



# Employee Engagement and Satisfaction Survey

Fill in each circle completely using a DARK BLUE or BLACK PEN, not a pencil. Do not use "x" or "/" marks. To ensure your anonymity, mail your completed survey in the postage-paid envelope provided. Upon receipt of your survey, your answers and comments will be added to those of your fellow workers and summarised as a group. The number in the right hand corner of this document is for data processing only and cannot be tracked to any individual's survey responses. If you have any questions or comments contact Best Companies Group at support@bestcompaniesgroup.com.

Disagree Strongly    Disagree Somewhat    Neutral    Agree Somewhat    Agree Strongly    Not 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 and planning:

Disagree Strongly    Disagree Somewhat    Neutral    Agree Somewhat    Agree Strongly    Not 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.....○.....○.....○.....○.....○.....○.....○.....○
There is adequate planning of departmental objectives.....○.....○.....○.....○.....○.....○.....○.....○
There is adequate follow-through of departmental objectives.....○.....○.....○.....○.....○.....○.....○.....○
The leaders of this organisation are open to input from employees.....○.....○.....○.....○.....○.....○.....○.....○

### 3. The organisation's corporate culture and communications:

Disagree Strongly    Disagree Somewhat    Neutral    Agree Somewhat    Agree Strongly    Not Applicable

- This organisation's corporate communications are frequent enough....○.....○.....○.....○.....○.....○.....○.....○
This organisation's corporate communications are detailed enough ...○.....○.....○.....○.....○.....○.....○.....○
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.....○.....○.....○.....○.....○.....○.....○.....○
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.....○.....○.....○.....○.....○.....○.....○.....○





8. Pay and Benefits:

Table with 5 columns: Disagree Strongly, Disagree Somewhat, Neutral, Agree Somewhat, Agree Strongly, Not Applicable. Rows include: 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:

Table with 5 columns: Disagree Strongly, Disagree Somewhat, Neutral, Agree Somewhat, Agree Strongly, Not Applicable. Rows include: 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.

9. Overall feelings about your employment experience:

Table with 5 columns: Disagree Strongly, Disagree Somewhat, Neutral, Agree Somewhat, Agree Strongly, Not Applicable. Rows include: 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?

Five horizontal lines for handwritten response.

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

Five horizontal lines for handwritten response.

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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.

## 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?

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Example: 1990

## 14. What is your gender?

- Female .....
- Male .....
- 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 .....

## 17. Which of the following best describes your role?

- Administrative/Clerical .....
- Executive/Partner .....
- Manager or Supervisor .....
- Production/Service .....
- Professional .....
- Other .....

## 18. In which department do you work?

- Customer Service/Care/Support .....
- Fundraising .....
- Finance/Accounting.....
- Human Resources .....
- Information Technology .....
- Legal.....
- Marketing/Communications .....
- Maintenance/Operations .....
- Production .....
- Research & Development .....
- Sales/Retail/Business Development .....
- Other .....

**Thank You for Your Participation!**

**For questions or comments, please email [support@bestcompaniesgroup.com](mailto:support@bestcompaniesgroup.com).**