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)*

Y Y Y Y

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

Office-based
Site-based
Hybrid
Fully remote
Prefer not to answer

JOB LEVEL

Choose the closest match to your role, not necessarily your job title.

Chief Executive / Managing Director / Owner / Partner / Director / Associate Director
Senior Manager / Head of Function (e.g. Principal, Contracts Manager, Head of Department)
Manager / Supervisor (e.g. Project Manager, Site Manager, Foreman, Team Leader)
Professional / Technical (e.g. Engineer, Designer, Surveyor, Planner, Quantity Surveyor, Technician)
Graduate / Apprentice / Trainee
Site Operative / Skilled Trade / Plant Operator
Administrative / Support
Other
Prefer not to answer

DEPARTMENT

Engineering / Design / Technical
Project / Construction Delivery
Commercial / Quantity Surveying / Procurement
Health, Safety, Environment & Quality (HSEQ) / Sustainability
Business Development / Bids / Marketing
Corporate Functions (Finance, People, IT, Administration)
Plant / Logistics / Depot Operations
Other
Prefer not to answer