

This is an example of a 'Culture' survey tool. It also shows graphs to illustrate how you can compile results.

Supplied courtesy of Roz Potter.

## Staff Engagement Survey

The reason I am getting you to fill this in is to get a full understanding of your perspective of (name of organisation). This is a part of a bigger picture about moving forward as an organisation.

There are 60 questions phrased as statements, all using a 5 point rating scale (ranging from strongly agree 5 to strongly disagree 1). Questions are grouped into the following 10 sections:

- Culture & Values
- Common Purpose
- Communication & Cooperation
- The person I Report To
- My Team
- My Job
- Learning & Development
- Performance & Feedback
- Reward & Recognition
- Overall Perceptions (Employee Engagement)

In addition, there are three open-ended questions in a section at the end of the survey.

I am expecting 100% return rate, please fill it in honestly if I can understand where we are at I am in a much better place to make positive change.

You can choose to put your name on it or not, it would be helpful to me to know what department you work in as we all have different needs.

The content of this survey will be used as part of a presentation to you and the Trust and puts some facts and figures onto the culture we have here right now. The presentation is a proposal that I'm really inspired about and will become clear to you in good time, the reason I'm not telling you now is it may change the results of the survey and I also want to do my homework & present it as a full picture.

### Culture & Values

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1. I feel I am working for a successful organisation
  2. The organisation expects high standards of performance from its people
  3. This organisation delivers on the promises it makes to its customers
  4. This organisation is a fun place to work
  5. This organisation cares about the well being of its people
  6. This organisation is as equal opportunity employer
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### Common Purpose

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7. This organisation has a clear vision of where it is going and how it's getting there
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- 8. I believe in what this organisation is trying to accomplish
  - 9. I know how my work contributes to the success of this organisation
  - 10. I feel a sense of belonging to this organisation
  - 11. I have confidence in the leadership of this organisation
  - 12. I intend to continue working at this organisation for a least the next 12 months
  - 13. There is a sense of "common purpose in this organisation"
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### Communication & Cooperation

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- 14. Communication in this organisation is open and honest
  - 15. I feel informed about this organisation and its activities
  - 16. This organisation is interested in the views and opinions of its people
  - 17. People share their knowledge and ideas freely in this organisation
  - 18. Cooperation between teams is encouraged in this organisation
  - 19. Teams in this organisation work well together
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### The Person I Report To

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- 20. The person I report to communicates the goals and objectives of our team effectively
  - 21. Roles and responsibilities are clearly defined in my team
  - 22. The person I report to encourages, and is willing to act on suggestions and ideas from my team
  - 23. The person I report to behaves in a way that is consistent with the values of this organisation
  - 24. The person I report to treats people with respect
  - 25. The person I report to supports and encourages me in my job
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### My Team

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- 26. People in my team work well together
  - 27. I can rely on the support of others in my team
  - 28. I have confidence in the ability of the people in my team
  - 29. I feel part of an effective team
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### My Job

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- 30. The responsibilities of my job are clearly defined
  - 31. I have the freedom and flexibility I need to do my job effectively
  - 32. I am sufficiently involved in decisions that affect the way I do my job
  - 33. The level of work related stress I experience in my job is acceptable
  - 34. I am able to maintain a balance between my personal and working life
  - 35. I am satisfied with my physical work environment
  - 36. My job gives me a sense of personal achievement
  - 37. My job meets my current needs and expectations
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### Learning & Development

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- 38. This organisation ensures that I am adequately trained for the work I do
  - 39. The work I do makes full use of my knowledge and skills
  - 40. I am encouraged to develop my knowledge, skills and abilities in this organisation
  - 41. I am encouraged to try new ways of doing things
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- 42. The feedback and coaching I get helps me to improve my performance
  - 43. There are career and personal development opportunities for me in this organisation
  - 44. I am satisfied with my learning and development opportunities in this organisation
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### **Performance & Feedback**

