



**Best Companies Group
Inclusive Workplace Questionnaire**

Welcome to Best Companies Group Inclusive Workplace Survey!

Your company is participating in the Inclusive Workplace Survey. This survey obtains your opinions on topics related to important workplace issues. Your responses will provide valuable insights to your employer. All responses from this study will remain strictly confidential. This survey should take less than 10 minutes to complete.

Leadership & Organization Initiatives

(ASK ALL)

Q1. How do you feel about each of the following specific matters?	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
This organization provides an environment for the free and open expression of ideas, opinions, and beliefs					
Management's efforts towards creating a more inclusive environment have made our company a better place to work					
This organization is making progress on creating an environment where everyone is valued					
This organization believes in investing in all of its people					

(ASK ALL)

Q2. Out of the following Leadership & Organization Initiatives, which two attributes are most important to you?

- 1 _____
- 2 _____

<u>Leadership & Organization Initiatives:</u>
This organization provides an environment for the free and open expression of ideas, opinions, and beliefs
Management's efforts towards creating a more inclusive environment have made our company a better place to work
This organization is making progress on creating an environment where everyone is valued
This organization believes in investing in all of its people

Cultural Initiatives

(ASK ALL)

Q3. How do you feel about each of the following specific matters?	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
I feel engaged in our company's inclusion efforts/initiatives					
Our organization is committed to creating a more culturally competent environment					
I feel engaged at the company because I can be myself at work					
This organization is sensitive to the lifestyle choices people make					
This organization values my unique background and experiences					
I am comfortable expressing myself at work					

(ASK ALL)

Q4. Out of the following Cultural Initiatives, which three attributes are most important to you?

- 1 _____
- 2 _____
- 3 _____

<u>Cultural Initiatives:</u>
I feel engaged in our company's inclusion efforts/initiatives
Our organization is committed to creating a more culturally competent environment
I feel engaged at the company because I can be myself at work
This organization is sensitive to the lifestyle choices people make
This organization values my unique background and experiences
I am comfortable expressing myself at work

Supervisor Initiatives

(ASK ALL)

Q5. How do you feel about each of the following specific matters?	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
My supervisor is committed to creating an inclusive environment					
My supervisor understands how to connect with each member of our team					
My supervisor builds work teams that reflect our group's backgrounds					

(ASK ALL)

Q6. Out of the following Supervisor Initiatives, which two attributes are most important to you?

- 1 _____
- 2 _____

<u>Supervisor Initiatives:</u>
My supervisor is committed to creating an inclusive environment
My supervisor understands how to connect with each member of our team
My supervisor builds work teams that reflect our group's backgrounds

Sample

Hiring & Career Advancement

(ASK ALL)

Q7. How do you feel about each of the following specific matters?	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
This company gives everyone an opportunity to grow their career here					
This company rewards people based on merit and hard work					
Employees of different backgrounds are encouraged to apply for higher positions					
Employees of different backgrounds are encouraged to apply for higher positions					
Promotion and review results are transparent at this company					
This organization offers equal opportunities for career growth					

(ASK ALL)

Q8. Out of the following Hiring & Career Advancement attributes, which two attributes are most important to you?

- 1 _____
- 2 _____

Hiring & Career Advancement:
This company gives everyone an opportunity to grow their career here
This company rewards people based on merit and hard work
Employees of different backgrounds are encouraged to apply for higher positions
Employees of different backgrounds are encouraged to apply for higher positions
Promotion and review results are transparent at this company
This organization offers equal opportunities for career growth

Employee Engagement

(ASK ALL)

Q9. How do you feel about each of the following specific matters?	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
Overall, I am very satisfied with my employer					
I am proud to work for this organization					
I plan to continue my career with this organization for at least two more years					
I would refer this company to a friend because of our inclusive environment					

(ASK ALL)

Q11. Earlier you selected the following as important attributes. Please rank these attributes from MOST important to LEAST important in creating a more inclusive workplace at your organization.

- 1 _____
- 2 _____
- 3 _____
- 4 _____
- 5 _____
- 6 _____
- 7 _____
- 8 _____
- 9 _____

(ASK ALL)

Q12. What does your organization do to create an inclusive workplace? *(Please specify)*

_____ (OPEN-END)

(ASK ALL)

Q13. What does your organization do that causes it NOT to be an inclusive workplace? *(Please specify)*

_____ (OPEN-END)

Available Demographic Questions (Available for purchase):

(OPTIONAL)

Q14. How long have you worked for this organization?

- 1 Less than one year
- 2 One year to less than two years
- 3 Two years to less than five years
- 4 Five years to less than ten years
- 5 Ten years or more
- 6 Prefer not to answer

(OPTIONAL)

Q15. In what year were you born?

(OPTIONAL)

Q16. Which of the following best describes your work setting?

- 1 Onsite
- 2 Hybrid
- 3 Remote

(OPTIONAL – *This can be customized*)

Q17. Which of the following best describes your role?

- 1 Executive (CEO/President, VP, Director, etc.)
- 2 Manger/Supervisor
- 3 Administrative/Clerical
- 4 Professional/Salesperson/Analyst/Technician
- 5 Production/Service
- 6 Other

(OPTIONAL – *This can be customized*)

Q18. In which department do you work?

- 1 Administration/Management
- 2 Customer Service/Care/Support
- 3 Finance/Accounting
- 4 Human Resources
- 5 Information Technology
- 6 Marketing/Advertising
- 7 Maintenance/Operations
- 8 Production
- 9 Sales/Retail/Business Development
- 10 Other

(OPTIONAL – *This can be customized*)

Q19. In which location do you work?

LIST CUSTOM DEMOGRAPHIC LOCATIONS HERE