



EMPLOYEE SURVEY HEALTH & WELLBEING @ WORK

YOUR ORGANISATION NAME HERE

EMPLOYEE SURVEY – HEALTH & WELLBEING @ WORK

Insert any instructions for the employee in the space provided here.

You may want to consider the following points in your instruction:

- a) Will the survey be anonymous? If so explain this and provide assurances and/or safeguards.
- b) Explain where the completed surveys should be delivered to (location or email address).
- c) Set a deadline for the return of completed surveys. We advise a timeline of 3 to 4 weeks for employees to return their completed surveys.
- d) Organisations which include a statement of intent on this opening page spelling out why they are undertaking the survey and what they hope to develop or improve upon in the future tend to see a better response rate. A personal note from a director or senior leader in the business is better still in terms of the potential response rate.
- e) You might consider including a 'free text box' at the end of the survey for employees to make comments in relation to their scores or experience.
- f) If you are concerned that employees will not trust the anonymity of the survey you might want to consider asking an external party to administer the survey for you. New Dawn Resources will be able to help you with this.
- g) As you get closer to the final submission date consider putting up some notices around work or sending out a group email to remind people of the deadline and encourage them to 'have their say'.
- h) Once the survey submission date has passed consider putting up some notices around work or sending out a group email to thank those who took the time to complete it. Tell staff that you are collating the results and you might even invite employees to put their names forward if they are interested in sitting on a working group to develop a wellbeing and resilience strategy.



YOUR MENTAL HEALTH IN THE WORKPLACE

1. I BELIEVE I AM MENTALLY HEALTHY

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

2. I BELIEVE THE ORGANISATION IS SUPPORTIVE WHEN EMPLOYEES STRUGGLE WITH THEIR MENTAL HEALTH /WELLBEING

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

3. MY WORK FOR THE ORGANISATION IS FULFILLING & WORTHWHILE

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

4. I AM HAPPY IN MY ROLE AND RARELY FEEL OVERLY-STRESSED

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

5. I KNOW WHAT SUPPORT IS AVAILABLE SHOULD I NEED HELP WITH MY OWN MENTAL HEALTH

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

YOUR PHYSICAL HEALTH IN THE WORKPLACE

1. MY PHYSICAL WELLBEING IS SOMETHING MY ORGANISATION CARES ABOUT

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

2. I BELIEVE I AM IN GOOD PHYSICAL HEALTH

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

3. MY ORGANISATION ENCOURAGES POSITIVE PHYSICAL WELLBEING

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

4. MY ORGANISATION SUPPORTS AND ENCOURAGES REGULAR PHYSICAL ACTIVITIES

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

5. I AM ENCOURAGED TO LEAVE MY WORK STATION TO TAKE MY BREAKS AND MOVE AROUND

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

LEADERSHIP IN THE WORKPLACE

1. MY MANAGER SETS A POSITIVE EXAMPLE IN TERMS OF WORK LIFE BALANCE

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

2. I DO NOT FEEL PRESSURISED TO READ & RESPOND TO EMAILS OUTSIDE OF WORKING HOURS

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

3. MY MANAGER NOTICES WHEN I AM UNDER PRESSURE OR STRUGGLING IN WORK

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

4. I FEEL MY MANAGER TRUSTS ME AND I HAVE A DEGREE OF AUTONOMY IN MY WORK

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

5. I FEEL MY ACHIEVEMENTS IN WORK ARE RECOGNISED AND THAT I AM VALUED

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

WHERE YOU WORK

1. I LIKE THE WORKPLACE ENVIRONMENT AND ENJOY THE PHYSICAL WORKSPACE

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

2. MY WORKSPACE IS COMFORTABLE AND CONDUCIVE TO MY PRODUCTIVITY

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

3. I FEEL MY ORGANISATION HELPS IN MAKING THIS AN APPEALING PLACE TO BE

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

4. I HAVE GOOD FACILITIES FOR PREPARING MEALS, ACCESS TO FRESH WATER AND STORING FOOD

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

5. I HAVE THE TOOLS & RESOURCES TO ENABLE ME TO DO MY JOB EFFECTIVELY

Strongly Agree Agree I Don't Know Disagree Strongly Disagree

THANK YOU FOR TAKING THE TIME TO COMPLETE THIS SURVEY.

THE RESULTS AND YOUR FEEDBACK WILL HELP US TO IDENTIFY WHERE WE CAN IMPROVE & ENABLE US TO FOCUS OUR EFFORTS IN THE AREAS WHICH WILL HAVE THE BIGGEST IMPACT ON YOU AT WORK.

