



**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)

<b>Q1. How do you feel about each of the following specific matters?</b>	<b>Disagree Strongly</b>	<b>Disagree Somewhat</b>	<b>Neutral</b>	<b>Agree Somewhat</b>	<b>Agree Strongly</b>
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 \_\_\_\_\_

<b>Leadership &amp; Organization Initiatives:</b>
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
This organization accommodates persons with special needs					
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					
I am comfortable expressing myself at work					
This organization values my unique background and experiences					

(ASK ALL)

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

- 1 \_\_\_\_\_
- 2 \_\_\_\_\_
- 3 \_\_\_\_\_

Cultural Initiatives:
This organization accommodates persons with special needs
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
I am comfortable expressing myself at work
This organization values my unique background and experiences

**Supervisor Initiatives**

(ASK ALL)

<b>Q5. How do you feel about each of the following specific matters?</b>	<b>Disagree Strongly</b>	<b>Disagree Somewhat</b>	<b>Neutral</b>	<b>Agree Somewhat</b>	<b>Agree Strongly</b>
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 \_\_\_\_\_

<b><u>Supervisor Initiatives:</u></b>
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

**Hiring & Career Advancement**

(ASK ALL)

<b>Q7. How do you feel about each of the following specific matters?</b>	<b>Disagree Strongly</b>	<b>Disagree Somewhat</b>	<b>Neutral</b>	<b>Agree Somewhat</b>	<b>Agree Strongly</b>
This company gives everyone an opportunity to grow their career here					
This company rewards people based on merit and hard work					
All employees have a fair chance at having a successful career at this organization					
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 \_\_\_\_\_

<b><u>Hiring &amp; Career Advancement:</u></b>
This company gives everyone an opportunity to grow their career here
This company rewards people based on merit and hard work
All employees have a fair chance at having a successful career at this organization
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					
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 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)

**Demographic Questions (Bundle Available for Purchase):**

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

Q15. In what year were you born?

\_\_\_\_\_

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

- 1 Onsite
- 2 Hybrid
- 3 Remote

*(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

*(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

*(This can be customized)*

Q19. In which location do you work?

LIST CUSTOM DEMOGRAPHIC LOCATIONS HERE

SAMPLE