

Sample Questionnaire for Happiness, Meaning, and Increased Retention

Recommended use: 100% confidential and targeted for unique stakeholder groups – the more targeted the better! You want to target questions on levels of fulfillment, anxiety, boredom, beliefs on their relevance within the company (i.e. my strengths can meet my challenges), and belief in the company providing a valuable service/product.

Keep the questions to about 8-15, and no more than 20.

If you are going to do a questionnaire, then you must follow up with insight gained from the responses and/or an action plan on how to implement changes. If you are unable to do so, then do not ask for the feedback.

1. On a scale of 1-5, how interesting is my work?
 - a. 1: Not at all
 - b. 2: A little
 - c. 3: Neutral
 - d. 4: Somewhat
 - e. 5: Extremely
2. What percent of your work is uninspiring?
3. What gives me meaning? In other words, what provides me with a sense of purpose at work?
4. On a scale of 1-5, how fun is my work?
 - a. 1: Not at all
 - b. 2: A little
 - c. 3: Neutral
 - d. 4: Somewhat
 - e. 5: Extremely
5. What percent of your work is dull?
6. What gives me joy? In other words, what do I enjoy working on?
7. On a scale of 1-5, how equipped am I to handle this work?
 - a. 1: Not at all
 - b. 2: A little
 - c. 3: Neutral
 - d. 4: Somewhat
 - e. 5: Extremely
8. What are my strengths? In other words, what I am good at here?
9. What, if any, internal factors are negatively impacting your success at work?
10. What, if any, internal factors are positively impacting your success at work?

Questions?

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