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- 45. I understand how my performance is measured
  - 46. I get regular feedback on my performance (formal/informal)
  - 47. My performance is fairly assessed
  - 48. Poor performance is dealt with effectively in this organisation
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### **Reward & Recognition**

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- 49. This organisation rewards outstanding performance
  - 50. We celebrate success in this organisation
  - 51. The pay and benefits I receive are fair for the work I do
  - 52. I get recognition when I do a good job
  - 53. I feel my contribution is valued in this organisation
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### **Overall Perceptions (Employee Engagement)**

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- 54. I look for ways to do my job more effectively
  - 55. Overall, I am satisfied with my job
  - 56. I take an active interest in what happens in this organisation
  - 57. I feel inspired to go the extra mile to help the organisation succeed
  - 58. I feel a sense of commitment to this organisation
  - 59. Overall, I would recommend this organisation a great place to work
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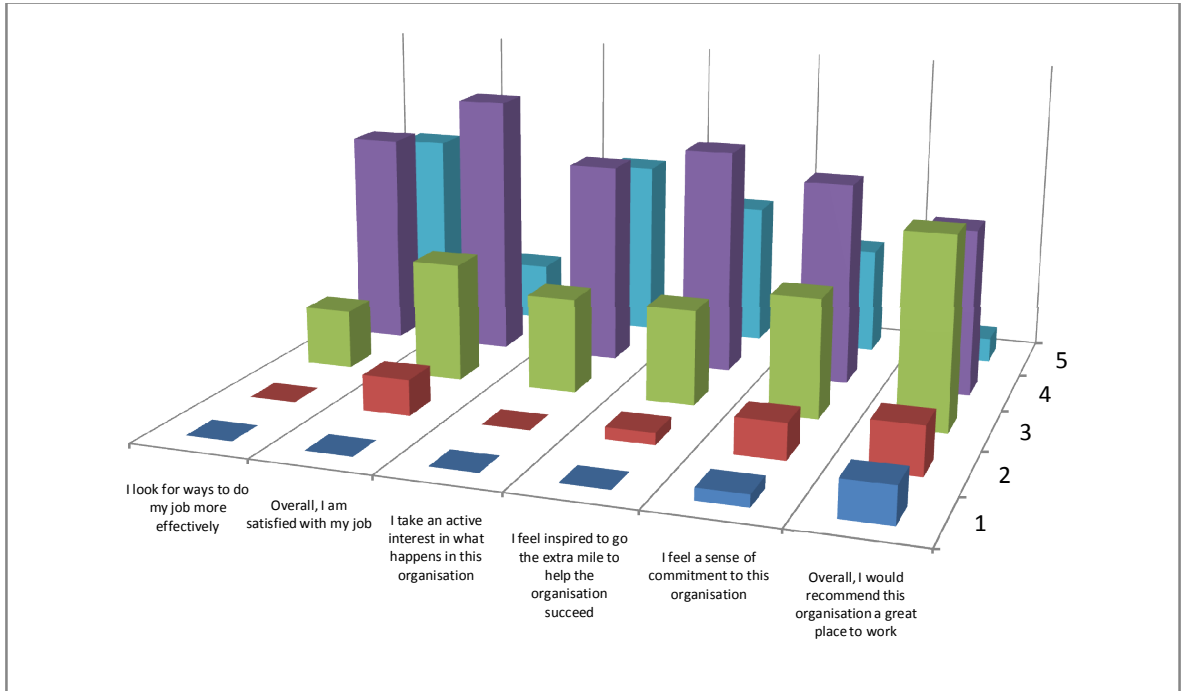
### **Open-ended Questions**

The one thing MORE THAN ANYTHING ELSE that makes this organisation a great place to work is:

