

## 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 organization's culture allows me to do my best work  
I typically go above and beyond for this organization  
I would endorse this organization's products/services  
I am typically enthusiastic about my work  
I feel satisfied with this organization  
I intend to remain at this organization for the foreseeable future  
I feel pride in saying I work for this organization  
I would endorse this organization 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 believe my compensation is fair  
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 organization, work deadlines are reasonable  
I believe this organization values me  
I am part of a team with a common purpose  
I like what I do for this organization  
I understand how my work impacts organizational success

## COMMUNICATION AND WORKPLACE CULTURE

This organization treats me with dignity, not as just a number  
We have a cooperative culture in this organization  
I have fun at work  
I am not afraid to communicate my honest opinions  
Communication from this organization is trustworthy  
Communication from this organization is frequent enough  
Communication from this organization is informative  
I am informed prior to changes that will impact me  
I enjoy my coworkers  
This organization is committed to producing high-quality products/services  
I am kept aware of this organization'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 recognizes 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 organization 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 organization's technology help desk resolves issues quickly  
This organization enables my professional development  
I have the software necessary to do my job efficiently

## DIVERSITY AND INCLUSION

- This organization does not differentiate based on backgrounds, beliefs, or identities
- This organization has taken real action to create an inclusive culture
- This organization strives to employ a diverse workforce
- This organization 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 ORGANIZATION

- I believe in this organization's leadership
- Senior leaders are committed to this organization's core values
- Organizational leaders act on employee suggestions
- Organizational leadership is committed to employee wellbeing
- This organization's long-term plans seem sensible

## EMPLOYEE BENEFITS

- This organization's benefits package is satisfactory
- I believe the amount of paid time off (or vacation) is adequate
- I believe the amount of sick leave is adequate (if no paid time off)
- This organization's healthcare plan is acceptable
- My share of healthcare costs is reasonable
- This organization's dental plan is acceptable
- My share of dental costs is reasonable
- This organization's vision plan is acceptable
- My share of vision costs is reasonable
- I like this organization's retirement plan
- I like this organization's life insurance plan
- I like this organization's disability plan
- I like this organization's tuition reimbursement plan

## 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 organization encourages me to take time off

## OPEN-ENDED QUESTIONS

- What are the top two or three reasons people like working for this organization?
- What two or three things can this organization 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)*

### HIGHEST LEVEL OF EDUCATION

- Some High School
- High School Graduate (includes equivalency)
- Vocational Training
- Some College
- Associate Degree
- Bachelor's Degree
- Master's or Professional Degree
- Other
- Prefer not to answer

### ETHNICITY

- Asian
- Bi-Racial or Multi-Racial
- Black or African American
- Hispanic or Latino
- Native American (not Pacific Islander)
- Pacific Islander
- White or Caucasian
- Other
- Prefer not to answer

**EMPLOYEE POPULATION DEMOGRAPHICS****LENGTH OF EMPLOYMENT WITH ORGANIZATION**

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

**WORKPLACE SETTING**

Fully on-site  
Hybrid (a blend of on-site and remote)  
Fully remote

**JOB LEVEL**

Executive (incl. CEO, COO, CFO, President, Partner, Owner)  
Sr. Management (incl. Exec VP, VP, Dir., Assoc. Dir.)  
Mid-Level Management (incl. Regional or District Mgr, Manager, Supervisor)  
Professional/Skilled Trades  
Administrative/Clerical  
Production/Service (incl. Plant Mgr, Line Mgr, QA/QC, Engnr, Tech)  
Other

**DEPARTMENT**

Corporate Admin (Exec/HR/Legal/IT/Finance/Acctg)  
Research & Development  
Sales & Marketing  
Design & Product Development  
Purchasing/Supply Chain Mgmt  
Customer Service/Technical Support  
Manufacturing & Production  
Distribution/Logistics  
Maintenance/Security  
Other