

75+ employee pulse survey questions you should be asking your employees

Gauge the mood of your employees with a pulse survey.

[Remote](#) or [hybrid work](#) is the new normal and organizations are embracing this new reality - some gladly and some, rather reluctantly.

Companies have also realized that during tough times, it is an [engaged workforce](#) - employees who are ready to go the extra mile for an organization - that can sustain the company and its operations.

One of the hygiene practices of employee engagement is to [frequently listen to the needs of your employees](#), analyze their feedback, and proactively act on it. Might sound easy but it is far from it.

Most organizations run [employee engagement surveys](#) annually. These year-on-year health report of your organization's [employee engagement](#) levels, however, could be failing you on multiple fronts.

- Employees have to wait for annual surveys to voice their concerns and opinions. The long wait is enough time for an employee to go from being engaged to disengaged and ultimately, quit the organization.
- If the survey has a large number of questions, your employees are bound to feel overwhelmed or might end up not participating at all!
- Receiving a lot of feedback at one time of the year will leave the organization and the HR trapped under piles of issues to be resolved on priority.

What can help the situation? Pulse surveys

What is a pulse survey?

Just as the term 'pulse' suggests, pulse surveys are short, quick surveys carried out at frequent intervals, with a minimum number of questions that could garner better responses to assess your employees' engagement levels.

[Employee pulse surveys](#) help you in reducing [respondent fatigue](#) by measuring the engagement levels of your employees more regularly and with fewer questions. The primary objective of a pulse survey is to give you a real-time visibility into what your employees are thinking and feeling, and enables you to take swifter actions to resolve employee issues; without having to wait on the annual survey results.

How to choose questions for pulse surveys?

Let's be honest, there is no one way of doing this, but there definitely is a process you can follow. When it comes to strategizing your employee [pulse survey](#) questions, first, decide the objective of your survey. You might want to check your employees' reactions to the recent change in your HR policy, or you may want to do a post-appraisal pulse check, or even keep a tab on your employees' well-being during the pandemic.

Once the objective has been nailed down, put in place a proper structure for the [employee survey](#). Eliminate any fluff and [be direct when you are asking your employee pulse survey questions](#).

While setting up your employee pulse survey questions, be mindful of including crisp, direct questions that get actionable responses rather than routine long-form questions. You can also include open-ended questions as a part of the survey, as this ensures that you get raw and unfiltered feedback, which can be analyzed to understand employee sentiments.

How long should my pulse survey be?

A pulse survey should be short and to the point - typically no longer than 5 minutes. Make sure to ask survey questions that are relevant to the topic and easy to understand. It should include questions that measure satisfaction levels, engagement, and overall sentiment.

But the frequency of the pulse survey should directly influence the number of questions:

- Monthly: 10–15 questions
- Quarterly: 15–20 questions
- Bi-annual: 20–30 questions

[Employee survey](#) questions should be worded in a way that encourages open-ended responses. For example, ask, "How satisfied are you with the service you received?" instead of "Rate your satisfaction with the service you received."

The survey should also provide clear instructions on how to answer each question. Additionally, it should provide an option for respondents to leave comments or feedback at the end of the survey. Finally, the survey should include an opt-out option for respondents who do not wish to participate.

How can you get the most out of pulse surveys for your company?

Pulse surveys are a great way to keep track of employee satisfaction, engagement, and productivity levels. They provide companies with valuable insights into what's working and what's not so they can make informed decisions and improvements.

Here are a few tips to help you get the most out of pulse surveys for your company.

1. **Ensure the questions are relevant:** Pulse surveys should focus on specific topics relevant to your company's goals and objectives. Consider what matters most to your organization and ensure the pulse survey questions you're asking reflect that.
2. **Keep it simple:** Don't overload your employees with too many questions or long, confusing ones. Try to keep it simple and to the point.
3. **Offer anonymous feedback:** Employees should feel comfortable providing honest feedback without fear of repercussions. Allow for [anonymous feedback](#) to ensure you're getting truthful responses.
4. **Set a regular schedule:** Try to set a regular schedule for your pulse surveys, so your employees know when to expect them. This will help ensure everyone is participating and that you're getting up-to-date information.
5. **Follow up on results:** Once you've collected the responses, it's important to follow up and take action. Make sure to review the results and address any issues or concerns that have been raised.

What can pulse surveys measure?

Pulse survey has become a popular tool for employers to measure and assess their overall organization. Here are the top crucial factors that employers measure through pulse questions.

Employee engagement

Engagement measures how passionate and connected employees are to the organization and its mission. Pulse surveys allow employers to measure engagement levels over time and assess the impact of initiatives and changes on the organization. This data can help employers identify strategies to increase engagement and bolster employee morale.

Job satisfaction

Pulse surveys help employers understand what motivates employees in their roles and identify opportunities to improve job satisfaction. This data can help employers create an environment that is conducive to employee happiness and productivity.