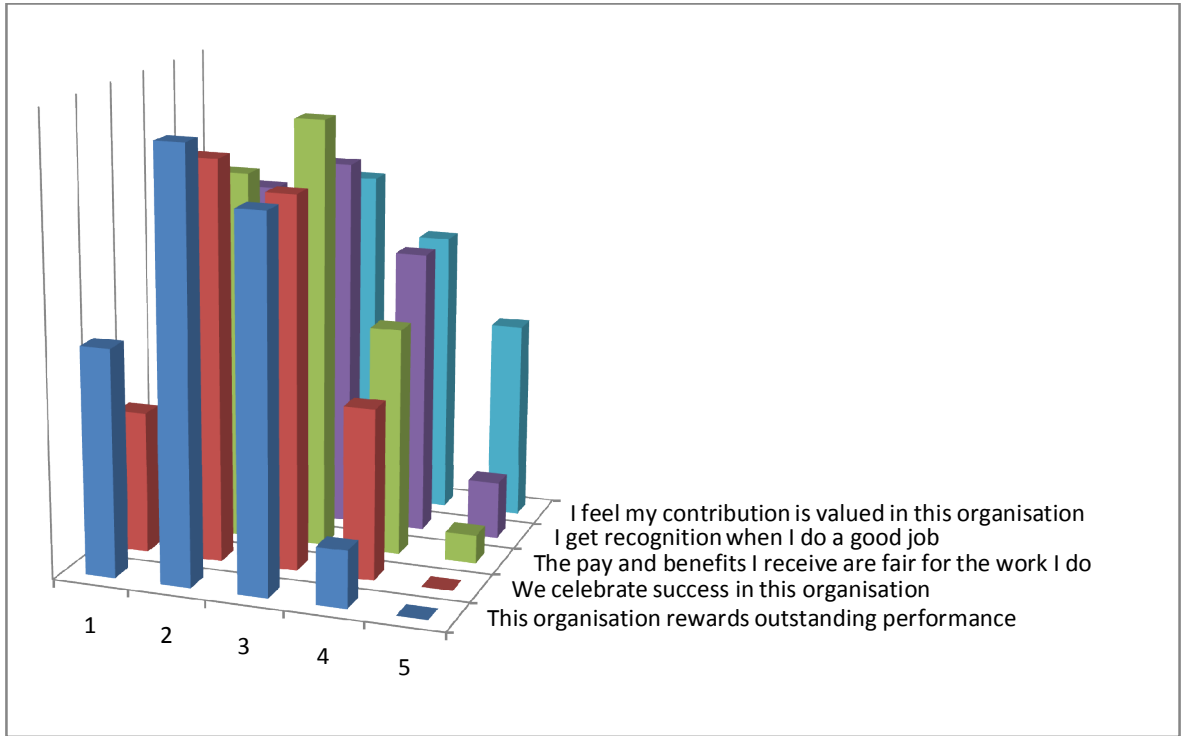
The one thing MORE THAN ANYTHING ELSE that needs to change to make this organisation a great place to work is:

Please use the space below or the other side of the paper to add any further comments you wish to make:

