

Example Engagement Survey

This survey is best if it's anonymous but should allow employees to leave their name if they want to. Employees should be allowed to skip any question they do not wish to answer. The goal is to gauge the engagement of the veterinary professionals in your hospital and be the catalyst to creating change. You must be open to receiving feedback and ensure you will not retaliate when harsh comments are made. This is one example of an engagement survey and should not be your only source to create yours. What questions you ask, how you collect and analyze the information is up to you. Try to keep your survey less than 20 questions or employees become disengaged and answers are not as genuine.

In most surveys the middle response, the number three, is often considered a negative detractor. This is because it represents someone who is neither positive nor negative. Often individuals' rate something in the middle when they don't care either way. Hospitals should not strive for complacency or average. They should strive for good or great. When counting scores, fours and fives should be the only numbers counted. If over 60% of employees rated the question four or five, that is considered good. If a question received 75% of responses as a four or higher that is exceptional. If less than 50% of employees rated the question four or above then there is room for improvement.



Questions Related to Overall Impression of the Hospital

1. How likely is it that you would recommend ABC Veterinary as a place to work?

	1	2	3	4	5	
	<hr style="border: 0; border-top: 1px solid black; margin: 0;"/> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> </div> <hr style="border: 0; border-top: 1px solid black; margin: 0;"/>					
Not at all						Definitely

2. My hospital treats me in a way that I would brag about to people outside of ABC Veterinary.

	1	2	3	4	5	
	<hr style="border: 0; border-top: 1px solid black; margin: 0;"/> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> <div style="text-align: center;"><input type="radio"/></div> </div> <hr style="border: 0; border-top: 1px solid black; margin: 0;"/>					
Not at all						I'm bragging to everyone!

3. Do you believe ABC Veterinary values are a strong part of your hospital?

	1	2	3	4	5	
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all					Yes, there are strong values	

4. I feel like my opinion is valued and I'm treated with respect

	1	2	3	4	5	
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all					Definitely	

5. I have the tools and resources needed to work at my best

	1	2	3	4	5	
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all					Definitely	

Questions Related to Employee Views of Leadership

6. My leaders act in a way they would want me to act.

	1	2	3	4	5	
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all					Definitely	

7. I have a clear understanding of what doing a good job in my role means.

	1	2	3	4	5	
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all					Definitely	



13. There is little to no gossip in my hospital

	1	2	3	4	5	
<hr/>						
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
So much gossip						We are gossip free!

14. The workflow on the clinic floor feels efficient and runs smoothly

	1	2	3	4	5	
<hr/>						
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all						Workflow runs great!

15. My hospital team gets along well together and feels like a family

	1	2	3	4	5	
<hr/>						
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all						Definitely

16. I feel like I have a good work-life balance

	1	2	3	4	5	
<hr/>						
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all						Definitely

17. My team is positive and fun to be around

	1	2	3	4	5	
<hr/>						
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Not at all						Definitely
<hr/>						



Open Forum Questions

This is the employee's chance to write and share thoughts.



18. List up to three things that ABC Veterinary excels at

19. List up to three things that ABC Veterinary needs to improve

20. This survey is for you! Feel free to use this space to share any additional thoughts

21. Leave your name if you would like to be identified