Morale

Pulse surveys allow employers to assess employee morale over time and identify areas where morale could use a boost. This data can help employers create an engaging and supportive work environment for their employees.

Company culture

[Company culture](#) is the shared values, beliefs, and behaviors of the organization. Pulse surveys help employers assess the effectiveness of their culture and identify areas where they can improve, for example, the company's [diversity and inclusion](#). This data can help employers create a culture that is supportive of their employees and their goals.

Job performance

Job performance measures how well employees are meeting their goals and expectations. Pulse surveys allow employers to assess job performance in order to identify areas of improvement and provide feedback to employees. This data can help employers ensure that their employees are performing at their best and meeting their goals.

Team dynamics

Employers measure team dynamics by asking pulse survey questions about collaboration, trust, [team engagement](#) and communication. These surveys can also be used to gauge how well team members are working together and if any improvements need to be made.

Workload

Pulse survey questions about [work life balance](#), workload management, and job satisfaction can be asked. This helps to identify areas where workloads can be reduced or better managed.

Professional development

Pulse surveys can also measure employees' career development. Questions can be asked about professional development opportunities, training, and meaningful recognition. These insights can be used to develop plans and initiatives to aid in employee development.

Communication

Pulse surveys can help employers measure how effectively they communicate with their employees. Pulse survey questions about communication methods, feedback, and communication [channels](#) can be asked. This information can be used to identify areas where internal communications can be improved.

Recognition

Pulse surveys can help employers measure the recognition level they provide to their employees. Questions can be asked about rewards, recognition, and appreciation. These insights can be used to create plans and initiatives to better recognize employees' efforts.

Pulse survey vs engagement survey

[Pulse surveys](#) and engagement surveys are two of the most popular methods of collecting feedback from employees. The two surveys have their similarities but also their differences. Pulse surveys are designed to provide more frequent feedback from employees than traditional engagement surveys. They use short and quick surveys that allow for quick answers from employees, usually weekly or bi-weekly.

This allows for collecting more timely feedback, allowing leaders to quickly adjust their processes and strategies. Pulse surveys are also often [anonymous](#), which helps to create a more trusting environment where employees feel comfortable responding honestly. On the other hand, the [employee engagement survey](#) is typically longer and more comprehensive surveys that measure employee attitudes and opinions on various workplace topics. These surveys provide deeper insights into employee engagement and satisfaction, allowing leaders to make more informed decisions.

Engagement surveys are also often conducted as quarterly or annual [employee surveys](#), allowing leaders to track the progress of their engagement initiatives over time. When it comes to the positives of each survey, both pulse surveys and engagement surveys can provide valuable insights into employee attitudes. Pulse surveys are ideal for gaining quick feedback to help make more timely decisions, while engagement surveys provide more in-depth insights that can help leaders understand the overall health of their organization.

How to interpret employee pulse survey responses?

When interpreting employee pulse survey responses, it is important to look at both individual and collective responses. By looking at individual responses, employers can better understand the individual's opinion of the company and their role.

This helps employers identify areas of improvement and address any issues that may negatively impact an employee experience.

In addition to looking at individual responses, employers should also look at collective responses. This will allow them to identify any common themes or trends in the responses that can be used to create a better work environment.

For example, if several employees reported a lack of recognition or appreciation for their work, the employer can take steps to ensure that employees are being recognized and rewarded appropriately.

When comparing individual responses to collective responses, looking at both the positive and the negative is important. While it may be tempting to focus solely on the positive aspects of the survey responses, it is also important to take note of any negative responses. By taking the time to interpret employee pulse survey responses, employers can gain a better understanding of their workforce and create a more supportive and engaging work environment. This will benefit employees and create a positive workplace culture that will help attract and retain quality talent.

How often should you run pulse surveys for your employees?

When it comes to [pulse survey frequency](#), there is no one-size-fits-all approach. Even though it is essential to send surveys regularly, you should make sure that you are not sending them too frequently.

For sure, employee pulse surveys can get you quick feedback and results, but you need to be mindful of the fact that, it is your timely action on the feedback received that will ultimately determine the success of your pulse survey mechanism.

However, to go through all the feedback, prioritize the more pressing ones, and act on them in a timely manner is a more tedious task than it sounds.

Pulse survey questions that deserve a place in your employee survey

• Rewards

1. Do you believe that you are rewarded fairly for the work that you do?
2. Do you feel that reward frequency is handled in the same way for every employee?
3. Are there any other benefits you think that the business could offer which would make working here more valuable?
4. How important do you think rewards are to motivate you to complete tasks?
5. Do you think rewards should be tailored to the individual or be universal?
6. Do you feel that the current reward system effectively acknowledges your contributions?

• Recognition

1. Do you feel valued and appreciated regularly by the business?
2. Is the recognition you get from your manager meaningful enough?
3. Do you have any recommendations on how the business can recognize employees more effectively?
4. Do you feel supported by your colleagues and managers?
5. How do you think recognition impacts morale and motivation in your team?
6. How often do you receive recognition that feels sincere and personal?