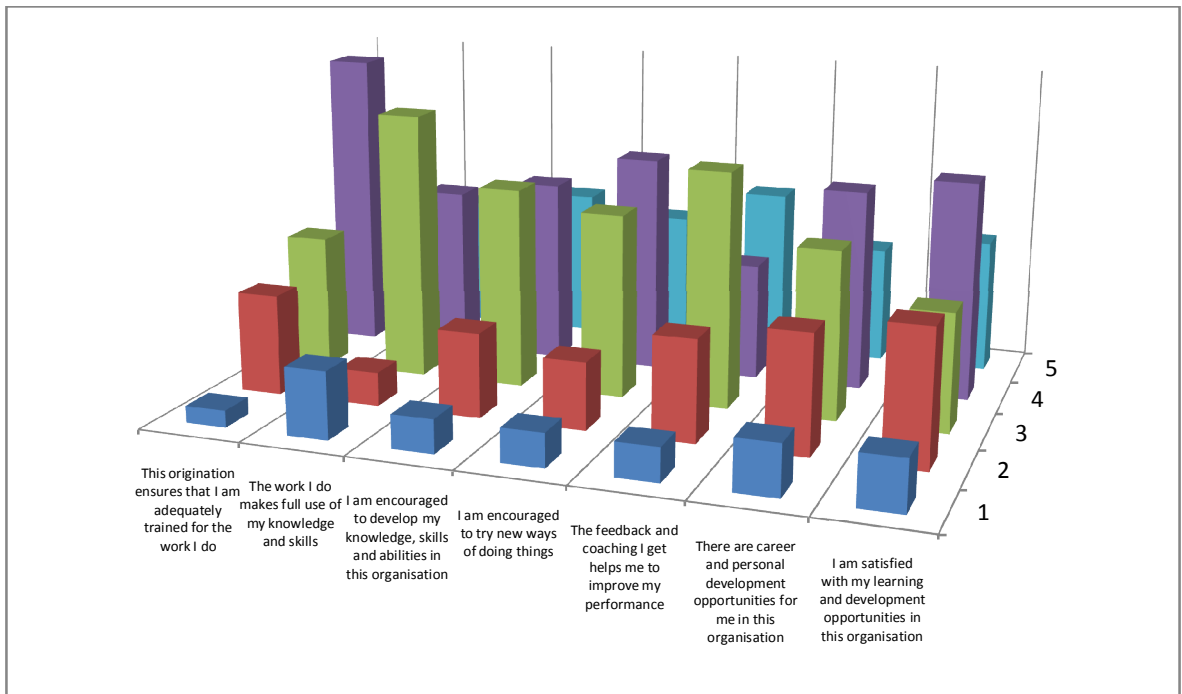
## Overall Perception



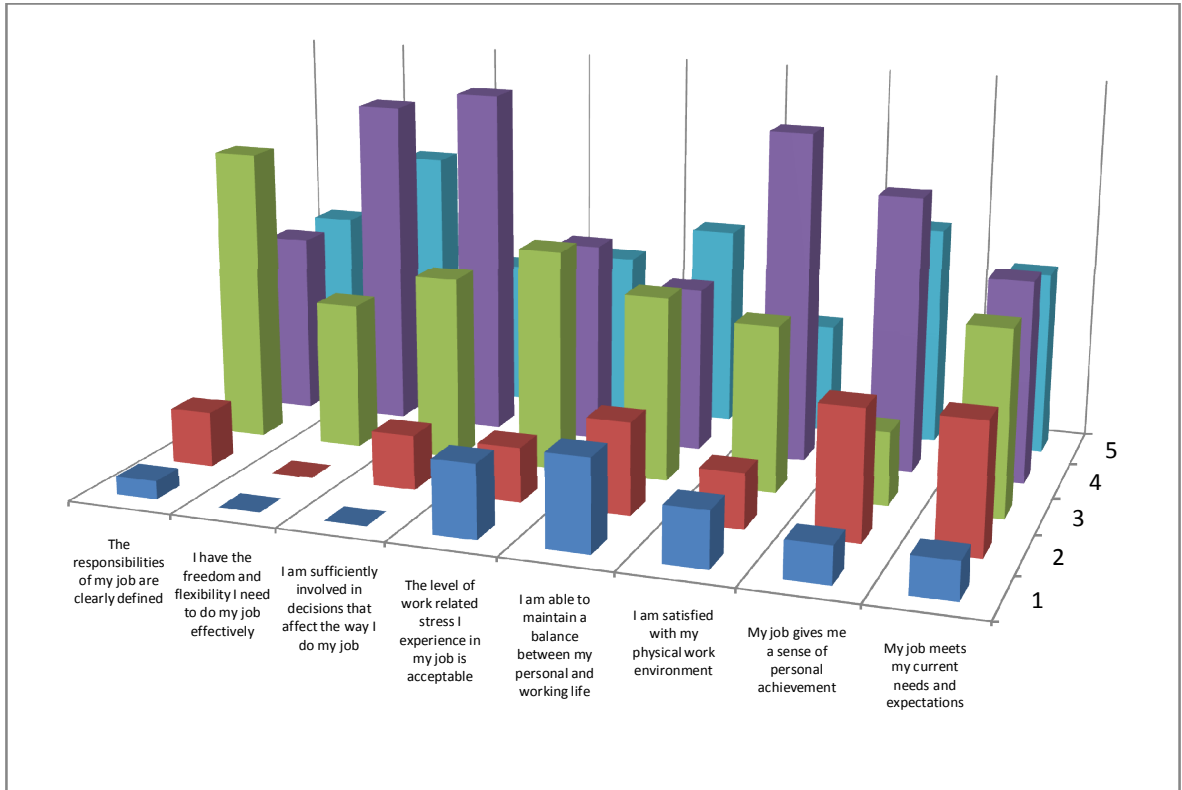
