

Employee morale questionnaire

This questionnaire is designed to gauge the condition of your employees' morale and how they feel about the organization. It will highlight the areas where morale is lowest and enable the organization to take steps to rectify them.

The questions are in the form of statements allowing for a selection of responses.

Employees answer the questions using a grading scale of 1 to 5

- 1 = never
- 2 = rarely
- 3 = sometimes but not very often
- 4 = often but not always
- 5 = always

QUESTIONS		Rate 1 – 5
1	I am happy to come to work every morning.	
2	I can do my work without fear.	
3	I feel secure in my employment.	
4	I feel supported, valued, and appreciated.	
5	I have access to managers/supervisors when I need a decision made.	
6	I know what is expected of me in this job.	
7	I am given adequate training, authority, and resources to enable me to do my job.	
8	I receive feedback on how I perform my job that is helpful and not just critical.	
9	I am provided with a safe working environment—physically and mentally—and is free of harassment.	
10	My work gives me a feeling of accomplishment and pride.	
11	I am given sufficient responsibility in my job.	
12	The duties of my position are clearly defined.	
13	We are all treated equally and with respect—there is no discrimination.	
14	I am able to maintain a reasonable balance between my family life and work life.	
15	We have fair and equal opportunity to air grievances in a safe environment without fear of persecution.	
16	I am happy with the pay levels here and believe I am paid well for my contribution.	
17	I am happy with the employee review system.	
18	I am involved in decisions affecting my position/work.	

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19	We all participate in problem-solving.	
20	My manager supports me in my professional development.	
21	My manager ensures we are recognized and appreciated for our efforts.	
22	I feel there is fair opportunity for advancement in the company.	
23	Workload is fairly allocated among employees.	
24	I enjoy my job and believe I have a secure future here.	
25	New employees are given a thorough orientation.	
26	I am satisfied with the professionalism shown by my fellow peers and management. There is great team spirit.	
27	Employee turnover is reasonable—not high.	
28	Senior management is open and honest.	
29	The company has a great internal communication system.	
30	The company is managed well, and we trust the leadership.	
31	The company provides great employee benefits.	
32	We enjoy good morale in this company.	
33	The company consistently fosters good employee relations and morale.	
34	I am committed to this company's success and take pride in their success.	
35	I am optimistic about the future of the company.	
36	Overall, I am very happy with my job and place in the company.	

Any comments?

Tip: You can fax completed questionnaires to *Comprehensive Coaching U* at 215/699-3153 for a free assessment. Be sure to include your contact details: e-mail address and fax and telephone numbers.

Source: Terri Levine at *Comprehensive Coaching U*. Visit www.comprehensivecoachingu.com, call Terri at 877/401-6165, or email her at terri@coachinginstruction.com.