



Employee Survey Question Examples From Drive Research

How to Use This Guide

Thanks for downloading Drive Research's Employee Survey Question Examples.

This guide includes sample employee survey questions across key categories like engagement and satisfaction, leadership and manager effectiveness, career growth, workload and wellbeing, DEI and belonging, retention risk, and eNPS. The questions are written in plain language and follow survey best practices, with response formats that make results easier to analyze and act on.

Choose the topics that match your goals, then copy the questions into your survey platform and customize the bracketed fields (like [Company Name] or [Department]). You can adjust wording, add or remove questions, and tailor response options based on your workforce and the level of detail you want in reporting.

These examples are meant to help you build a focused survey that respects employees' time while still delivering clear direction for leaders. If you want help tailoring questions to your organization or building a full survey plan, **contact our team directly via our [website](#) or emailing projects@DriveResearch.com.**

Get honest feedback with a third-party employee survey

Drive Research designs, administers, and analyzes employee surveys as an independent third party so your team can act on better insights, not guesswork.

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Types of Questions for Effective Employee Surveys

Multiple Choice

When to use: When answers fall into clear categories, or you want to segment results without overcomplicating the survey.

Likert Scale (Agreement)

When to use: To measure attitudes like trust, fairness, clarity, or support in a consistent way across the organization.

Rating Scale

When to use: To capture intensity, satisfaction, or likelihood, especially for benchmarks and tracking over time.

Yes/No

When to use: For simple qualifiers or to confirm whether something is happening at all.

Frequency Scale

When to use: When you want to understand how often a behavior or experience occurs, not just whether people agree with a statement.

Short Answer

When to use: For quick, specific input that you may want to categorize later, without asking for a long explanation.

Long Answer (Open-Ended)

When to use: For richer feedback on what to improve, what to keep, and why employees feel the way they do. Keep these limited so you do not increase survey fatigue.

Matrix/Grid

When to use: To rate multiple related areas efficiently, like manager behaviors or aspects of culture. Use carefully, since grids can be harder on mobile.

eNPS (Employee Net Promoter Score)

When to use: As a simple engagement indicator you can track over time, ideally paired with a follow-up question for context.

Employee Survey Question Examples

Overall Engagement and Satisfaction

- Overall, how satisfied are you with your job?
 - Very dissatisfied
 - Dissatisfied
 - Neutral
 - Satisfied
 - Very satisfied
- How likely are you to recommend [Company Name] as a place to work? (0–10)

Career Growth and Development

- How clear is your path for growth at this organization?
 - Not at all clear
 - Slightly clear
 - Moderately clear
 - Very clear
 - Extremely clear
- How satisfied are you with your opportunities to develop new skills?
 - Very dissatisfied
 - Dissatisfied
 - Neutral
 - Satisfied
 - Very satisfied

Retention Intent to Stay

- How likely are you to still be working here one year from now?
 - Very unlikely
 - Unlikely
 - Not sure
 - Likely
 - Very likely
- How confident are you in the organization's direction over the next year?
 - Not at all confident
 - Slightly confident

- Moderately confident
- Very confident
- Extremely confident

Leadership Trust and Communication

- How much do you trust senior leadership to make good decisions?
 - Not at all
 - A little
 - A moderate amount
 - A lot
 - A great deal
- How informed do you feel about changes that impact your day-to-day work?
 - Not at all informed
 - Slightly informed
 - Moderately informed
 - Very informed
 - Extremely informed

Workload and Wellbeing

- How well are you able to maintain a healthy balance between work and personal life?
 - Not well at all
 - Slightly well
 - Moderately well
 - Very well
 - Extremely well
- How often do you feel overwhelmed by your workload?
 - Never
 - Rarely
 - Sometimes
 - Often
 - Always
- How often do you feel burned out at work?
 - Never
 - Rarely
 - Sometimes
 - Often
 - Always