# Colleague Engagement Survey questions 2025

## Communication

I feel I am kept well informed about the University as a whole

I feel I am kept well informed about matters relating to my area (e.g. School / Service) within the University

## Culture and Values

Colleagues live the University Values

My opinion is sought on decisions that affect my work

I feel that routine decisions are made without too many approvals

People actively help each other succeed in my School / Service

## Engagement

I am proud to work for the University

I would still like to be working at the University in two years' time

I feel a strong sense of belonging to the University

If asked, I would recommend the University to friends and family as a good place to work

Working here makes me want to do the best work I can

## Leadership & Strategy

The University manages change effectively

I understand how my work contributes to the success of University strategy

In the face of current sector challenges, the University is focusing on the right priorities to succeed

The University’s senior management manages and leads the University well

The University’s senior management listens to and responds to the views of staff

Managers / Leaders in my area (e.g. School/Service) act as good role models

## Reward & Recognition

I feel valued for the work that I do

## Dignity and Diversity

I feel that I'm trusted to do my job

I have experienced bullying and/or harassment at work in the past 12 months

I would feel able to report bullying/harassment without worrying that it would have a negative impact on me

Individual differences (e.g. cultures, backgrounds, ideas) are respected at the University

## Line Management

Poor performance is managed effectively in my area (e.g. School/Service)

I have had a constructive conversation about my development with my line manager in the last 12 months

## My Role & Development

My last Performance Development Review was useful in helping me improve how I perform in my role

I am clear about what I’m expected to achieve in my role

I receive regular feedback that helps me improve my performance

I believe I have the opportunity for personal development and growth at the University

## Wellbeing & Balance

The University supports my health and wellbeing at work

I am able to strike the right balance between my work and home life

I feel able to cope with my workload

## Open text

What is the best thing about working here?  (250 characters)

What do we most need to change?  (250 characters)

## Demographic questions (all have a ‘Prefer not to say’ option)

Are you: female / male / other?

How would you describe your gender identity?

Do you consider yourself to be trans, or have a trans history?

What is your ethnicity or ethnic group?

Do you have an impairment, health condition or learning difference that has substantial and long-term impact on your ability to carry out normal day-to-day activities?

Which of the following best describes your sexual orientation?

What religion, religious denomination or body do you belong to?

Do you consider yourself to be a member of research professional staff (any member of staff who contributes to research activities, directly or indirectly)?