

Employee Engagement Survey Template

Employee Information

1. What is your job role?

- Administrator Staff (e.g., Classified/CSEA, L39, Confidentials)
- Full-time Faculty Temporary Staff/Faculty
- Part-Time Faculty
- Other (please specify)

2. Where do you work (select the best option)?

- Main Campus
- Alisal Campus
- South County (King City, Soledad, Gonzales, ...)
- Correctional Services
- Other (please specify)

3. What department do you work in?

- Academic Affairs** (e.g., Athletics, Nursing & Allied Health, CTE/Workforce development, Enrollment Management, Accreditation, Hispanic Serving Initiatives Western Stage)
- Administrative Services** (e.g., Facilities, Public Safety & Emergency Management, Food Services, Business Office, Human Resources)
- Advancement and Development/Foundation**
- Information and Technology Resources (ITR)**
- Student Affairs** (e.g., Crisis Counseling, Enrollment Services, Student Success, Student Life, Equity Programs: DSPS, EOPS, CalWORKS, TRIO, College Readiness)
- Superintendent/President's Office (includes IPRE)**
- Other (please specify)

Employee Engagement Survey Template

Career Development

4. I am satisfied with my opportunities for professional growth.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

5. I am pleased with the career advancement opportunities available to me.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

6. My organization is dedicated to my professional development.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

7. I am satisfied with the job-related training my organization offers.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

8. I am satisfied that I have the opportunities to apply my talents and expertise.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

9. I am satisfied with the investment my organization makes in training and education.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

Employee Engagement Survey Template

Work Engagement

10. I am inspired to meet my goals at work.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

11. I feel completely involved in my work.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

12. I get excited about going to work.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

13. I am often so involved in my work that the day goes by very quickly.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

14. I am determined to give my best effort at work each day.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

15. When at work, I am completely focused on my job duties.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

16. In my organization, employees adapt quickly to difficult situations.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

17. Employees here always keep going when the going gets tough.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

18. Employees proactively identify future challenges and opportunities.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

19. Employees in my organization take the initiative to help other employees when the need arises.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

20. Employees here are willing to take on new tasks as needed.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

21. Employees in my organization willingly accept change.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

22. I am satisfied with my overall compensation.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

23. I am compensated fairly relative to my local market.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

Employee Engagement Survey Template

Relationship Management

24. Communication between senior leaders and employees is good in my organization.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

25. I am able to make decisions affecting my work.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

26. My manager recognizes strong job performance.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

27. My supervisor and I have a good working relationship.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

28. My coworkers and I have a good working relationship.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

29. Senior management and employees trust each other.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

30. Employees treat each other with respect.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

Employee Engagement Survey Template

Benefits

31. I am satisfied with my total benefits package.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

32. I am satisfied with the healthcare-related benefits offered by my organization.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

33. I am satisfied with the amount of paid leave offered by my organization.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

34. I am satisfied with the retirement plan offered by my organization.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

35. I am satisfied with the workplace flexibility offered by my organization.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

Employee Engagement Survey Template

Work Environment

36. My organization has a safe work environment.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

37. I am satisfied with my overall job security.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

38. My organization's work positively impacts people's lives.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

39. My organization operates in a socially responsible manner.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

40. My organization's fiscal well-being is stable.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

41. I understand how my work impacts the organization's business goals.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

42. My organization is dedicated to diversity and inclusiveness.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

43. I am satisfied with the culture of my workplace.

- | | |
|--|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |