# culturemonkey

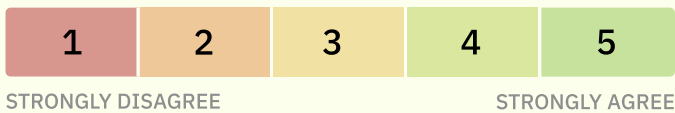# 20 Essential Questions to Build a Strong Employee Engagement Model

Building a strong employee engagement model starts with listening to what employees truly need and expect from their workplace. Gathering actionable insights is key, and asking the right questions can make all the difference.

This guide offers 20 essential questions to evaluate critical engagement areas such as communication, leadership support, recognition, and growth. Organizations can identify strengths, address challenges, and foster a more committed, motivated, and thriving workforce.
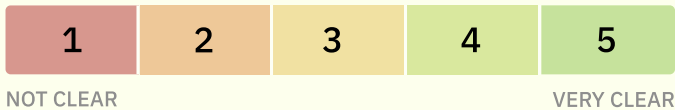
1. Are you satisfied with your current role and responsibilities?

1	2	3	4	5

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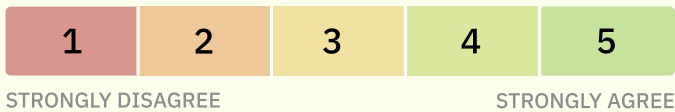
2. Do you feel recognized for your contributions at work?

1	2	3	4	5

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3. Is communication within your team open and effective?

1	2	3	4	5

NOT CLEAR · VERY CLEAR

4. Does your manager support your professional development?

1	2	3	4	5

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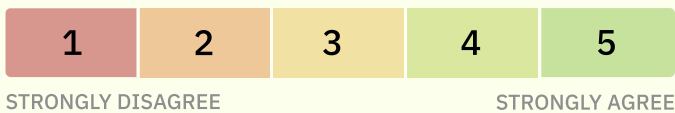
5. Do you have sufficient opportunities for career advancement?

1	2	3	4	5

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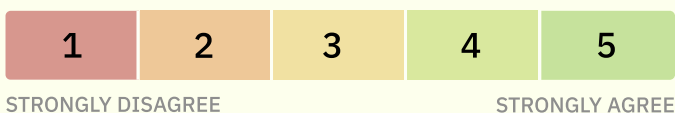
6. Do you believe in the values and mission of this organization?

1	2	3	4	5

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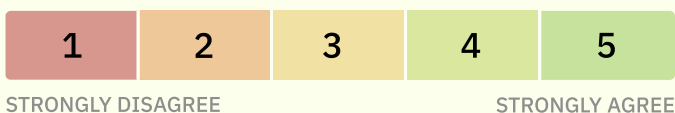
7. Are teamwork and collaboration encouraged and effective?

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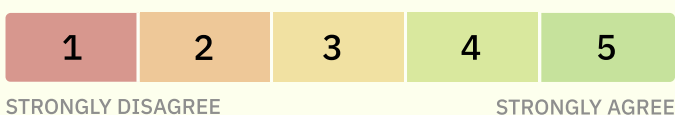
8. Do you have the autonomy to make decisions in your work?

| 1 | 2 | 3 | 4 | 5 |

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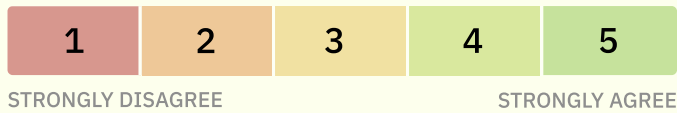
9. Do you receive regular and constructive feedback on your performance?

| 1 | 2 | 3 | 4 | 5 |

NEVER · ALWAYS

10. Can you maintain a healthy work-life balance?

| 1 | 2 | 3 | 4 | 5 |

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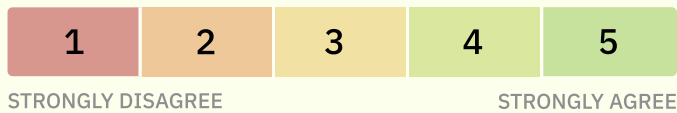
11. Is leadership approachable and receptive to employee input?

| 1 | 2 | 3 | 4 | 5 |

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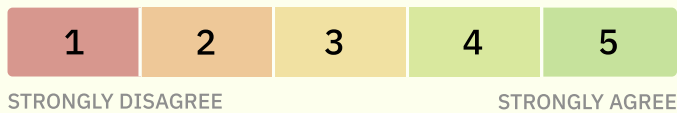
12. Does the organization provide adequate training and development opportunities?

| 1 | 2 | 3 | 4 | 5 |

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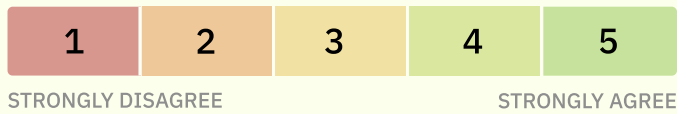
13. Do you trust senior leadership to make sound decisions?

| 1 | 2 | 3 | 4 | 5 |

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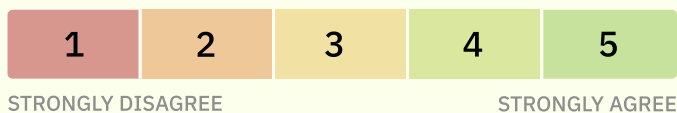
14. Is the work environment inclusive and supportive?

| 1 | 2 | 3 | 4 | 5 |

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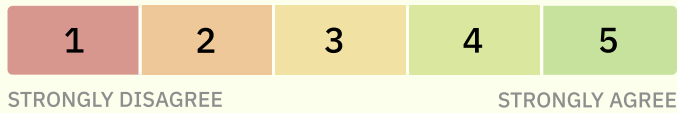
15. Are your job expectations and responsibilities clearly defined?

| 1 | 2 | 3 | 4 | 5 |

NOT CLEAR · VERY CLEAR
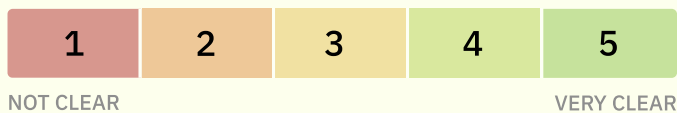
16. Do you feel motivated to do your best at work?

| 1 | 2 | 3 | 4 | 5 |

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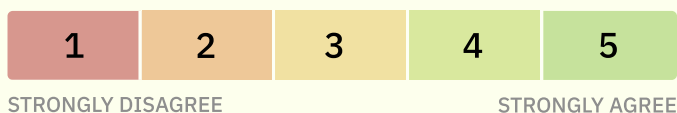
17. Is your workload manageable?

1	2	3	4	5

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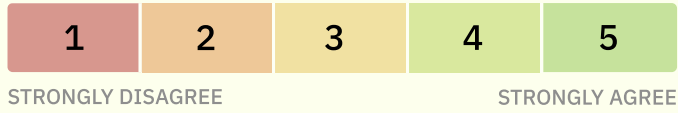
18. Do you have the tools and resources you need to perform your job well?

1	2	3	4	5

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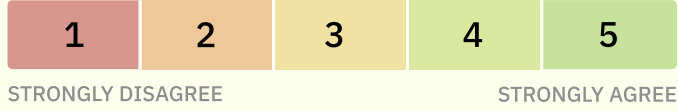
19. Does the organization communicate important updates effectively?

1	2	3	4	5

NOT CLEAR · VERY CLEAR

20. Are you encouraged to share new ideas and solutions?

1	2	3	4	5

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