

Employee Recognition Survey

1. How do you like to be recognized? *(Check all that apply)*

- ☐ A quick “thank you” or message from my manager
- ☐ A public shout-out in a meeting or newsletter
- ☐ A handwritten note or email
- ☐ Extra time off or flexible hours
- ☐ A small gift or treat
- ☐ A chance to learn something new or take on a project
- ☐ A raise, bonus, or financial reward
- ☐ Other: _____

2. Do you prefer recognition to be...

- ☐ Private (one-on-one, quiet acknowledgment)
- ☐ Public (team meetings, posted shout-outs)
- ☐ Either works for me

3. How often do you like recognition?

- ☐ Only when I go above and beyond
- ☐ Regular check-ins or feedback keep me motivated
- ☐ I don't need much — just want to know when I'm doing well

4. What type of feedback keeps you motivated?

- ☐ Encouragement or praise (“You’re doing great.”)
- ☐ Specific feedback on what I did well
- ☐ Constructive feedback so I can improve
- ☐ A mix of both praise and direction

5. What feels most meaningful to you when someone recognizes your work?

6. Who do you most want recognition from?

- ☐ My manager or supervisor
- ☐ My coworkers / team
- ☐ Senior leaders
- ☐ Clients or customers
- ☐ Doesn't matter — anyone noticing is great!

7. What's one small thing someone could do that would make you feel appreciated at work?

8. If you were to receive a gift card, what would you want? (Choose one or two)

- ☐ Coffee or tea shops (e.g., Tim Hortons, Starbucks, Second Cup)
- ☐ Restaurants (e.g., Boston Pizza, Original Joe's, local favourites)
- ☐ Groceries or big-box stores (e.g., Save-On, Walmart, Canadian Tire)
- ☐ Online retailers (e.g., Amazon, Indigo)
- ☐ Local businesses (support small and local!)
- ☐ Other: _____

9. How do you feel about branded company clothing or swag (e.g., hoodie, toque, water bottle)?

- ☐ Love it — I'll wear/use it proudly
- ☐ Maybe — if it's something practical
- ☐ Not really my thing
- ☐ My family loves to wear it

10. Which kind of "thank you" feels best to you?

- ☐ Gift card or small token
- ☐ Extra time off or an early day
- ☐ A public thank-you or celebration
- ☐ A personal message from leadership
- ☐ A team lunch or coffee
- ☐ Other: _____

11. Anything else we should know about how you like to be appreciated or rewarded?

Employee Engagement and Experience Survey

What you ask matters — but *how* you ask it matters just as much. The scale below gives your employees room to express how strongly they feel while keeping results clear and actionable. It captures the nuance of their experiences without overwhelming them—and gives you data you can use to drive change.

1. Strongly disagree
2. Disagree
3. Somewhat disagree
4. Somewhat agree
5. Agree
6. Strongly agree

1. I recommend this company as a great place to work.

2. I am proud to work here.

3. It would take a lot to get me to leave this company.

4. My immediate coworkers are committed to this company's overall goals.

5. My immediate coworkers consistently go the extra mile to achieve great results.

6. I feel accepted by my immediate coworkers.

7. I am inspired by the work we do.

8. I find my work engaging.

9. My work motivates me.

10. I have opportunities for advancement or promotion at this company (If I want them).

11. My job allows me to utilize my strengths.

12. I have opportunities to learn new skills that will help me succeed.

13. I have the materials and equipment I need to do my job.

14. I have the information I need to do my job well.

15. My opinions seem to count at work.

16. When the company makes changes, I understand why (immediately or eventually).

17. I feel like I belong at this company.

18. I trust this company to be fair to all employees.

19. I am included in decisions that affect my work.
20. Senior leadership is prepared to manage a diverse workforce effectively.
21. I know how I fit into the company's plans.
22. I understand how my job helps the company achieve success.
23. I understand the company's plans for future success.
24. I believe this company will be successful in the future.
25. If I contribute to the company's success, I know I will be recognized.
26. My job gives me the flexibility to meet the needs of both my work and personal life.
27. I am paid fairly.
28. Our culture supports my health and well-being.
29. The benefits offered here meet my and my family's needs.
30. My immediate manager cares about me as a person.
31. My immediate manager cares about my development.
32. I clearly understand how my performance is measured.
33. My immediate manager regularly coaches me on my job performance.
34. Goals and accountabilities are clear to everyone on my team.
35. I know I can depend on the other members of my team.
36. The people I work with treat each other with respect.
37. Senior leaders (Or Owners) in this company demonstrate integrity.
38. I trust senior leaders to lead the company to future success.
39. Senior leaders (or Owners) value people as their most important resource.
40. What is one thing we should START doing to make this a better place to work?
41. What is one thing we should STOP doing to make this a better place to work?
42. What is one thing we should CONTINUE doing to make this a great place to work?
43. My manager shared the results of the last survey with our team.
44. I noticed a positive change as a result of the last survey.