EMPLOYEE FEEDBACK SURVEY

ANSWER OPTIONS

(Employees will select one of the following response options for each statement)

Strongly Disagree • Disagree • Neutral • Agree • Strongly Agree • N/A

ENGAGEMENT

This organization's culture allows me to do my best work
I typically go above and beyond for this organization
I would endorse this organization's products/services
I am typically enthusiastic about my work
I feel satisfied with this organization
I intend to remain at this organization for the foreseeable future
I feel pride in saying I work for this organization
I would recommend this organization as an employer
I find purpose in my work

YOUR JOB

I understand what is expected of me
I don't worry about the security of my position
I am paid fairly for the work I perform
My job is well-aligned with my abilities
I have sufficient autonomy to make decisions
I have sufficient privacy to do my work
I typically feel I make daily progress at work
At this organization, work deadlines are reasonable
I like what I do for this organization
I understand how my work impacts organizational success

CULTURE AND BELONGING

This organization is committed to producing high-quality products/services
We have a cooperative culture in this organization
This organization treats me with dignity, not as just a number
This organization does not differentiate based on backgrounds, beliefs, or identities
This organization fosters a culture that embraces employees' varied perspectives

and experiences
I feel comfortable being my authentic self at work
I enjoy my coworkers
I feel part of a team with a common purpose
I have fun at work

COMMUNICATION

I am not afraid to communicate my honest opinions
Communication from this organization is trustworthy
Communication from this organization is frequent enough
Communication from this organization is informative
I am informed prior to changes that will impact me
I am kept aware of this organization's financial status

RELATIONSHIP WITH YOUR MANAGER

(The person you report directly to)

My manager lets me know when I need to improve my work
My manager recognizes when I do a good job
My manager is mindful in dealing with my job-related needs
I trust what my manager communicates to me
I am treated fairly by my manager
I am treated respectfully by my manager
My manager willingly listens to my suggestions
My manager is mindful in dealing with my personal needs
My manager promotes accountability by addressing performance concerns promptly and effectively

TOOLS AND DEVELOPMENT

I have dependable tools and technology to do my job efficiently
The organization's technology help desk resolves issues quickly
I receive sufficient ongoing training
This organization enables my professional development
This organization assists me in following a well-aligned career path
I can reach my full potential at this organization

LEADERSHIP

I believe in this organization's leadership
Senior leaders are committed to this organization's core values
Senior leaders encourage and value employee input
Organizational leadership is committed to employee wellbeing
This organization's long-term plans seem sensible

EMPLOYEE BENEFITS

This organization's benefits package is satisfactory
This organization's paid time off policy is acceptable
This organization's healthcare plan is acceptable
My share of healthcare plan costs is reasonable
This organization's dental plan is acceptable
My share of dental plan costs is reasonable
This organization's vision plan is acceptable
My share of vision plan costs is reasonable
This organization's retirement plan is satisfactory
This organization's life insurance plan is satisfactory
This organization's disability plan is satisfactory

WORK-LIFE BALANCE

I am satisfied with the number of hours I work each week
I rarely miss personal events because of work
I am satisfied with my work-life balance
My current workload enables me to have a healthy work-life balance
I have the flexibility needed to manage personal obligations
My organization encourages me to take time off

OPEN-ENDED QUESTIONS

What are the top two or three reasons people like working for this organization?

What two or three things can this organization add or change to improve employee engagement and success?

THE FOLLOWING DEMOGRAPHIC QUESTIONS WILL BE USED TO CLASSIFY THE DATA COLLECTED DURING THE EMPLOYEE SURVEY

GENDER
Male
Female
Non-Binary
Prefer not to answer

BIRTH YEAR *(Used to define age generation)*

Y Y Y Y

RACE/ETHNICITY
American Indian or Alaska Native
Asian
Black or African American
Hispanic or Latino
Middle Eastern or North African
Multiracial and/or Multiethnic
Native Hawaiian or Pacific Islander
White
Other
Prefer not to answer

LENGTH OF EMPLOYMENT WITH ORGANIZATION
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

JOB STATUS
Full-Time
Part-Time
Prefer not to answer

WORKPLACE SETTING
Fully on-site
Hybrid (a blend of on-site and remote)
Fully remote
Prefer not to answer

JOB LEVEL
Chairman/CEO/President/Owner/Bd Member/ Founder
Sr. Executive/C-suite (COO,CFO,CTO,CHRO,CMO,SVP,VP, Director, General Counsel)
Dept Manager/Supervisor/Associate/Deputy/ Assistant
Professional/Engineer/Geologist/Analyst/Technician/ Sales/Field Operations (Roustabout/Wellhead Pumper)/Landman
Other
Prefer not to answer

DEPARTMENT
Administrative/Clerical/Management
Business Development
Customer Service/Care/Support
Finance/Accounting
Human Resources
Investor Relations/Media Relations/Public Relations/Marketing
IT/AI/Automation/ML/Analytics
Sustainability/ESG
Production/Service/Maintenance
Facilities/Security
Other
Prefer not to answer