## Reward and Recognition



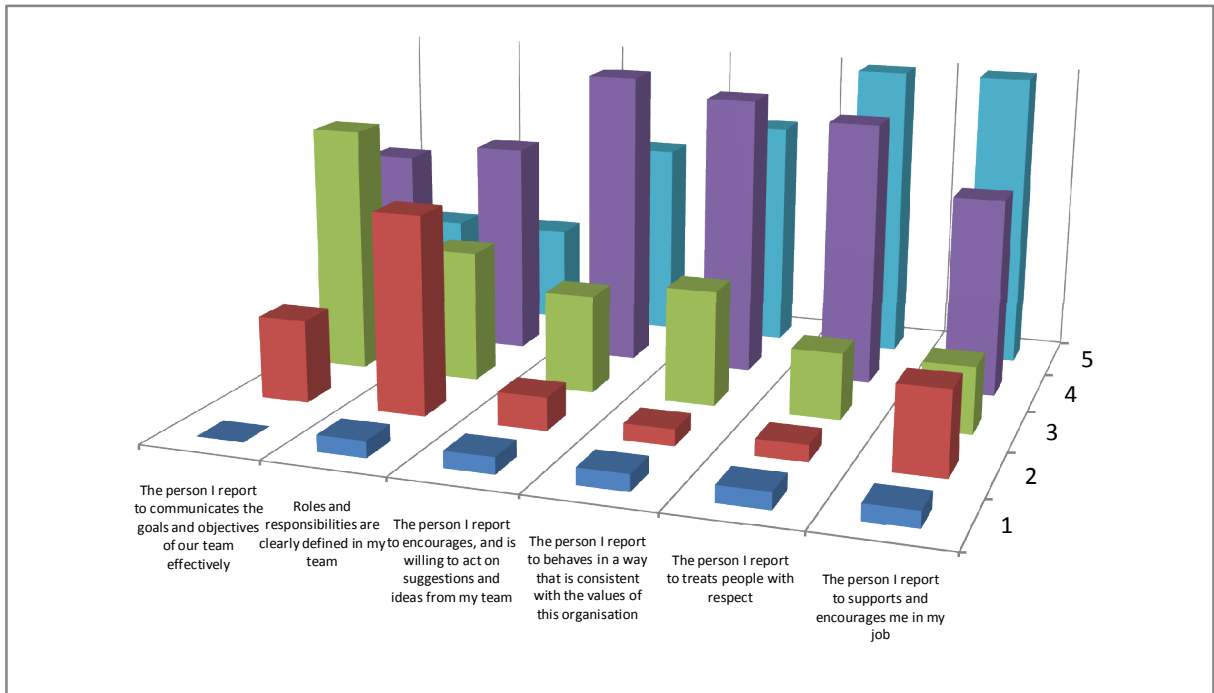
## Learning and Development



