



Employee Engagement Assessment Questions

Rating scale questions use a 5-point Likert scale indicating employees' level of agreement with each statement (5=strongly agree; 1=strongly disagree).

I. SALARY AND BENEFITS

1. I believe my salary is fair for my responsibilities
2. I am satisfied with the amount of vacation I receive
3. I am satisfied with the sick leave policy
4. This organization has benefits that are competitive with other area health care organizations
5. I am satisfied with the retirement plan benefits
6. I am satisfied with the insurance plans including health, life and disability

II. CAPACITY TO ENGAGE

7. I believe my job is secure
8. The workload in my department is distributed fairly
9. Employees generally receive the orientation they need to be able to perform their jobs properly
10. I receive enough training to do my job well
11. I am encouraged to continually learn new skills
12. I have a good work/life balance
13. I am kept up to date on the organization's plans, events, and changes
14. My supervisor works to remove barriers that interfere with me doing my best
15. My supervisor tells me when my work needs to be improved
16. My work group has the resources (finances, equipment, etc.) necessary to do high-quality work
17. I have confidence in senior leaders to carry out the organization's strategic plan

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling \$10,000,000 with 100% funded by HRSA/HHS and \$0 amount and 0% funded by non-government sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by HRSA/HHS, or the U.S. Government.

III. MOTIVATION TO ENGAGE

18. The performance feedback process is fair and objective
19. There is reasonable consistency between departments in how policies and procedures are followed
20. My supervisor treats me with respect
21. My supervisor tells me when I do my work well
22. I like the type of work that I do
23. I get a very strong sense of pride and accomplishment from the work I do
24. My job makes good use of my abilities
25. I like the people I work with
26. I feel part of a team working toward shared goals
27. By doing good work, I can count on growing within this organization
28. I feel valued by this organization
29. I am willing to work hard to help this organization

IV. FREEDOM TO ENGAGE

30. My supervisor asks me for input to help make decisions
31. My supervisor treats me fairly
32. I can trust what I am told by my supervisor
33. I can take action to help a patient or coworker without being second-guessed by my supervisor
34. I feel encouraged to come up with new and better ways of doing things
35. I have a clear understanding of what is expected of me
36. The people I work with discuss and resolve conflicts rather than ignore or avoid them
37. The people I work with look for ways to improve the way we work

V. STRATEGIC ENGAGEMENT

38. Senior leaders here serve as role models our values and standards
39. My supervisor sets a personal example of excellent service to customers, either internal or external
40. All staff are held accountable for behaving consistently with our organization's values
41. The people I work with maintain their focus even when they encounter potential distractions
42. I understand the long-term plan of this organization
43. There is a clear link between what I do and organizational goals

44. This organization has a reputation in the community for providing excellent patient care
45. We do a good job showing patients that we care about them and their needs
46. Quality is a top priority in this organization

VI. GENERAL

47. Given a choice, I am likely to continue working at this organization
48. I would recommend employment here to my friends and family
49. If you responded "Neutral", "Disagree", or "Strongly Disagree" to the above question, please tell us more about why you wouldn't recommend that your friends or family work here.
50. What do you like most about working here?
51. What suggestions do you have for making this a better place for you to work?