

### **Annual survey questions - March 2025**

1. I am under too much pressure at work to perform well
2. I am happy with the balance between my work and home life
3. My health is suffering because of my work
4. In times of personal crisis, this organisation would help me get back on my feet
5. My work deadlines are unrealistic
6. My voice matters in this organisation
7. I feel I receive fair pay for the responsibilities I have in my job
8. I am paid fairly for the work I do relative to people in similar positions in similar organisations
9. I am satisfied with my overall Reward package (this includes salary, bonus, pension, discounts, offers, vouchers, and core and non-core benefits)
10. This organisation has a strong social conscience
11. I believe this organisation does not do enough to protect the environment
12. I think this organisation should put more back into the local community
13. This organisation is keen to help people from disadvantaged backgrounds
14. I have confidence in the leadership skills of the senior management team
15. The leader of this organisation runs this organisation based on sound moral principles
16. Senior managers of this organisation do a lot of telling but not much listening
17. My organisation makes a positive difference to the world we live in
18. This organisation is run on strong values / principles
19. I love working for this organisation
20. I would leave tomorrow if I had another job
21. Nothing about this organisation could be improved
22. I am excited about where this organisation is going
23. This organisation feels more reactive than proactive
24. I have the opportunity to work collaboratively with colleagues across different teams and directorates
25. I have a clear understanding of our company vision and purpose
26. I have a clear understanding of our company values and behaviours
27. I feel safe to speak up about anything that concerns me in this organisation
28. I have the flexibility to work in a manner that aligns with my personal preferences while effectively meeting the business's requirements
29. I feel that I lack support from my manager
30. My manager cares about how satisfied I am in my job
31. My manager would rather avoid conflict than deal with issues
32. My manager would challenge poor performance in my team
33. I feel that my manager talks openly and honestly with me
34. My manager regularly expresses their appreciation when I do a good job
35. My manager cares about me as an individual
36. My manager shares important knowledge and information with me
37. My manager does a lot of telling but not much listening
38. My manager is an excellent role model for me
39. My manager helps me to fulfil my potential
40. My manager would be quick to respond if I showed signs of being under too much pressure
41. My manager motivates me to give my best every day
42. I have confidence in the leadership skills of my manager

43. My manager ensures that I have the resources I need to do my job
44. My manager treats everyone fairly
45. Sometimes I feel that my manager takes advantage of me
46. My manager takes an active interest in my wellbeing
47. What is expected of me in my work is made completely clear to me
48. I feel I can tell my manager when work is going badly
49. I feel a strong sense of family in my team
50. My team is fun to work with
51. Some departments / teams in this organisation don't work well with each other
52. People in our team don't care much for each other
53. Team meetings are lively and productive
54. People are afraid to express their true feelings in team meetings
55. My team has no shared vision of what we are trying to achieve
56. People in my team avoid relying on each other for assistance
57. I am confident in the abilities of everyone in my team
58. I enjoy working with everyone in my team
59. There are some people in my team for whom I have no respect
60. In my team we do everything we can to support each other
61. At least one person in my team is underperforming
62. I have complete trust for everyone in my team
63. In team meetings the difficult issues are never fully resolved
64. Our team meetings are an effective forum for decision making
65. Internal politics often get in the way of finding solutions
66. There is clarity in my team around direction and priorities
67. I am confident that we're all working together to achieve common goals
68. In my team we are too focused on our own work to spend time supporting one another
69. People in my team are quick to give credit to others where due
70. People in my team are happy to ask each other for help
71. The training in this job is a great benefit to me personally
72. There are limited opportunities for me to learn and grow within this organisation
73. This job is good for my own personal growth
74. I am bored with the work I do
75. My manager actively supports and encourages my personal growth, development and career aspirations
76. I have a clear understanding of the opportunities available to support my career development
77. I feel that there is a learning culture here that empowers and enables my personal growth
78. We have the freedom to do what is needed to provide a great service for our customers / clients
79. I have the support I need to provide a great service
80. What makes this a great workplace?
81. What would make this a better workplace?
82. Which improvement would make the greatest difference to you personally?
83. On a scale of 0-10, please adjust the position of the slider to show how you've felt about work recently, where 0 = Stressed, 10 = Calm
84. On a scale of 0-10, please adjust the position of the slider to show how you've felt about work recently, where 0 = Bored, 10 = Enthusiastic

85. Have you been able to keep your answers private?
86. Have you been put under pressure to answer this survey favourably?
87. Have you been offered any reward to answer this survey favourably?
88. Please let us know of any concerns that you'd like to share with Best Companies
89. Everyone is treated fairly here regardless of their differences
90. Our recruitment process is fair to all
91. I feel included and respected at work
92. I feel I can be myself at work
93. In the Last 12 months, have you experienced sexual harassment at work
94. In the last 12 months, I have been bullied at work
95. In the last 12 months, I have been discriminated against at work