

EMPLOYEE QUESTIONNAIRE

Evaluate each survey item using the following rating scale:

1="Strongly Disagree," 2="Disagree," 3="Neither Disagree nor Agree," 4="Agree," 5="Strongly Agree"

Rating:

- 1. Our company has a clear vision of the future
- 2. My role in the company is clearly defined
- 3. My goals are clearly defined and well understood
- 4. I am held accountable for achieving my goals
- 5. I have enough support and resources to accomplish my goals
- 6. People trust each other in this company
- 7. I trust the company leadership
- 8. I have the opportunity to do what I am best at every day
- 9. Our team spirit/morale is very good
- 10. When I have a problem, people listen and give positive input
- 11. It is okay to have failure in this company as long as we learn from our failure
- 12. My opinions count and are listened to
- 13. I have opportunities to learn and grow at this company
- 14. My co-workers are committed to doing quality work in every action they perform
- 15. There is someone here who encourages me to do better
- 16. I received quality feedback on how I am doing on a regular basis
- 17. I am working at my fullest potential
- 18. I feel that our team really cares about me as a person
- 19. In the last month I have received recognition or praise for doing a good job
- 20. I am completely satisfied with my career at this company
- 21. The team I work with is completely satisfied with their jobs

22. List the three leadership characteristics that are most important to you.

a) _____

b) _____

c) _____

23. Does company leadership consistently demonstrate these characteristics? Yes or No (circle one)
Give three examples to support your answer.

a) _____

b) _____

c) _____

24. What are the three primary strengths of the company's leadership team?

a) _____

b) _____

c) _____

25. What three areas require the most improvement at our company?

a) _____

b) _____

c) _____

26. From 1-5, with "5" being the highest, what is your current level of career satisfaction? _____

a) What must the company do to get you to a "5"?

b) What must you do to get you to a "5"?

27. Please finish this sentence: "Our team is at its best when we ..."

28. Please finish this sentence: "Our team is at its worst when we ..."

29. What should the company start doing, or do more of to improve results?

a) _____

b) _____

c) _____

30. What should the company stop doing, or less of to improve results?

a) _____

b) _____

c) _____

31. If you could change one thing about the company, what would it be?

32. Do you have enough support and resources to accomplish your goals? Yes or No (circle one)

33. What current resources help you the most to achieve your goals?

a) _____

b) _____

c) _____

34. What additional resources do you need to help you be even more successful at our company?

a) _____

b) _____

c) _____

35. If you could improve one skill, that would improve your performance the most, what would it be?

36: Congratulations you now own the company! What are the first 3 things you will do?

37. What are we missing? Please add any additional suggestions, ideas or comments.
