

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
1. I'm happy with my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The people I work with treat each other with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I find my job interesting and challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Goals and accountabilities are clear to everyone on my team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. My opinions seem to count at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. For quality control purposes, please select "Disagree."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I know I can depend on the other members of my team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I am paid fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I have the materials and equipment I need to do my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Our culture supports my health and wellbeing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. It would take a lot to get me to leave this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. When the organization makes changes, I understand why.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Please select the response option of "Somewhat Agree"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. The people I work with most closely are committed to producing top quality work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. The senior leaders of the organization value people as their most important resource.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I have the information I need to do my job well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I am proud to work here.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I see professional growth and career development opportunities for myself in this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What types of development opportunities would you like to see more of at your organization? (This question was asked to employees who responded unfavorably to the survey item "I see professional growth and career development opportunities for myself in this organization.")

In the past year, what has been the most important part of your professional development or professional growth? (This question was asked to employees who responded favorably to the survey item "I see professional growth and career development opportunities for myself in this organization.")

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
19. If I contribute to the organization's success, I know I will be recognized.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I believe this organization will be successful in the future.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. My immediate manager cares about my development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. My immediate manager cares about me as a person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. The senior leaders of this organization demonstrate integrity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you were a senior leader, what would you do to build trust with employees? (This question was asked to employees who responded unfavorably to the survey item "The senior leaders of this organization demonstrate integrity.")

How do effective leaders within your organization build trust with employees? (This question was asked to employees who responded favorably to the survey item "The senior leaders of this organization demonstrate integrity.")

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
24. I clearly understand how my performance is measured.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Everyone here is treated fairly regardless of race, gender, age, ethnic background, disability, sexual orientation, or other differences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. My immediate coworkers consistently go the extra mile to achieve great results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I love the people I work with.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. I trust our senior leaders to lead the company to future success.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. The benefits offered here meet my and my family's needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. My job allows me to utilize my strengths.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. My immediate manager helps me to be successful in my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. My job gives me flexibility to meet the needs of both my work and personal life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. This survey adequately addresses topics that are important to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What important topics were not addressed in this survey? (This question was asked to employees who responded unfavorably to the survey item "This survey adequately addresses topics that are important to me.")

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
34. I am inspired by the work we do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. I find my work engaging.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. I recommend this organization as a great place to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. My immediate coworkers are committed to this organization's overall goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. My work motivates me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. I feel accepted by my immediate coworkers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. What proportion of an average week do you work remotely or telecommute?						
<input type="checkbox"/> I never work remotely or telecommute						
<input type="checkbox"/> 1 Day Per Week						
<input type="checkbox"/> 2 Days Per Week						
<input type="checkbox"/> 3 Days Per Week						
<input type="checkbox"/> 4 Days Per Week						
<input type="checkbox"/> I always work remotely or telecommute						

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
41. In the past week, I have had difficulty focusing on my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. I am empowered to decide how my work gets done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. I often become so focused on my work that I lose track of time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. In the past week, how often have your stress levels interfered with your ability to get work done?						
<input type="checkbox"/> Daily						
<input type="checkbox"/> Often						

- Occasionally
- Rarely
- Never

45. I feel well-supported by my manager at this time.

Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

46. I feel well-supported by my organization at this time.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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How likely are you to recommend your organization to a friend or colleague?

- 10 - I go out of my way to recommend to others
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0 - I would never recommend

Your employer may see these comments. Please do not write anything that could be used to personally identify you.

Please explain why you rated the organization as you did. (Employees were asked, "How likely are you to recommend your organization to a friend or colleague?")

What three words best describe your work environment? Please exclude spaces, numbers and limit your word to 20 characters or less. Your employer may see these words. Please do not write anything that could be used to personally identify you.

Word 1:

Word 2:

Word 3:

Your employer may see these comments. Please do not write anything that could be used to personally identify you.

General Comments

Optional Questions:

Age

- 25 and under
- 26 - 35

- 36 - 45
- 46 - 55
- 56 - 65
- 66 and over
- I prefer not to say

Tenure

- Less than 1 year
- 1 - 2 years
- 3 - 5 years
- 6 - 9 years
- 10 - 14 years
- 15 years or more

Self Reported Pay Type

- Salaried
- Hourly

Position Level

- Executive Level (VP and above)
- Manager
- Director
- Supervisor
- Individual Contributor/Non-management

Function/Department

- Administration/Support
- Customer Service/Customer Care
- Consulting/Project Management
- Graphic Design/Creative
- Education/Teacher
- Engineer
- Facilities/Maintenance/Security
- Finance and Accounting
- Human Resources
- Information Technology
- Legal
- Manufacturing/Production/Quality
- Marketing/Advertising/PR
- Medical/Healthcare - Other
- Nursing/Clinical
- Operations and Quality Assurance
- Research and Software Development
- Sales/Business Development
- Other

*Function/Department Other

Gender

- Female
- Male
- Non-binary/ third gender

- Prefer to self-describe
- Another identity
- I prefer not to say

Prefer to self-describe

Highest Level of Education

- No high school diploma
- High school diploma or GED Equivalent
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's degree
- Professional degree
- Doctoral degree

Race/Ethnicity

- White
- Black or African American
- Hispanic or Latino
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander
- Two or more races
- I prefer not to say

* Required Questions:

Employment Status

- Full Time
- Part Time
- Independent Contractor (1099) or Temporary

To my knowledge, all eligible employees at this location were invited to take this survey.

- No
- Yes

Did you feel pressured by your supervisor, coworkers, or organization to respond positively to this survey?

- No
- Yes