager cares about my opinions.



My co-workers welcome opinions different from their own.

Questions to measure **Goal Setting**



At work, I know what I'm expected to deliver.



I understand how my work supports the goals of my team.

Questions to measure **Growth**



I feel that I'm growing professionally.



I see a path for me to advance my career in our organisation.



My job enables me to learn and develop new skills.



Either my manager or a mentor encourages and supports my development.

Questions to measure **Management Support**



My manager provides me with the support I need to complete my work.



My manager cares about me as a person.



My manager communicates openly and honestly with me.

Questions to measure **Meaningful Work**



The work I do is meaningful to me.



At work, I have the opportunity to use my strengths every day.



I see how my work contributes to positive outcomes for our customers.

Questions to measure **Organisational Fit**



[Company Name]'s values provide a good fit with the things that I consider important in life.



[Company Name] really cares about my mental well-being.



Working here, I feel that I can live a physically healthy lifestyle.



People from all backgrounds are treated fairly at [Company Name].



If I experienced serious misconduct at work, I'm confident [Company Name] would take action to rectify the situation.

Questions to measure **Peer Relationships**



I can count on my co-workers to help out when needed.



I see [Company Name] as the kind of place where I could make friends.



My coworkers are committed to doing quality work.

Questions to measure **Recognition**



If I do great work, I know that it will be recognised.



I get enough feedback to understand if I'm doing my job well.

Questions to measure **Reward**



I am fairly rewarded (e.g. pay, promotion, training) for my contributions to [Company Name].



The processes for determining pay in our organisation seem fair and unbiased.



I can have well-informed and constructive conversations with my manager about pay.

Questions to measure **Strategy**



The overall business goals and strategies set by senior leadership are taking [Company Name] in the right direction.



Our organisation does a good job of communicating the goals and strategies set by senior leadership.



I'm inspired by the purpose and mission of our organisation.

Questions to measure **Workload**



The demands of my workload are manageable