



# Best Companies Group▶▶▶

- Deadlines at this organization are realistic.....○.....○.....○.....○.....○.....○.....○.....○
- I feel I am valued in this organization.....○.....○.....○.....○.....○.....○.....○.....○
- I feel part of a team working toward a shared goal.....○.....○.....○.....○.....○.....○.....○.....○
- I am able to maintain a reasonable balance between work and  
my personal life .....○.....○.....○.....○.....○.....○.....○.....○
- My job makes good use of my skills and abilities .....○.....○.....○.....○.....○.....○.....○.....○
- I have a clear understanding of my job role.....○.....○.....○.....○.....○.....○.....○.....○
- I understand the importance of my role to the success of  
the organization .....○.....○.....○.....○.....○.....○.....○.....○

## 5. Your work environment

- |   | Disagree<br>Strongly | Disagree<br>Somewhat | Neutral | Agree<br>Somewhat | Agree<br>Strongly | Not<br>Applicable |
|---|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| My physical working conditions are good.....○.....○.....○.....○.....○.....○.....○.....○                         | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My general work area is adequately lit.....○.....○.....○.....○.....○.....○.....○.....○                          | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My general work area is adequately heated/cooled.....○.....○.....○.....○.....○.....○.....○.....○                | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My general work area is adequately clean.....○.....○.....○.....○.....○.....○.....○.....○                        | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| There is adequate noise control to allow me to focus on my work.....○.....○.....○.....○.....○.....○.....○.....○ | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| I feel physically safe in my work environment.....○.....○.....○.....○.....○.....○.....○.....○                   | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |

## 6. Your relationship with your immediate supervisor

- |   | Disagree<br>Strongly | Disagree<br>Somewhat | Neutral | Agree<br>Somewhat | Agree<br>Strongly | Not<br>Applicable |
|---|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| My supervisor treats me fairly.....○.....○.....○.....○.....○.....○.....○.....○                              | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My supervisor treats me with respect.....○.....○.....○.....○.....○.....○.....○.....○                        | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My supervisor handles my work-related issues satisfactorily.....○.....○.....○.....○.....○.....○.....○.....○ | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My supervisor handles my personal issues satisfactorily.....○.....○.....○.....○.....○.....○.....○.....○     | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My supervisor acknowledges when I do my work well.....○.....○.....○.....○.....○.....○.....○.....○           | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My supervisor tells me when my work needs improvement.....○.....○.....○.....○.....○.....○.....○.....○       | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My supervisor is open to hearing my opinion or feedback.....○.....○.....○.....○.....○.....○.....○.....○     | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My supervisor helps me develop to my fullest potential.....○.....○.....○.....○.....○.....○.....○.....○      | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| I feel I can trust what my supervisor tells me.....○.....○.....○.....○.....○.....○.....○.....○              | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |

## 7. Training and development

- |  | Disagree<br>Strongly | Disagree<br>Somewhat | Neutral | Agree<br>Somewhat | Agree<br>Strongly | Not<br>Applicable |
|--|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| This organization provided as much initial training as I needed.....○.....○.....○.....○.....○.....○.....○.....○  | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| This organization provides as much ongoing training as I need.....○.....○.....○.....○.....○.....○.....○.....○  | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| This organization provides enough information, equipment and<br>resources I need to do my job well.....○.....○.....○.....○.....○.....○.....○.....○                       | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| My company clearly tells me what is expected for advancement.....○.....○.....○.....○.....○.....○.....○.....○   | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| I trust what the company tells me it takes to advance my career.....○.....○.....○.....○.....○.....○.....○.....○  | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| This organization provides training or experiences to help me<br>explore other possible opportunities within the company.....○.....○.....○.....○.....○.....○.....○.....○ | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| There is room for me to advance at this organization.....○.....○.....○.....○.....○.....○.....○.....○   | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| I trust that if I do good work, my company may increase my pay.....○.....○.....○.....○.....○.....○.....○.....○   | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| I trust that if I do good work, my company may consider me<br>for a promotion.....○.....○.....○.....○.....○.....○.....○.....○  | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |

