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

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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

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

Discrimination is not tolerated in this organisation

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?

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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)*

Y Y Y Y

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

Executive/General Manager
Head of Department
Manager/Supervisor
Member of Staff
Junior Role
Administrative/Clerical
Other

DEPARTMENT

General Administration
News Bureau
Sales/Advertising
Programming
Engineering
Production
Other

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