Remote Worker Engagement and Satisfaction Survey

A. Which of the following best describes your current work situation?

- 1. Remote employee (Your primary work location is not owned, rented or occupied by your employer and you work there at least 4 days per week)
- 2. Hybrid employee (You work at a work location is not owned, rented or occupied by your employer one or more days each week and you work at a company location at least one or more days each week)
- 3. On-site employee (You work at a company location more than four days each week)

	Disagree	Disagree		Agree	Agree	Not
	Strongly	Somewhat	Neutral	Somewhat	Strongly	Applicable
1. Overall, I am very satisfied with my employer	0	O	•	O	o	C
How do you feel about each of the following specific matters?	(Fill in a	single respo	nse for ea	ach statemer	nt below)	
2. This organization's leadership:	_	Disagree		Agree	Agree	Not
	<u>Strongly</u>	Somewhat	<u>Neutral</u>	Somewhat	Strongly	<u>Applicable</u>
I understand the long-term strategy of this organization	O	O	O	O	O	C
I have confidence in the leadership of this organization	O	O	O	O	O	······
The leaders of this organization care about their employees'						
well being	O	O	O	O	O	C
Senior leaders live the core values of the organization						
The leaders of this organization are open to input from employee	s0	O	O	O	O	C

3. The organization's corporate culture and communications:

	Disagree	Disagree		Agree	Agree	Not
	Strongly	Somewhat	Neutral	Somewhat	Strongly	Applicable
This organization's corporate communications are frequent enough	1 O	\circ	\circ	\circ	\circ	\circ
This organization's corporate communications are detailed enough						
This organization effectively communicates its progress towards	•					
meeting departmental goals	\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}
I have a good understanding of how this organization	🔾					
is doing financially	\mathbf{O}	\mathbf{O}	\mathbf{O}	O	\mathbf{O}	\mathbf{O}
I can trust what this organization tells me						
This organization treats me like a person, not a number	0	O	O	······	O	O
This organization gives me enough recognition for work						
that is well done	O	Q	Q	O	O	Ο
Staffing levels are adequate to provide quality products/services						
Quality is a top priority with this organization						
Safety is a top priority with this organization						
I believe there is a spirit of cooperation within this organization						
My employer enables a culture of diversity						
This organization makes a strong effort to minimize discrimination	O	9	0	9		
Llike the people I work with at this organization)O	0	0	O		
I like the people I work with at this organization	o	0	0	0		
I feel I can express my honest opinions without feer of pagetive						
consequences.	0	O	O	0	\circ	\circ
Changes that may affect me are communicated to me prior						
Changes that may affect me are communicated to me prior to implementation	Q	0	\mathbf{O}	Q	\mathbf{O}	\mathbf{O}
4. Your role within this organization:	Disagree	Disagree		Agree	Agree	Not
		Somewhat				Applicable
				Somewhat	Strongly	1 ipplicable
I like the type of work that I do						
I like the type of work that I do	O	O	o	o	•	C
I am given enough authority to make decisions I need to make	O	O	O	O	O	O
I am given enough authority to make decisions I need to make I believe my job is secure	O	O	O	O	O O	O O
I am given enough authority to make decisions I need to make I believe my job is secure Deadlines at this organization are realistic	O OO	O O O	O O	O	O O O	O O O
I am given enough authority to make decisions I need to make I believe my job is secure Deadlines at this organization are realistic I feel I am valued in this organization	O O O	O	O O O	O O OO	OOO	O
I am given enough authority to make decisions I need to make I believe my job is secure 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	O O O	O	O O O	O O OO	OOO	O
I am given enough authority to make decisions I need to make I believe my job is secure 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	O OOOO	OOOOO	O O O O	O O O O		O O O
I am given enough authority to make decisions I need to make I believe my job is secure 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	OOOOOO	OOOO	O O O O O	OOOOO	OOOO	
I am given enough authority to make decisions I need to make I believe my job is secure 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	OOOOO	OOOOO		O O O O O O		
I am given enough authority to make decisions I need to make I believe my job is secure	OOOOO	OOOOO		O O O O O O		
I am given enough authority to make decisions I need to make I believe my job is secure						
I am given enough authority to make decisions I need to make I believe my job is secure						
I am given enough authority to make decisions I need to make I believe my job is secure						
I am given enough authority to make decisions I need to make I believe my job is secure Deadlines at this organization are realistic						
I am given enough authority to make decisions I need to make I believe my job is secure	OOOOOOOOOOOOOOOOOO	O O O O		O	OOO	
I am given enough authority to make decisions I need to make I believe my job is secure	OOOOOOOOOOOOOOOOOO	Disagree Somewhat		O	O	OOOOOOOOOOOOO
I am given enough authority to make decisions I need to make I believe my job is secure	O	O O O O		O	OOOO	OOOOOOOOOOOOOOO
I am given enough authority to make decisions I need to make I believe my job is secure	Disagree Strongly	Disagree Somewhat	OOOOOO	Agree Somewhat	Agree Strongly	OOOOOOOOOOOOOOO
I am given enough authority to make decisions I need to make I believe my job is secure	Disagree Strongly	Disagree Somewhat	OOOOOO	Agree Somewhat	Agree Strongly	OOOOOOOOOOOOOOO
I am given enough authority to make decisions I need to make I believe my job is secure	O	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	OOOOOOOOOOOOOOO

