

Employee Engagement and Satisfaction Survey

Please complete this approximately 15-minute confidential survey with your honest feedback. Responses will be sent directly to and processed by Best Companies Group. No one will have access to your specific survey responses. Employers are not given any information that enables them to trace answers back to a specific person, even if you are part of a small demographic group. We will not report results from demographic categories with fewer than five respondents. Your employer may receive a report that summarises, in alphabetical order, all responses from the two open-ended questions at the end. Please do not include your name or other identifying remarks in your responses. For questions contact Best Companies Group at support@bestcompaniesgroup.com.

Disagree Disagree Agree Agree Not
Strongly Somewhat Neutral Somewhat Strongly 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 response for each statement below)

2. This organisation's leadership:

Disagree Disagree Agree Agree Not
Strongly Somewhat Neutral Somewhat Strongly Applicable

I understand the long-term strategy of this organisation.....○.....○.....○.....○.....○.....○.....○
 I have confidence in the leadership of this organisation○.....○.....○.....○.....○.....○.....○
 The leaders of this organisation care about their employees' well being○.....○.....○.....○.....○.....○.....○
 Senior leaders live the core values of the organisation○.....○.....○.....○.....○.....○.....○
 The leaders of this organisation are open to input from employees.....○.....○.....○.....○.....○.....○.....○

3. The organisation's corporate culture and communications:

Disagree Disagree Agree Agree Not
Strongly Somewhat Neutral Somewhat Strongly Applicable

This organisation's corporate communications are frequent enough....○.....○.....○.....○.....○.....○.....○
 This organisation's corporate communications are detailed enough ...○.....○.....○.....○.....○.....○.....○
 This organization effectively communicates its progress towards meeting departmental goals○.....○.....○.....○.....○.....○.....○
 I have a good understanding of how this organisation is doing financially○.....○.....○.....○.....○.....○.....○
 I can trust what this organisation tells me.....○.....○.....○.....○.....○.....○.....○
 This organisation treats me like a person, not a number○.....○.....○.....○.....○.....○.....○
 This organisation gives me enough recognition for work that is well done○.....○.....○.....○.....○.....○.....○
 Staffing levels are adequate to provide quality products/services.....○.....○.....○.....○.....○.....○.....○
 Quality is a top priority with this organisation.....○.....○.....○.....○.....○.....○.....○
 Safety is a top priority with this organisation○.....○.....○.....○.....○.....○.....○
 I believe there is a spirit of cooperation within this organisation.....○.....○.....○.....○.....○.....○.....○
 My employer enables a culture of diversity○.....○.....○.....○.....○.....○.....○
 The organization makes a strong effort to minimize discrimination....○.....○.....○.....○.....○.....○.....○
 I like the people I work with at this organisation.....○.....○.....○.....○.....○.....○.....○
 At this organisation, employees have fun at work.○.....○.....○.....○.....○.....○.....○
 I feel I can express my honest opinions without fear of negative consequences.○.....○.....○.....○.....○.....○.....○
 Changes that may affect me are communicated to me prior to implementation○.....○.....○.....○.....○.....○.....○

4. Your role within this organisation:

	Disagree <u>Strongly</u>	Disagree <u>Somewhat</u>	<u>Neutral</u>	Agree <u>Somewhat</u>	Agree <u>Strongly</u>	Not <u>Applicable</u>
I like the type of work that I do.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given enough authority to make decisions I need to make	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my job is secure.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deadlines at this organisation are realistic.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am valued in this organisation.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel part of a team working toward a shared goal.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to maintain a reasonable balance between work and my personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job makes good use of my skills and abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of my job role.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand the importance of my role to the success of the organisation.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most days, I feel I have made progress at work.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Your work environment:

	Disagree <u>Strongly</u>	Disagree <u>Somewhat</u>	<u>Neutral</u>	Agree <u>Somewhat</u>	Agree <u>Strongly</u>	Not <u>Applicable</u>
My physical working conditions are good.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My general work area is adequately heated/cooled	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate noise control to allow me to focus on my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workspace has adequate privacy for me to do my job.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel physically safe in my work environment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Your relationship with your immediate supervisor:

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

7. Training, development and resources:

	Disagree <u>Strongly</u>	Disagree <u>Somewhat</u>	<u>Neutral</u>	Agree <u>Somewhat</u>	Agree <u>Strongly</u>	Not <u>Applicable</u>
This organisation provided as much initial training as I needed.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organisation provides as much ongoing training as I need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organisation provides the technology, equipment and resources I need to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The computer or other hardware I use to do my job is dependable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The software and programme applications I use to do my job are adequate.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology issues are resolved in a timely manner.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology issues affecting my work are communicated to me in a timely manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organization helps me pursue a career path that aligns with my skills and interests.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organization encourages me to develop professionally and/or acquire new skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I do good work, I will be rewarded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Pay and Benefits:

	Disagree	Disagree		Agree	Agree	Not

Strongly Somewhat Neutral Somewhat Strongly Applicable

My pay is fair for the work I perform

Overall, I'm satisfied with this organisation's benefits package

Specifically, I'm satisfied with the:

Amount of annual leave

Sick leave policy

Amount of healthcare paid for

Dental benefits

Vision care benefits

Pension scheme

Life insurance benefits

Disability benefits

Tuition reimbursement benefits

9. Overall feelings about your employment experience:

Disagree Disagree Agree Agree Not
Strongly Somewhat Neutral Somewhat Strongly Applicable

Most days, I look forward to going to work

My job provides me with a sense of meaning and purpose

I am proud to work for this organisation

I feel this organisation has created an environment
where I can do my best work

I am willing to give extra effort to help this organisation succeed

I plan to continue my career with this organisation for
at least two more years

I would recommend this organisation's products/services to a friend

I would recommend working here to a friend

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.

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

11. What can this organisation do to increase your satisfaction and productivity as an employee?

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 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

13. In what year were you born?

--	--	--	--

Example: 1990

14. What is your gender?

- Female
- Male
- Non-Binary
- Prefer not to answer

15. What is your ethnic background?

- White (British, Irish, Other)
- Black/Black British (Caribbean, African, Other)
- Asian/Asian British.....
(Indian, Pakistani, Bangladeshi, Other Asian)
- Chinese/Chinese British (Chinese: any Other)
- Mixed.....
(White & Black Caribbean, White & Black African, White & Asian)
- Any other Mixed.....
- Prefer not to answer

16. Which is your job status?

- Full-Time
- Part-Time

16b. Which of the following best describes your work setting?

- On-Site
- Hybrid.....
- Remote

17. Which of the following best describes your role?

- Executive (CEO/President, VP, Director, etc.).....
- Manager/Supervisor
- Administrative/Clerical
- Professional/Salesperson/Analyst/Technician
- Production/Service
- Other.....

18. In which department do you work?

- Administration/Management
- Customer Service/Care/Support
- Finance/Accounting.....
- Human Resources
- Information Technology
- Marketing/Advertising
- Maintenance/Operations
- Production
- Sales/Retail/Business Development
- Other.....

Thank You for Your Participation!

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