

## Employee Retention Survey, Sample

Thank you for participating in our annual Employee Retention Survey. The purpose of this survey is to help us better understand the work environment and employee experience in the workplace. We want to know what is working, what is not working, and where we can do better. This survey will take approximately 15 minutes and is due MM DD, YYYY. If you would prefer to complete this survey in another format, please contact [name@organization.com](mailto:name@organization.com). *This survey is anonymous and confidential.*

### Career Development and Learning

1. I have access to meaningful learning and development and opportunities to support my career development and goals
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
2. I feel supported in my learning and development by my manager
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
3. I have a clear growth path in this organization
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
4. I have what I need to do my job well (i.e., appropriate training, information, tools, and resources)
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
5. I have access to meaningful learning and professional development opportunities that support my career goals
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree

## Organization

1. I am familiar with and understand the mission, vision, and values of this organization
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
2. I feel informed about the future direction and any major changes happening at this organization
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
3. I am able to maintain a reasonable work life balance
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
4. I understand how my work contributes to this organization
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
5. If I needed a workplace accommodation for disability, childcare, religious reasons, etc. I know where to start this process
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree

## Workplace Inclusion

1. I feel that this organization values different perspectives and ideas
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
2. I feel encouraged, supported, and comfortable sharing my opinion
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
3. I feel included at my workplace
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
4. I feel represented in management at my workplace
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
  
5. I know what employee resource groups are available and how to join
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree

## Leadership

1. I can bring issues to my manager and know they will be addressed
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
2. I feel comfortable communicating to my manager if I am overwhelmed or need to clarify a task
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
3. I receive regular useful and constructive feedback on my performance
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
4. I know what is expected of me at work
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree

## Overall

1. I feel I am appropriately compensated for my work
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree
2. I enjoy the work I am doing
  - a. Strongly agree
  - b. Agree
  - c. Somewhat agree
  - d. Somewhat disagree
  - e. Disagree
  - f. Strongly disagree