

Key Staff Survey Questions You Should Be Asking

We love helping organisations understand their staff better, even more so if we can help achieve improved engagement and involvement. We want to share some pointers on key questions to ask which will help you get your staff survey right.

Feel free to use these sample questions for your own purposes (not resale), and any attribution to WorkInConfidence would be greatly appreciated.

You will see that most of the sample questions have an answer based on a scale. There are many versions of “Scale Sliders” - but here is one idea/example:



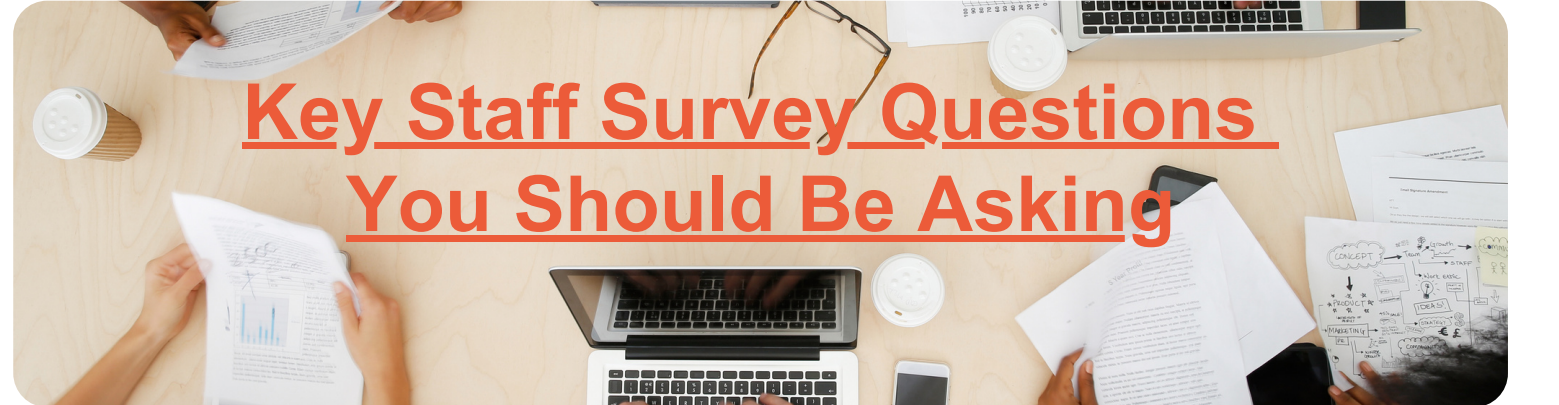
If you would like to know more about WorkInConfidence employee surveys, please visit:

<https://www.workinconfidence.com/employee-engagement-surveys-improve-organisational-health/>

Or to book a demo please follow this link:

<https://www.workinconfidence.com/book-a-demo/>





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WorkInConfidence Sample Survey Questions:

Gauging a sense of purpose:

- I understand the mission, vision, and values of our organisation (*Scale*)
- I believe in the mission and vision? (*Scale*)

How valued do your staff feel?

- I feel valued by the organisation (*Scale*)
- I feel valued by my line manager (*Scale*)

Training & Development:

- I get regular training opportunities to help me learn and develop (*Scale*)
- The training I receive is appropriate to my role and of a high standard (*Scale*)

Career Progression:

- I am provided with the opportunity to develop my skills at work (*Scale*)
- I have good promotion/career progression opportunities (*Scale*)

Communications:

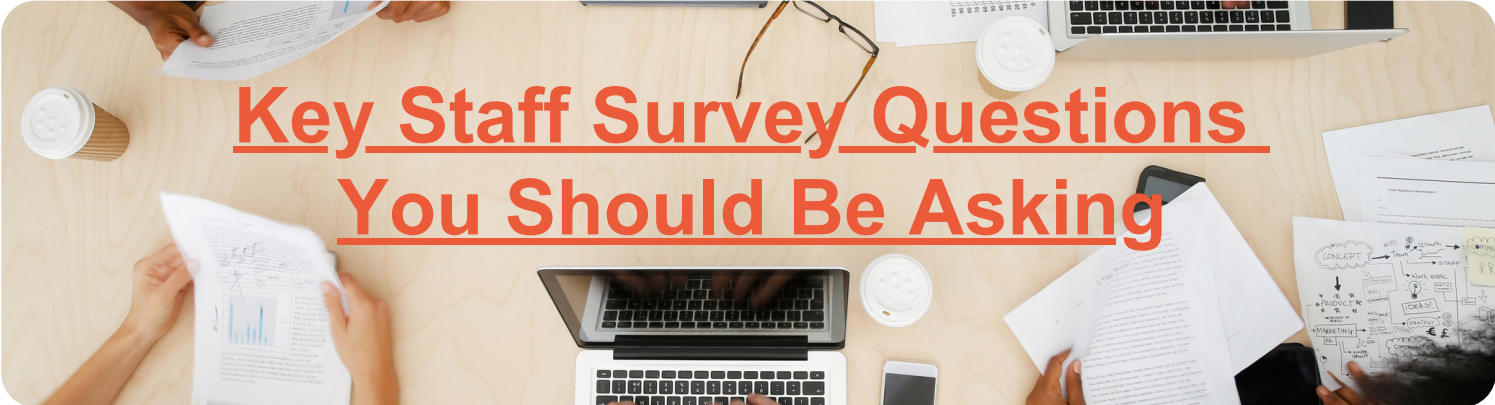
- I have a good level of access to what is going on in the organisation (*Scale*)
- I have good access to the necessary information to perform my job well (*Scale*)

Resources:

- I have the appropriate resources to do my job (*Scale*)
- In order to perform my role well I need.... (*Free Text*)

Continued.....





Key Staff Survey Questions You Should Be Asking

WorkInConfidence Sample Survey Questions continued....

Resources:

- I have the appropriate resources to do my job (Scale)
- To perform my role well I need.... (Free Text)

Ability to contribute:

- Management welcome suggestions and ideas from staff (Scale)
- Staff ideas are acted upon (Scale)

Autonomy:

- I am given flexibility when performing my job? (Scale)

Friendship:

- I have a good friend or friends at work? (Scale)
- My working environment is very friendly? (Scale)

Efficacy of the organisation and its leaders:

- I believe the organisation maintains high ethical standards (Scale)
- I believe senior management consistently act ethically (Scale)

Health and Wellbeing:

- I feel that I have a good work/life balance (Scale)
- Stress at work is not a major problem for me (Scale)



About Us

At WorkInConfidence, our mission is to empower organisations to build healthier, safer, more engaged and productive workplaces. Our platform gives every employee a voice within an environment of psychological safety.

 Employee Voice	 Psychological Safety	 Leadership Insights
Creating trusted channels for authentic communication	Building environments where everyone feels safe to speak up	Providing actionable data for informed decision making leading to improved culture and organisational performance.

WorkInConfidence is used across over 100 organisations (c. 200k staff) in the private, public and not for profit sectors. We have a decade of experience delivering a highly secure, easy to use system. WorkInConfidence is registered with the ICO for data protection purposes and is IASME and Cyber Essentials Plus certified.

One Comprehensive Solution Via One Unified Online Platform

 Anonymous Two-Way Speak Up	 Open Case Logging	 Case Management
Removing fear and worry for the nervous or reticent to Speak Up about bullying and harassment, DEI, wellness or ideation.	People who are comfortable with being identified can log cases openly.	All cases (whether received via the platform or directly) can be easily stored, shared, and tracked.
 Clear Central Reporting & Actionable Insights	 Employee Forums	 Surveys
Spot patterns, emerging risks, and identify opportunities for improvement. Provide clear reporting to the Senior Leadership Team, regulators, or the Board.	Enable open discussions to learn and improve.	Gather feedback through pulse, mini or long surveys. Discover and learn from employee viewpoints.