• Autonomy

1. Do you feel you have enough autonomy over the way you do your work?
2. Do you have the freedom to put your best foot forward?
3. Do you feel that you need more responsibilities from your project/team?
4. How often do you feel you can make decisions without a manager's approval?
5. Do you feel you have the freedom to take risks in your work?
6. Do you feel empowered to make decisions that impact your work?

• Growth & development

1. Do you have enough opportunities to learn and develop new skills?
2. Do you think your manager shows a genuine interest in your career goals?
3. In terms of training and professional development, what would you like to see us offer to align with your career goals?
4. How often do you take part in activities that help you grow and develop professionally?
5. How satisfied are you with the current career growth and development opportunities you have access to?
6. How effectively do the opportunities for growth align with your long-term career goals?

•Communication

1. Does the leadership share necessary information about the company with employees?
2. Do you have enough opportunities within the organization to voice your opinions and concerns?
3. How can we further improve communication in our organization?
4. How often do you feel you are given enough information to make decisions?
5. How often do you feel that our communications are clear and concise?
6. Do you feel that feedback from employees is taken seriously and acted upon?

•Management

1. Do you find your manager supportive?
2. Do you feel like the management team here is fostering a good [work culture](#)?
3. What three words would you use to describe our culture?
4. Is there anything you would like to see management do differently?
5. Do you feel that management is accessible and approachable?
6. How effectively does the management communicate expectations and goals?

•Leadership

1. Do you think our senior leaders are visible and reasonably accessible to employees?
2. Does your manager communicate a clear picture of your team's direction?
3. What are the things you would change if given a leadership opportunity in your team?
4. Are there any areas where you feel that our leadership team could improve?
5. Do you feel that the leadership team allows for a healthy work-life balance?
6. How confident are you in the leadership team's ability to guide the company successfully?

•Involvement

1. Do you have the resources and tools to contribute effectively at work?
2. Are you frequently involved in the decision-making process related to your work?
3. What measures can be taken to make you feel more involved in your role?
4. How satisfied are you with your current level of involvement in the organization?
5. Do you feel your opinions and ideas are valued within the organization?
6. How often do you participate in meetings or discussions that impact your work?

•Innovation

1. Are you frequently encouraged to come up with new ideas?
2. Do you think your organization has a culture that is open to risk-taking?
3. According to you, what would make it easier for you to contribute ideas?
4. Are there any areas of innovation you would like to see us focus on most?
5. How can we ensure our organisation stays ahead of the curve in terms of innovation?
6. How often are your innovative ideas implemented?

•Work environment

1. Do you feel that the vibe of the workplace is positive and motivating?
2. Do you have a comfortable space to work from home with good internet connectivity?
3. Do you feel accepted and respected in the workplace? If not, how can we help you with that?
4. Do you feel safe and secure in the work environment?
5. Do you feel you have a good work-life balance in the work environment?
6. How would you describe the overall atmosphere of your work environment?

•Work-life balance

1. Do you find your work schedule flexible enough to manage your family or personal life?
2. Do you think we should offer [mental health](#) services, like stress and anxiety management classes, for our employees?
3. What policies can we introduce to give you a better work-life balance?
4. How often do you take time off during the week to relax or spend time with family/friends?
5. Do you feel your work-life balance has improved since you began working for this company?
6. How effective are our current policies in supporting your work-life balance?

•Wellness

1. Do you think your workplace promotes a physically healthy lifestyle?
2. Do you feel it is important to have a well-defined corporate wellness program in an organization?
3. If you could wave a magic wand and add a mandatory wellness policy, what would that be?
4. How do you rate your overall feeling of wellness?
5. Do you have any emotional or physical health concerns that you would like to address?
6. How satisfied are you with the mental health support provided by the company?

•Satisfaction

1. How likely are you to recommend this company to your friends and family?
2. If you were offered the same job at another organization, how likely is it that you would stay?
3. How satisfied are you working with us?
4. Do you feel the company has your best interests in mind?
5. How would you rate the overall benefits offered by the company?
6. How likely are you to remain with the company for the next two years?

•Purpose alignment

1. Are you aware of how your work contributes to the overall vision of the organization?
2. Are you happy with your current role relative to what was described to you?
3. What do you think can be improved about our company's CSR?
4. How aligned are you with the purpose of our organization?
5. Do you feel that our organization's purpose is inspiring and motivating to you?
6. How well do you understand the company's long-term goals?

•Meaningful work

1. Do you feel like you are creating an impact with your work?
2. Do your personal career goals align with the role assigned to you in the organization?
3. What does meaningful work mean to you?
4. Do you think that there are meaningful parts to your job?
5. Does your work align with your own personal values and goals?
6. How often do you find your work to be fulfilling and purposeful?

Source: <https://www.culturemonkey.io>