SurveyNinja

Organizational climate survey

15 questions. About 5 min to answer.

Leadership and communication

1. I trust the decisions of senior leadership. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

2. My manager supports me and gives me useful feedback. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

3. I get clear and timely information about what is happening in the company. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

Day-to-day work

4. When I do good work, it is recognized. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

5. My workload is reasonable. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

6. People in my team help each other. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

Growth, fairness and wellbeing

7. I have real opportunities to learn and grow here. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

8. Everyone here is treated fairly, whatever their position. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

9. I can raise a problem or disagree without fear of consequences. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

10. The company cares about the wellbeing of its people. Required

Choose one answer.

- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

The trend and the recommendation

11. Compared with a year ago, the work climate here is… Required

Choose one answer.

- ○ Much better
- ○ Somewhat better
- ○ About the same
- ○ Somewhat worse
- ○ Much worse
- ○ I've worked here less than a year

12. How likely are you to recommend [Company] as a place to work to a friend? Required

0 – Not at all likely, 10 – Extremely likely

0 1 2 3 4 5 6 7 8 9 10

0–6: What makes it hard to recommend [Company] as a place to work?

7–8: What would make it a 10?

9–10: What do you value most about working here?

What to change

13. What should we change first to make this a better place to work?

For comparing groups

14. Which area do you work in?

Choose one answer.

- ○ Sales
- ○ Marketing
- ○ Customer service
- ○ Operations
- ○ Finance
- ○ HR and administration
- ○ IT
- ○ Other

15. How long have you worked at [Company]?

Choose one answer.

- ○ Less than 1 year
- ○ 1–2 years
- ○ 3–5 years
- ○ More than 5 years

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