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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 summarizes, in alphabetical order, all responses to 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 Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
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)

This organization's leadership:

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
I understand the long-term strategy of this organization	❍	❍	❍	❍	❍	❍
I have confidence in the leadership of this organization	❍	❍	❍	❍	❍	❍
The leaders of this organization care about their employees' well being	❍	❍	❍	❍	❍	❍
Senior leaders live the core values of the organization	❍	❍	❍	❍	❍	❍
The leaders of this organization are open to input from employees	❍	❍	❍	❍	❍	❍

The organization's corporate culture and communications:

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
This organization's corporate communications are frequent enough	❍	❍	❍	❍	❍	❍
This organization's corporate communications are detailed enough	❍	❍	❍	❍	❍	❍
This organization effectively communicates its progress towards meeting departmental goals	❍	❍	❍	❍	❍	❍
I have a good understanding of how this organization is doing financially	❍	❍	❍	❍	❍	❍
I can trust what this organization tells me	❍	❍	❍	❍	❍	❍
This organization treats me like a person, not a number	❍	❍	❍	❍	❍	❍
This organization 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 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	❍	❍	❍	❍	❍	❍
I like the people I work with at this organization	❍	❍	❍	❍	❍	❍
At this organization, 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	❍	❍	❍	❍	❍	❍

Sample

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Your role within this organization:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
I like the type of work that I do	❍	❍	❍	❍	❍	❍
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	❍	❍	❍	❍	❍	❍
I have a clear understanding of my job role	❍	❍	❍	❍	❍	❍
I understand the importance of my role to the success of the organization	❍	❍	❍	❍	❍	❍
Most days, I feel I have made progress at work.	❍	❍	❍	❍	❍	❍

Your work environment:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
My physical working conditions are good	❍	❍	❍	❍	❍	❍
My general work area is adequately heated/cooled	❍	❍	❍	❍	❍	❍
There is adequate noise control to allow me to focus on my work	❍	❍	❍	❍	❍	❍
My workspace has adequate privacy for me to do my job	❍	❍	❍	❍	❍	❍
I feel physically safe in my work environment	❍	❍	❍	❍	❍	❍

Sample

Your relationship with your immediate supervisor:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not 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 wants me to develop to my fullest potential	❍	❍	❍	❍	❍	❍
I feel I can trust what my supervisor tells me	❍	❍	❍	❍	❍	❍

Training, development and resources:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
This organization provided as much initial training as I needed	❍	❍	❍	❍	❍	❍
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	❍	❍	❍	❍	❍	❍
The computer or other hardware I use to do my job is dependable	❍	❍	❍	❍	❍	❍
The software and program applications I use to do my job are adequate	❍	❍	❍	❍	❍	❍
Technology issues are resolved in a timely manner	❍	❍	❍	❍	❍	❍
Technology issues affecting my work are communicated to me in a timely manner	❍	❍	❍	❍	❍	❍
This organization helps me pursue a career path that aligns with my skills and interests	❍	❍	❍	❍	❍	❍

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This organization encourages me to develop professionally and/or acquire new skills	❍	❍	❍	❍	❍	❍
If I do good work, I will be rewarded	❍	❍	❍	❍	❍	❍

Pay and Benefits:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
My pay is fair for the work I perform	❍	❍	❍	❍	❍	❍
Overall, I'm satisfied with this organization's benefits package	❍	❍	❍	❍	❍	❍
Specifically, I'm satisfied with the:						
Amount of vacation (or Paid Time Off)	❍	❍	❍	❍	❍	❍
Sick leave policy	❍	❍	❍	❍	❍	❍
Amount of healthcare paid for	❍	❍	❍	❍	❍	❍
Dental benefits	❍	❍	❍	❍	❍	❍
Vision care benefits	❍	❍	❍	❍	❍	❍
Retirement plan benefits	❍	❍	❍	❍	❍	❍
Life insurance benefits	❍	❍	❍	❍	❍	❍
Disability benefits	❍	❍	❍	❍	❍	❍
Tuition reimbursement benefits	❍	❍	❍	❍	❍	❍

Overall feelings about your employment experience:	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not 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 organization…	❍	❍	❍	❍	❍	❍
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	❍	❍	❍	❍	❍	❍
I would recommend this organization's products/services to a friend	❍	❍	❍	❍	❍	❍
I would recommend working here to a friend	❍	❍	❍	❍	❍	❍

Sample

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.

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

_____
_____
_____
_____
_____

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.

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 ❍

In what year were you born?

Example: 1990

What is your gender?

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

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 ❍

Which is your job status?

- Full-Time ❍
- Part-Time ❍

Which of the following best describes your work setting?

- Onsite ❍
- Hybrid ❍
- Remote ❍

Which of the following best describes your role?

- President, Chairman, CEO ❍
- Other C-Level Executive (COO, CFO, CIO, CTO, CMO, etc.) ❍
- Division/Department Head (Group Manager, VP, etc.) ❍
- Manager/Senior Manager ❍
- Non-management ❍

In which department do you work?

- Executive management ❍
- Customer Service/Care/Support ❍
- Development/Fundraising ❍
- Finance/Accounting ❍
- Human Resources ❍
- Information Technology ❍
- Legal ❍
- Regulatory/compliance ❍
- Marketing ❍
- Operations ❍
- Production ❍
- Research & Development ❍
- Product management ❍
- Sales/Retail ❍
- Software development ❍
- Other ❍

Sample

Thank You for Your Participation!
For questions or comments, please email support@bestcompaniesgroup.com.

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