

## 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**

### ENGAGEMENT

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 recommend 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 like what I do for this organisation  
I understand how my work impacts organisational success

### CULTURE AND BELONGING

This organisation is committed to producing high-quality products/services  
We have a cooperative culture in this organisation  
This organisation treats me with dignity, not as just a number  
This organisation does not differentiate based on backgrounds, beliefs, or identities  
This organisation fosters a culture that embraces employees' varied perspectives

and experiences  
I feel comfortable being my authentic self at work  
I enjoy my coworkers  
I feel part of a team with a common purpose  
I have fun at work

## COMMUNICATION

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 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 promotes accountability by addressing performance concerns promptly and effectively

## TOOLS AND DEVELOPMENT

I have dependable tools and technology to do my job efficiently  
The organisation's technology help desk resolves issues quickly  
I receive sufficient ongoing training  
This organisation enables my professional development  
This organisation assists me in following a well-aligned career path  
I can reach my full potential at this organisation

## LEADERSHIP

I believe in this organisation's leadership  
Senior leaders are committed to this organisation's core values  
Senior leaders encourage and value employee input  
Organisational leadership is committed to employee wellbeing  
This organisation's long-term plans seem sensible

## EMPLOYEE BENEFITS

This organisation's benefits scheme is satisfactory  
This organisation's paid time off policy (or holiday) is acceptable  
This organisation's healthcare scheme and options are satisfactory  
This organisation's retirement scheme is satisfactory  
This organisation's life insurance scheme is satisfactory  
This organisation's disability scheme is satisfactory

## 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**

Male  
Female  
Non-Binary  
Prefer not to answer

**BIRTH YEAR** *(Used to define age generation)***RACE/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