Employee Engagement and Satisfaction Survey

Fill in each circle completely using a DARK BLUE or BLACK PEN, not a pencil. Do not use "x" or "/" marks. To ensure your anonymity, mail your completed survey in the postage-paid envelope provided. Upon receipt of your survey, your answers and comments will be added to those of your fellow workers and summarized as a group. The number in the right hand corner of this document is for data processing only and cannot be tracked to any individual's survey responses. If you have any questions or comments contact Best Companies Group at support@bestcompaniesgroup.com.

		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
1. Overall, I am very satisfied with my employer						
How do you feel about each of the following specific matters?	(Fill in a	single respo	nse for ea	nch statemen	nt below)	
2. This organization's leadership and planning:		Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
I understand the long-term strategy of this organization						
well being	O		0	O	O	O
There is adequate planning of departmental objectives There is adequate follow-through of departmental objectives	O	O	O	O	O	O
The leaders of this organization are open to input from employee		O	O	O	O	······
3. The organization's corporate culture and communications	Disagree	e Disagree Somewhat			Agree	Not Applicable
This organization's corporate communications are frequent enough This organization's corporate communications are detailed enough	gh O	O	•	O	0	O
I have a good understanding of how this organization is doing financially	O	<u>Q</u>	O	\circ		
I can trust what this organization tells me			\circ	9	•	
This arganization gives me anaugh recognition for work			O	O	O	C
This organization gives me enough recognition for work that is well done	O	O	O		OO	O O
This organization gives me enough recognition for work that is well done	O O	O	O			0
This organization gives me enough recognition for work that is well done	OOOO	OOOO				
This organization gives me enough recognition for work that is well done	OOOOOO	OOOO				
This organization gives me enough recognition for work that is well done						

4. Your role within this organization:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
I like the type of work that I do	O	O	O	O	O	······
I am given enough authority to make decisions I need to make	O	O	O	O	O	O
I believe my job is secure	O	O	O	O	O	O
Deadlines at this organization are realistic	O	🔾	O	•	O	O
I feel I am valued in this organization	O	O	O	O	C	C
I feel part of a team working toward a shared goal	O	O	O	O	C	C
I am able to maintain a reasonable balance between work and						
my personal life	O	O	O	O	O	C
My job makes good use of my skills and abilities	O	O	O	O	O	.
I have a clear understanding of my job role	O	O	O	O	C	C
I understand the importance of my role to the success of						
the organization	O	O	O	O	O	O
Most days, I feel I have made progress at work	O	O	O	O	C	C
5. Your work environment:		e Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
My physical working conditions are good						
My general working conditions are good					9	
There is adequate noise control to allow me to focus on my work	J	······			9	
My workspace has adequate privacy for me to do my job				·····	9	
I feel physically safe in my work environment	······		····· • • ····		9	
1 leet physically safe in my work environment			····· • ····		•	
6. Your relationship with your immediate supervisor:					Agree	
				Somewhat		
My supervisor treats me fairly	O	O	O	O	C	······
My supervisor treats me with respect	O	O	O	O	O	O
My supervisor handles my work-related issues satisfactorily						
My supervisor handles my personal issues satisfactorily	O	•	O	O	O	O
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	Q	<u>``</u>	<u>Ö</u>	<u>o</u>	<u>o</u>	O
My supervisor helps me develop to my fullest potential	Q	<u>o</u>	<u>o</u>	<u>o</u>	<u>o</u>	O
I feel I can trust what my supervisor tells me	O	O	O	O	O	O
7. Training, development and resources:		Disagree Somewhat		Agree Somewhat		Not Applicable
This organization provided as much initial training as I needed	O	O	O		O	O
This organization provides as much ongoing training as I need						
This organization provides the technology, equipment and						
resources I need to do my job well	O	O	O	O	O	······
The computer or other hardware I use to do my job is dependable	O	O	O	O	O	······
The software and program applications I use to do my job are						
adequate	O	O	O	O	O	C
Technology issues are resolved in a timely manner	O	O	O	O	O	C
Technology issues affecting my work are communicated to me						
in a timely manner	O	C	O	O	O	······
I understand what is expected for career advancement	O	C	O	O	O	······
I am encouraged to explore growth or advancement opportunities						
within the organization	O	O	O	O	C	C
There is room for me to advance at this organization	O	O	O	O	O	······
I trust that if I do good work, I will be considered for a promotion	O	O	C	O	C	C

8.	Pay and Benefits:		Disagree Somewhat		Agree Somewhat		Not Applicable
Му	pay is fair for the work I perform	O	O	O	O	O	C
Ove	erall, I'm satisfied with this organization's benefits package	O	C	O	C	C	O
Spe	cifically, I'm satisfied with the:						
Am	ount of vacation (or Paid Time Off)	O	O	O	O	C	O
Sicl	c leave policy	O	O	O	O	O	C
Am	ount of healthcare paid for	O	O	O	O	O	C
Der	ıtal benefits	O	O	O	O	O	C
Vis	ion care benefits	O	O	O	O	o	C
Ret	irement plan benefits	O	O	O	O	C	O
Life	insurance benefits	O	O	O	O	C	O
Dis	ability benefits	O	O	O	O	C	O
Tui	tion reimbursement benefits	O	o	O	O	O	O
9. (Overall feelings about your employment experience:				Agree Somewhat		Not Applicable
Mo	st days, I look forward to going to work	O		0	O	O	O
My	job provides me with a sense of meaning and purpose	O	O	O	O	O	C
I an	n proud to work for this organization el this organization has created an environment where I can do my best work	O	O	O	O	O	······
Lan	where I can do my best work willing to give extra effort to help this organization succeed.	O	O	O	O	•	O
- P1	an to continue my career with this organization for at least two more years	O	O	O	O	o	C
I wo	ould recommend this organization's products/services to a frier	O br	O	O	O	O	······
I wo	ould recommend working here to a friend	O	O	O	O	O	O
	NOTE: We recommend that you do not include your name open-ended questions listed below. Please					onses to	the two
10.	What does this organization do that makes it a place wher	e people v	vould want	to work	?		
11.	What can this organization do to increase your satisfaction	and pro	ductivity as	an empl	oyee?		

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.

12.	How long have you worked for this organization?	17. Which of the following best describes you	ur role?
	Less than one year	Administrative/Clerical	
	One year to less than two years	Executive/Partner	
	Two years to less than five years	Manager or Supervisor	C
	Five years to less than ten years	Production/Service	C
	Ten years or more	Professional	
	Prefer not to answer	Other	
13.	In what year were you born?		
	Example: 1990		
14.	What is your gender?	-16	
	Female		
	Male	18. In which department do you work?	
	Prefer not to answer	Customer Service/Care/Support	
		Development/Fundraising	
15.	What is your ethnic background?	Finance/Accounting	C
	Black or African-American	Human Resources	C
	AsianO	Information Technology	
	White or Caucasian	Legal	
	Hispanic or Latino	Marketing/Advertising	
	Native American (not Pacific Islander)	Maintenance/Operations	
	Pacific Islander	Production	
	Bi-Racial or Multi-Racial	Research & Development	
	Prefer not to answer	Sales/Retail/Business Development	
16.	Which is your job status?	Other	
	Full-Time		
	Part-Time		

Thank You for Your Participation!

For questions or comments, please email support@bestcompaniesgroup.com.