

Recommended Survey Questions

Conduct your survey with a small group within your department to ease the review process and be sure to set a time limit to complete. Customize these questions by creating answer choices and organizing them into different question types such as multiple choice, rating scale, open-ended, matrix, ranking, etc.

Below are several questions broken up into categories to help get you started:

Benefits:

1. What employee benefits are a priority to you?
2. If you could add any benefit to your benefits package, what would they be and why?
3. Have you read or heard about any interesting benefit-related initiatives you would like to mention?

Professional Development Opportunities:

1. Explain why professional development is so important.
2. How valuable do you think a webinar would be once a quarter, as a team?
3. How can our organization better support you in exploring your professional interests and goals?

Job Flexibility:

1. Do you feel you are provided with an adequate amount of paid time off? Explain.
2. In one sentence, give an honest comment on how flexible the organization (or your department) is.
3. What does a flexible workplace mean to you?

Competitive Pay:

1. Are there any programs you would take advantage of to supplement your pay (scholarship opportunities, reimbursement programs, mentorship programs, etc.)?
2. Are you satisfied with your overall compensation? Explain.
3. Which benefit(s) do you value the most?

Company Culture/Community Involvement:

1. How well do you think the company showcases their commitment to diversity, equity, and inclusion?
2. How does the work you do contribute to fulfilling our organization's mission? Explain.
3. What do you think the company could do to improve its impact in the community?