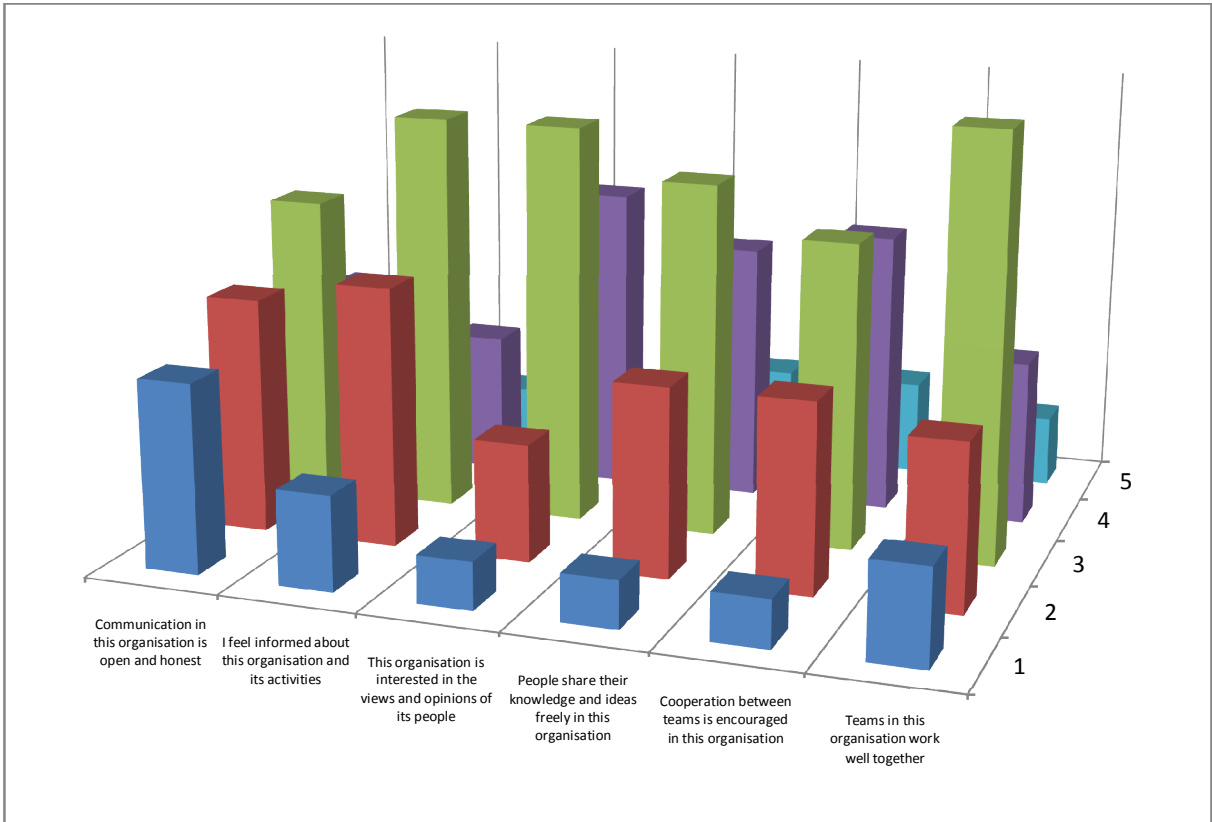
## My Job



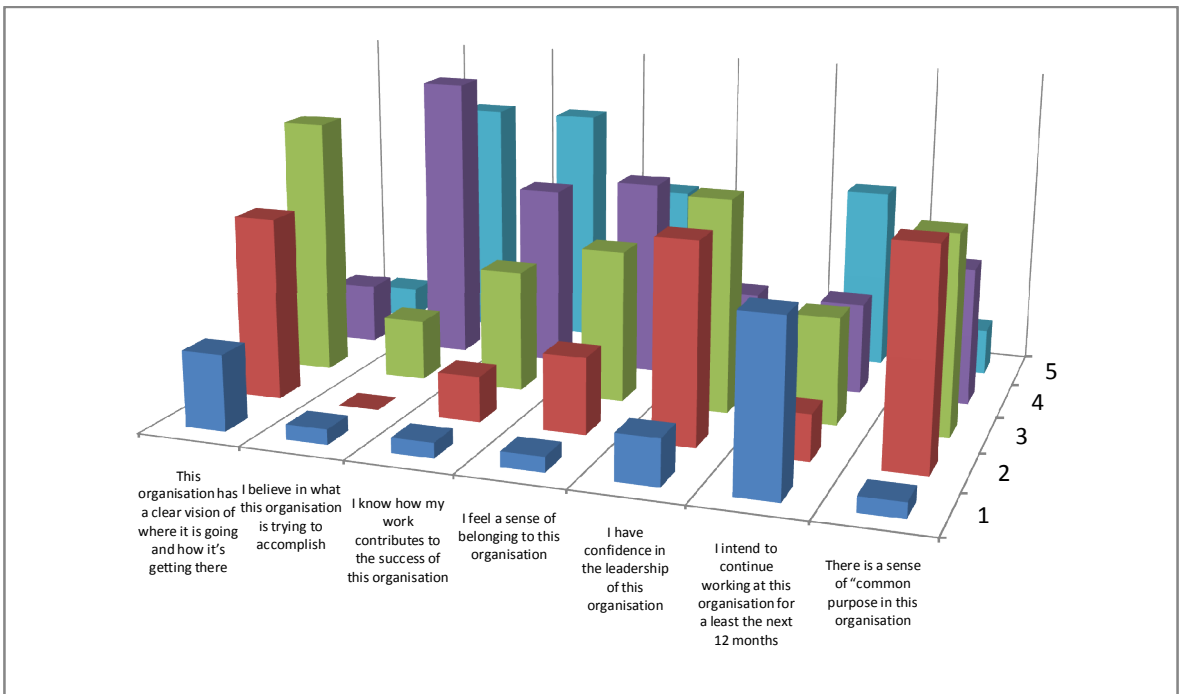
## The Person I Report