

Employee Engagement Survey

30-Question Anonymous Engagement Assessment | HR Kingsman — Arseel Nasher

■ This survey is anonymous. Results will be compiled and shared at team level only (minimum 5 respondents). Please answer honestly — your feedback directly shapes our workplace. Scale: 1 = Strongly Disagree, 5 = Strongly Agree.

■ SURVEY DETAILS

Department (optional)		Survey Period	
Tenure	■ <1yr ■ 1–3yr ■ 3–5yr ■ 5+yr	Job Level	■ Junior ■ Mid ■ Senior ■ Lead

■ 1. ROLE & CLARITY

#	Statement	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	Comments
1	I clearly understand what is expected of me in my role.	■	■	■	■	■	
2	I have the tools, resources, and authority to do my job effectively.		■	■	■	■	
3	My goals are clear and directly linked to the organization's objectives.	■		■	■	■	
4	I receive regular, meaningful feedback on my performance.	■	■	■	■	■	

■ 2. MANAGEMENT & LEADERSHIP

#	Statement	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	Comments
1	My direct manager treats me with respect and fairness.	■	■	■	■	■	
2	My manager provides clear direction and communicates openly.		■	■	■	■	
3	Leadership in this organization makes decisions I trust.	■	■	■	■	■	
4	Senior leadership demonstrates the values they communicate.	■	■	■	■	■	
5	My manager supports my career development and growth.	■	■	■	■	■	

■ 3. GROWTH & DEVELOPMENT

#	Statement	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	Comments
1	I have opportunities to learn and develop new skills in my role.	■	■	■	■	■	
2	There are clear career progression opportunities available to me.		■	■	■	■	
3	The organization invests in my professional development.	■	■	■	■	■	
4	I am challenged with meaningful work that uses my skills.	■	■	■	■	■	

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■ 4. RECOGNITION & REWARD

#	Statement	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	Comments
1	My contributions are recognized and valued by my manager.	☐	☐	☐	☐	☐	
2	My compensation is fair compared to similar roles in the market.	☐	☐	☐	☐	☐	
3	High performance is recognized and rewarded appropriately.	☐	☐	☐	☐	☐	
4	I feel proud to work for this organization.	☐	☐	☐	☐	☐	

■ 5. CULTURE & ENVIRONMENT

#	Statement	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	Comments
1	I feel psychologically safe to speak up, share ideas, and raise concerns.	☐	☐	☐	☐	☐	
2	I experience a positive, respectful, and inclusive work environment.	☐	☐	☐	☐	☐	
3	There is good collaboration and teamwork across departments.	☐	☐	☐	☐	☐	
4	I have a healthy work-life balance in my current role.	☐	☐	☐	☐	☐	
5	I would recommend this organization as a great place to work.	☐	☐	☐	☐	☐	

■ 6. ENGAGEMENT & COMMITMENT

#	Statement	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	Comments
1	I am proud to tell others I work for this organization.	☐	☐	☐	☐	☐	
2	I plan to be working here in 12 months.	☐	☐	☐	☐	☐	
3	I am motivated to go above and beyond what is required of me.	☐	☐	☐	☐	☐	
4	Overall, I am satisfied with my job.	☐	☐	☐	☐	☐	

■ OPEN-ENDED QUESTIONS

Question	Your Answer
What is the ONE thing we should start doing to improve your experience at work?	
What is the ONE thing we should stop doing or do differently?	
What is your greatest source of motivation in your current role?	
Any other feedback for leadership or HR?	