

Directions: The following survey contains 18 multiple choice questions and 3 open-ended questions. **For each question, please select the ONE answer that best describes how you currently feel.** On average, respondents complete the survey in less than 10 minutes. Although you are under no time constraint, please do complete the survey in one sitting.

This survey is being conducted by a consulting firm external to your organization. Your responses are completely anonymous and will be combined with many others from your organization. No one in your organization will have access to the raw data of individually completed surveys.

1. Compared to your initial expectations, how satisfied are you with your job?
 - a. Much less satisfied
 - b. Less satisfied
 - c. Same as initial expectations
 - d. More satisfied
 - e. Much more satisfied

2. Which of the following most accurately describes your feeling toward coming to work?
 - a. I hate coming to work
 - b. I dislike coming to work
 - c. I do not mind coming to work
 - d. I enjoy coming to work
 - e. I am excited to come to work

3. Imagine that a very similar job with the same pay and benefits became available at one of your organization's well-respected competitors, how interested would you be in applying for that job?
 - a. I would jump at the opportunity
 - b. Definitely interested
 - c. I would give it serious consideration
 - d. Somewhat interested
 - e. Not at all interested

4. Imagine that one of your organization's well-respected competitors called and offered you a job doing exactly what you do now. How much of a pay difference would it take for you to leave your current organization?
 - a. I would accept a pay decrease to leave
 - b. I would leave for the same pay
 - c. 10% increase
 - d. 20% increase
 - e. 30% increase or more



5. If a job came open in your department, would you recommend it to a friend?
 - a. Definitely not
 - b. Probably not
 - c. Probably
 - d. Most likely
 - e. Absolutely

6. If you could go back in time, would you decide to take your current job?
 - a. Definitely not
 - b. Probably not
 - c. Not sure
 - d. Probably
 - e. Definitely

7. How stressful do you find your job?
 - a. Extremely stressful
 - b. Quite stressful
 - c. Moderately stressful
 - d. A little stressful
 - e. Not at all stressful

8. How has this job affected your physical well-being?
 - a. Very negative effect
 - b. Somewhat negative effect
 - c. No effect
 - d. Somewhat positive effect
 - e. Very positive effect

9. How has this job impacted your personal life outside of work?
 - a. Very negative impact
 - b. Somewhat negative impact
 - c. No impact
 - d. Somewhat positive impact
 - e. Very positive impact

10. What percentage of your allotted vacation days did you take last year? (If you have not worked for a full year with this organization, please leave blank and continue to next question.)
 - a. None or almost none
 - b. Approximately one-quarter
 - c. Approximately one-half
 - d. Approximately three-quarters
 - e. All or almost all

11. Over the past 12 months, how many days did you miss work other than for scheduled vacation time, e.g., illness, family emergency, transportation difficulty, etc? (If you have not worked for this organization for a period of one year, please leave blank.) _____

For questions 12-18, level of engagement refers to one's feeling of commitment, dedication and loyalty.

12. What is your current level of engagement to your **organization**?
 - a. Highly Disengaged
 - b. Disengaged
 - c. Neutral
 - d. Engaged
 - e. Highly Engaged

13. What is your current level of engagement to your **supervisor**?
 - a. Highly Disengaged
 - b. Disengaged
 - c. Neutral
 - d. Engaged
 - e. Highly Engaged

14. What is your current level of engagement to your **team members**?
 - a. Highly Disengaged
 - b. Disengaged
 - c. Neutral
 - d. Engaged
 - e. Highly Engaged

15. What is your current level of engagement to your **job/position**?
 - a. Highly Disengaged
 - b. Disengaged
 - c. Neutral
 - d. Engaged
 - e. Highly Engaged

16. What is your current level of engagement to your primary **customers**?
 - a. Highly Disengaged
 - b. Disengaged
 - c. Neutral
 - d. Engaged
 - e. Highly Engaged

17. Overall, how engaged do you believe your supervisor is to the organization?
 - a. Highly Disengaged
 - b. Disengaged
 - c. Neutral
 - d. Engaged
 - e. Highly Engaged

18. Overall, how engaged do you believe your team members are to the work of the team?
 - a. Highly Disengaged
 - b. Disengaged
 - c. Neutral
 - d. Engaged
 - e. Highly Engaged

Open-Ended Questions

In general, what factors do you think have caused employees to **reduce** their level of engagement to this organization?

In general, what factors do you think have caused employees to **increase** their level of engagement to this organization?

What could management do to increase employees' overall level of engagement with the organization?
