

# Pulse survey

Short, regular check-ins. Use the same statements every time so you can compare.

This survey is anonymous. Results are reported only for groups of 5 or more people, so no single answer can be traced to one person. It takes about [X] minutes. Please answer by [date].

## A weekly set of 5

How much do you agree with each statement?

| Statement                                          | Strongly disagree     | Disagree              | Neutral               | Agree                 | Strongly agree        |
|----------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. This week, my workload was manageable.          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. This week, I had what I needed to do my job.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. This week, my manager supported me.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. This week, I felt part of my team.              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. I would recommend this team as a place to work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## Add these for a monthly set of 10

How much do you agree with each statement?

| Statement                                          | Strongly disagree     | