



The top employee benefits survey questions

We've compiled a list of the top questions used in benefits engagement surveys, including categories of what's being evaluated with questions and results of what the response will gauge. You can select what you'd like to include in your survey from the list below.

Overall benefits

Question

On a scale of 1-10, how satisfied are you with the current benefit programs offered by your employer?

I believe my benefits package is competitive and meets industry standards.

Do you understand the benefits you receive from our company?

Rate each of the benefits below in order of importance.
[List out select benefit programs with a rating scale of 1 - 10.]

Results

Studies show a direct correlation between how employees perceive the value of their benefits and their likelihood of remaining with the organization. Those who are satisfied with their benefit programs are more likely to stay with the company for an extended period.

Similar to the question above, the answer will provide insight into how the employee views the value of the benefits program. However, the ask here drills into the industry to identify whether or not the package meets standards and is competitive.

Benefits communication can be complex and confusing. It's important to know that the information makes sense so that employees value and use the programs available to them. If there is room for improvement in educating and engaging employees about current programs, it presents an opportunity to enhance the perceived value of benefits and improve retention.

Recognizing the connection between valuable benefits and retention, digging into and analyzing how employees rate specific programs can help identify which programs are highly valued and effective—as well as uncover whether or not programs should be scaled back.



Overall benefits continued

Question

Are you experiencing any concerns with the current benefits package?

What benefits do you value the most?
[You may want to consider listing programs regardless of whether or not they are currently offered based on prior employee feedback.]

If you could add one additional benefit to the current package, what would it be and why?

Which benefit do you like the least and why?

Results

Getting input from employees on their concerns can help obtain feedback and show your investment in them. Regarding benefits, you can point to concerns employees share as a reference point for making changes and communicating those decisions to employees.

The feedback can be essential to identify programs valuable to employees.

Getting comments from employees when selecting programs under consideration can help influence whether or not to add a program and boost morale. While the information helps inform decisions and needs, employees feel heard and valued, especially after changes have been implemented.

The information can be helpful to pin down which programs could be cut. If you are looking to pull back and save, getting employee input here can be game-changing and a great reference point when scaling back or removing an option.



Well-being programs

Question

Is employee health and well-being fostered in your work environment?

What benefits would help you lead a healthier or more active lifestyle?

Which would you prefer a lifestyle spending account program where you receive funds to pay for various wellness products/services and hand-select options of your choosing that offer physical, mental, family, or financial support OR getting a set benefit of equal dollar value chosen by your employer?

Do the benefits programs currently offered to support your mental health?

What additional benefits would help to support your mental health?

Would you prefer 3 free virtual mental health visits per year or a certain amount of money to spend on mental health resources of your choice?

Results

Learn about how employees perceive how your organization supports well-being at a high level.

Understand well-being needs. The answer will also help uncover support tools or tactics employees value and drive healthy behavior.

Get a clear picture of employee value choice alongside various programs. Combined, you'll have a sense of the types of behavior and offers that will be meaningful to your workforce.

Mental health is at the forefront of well-being initiatives. Assessing employee satisfaction with mental health programs is crucial for understanding if and how they should be improved.

Use employee input to identify potential mental health support initiatives or program enhancements.

Understand employee preference for programs. Learn whether or not your workforce would like to hand-select mental health products and services or have options chosen by their employer.



Company culture

Question

Are you able to maintain work-life balance?

Do you have a positive relationship with your co-workers?

Do you feel connected to your peers at work?

Do you enjoy working with your team?

Does the current benefits package promote diversity, equity, and inclusion? If not, what additional steps can be taken to support your needs?

Results

Gain insight into your workforce's thoughts on work-life balance. Alternatively, you could ask for employees to rate work-life balance for deeper insight vs. a yes/no question.

Understanding how workers feel about their connection to colleagues is especially important given hybrid and remote work. Feeling connected to coworkers helps with retention. The output from this question can help inform the current state and needs.

Similar to the above question, the information will help assess employees of their connection to colleagues and can inform the need for peer-to-peer engagement initiatives. If there is an identified need for remote workers, you may want to consider adding a belonging type of program for peer-to-peer engagement for those working from home.

Investigating employee perception of team interaction and collaboration helps inform retention needs. Based on workforce construct (remote/hybrid/in-office), you can determine programs to support strong collaboration and team-building activities.

Understand how your workforce perceives DEIBA support at your organization and identify if there are additional needs. With a more distributed and diverse workforce, it's critical to provide support for varied needs.



Professional support

Question

Are you equipped with the necessary tools and resources to be productive at work?

Do you have the tools and resources you need to work from home?

What - if any - additional resources do you need to enhance your productivity?

Are there ample opportunities for you to learn and grow your skills?

What training and professional development opportunities would you like to see offered to help you achieve your career goals?

Would you be interested in participating in certifications, courses, workshops, or webinars?

Results

The answer to this question helps assess resource needs for your workforce and to optimize productivity.

The answer to this question helps assess WFH resource needs.

Uncover the tools and resources your workforce may need that you haven't considered. You may want to be specific to determine needs based on where employees are working (e.g., in-office, at home).

Understand employee perspective on learning and development. Employees who see advancement opportunities are more likely to stay.

Uncover areas where your workforce is seeking professional support. The output helps provide a roadmap for training and programs to retain/attract talent. Additionally, you'll identify opportunities to help your workforce improve performance/productivity.

Similar to the above line of questioning, find out if there are specific programs to add to support your workforce. While not directly asking, you'll get a sense of how invested your workforce is in their work and growing their skills which can extend to retention.