



# FLEX50

## 2020 Employee Engagement Survey

### Net Promoter Section

How likely would you be to recommend COMPANY as a place to work?

Very Unlikely 0 1 2 3 4 5 6 7 8 9 10 Very Likely

How likely would you be to recommend COMPANY's products or services?

Very Unlikely 0 1 2 3 4 5 6 7 8 9 10 Very Likely



Please rate your LEVEL of AGREEMENT or DISAGREEMENT with the following statements:

### Overall Satisfaction

1. COMPANY is a good place to work
2. I am proud to work at COMPANY
3. Over the past year, COMPANY has improved for the better
4. I am optimistic about the long-term success of our company
5. I believe COMPANY will act on the results of this survey

Do you have any comments you would like to share?

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### Work Environment

6. COMPANY does a good job of recruiting highly qualified employees
7. COMPANY does a good job of retaining highly qualified employees
8. COMPANY is a warm and friendly place to work
9. COMPANY values diversity of cultural backgrounds, personal styles, and ideas among its employees
10. Employees are valued at COMPANY

Do you have any comments you would like to share?

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## Quality & Customer Service

11. My department has enough employees to handle our workload
12. My fellow employees are committed to doing quality work
13. Our clients rate their overall experience with COMPANY as excellent
14. Our clients believe that we provide excellent customer service

Do you have any comments you would like to share?

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## Communication / Teamwork

15. COMPANY shares a clear vision of the direction in which we are going
16. COMPANY keeps me well informed about matters that affect me
17. There is a strong sense of teamwork and cooperation within my immediate team
18. There is a strong sense of teamwork and cooperation between my department and other departments
19. My workgroup receives high quality support from other units on whom we depend

Do you have any comments you would like to share?

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## Job / Role Clarity

20. I know what is expected of me at work
21. I know how my job contributes to the success of COMPANY
22. I have the decision making authority I need to do my job effectively
23. The amount of work I am expected to do is reasonable
24. I have the tools and resources I need to do my job well
25. At work, I have the opportunity to do what I do best every day

Do you have any comments you would like to share?

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## Performance Appraisals

26. Employee efforts and achievements are properly recognized at COMPANY
27. I receive regular constructive feedback on my overall job performance
28. I receive timely recognition on the quality of my work
29. COMPANY does a good job of working with poor performers to help them improve

Do you have any comments you would like to share?

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## Supervisor/Manager Skills

- 30. My supervisor/Manager does a good job of managing my department
- 31. My supervisor/Manager encourages employee involvement and feedback
- 32. My supervisor/Manager is a role model for hard work and quality execution
- 33. My supervisor/Manager treats all employees fairly and equally
- 34. My supervisor/Manager has a sincere interest in my well-being

Do you have any comments you would like to share?

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## Senior Management

- 35. The day-to-day actions of Sr. Management are consistent with what they say (They walk the talk)
- 36. There is a strong level of trust that exists between Sr. Management and employees
- 37. Our Sr. Management motivates our workforce to perform at a high level

Do you have any comments you would like to share?

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## Learning, Development & Promotions

- 38. COMPANY offers me the necessary training to do my job well
- 39. Over the past year, I have had the opportunity to learn and grow
- 40. Our organization provides opportunities for career advancement
- 41. Job opportunities are open and fair to all qualified internal applicants

Do you have any comments you would like to share?

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## Compensation & Benefits

- 42. I am satisfied with my current work schedule/hours
- 43. Based on my skill-set and job performance, I am satisfied with my pay
- 44. The benefits provided by our company meet my expectations

Do you have any comments you would like to share?

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## Job Satisfaction & Commitment

45. I am satisfied with my current job
46. I have the opportunity to share my thoughts and ideas
47. I feel my job is secure
48. I am able to balance the relationship between my work life and my personal life
49. I have close personal connections at work
50. I plan on continuing my career with COMPANY for at least 2 more years

Do you have any comments you would like to share?

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## Open Comments

A) What should COMPANY...

START doing?

CONTINUE doing?

STOP doing?

B) What are the 3 best things about working at COMPANY?

(1)

(2)

(3)

C) Do you have any other general comments that you would like to share?