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## Employee attitudes

Use this survey to evaluate how much people enjoy working for your organization. You may wish to add further statements or questions which are relevant to your organization.

Individuals should complete the survey anonymously. If you wish to make a comparison across departments, ask for the name of the department (not the employee) at the end of the survey.

To ensure that the survey is completed in an honest fashion, let employees know that it is confidential.

Once analysed, give everyone a copy of the results and a plan of action for overcoming any areas of weakness.

# Employee attitudes survey

Help us to improve our working life.

Please circle the score which indicates your agreement or disagreement in response to each of the following statements where:

- 1 = Strongly agree
- 2 = Agree
- 3 = Disagree
- 4 = Disagree strongly.

There are no right or wrong answers. Be honest! The questionnaire is entirely confidential.

- I understand the aims and objectives of the organization 1 2 3 4
- My work environment (e.g. lighting, heating, layout etc.) is good 1 2 3 4
- I have access to the tools I need to do my job well (e.g. printer, fax, PC etc.) 1 2 3 4
- I feel proud to be working for the company 1 2 3 4
- My salary adequately reflects the market rate for the quality and quantity of my work 1 2 3 4
- I am given appropriate recognition for my work 1 2 3 4
- I receive good quality training to help me perform my job well 1 2 3 4
- I receive sufficient training to help me perform my job well 1 2 3 4
- I receive good quality training to aid my future development 1 2 3 4
- I have a clearly defined career development path 1 2 3 4
- I have a high degree of confidence in senior management 1 2 3 4
- The management team keeps me well informed of company performance 1 2 3 4
- I am satisfied with the frequency of communication on company performance 1 2 3 4
- I am satisfied with the methods used for communicating company performance 1 2 3 4
- There is ample opportunity to feed back my opinions to senior management 1 2 3 4

- I feel that I am part of a team 1 2 3 4
- The objectives of my team are clear 1 2 3 4
- My role and responsibilities and those of my team are clear 1 2 3 4
- The workload in my team is evenly distributed 1 2 3 4
- There are good working relationships between my immediate team members 1 2 3 4
- I have good working relationships with other teams 1 2 3 4
- I understand the role and responsibilities of other teams 1 2 3 4
- My immediate manager gives me help and support to do my job well 1 2 3 4
- I am involved by my manager in the decision-making process 1 2 3 4
- I am able to express my ideas and honest opinions to my manager 1 2 3 4
- I am set meaningful objectives by my manager 1 2 3 4
- I often have an opportunity to use my initiative 1 2 3 4
- I have regular review meetings with my manager 1 2 3 4
- My manager listens to and acts on my ideas 1 2 3 4
- My manager trusts and supports my decisions 1 2 3 4
- I enjoy working for the organization 1 2 3 4
- The organization has changed positively in the past twelve months 1 2 3 4
- What do you see as the positive elements of working in the organization?
  
- What main areas would you like to see changed?

Please indicate the department in which you work: \_\_\_\_\_

Thank you very much for your help.

Please return this form to: \_\_\_\_\_ by: \_\_\_\_\_

The results of the survey will be published by : \_\_\_\_\_