To



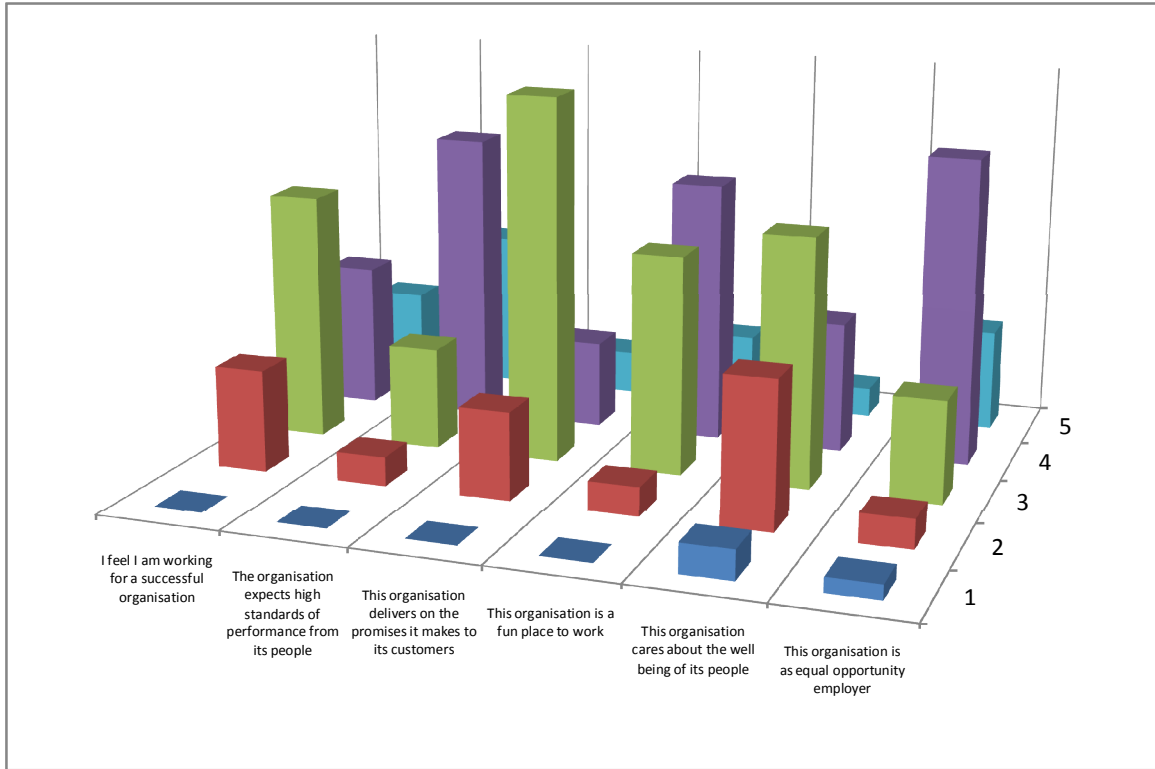
## Communication and Cooperation



## Common Purpose

