

# **Employee Questionnaire**

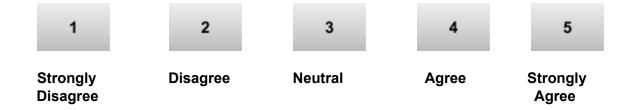
Please see below for the anonymous information that will be gathered from your employees, along with the questions they will answer as part of the survey.

Please note: the "live" survey is delivered via a website link, and all information is gathered digitally.

# Company Name: \_\_\_\_\_\_ Current Job Title: \_\_\_\_\_ Education: High School Diploma Associate's Degree College Degree Master's Degree Other \_\_\_\_\_ Gender: Male Female Tenure: 0 - 6 months 6 months - 1 year 1 year - 5 years 5 years + Role: Management Non-Management

# Survey - Response Options

Please indicate the degree to which you agree with the following statements:



# REWARDS/ RECOGNITION

- 1. The rewards I receive from this job are fair.
- 2. I have received public recognition for a job well done in the last two weeks.
- 3. Overall, my company provides appropriate rewards for my position (e.g. base pay, incentives, benefits, time off, etc.).
- 4. I see a clear relationship between my performance and my pay.
- 5. I wish my company would publically recognize my hard work more often.
- 6. I think that my company does enough to recognize my efforts.
- 7. Someone has acknowledged my progress on the job in the last six months.

### LEADERSHIP/ ORGANIZATIONAL DIRECTION/ ROLE CLARITY

- 8. I understand what my role is in this company.
- 9. Management has a good sense of what is most important to me.
- 10. In my current job, I am clear on what is expected of me.
- 11. My company makes me feel as though my job is important.
- 12. It's very clear to me how my job contributes to my company's business goals.
- 13. Management provides support for me to serve my customer's needs.
- 14. My company makes me feel that my opinions count.

### LEARNING AND DEVELOPMENT/ CAREER OPPORTUNITIES

- 15. Over the last six months, I have had sufficient opportunities to grow at my company.
- 16. Career advancement at this company is based on performance.
- 17. I have the necessary resources to be successful in my job.
- 18. I am satisfied with my career opportunities at this job.
- 19. My Supervisor/Manager demonstrates concern for my professional development (e.g. challenging assignments, coaching, supervisory opportunities, etc.).
- 20. I can see future opportunities for my growth in this company.

## SUPERVISORY SUPPORT

- 21. My supervisor/manager is very concerned about my welfare.
- 22. My manager/supervisor actively listens to me when I discuss work-related problems.
- 23. When things get difficult at work, I know I can always turn to my supervisor/manager for support.
- 24. My supervisor/manager ensures that I understand goals at work.
- 25. My supervisor/manager gives me feedback on how I can improve my performance.
- 26. My supervisor/manager seems to care about me as a person based on how I am treated.
- 27. My supervisor/manager supports me with my work-life balance.

### MOTIVATION/ INITIATIVE

- 28. I look forward to coming into work every day.
- 29. The company culture provides an environment where I willingly put in the extra effort.
- 30. Even when things do not go as planned at my job, I always find a way to persevere.

- 31. I am enthusiastic about the work I do each day.
- 32. I look for ways to improve the way things are done at work.
- 33. I am proud to say I work at this company.
- 34. I would recommend this company to my friends as a great place to work.
- 35. Management makes sure I get the training I need to do my job.

# **Short Answer Questions:**

- 36. Please list one or two things that management can do to make this a better place to work.
- 37. How could the organization enable you to be more effective in your job?