6.	Your relationship with your immediate supervisor:		Disagree		Agree Somewhat		
N /							
	supervisor treats me fairly						
	supervisor handles my work-related issues satisfactorily						
	supervisor handles my personal issues satisfactorily						
	supervisor acknowledges when I do my work well						
	supervisor tells me when my work needs improvement						
	supervisor is open to hearing my opinion or feedback						
	supervisor wants me to develop to my fullest potential						
	el I can trust what my supervisor tells me						
7.	Training, development and resources:	_	_		Agree Somewhat	_	
Thi	s organization provided as much initial training as I needed	O	O	O	O	O	O
Thi	s organization provides as much ongoing training as I need	O	C	O	O	O	C
	s organization provides the technology, equipment and						
	resources I need to do my job well	O	O	O	O	O	C
	computer or other hardware I use to do my job is dependable.	O	O	O	O	C	C
The	e software and program applications I use to do my job are						
_	adequate	Q	<u>O</u>	<u>O</u>	<u>o</u>	O	O
	chnology issues are resolved in a timely manner						
Tec	hnology issues affecting my work are communicated to me in a timely manner	-0				\circ	\sim
Th:	in a timely manner	0	O	O	O	•	O
1111	s organization helps me pursue a career path that aligns with my skills and interests	o	O	O	o	o	C
	s organization encourages me to develop professionally and/or acquire new skills						
If I	do good work, I will be rewarded	O	O	3	3	O	
8.	Pay and Benefits:				Agree Somewhat		Not Applicable
My	pay is fair for the work I perform	O	O	O	O	O	O
Ove	erall, I'm satisfied with this organization's benefits package	O	O	O	O	O	C
Spe	ecifically, I'm satisfied with the:						
Am	ount of vacation (or Paid Time Off)	O	C	C	O	C	C
Sicl	k leave policy	O	O	O	O	C	C
Am	ount of healthcare paid for	O	C	O	C	C	C
Der	ntal benefits	O	O	O	C	C	C
Vis	ion care benefits	O	O	O	O	O	C
Ret	irement plan benefits	O	C	o	O	O	C
	e insurance benefits						
	ability benefits						
Tari	tion mainthromannt hanafita	\circ	\circ	\circ	\circ	\circ	\circ

9. Overall feelings about your employment experience:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
Most days, I look forward to going to work	O	O	O	O	O	······
My job provides me with a sense of meaning and purpose I am proud to work for this organization	O	O	O	O	O	C
I am proud to work for this organization	O	O	O	O	O	O
I feel this organization has created an environment						
where I can do my best work						
I am willing to give extra effort to help this organization succeed I plan to continue my career with this organization for						
at least two more years	O	O	O	O	O	C
I would recommend this organization's products/services to a fr	iendO	O	O	?	O	O
I would recommend working here to a friend		O	O	O	O	O
NOTE: We recommend that you do not in					·ks	
in your responses to the two o	pen-ended o	questions lis	ted belov	V .		
10a. What does this organization do that makes it a place wh	ere people v	would want	to work?			
				1		
	No					
	1					
10b. What can this organization do to increase your satis	sfaction and	productivit	tv?			
Tob. What can this organization do to increase your satisfaction	staction and	productivit				
TI 5 II : 0 :: / :: 44 144 \ :III		<u> </u>				.]
The Following Questions (sections 11a and 11b) will be a automatically skip to the demographics section.	sked only o	f remote ar	ia nybria	workers. A	All other w	orkers
automatically skip to the demographics section.						
11a. Your flexible office environment experience:	Disagree	Disagree		Agree	Agree	Not
	•	Somewhat	Noutral	•	•	Applicable
Landalla ta manfama maniah ana 150 cita	Subligiy	<u> </u>	incuttal	Somewha	ı <u>suongry</u>	<u> Друпсавіе</u>
I am able to perform my job working in a flexible office environment as well as if I were in the office	O	\circ	\circ	\mathbf{O}	\circ	O
I have the support necessary to do my job in a			🕥	🔾		
flexible office environment	O	O	O	O	O	······
I experience minimal distractions when working in						
a flexible office environment	O	O	O	O	O	C
I feel connected to my colleagues while working in a						
flexible office environment	C	O	O	O	O	C
I have successfully adapted to a flexible office	_	_	_	_	_	_
environment	O	O	🔾	O	O	······

11b. What kinds of actions has your organization taken that help you to be effective while working as a remote worker? (SELECT ALL THAT APPLY)

Flexible work hours/flex time	. .0
Provided software/access to software for meetings	
and organization computing systems	O
Provided me with hardware and office equipment	
(e.g. printer, scanner, laptop, modem, mobile phone, other)	. .O
Additional IT support	
Expanded/enhanced/improved its healthcare services	
Implemented regular staff meetings to track progress	
while working from home	O
Provided counseling services to help employees and	
families adjust to working from home	Ο
Reimbursement for landline/cell phone usage	О
A dedicated space where I can work when I am in the office	O
Dedicated storage for any files or equipment I may need to keep at the office	
Meetings are scheduled to maximize my effectiveness (either on-site or remotely)	
Opportunities to build relationships with my teammates and other key employees	
Other (Please specify):	0

The following questions are for classification purposes only. They will not be used to identify any individual.

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

Thank You for Your Participation!

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