

## Colleague Engagement Survey

1. This last year, I have had opportunities at work to learn and grow.  
**(Challenge me)**
2. In the last six months, someone at work has talked to me about my progress.  
**(Help me review my contributions)**
3. I have a best friend at work.  
**(Help me build mutual trust)**
4. My coworkers are committed to doing quality work.  
**(Help me feel proud)**
5. The mission or purpose of my company makes me feel my job is important.  
**(Help me see my importance)**
6. At work, my opinions seem to count.  
**(Hear me)**
7. There is someone at work who encourages my development.  
**(Help me grow)**
8. My supervisor, or someone at work, seems to care about me as a person.  
**(Care about me)**
9. In the last seven days, I have received recognition or praise for doing good work.  
**(Help me see my value)**
10. At work, I have the opportunity to do what I do best every day.  
**(Know me)**
11. I have the materials and equipment I need to do my work right.  
**(Free me from unnecessary stress)**
12. I know what is expected of me at work.  
**(Focus me)**
13. I am satisfied with this company as a place to work.

### Accountability

I received feedback on the previous Colleague Engagement Survey conducted at my workplace.

My team participated in an effective action planning session following last year's Colleague Engagement Survey.

My team has made progress on the goals set during our action planning sessions after the last Colleague Engagement Survey.

### Customer Service Orientation

My coworkers always do what is right for our customers.

I have grown in my ability to positively impact our customers.

Colleagues should answer the questions based on what they mean to them individually. Responses will depend on their role in the organization and what is important to them.

How colleagues answer these questions and the actions we take as a result, helps us become a more engaged workforce and strengthens our teams.