

Millennials & Management Employee Survey Recommendations

Avoid Yes/No answers so you can get a more nuanced and valuable snapshot. Ranked answers reveal degrees. At the minimum, use five (5) rankings, and consider including a "Not Applicable" rank. Going beyond a range of 10 becomes burdensome for respondents.

Ranked Answers Example:

1. Strong Disagree
2. Disagree
3. Neutral
4. Agree
5. Strong Agree
6. NA

Survey Question Examples:

The following is a long survey. Also consider shortening by choosing 2-3 questions from each section.

1. I am interested in my work.
2. I have the right amount of flexibility in my work hours.
3. I am satisfied with my job.
4. I like where I work.
5. I have clear goals and objectives.

6. I understand the _(company name)'s__ mission.
7. I understand _(company name)'s__ business priorities.
8. I understand and live _(company name)'s__ values.
9. I believe _(company name) is headed in the right direction.
10. I am satisfied with __(company name)____.
(Suggestion: add a question specifically about values)

11. My workload is reasonable.
12. I feel appreciated for my contributions.
13. I have the ability to influence my work.
14. I have the ability to influence overall success of my team/company.
15. I understand how my job contributes to the company's success.
16. I feel safe/confident that I can voice my opinion.

17. I am encouraged to provide ideas on how to improve work or outcomes.
(Suggestion: ask a question specific to the work by title)
18. My salary is fair.
19. My health benefits are good.
20. I like my 401K options.
21. The company offers good perks.
22. I believe the company has good opportunities for advancement.
23. Promotions are given to people who deserve them.
24. My manager/supervisor is invested in my success.
25. I have access to good training courses and seminars.
26. I have the access I want to ____(company name)'s__ leadership.
27. I have good/strong relationships in my team.
28. I trust my team members.
29. I have a good relationship with my manager/supervisor.
30. My manager/supervisor has the right tools and skills to be good at his/her job.
31. I feel inspired by my manager/supervisor.
32. I feel inspired by ____(company name)'s__ leadership.
33. I would recommend ____(company name)__ as a place to work.

Ask some open-ended questions to capture specific input

Examples:

- A. If you scored something at neutral or below above, what improvements or changes do you suggest?
- B. Is there something not included in the survey that you have suggestions on how to improve?
- C. What other training opportunities would be beneficial in the company?
- D. What things would you like to see your team/manager/company **start** doing?
- E. What things would you like to see your team/manager/company **stop** doing?
- F. What things would you like to see your team/manager/company **keep** doing?