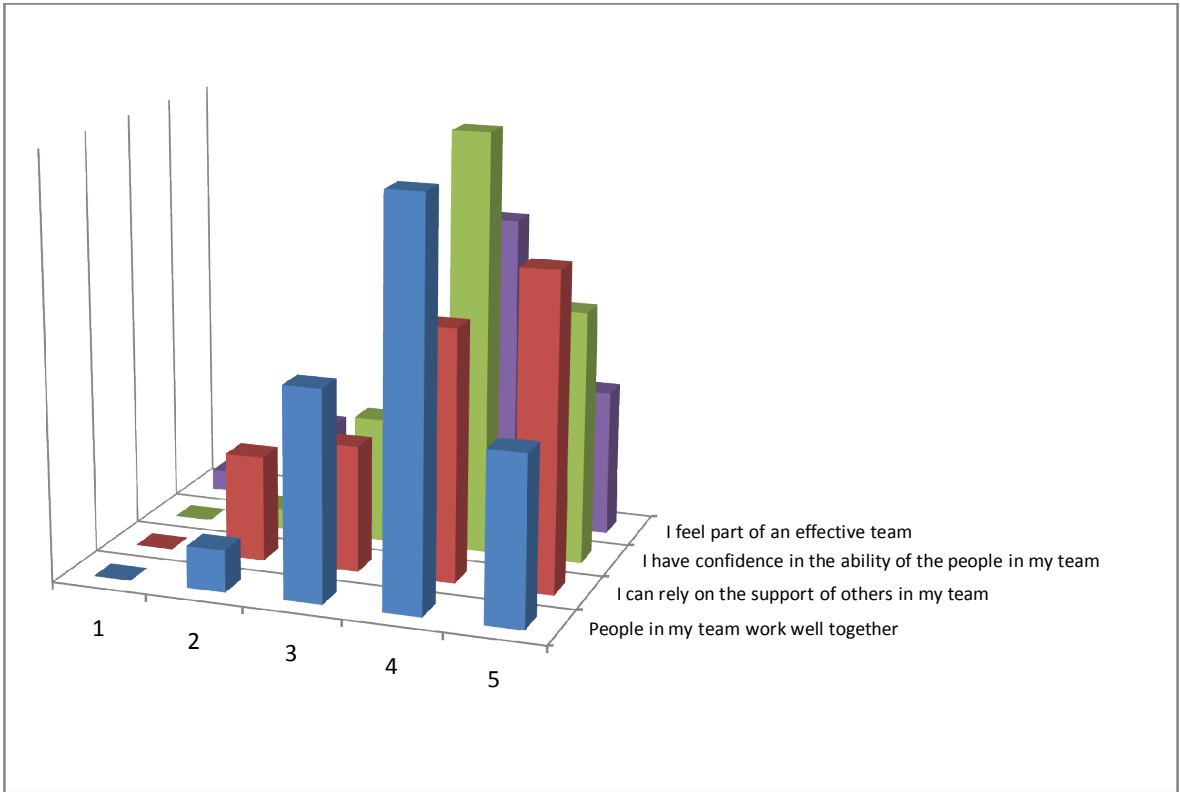


# Culture and Values



# My Team





# Performance and Feedback

