

## EMPLOYEE FEEDBACK SURVEY

### ANSWER OPTIONS

(Employees will select one of the following response options for each statement)

**Strongly Disagree • Disagree • Neutral • Agree • Strongly Agree • N/A**

### CORE EMPLOYEE EXPERIENCE

This organisation's culture allows me to do my best work  
I typically go above and beyond for this organisation  
I would endorse this organisation's products/services  
I am typically enthusiastic about my work  
I feel satisfied with this organisation  
I intend to remain at this organisation for the foreseeable future  
I feel pride in saying I work for this organisation  
I would endorse this organisation as an employer  
I find purpose in my work

### YOUR JOB

I understand what is expected of me  
I don't worry about the security of my position  
I am paid fairly for the work I perform  
My job is well-aligned with my abilities  
I have sufficient autonomy to make decisions  
I have sufficient privacy to do my work  
I typically feel I make daily progress at work  
At this organisation, work deadlines are reasonable  
I believe this organisation values me  
I am part of a team with a common purpose  
I like what I do for this organisation  
I understand how my work impacts organisational success

### COMMUNICATION AND WORKPLACE CULTURE

This organisation treats me with dignity, not as just a number  
We have a cooperative culture in this organisation  
I have fun at work

I am not afraid to communicate my honest opinions  
Communication from this organisation is trustworthy  
Communication from this organisation is frequent enough  
Communication from this organisation is informative  
I am informed prior to changes that will impact me  
I enjoy my coworkers  
This organisation is committed to producing high-quality products/services  
I am kept aware of this organisation's financial status

## RELATIONSHIP WITH YOUR MANAGER

(The person you report directly to.)

My manager lets me know when I need to improve my work  
My manager recognises when I do a good job  
My manager is mindful in dealing with my job-related needs  
I trust what my manager communicates to me  
I am treated fairly by my manager  
I am treated respectfully by my manager  
My manager willingly listens to my suggestions  
My manager is mindful in dealing with my personal needs  
My manager wants me to reach my full potential

## TRAINING, TECHNOLOGY, AND PROFESSIONAL DEVELOPMENT

This organisation assists me in following a well-aligned career path  
I receive sufficient ongoing training  
I am rewarded for doing a good job  
I have access to dependable computer equipment  
The organisation's technology help desk resolves issues quickly  
This organisation enables my professional development  
I have the software necessary to do my job efficiently

## DIVERSITY AND INCLUSION

This organisation does not differentiate based on backgrounds, beliefs, or identities  
This organisation has taken real action to create an inclusive culture  
This organisation strives to employ a diverse workforce  
This organisation actively promotes diversity and inclusion

Generally, employees feel comfortable representing themselves regardless of backgrounds, beliefs, or identities

Discrimination is not tolerated in this organization

## LEADERSHIP OF THIS ORGANISATION

I believe in this organisation's leadership

Senior leaders are committed to this organisation's core values

Organisational leaders act on employee suggestions

Organisational leadership is committed to employee wellbeing

This organisation's long-term plans seem sensible

## EMPLOYEE BENEFITS

This organisation's benefits scheme is satisfactory

I believe the amount of paid time off (or holiday) is adequate

I believe the amount of sick leave is adequate (if no paid time off)

I like this organisation's healthcare scheme and options

I like this organisation's retirement scheme

I like this organisation's life insurance scheme

I like this organisation's disability scheme

## WORK-LIFE BALANCE

I am satisfied with the number of hours I work each week

I rarely miss personal events because of work

I am satisfied with my work-life balance

My current workload enables me to have a healthy work-life balance

I have the flexibility needed to manage personal obligations

My organisation encourages me to take time off

## OPEN-ENDED QUESTIONS

What are the top two or three reasons people like working for this organisation?

What two or three things can this organisation add or change to improve employee engagement and success?

**THE FOLLOWING DEMOGRAPHIC QUESTIONS WILL BE USED TO CLASSIFY THE DATA COLLECTED DURING THE EMPLOYEE SURVEY**

**GENDER**

Female  
Male  
Non-Binary  
Prefer not to answer

**BIRTH YEAR** *(used to define age generation)***ETHNICITY**

Asian/Asian British (Indian, Pakistani, Bangladeshi, Other Asian)  
Black/Black British (Caribbean, African, Other)  
Chinese/Chinese British (Chinese: any Other)  
Mixed (White & Black Caribbean, White & Black African, White & Asian)  
Any other Mixed  
White (British, Irish, Other)  
Other  
Prefer not to answer

**LENGTH OF EMPLOYMENT WITH ORGANISATION**

Less than one year  
One year to less than two years  
Two years to less than five years  
Five years to less than ten years  
Ten years or more  
Prefer not to answer

**JOB STATUS**

Full-Time  
Part-Time  
Prefer not to answer

**WORKPLACE SETTING**

Fully on-site  
Hybrid (a blend of on-site and remote)  
Fully remote  
Prefer not to answer

**JOB LEVEL**

CEO/President/Owner  
Sr. Executive (COO, CFO, CHRO, VP, Dir., Etc.)  
Department Manager/Supervisor  
Production/Service  
Professional/Salesperson/Analyst/Technician  
Administrative/Clerical  
Other  
Prefer not to answer

**DEPARTMENT**

Administration/Management  
Business Development/Sales  
Customer Service/Care/Support  
Finance/Accounting  
Human Resources  
Information Technology  
Public Relations/Marketing  
Maintenance/Operations  
Production  
Other  
Prefer not to answer