



BI-ANNUAL EMPLOYEE QUESTIONNAIRE

This is a simple tool that may help you quickly determine where your workforce stands. Keep in mind to properly measure employee engagement your efforts should extend beyond a questionnaire or assessment – you should also be measuring accountability, and performance results that connect to the business bottom-line.

We highly recommend this questionnaire be run with a Manager and his/her subordinate on a bi-annual basis, not to be used at the same time as annual performance reviews.

These questions cover four critical areas, individual fit, perceived value of personal contributions, organizational fit and development.

Questions	Responses
What do you enjoy most about your work?	
Are there some aspects of your job that you would like to change or improve?	
How does your role contribute to achieving the business outcomes?	
What do you see as your top three strengths? Are you utilizing them often in your work?	
What do you need to get better at and how would that impact your performance in your current job?	
How can I help you improve and achieve your career goals?	
Choose five words that best describe how you feel about coming to work.	
Do you have the opportunity to contribute to decisions that affect you?	
Do you have any suggestions for me?	