

# The Complete List of Employee Engagement Survey Questions

Measuring employee engagement is critical to building a team culture that attracts and retains top talent. Research tells us that the strongest teams share three primary characteristics: rapport, maximization, and clarity. Our complete list of employee engagement questions allows you to directly measure those components, telling you where you're winning and where there may be culture gaps. Each question should use a 1-5 scale system for tracking consistency.

## Rapport

- I am comfortable giving honest feedback to my team.
- I have confidence and trust in my leader.
- I am encouraged to come up with new and better ways of doing things.
- I enjoy collaborating with my team.
- I am comfortable asking for help when I need it.
- I feel like my team greatly values me.

## Maximization

- I am regularly recognized and appreciated for the work I do.
- I have the opportunity to use my individual strengths frequently in my role.
- I am strongly valued for the unique strengths I bring to the team.
- There are clear opportunities for my growth and development here.
- I have regular conversations with my leader about my development.
- My leader helps me to reflect on the progress I have made in my role.

## Clarity

- I understand what success looks like in my role.
- I understand how my work contributes to our organization's mission.
- Our team goals align with the primary goals of our organization.
- The work I do every day directly contributes to the success of our team.
- The information I need to do my job is always made available to me.
- I have access to the resources I need to grow in my role.

We'd love to tell you more. [Request a demo](#) here to chat with our team about how LeadR can make your employee engagement surveys simple and actionable.