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# Employee Engagement Survey Sample & Worksheet

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MaxPeople has developed an Employee Engagement Survey that covers a wide range of **key areas** which contribute to workplace culture and engagement.

KEY AREA	DESCRIPTION
Work Environment	Addresses the Employee’s general attitude towards the organization.
Employee Relations and Issue Resolution	Provides insight into how challenges are addressed in the organization.
Communication	Focuses on the efficacy of the flow of communication in the organization.
Policies, Pay and Benefits	Determines whether employees understand the basic Company policies and procedures.
Performance Management	Establishes whether employees understand performance management process and their attitude towards it.
Leadership/Management	Measures the overall attitude of the employee towards the Leaders in an organization.

The quantitative questions used are measured on a 5-point scale to enable the calculation of an overall score as well as comparisons year over year. In addition, asking a few open-ended questions throughout the survey will help you gain valuable insight into what your employees think about your organization.

Once your employees have completed the engagement survey, the next steps are to analyze the data, conduct follow-up meetings (where your employees give you suggestions on how to improve those areas where you struggle), present your data back to your employees, *and create an action plan*. Remember, it is far worse to do an engagement survey and ignore the data, than to not do the survey at all.

We have provided sample open-ended questions to get you going, check out the following pages for your sneak peek.















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Investing in employee engagement and identifying areas of improvement, can transform your workforce into a high-performing team. Make this a reality with MaxPeople, we can help you unlock your team's full potential.



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