

EMPLOYEE ENGAGEMENT & PURPOSE SURVEY (BRIEF)

Welcome to the *Employee Engagement & Purpose 24*. Thank you in advance for your participation - it is important to your company.

1. There are 20 multiple choice and 4 brief comment questions in this survey.
2. Estimated completion time is 6-7 minutes.
3. You can complete this survey on your computer, notebook, or phone, or in print format
4. We are specifically looking for your open and honest opinion and input on all questions.

CONTROL

Questions 1-5 are about the need for control at work. Control is:

- Having some level of independence in how you perform your work.
- Having the necessary resources and materials to do your work to the best of your ability.

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
1. I have the tools and resources I need to do my job well.	1	2	3	4	5	6	7
2. I am empowered to complete my work I the way I see best.	1	2	3	4	5	6	7
3. I have the appropriate amount of information to make correct decisions about my work.	1	2	3	4	5	6	7
4. I have received the training I need to do my job well.	1	2	3	4	5	6	7
5. I have the freedom to choose how to best perform my job.	1	2	3	4	5	6	7

COMPETENCE

Questions 6-10 are about the need for competence at work. Competence is:

- Having the opportunity to use your natural strengths and skills at work.
- Having the opportunity to learn new skills and gain new experiences related to your work.

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
6. I am frequently given opportunities to develop new skills work.	1	2	3	4	5	6	7
7. I feel challenged and stretched in my job in a way that results in personal growth.	1	2	3	4	5	6	7
8. At work, I have the opportunity to do what I do best most of the time.	1	2	3	4	5	6	7
9. I regularly receive some type of recognition for my efforts and contributions.	1	2	3	4	5	6	7
10. I understand how my work contributes to the overall success of the organization.	1	2	3	4	5	6	7

CONNECTION

Questions 11-15 are about the need for connection at work. Connection is:

- Feeling like you belong in the organization.
- Feeling valued by your team and organization.

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
11. I feel comfortable in this organization’s culture.	1	2	3	4	5	6	7
12. Our organization values staff input.	1	2	3	4	5	6	7
13. Our team values each other’s opinions.	1	2	3	4	5	6	7
14. I the past six months, someone at work has talked to be about my performance.	1	2	3	4	5	6	7
15. I feel like I belong here.	1	2	3	4	5	6	7

PURPOSE

Questions 16-20 are about the need for purpose at work. Purpose is:

- Knowing that you are making a significant difference in the lives of others.
- Knowing why the company does what it does.

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
16. My organization has a clearly written purpose statement.	1	2	3	4	5	6	7
17. My organization regularly discusses its purpose with its staff.	1	2	3	4	5	6	7
18. I feel energized by my organization’s purpose.	1	2	3	4	5	6	7
19. My job provides me with a sense of meaning and purpose.	1	2	3	4	5	6	7
20. The values of my organization are important to me.	1	2	3	4	5	6	7

YOUR INSIGHTS AND SUGGESTIONS

Questions 21-24 provide you with an opportunity to provide your insights and suggestions that may help improve employee engagement and company purpose overall. Please do not leave any of the four questions blank. We value your input.

21. What two actions can you personally take in the next 60 days to improve overall engagement?

22. What one action do you think leaders can take in the next 60 days to improve overall engagement?

23. Beyond making a profit, why does this organization do what it does?

24. How does your personal sense of purpose align with the purpose of this organization?
