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## Key questions to boost employee satisfaction and retention

Creating a thoughtful set of questions to gauge employee sentiment is crucial for maintaining a positive workplace culture and retaining talent.

Here's a list of 10 questions that can help you understand how your team are feeling and identify areas for action.

Each question is accompanied by its purpose to guide your understanding and response strategies.

These questions, when asked in a supportive and confidential manner, can provide valuable insights into employee morale, engagement, and potential areas for improvement within your business.

It's important to follow up on the feedback received with actionable steps to address any concerns and enhance the overall employee experience.



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### Question

How satisfied are you with your current role and responsibilities?

### Purpose

This question aims to assess overall job satisfaction and whether employees feel their skills and interests align with their roles.

### 2

Do you feel your work is recognized and valued by the team and management?

### Purpose

Recognition is a key factor in employee motivation and retention. This question helps identify if employees feel appreciated for their contributions.

### 3

How would you rate your work-life balance?

### Purpose

To understand if employees are able to manage their professional and personal lives effectively, which is crucial for long-term job satisfaction and mental health.

### 4

Do you feel supported by your manager and team members?

### Purpose

This assesses the quality of support and collaboration within the team, which can impact an employee's ability to perform and feel part of the company culture.

### 5

What opportunities for professional growth and development would you like to see more of?

### Purpose

To gauge whether employees feel they have adequate opportunities for learning and career advancement, which can influence their decision to stay with the company.

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6

How do you feel about the communication and feedback mechanisms within our company?

### Purpose

Effective communication and feedback are essential for continuous improvement and engagement. This question seeks to understand the efficiency of current practices.

7

Are there any workplace resources or tools you feel are missing that could enhance your productivity?

### Purpose

Identifies gaps in resources or tools that could help improve work efficiency and satisfaction.

8

What aspects of our company culture do you value the most, and what would you change?

### Purpose

To understand what employees value about the current culture and identify areas for improvement to maintain a positive and inclusive work environment

9

How do you view your future with our company?

### Purpose

Aims to uncover employees' long-term aspirations and any underlying concerns that could influence their motivation to stay, helping to address retention risks.

10

If you could change one thing about your job or our company, what would it be?

### Purpose

Offers employees a chance to voice specific concerns or suggestions for change, providing actionable insights for improvement.