Employee Engagement Interview Template

Below are 8 questions to ask your employees about their engagement.

1. **What are specific ways you engage in your work?**
2. **Does your engagement extend beyond your specific job? In what ways? To what areas?**
3. **What are the positive results of your engagement for our company?**
4. **Do you see if (and how) your individual engagement impacts or customers/clients?**
5. **How does your engagement make you feel?**
6. **What benefits do you personally gain from your engagement?**
7. **Do you see engagement being valuable to teamwork? If so, in what way(s)?**
8. **Would you like to offer a general wrap-up statement about your own engagement?**

Here are 8 ways you can use these questions (and their answers) to promote greater engagement among your workforce:

1. **Publish one interview per issue** of your internal newsletter in its straightforward Q&A format.
2. Turn the answers to one question from several employees into a **brief article**. For example, *How Our Employee Engagement Excites Our Customers.*
3. Use one question as an **ice-breaker for a staff or department meeting**. Repeat with different questions for subsequent meetings.
4. Circulate the questions among employees. Based on the quantity/quality of answers received, **initiate task forces** to generate employee engagement actions.
5. Invite employees with informative answers to expand answers into **individually authored articles** for office publications.
6. Use especially enticing answers (kept anonymous) to stimulate **follow-on discussion** in small groups or via e-mail.
7. Initiate a **blog** that targets employees’ views on employee engagement.
8. Repurpose the interview Q&A as part of your new **employee orientation** program.

Please keep in mind that the purpose of the Employee Engagement Interview is to generate attention to engagement and thus generate greater engagement!