## 8. Pay and Benefits

- |  | Disagree<br>Strongly | Disagree<br>Somewhat | Neutral | Agree<br>Somewhat | Agree<br>Strongly | Not<br>Applicable |
|--|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| My pay is fair for the work I perform.....○.....○.....○.....○.....○.....○.....○.....○                            | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |
| Overall, I'm satisfied with this organization's benefits package.....○.....○.....○.....○.....○.....○.....○.....○ | ○                    | ○                    | ○       | ○                 | ○                 | ○                 |

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Specifically, I'm satisfied with the:

	<u>Disagree</u> <u>Strongly</u>	<u>Disagree</u> <u>Somewhat</u>	<u>Neutral</u>	<u>Agree</u> <u>Somewhat</u>	<u>Agree</u> <u>Strongly</u>	<u>Not</u> <u>Applicable</u>
Amount of vacation (or Paid Time Off).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sick leave policy.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of health care paid for.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision care benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
401k or 403b plan.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement plan benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition reimbursement benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. I am willing to give extra effort to help my company succeed. (Fill in one response)

<u>Disagree</u> <u>Strongly</u>	<u>Disagree</u> <u>Somewhat</u>	<u>Neutral</u>	<u>Agree</u> <u>Somewhat</u>	<u>Agree</u> <u>Strongly</u>	<u>Not</u> <u>Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. I plan to continue my career with my company for at least 2 more years. (Fill in one response)

<u>Disagree</u> <u>Strongly</u>	<u>Disagree</u> <u>Somewhat</u>	<u>Neutral</u>	<u>Agree</u> <u>Somewhat</u>	<u>Agree</u> <u>Strongly</u>	<u>Not</u> <u>Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. I would recommend my company's products / services to a friend. (Fill in one response)

<u>Disagree</u> <u>Strongly</u>	<u>Disagree</u> <u>Somewhat</u>	<u>Neutral</u>	<u>Agree</u> <u>Somewhat</u>	<u>Agree</u> <u>Strongly</u>	<u>Not</u> <u>Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. I would recommend employment at my company to a friend. (Fill in one response)

<u>Disagree</u> <u>Strongly</u>	<u>Disagree</u> <u>Somewhat</u>	<u>Neutral</u>	<u>Agree</u> <u>Somewhat</u>	<u>Agree</u> <u>Strongly</u>	<u>Not</u> <u>Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**NOTE: We recommend that you do not include your name or other identifying remarks in your responses to the two open-ended questions listed below. PLEASE DO NOT EXCEED THE SPACE PROVIDED BELOW.**

Please do not use symbols or characters such as (=,\$,%,@,!,\$,&,\*,-,+)

13. What does this organization do that makes it a place where people would want to work?

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14. What can this organization do to increase your satisfaction and productivity as an employee?

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The following questions are for classification purposes only. They will not be used to identify any individual.  
Please fill in only one response per question.

## 15. How long have you worked for this 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 .....

## 16. What is your age?

- Less than 21 .....
- 21 - 25 .....
- 26 - 35 .....
- 36 - 45 .....
- 46 - 55 .....
- 56 - 65 .....
- Above 65 .....
- Prefer not to answer .....

## 17. What is your gender?

- Female .....
- Male .....
- Prefer not to answer .....

## 18. What is your ethnic background?

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

## 19. Which is your job status?

- Full-Time .....
- Part-Time .....

## 20. Which of the following best describes your role?

- Administrative/Clerical .....
- Executive/Partner .....
- Manager or Supervisor .....
- Service/Support Rep .....
- Sales/Marketing .....
- Other .....

## 21. In which department do you work?

- Development/Fundraising .....
- Finance/Accounting .....
- Human Resources .....
- Information Technology .....
- Legal .....
- Marketing/Advertising .....
- Maintenance/Operations .....
- Provider Service/Support .....
- Member Service/Support .....
- Research & Development .....
- Other .....

**Thank You for Your Participation!**

**For questions or comments, please email [support@bestcompaniesgroup.com](mailto:support@bestcompaniesgroup.com).**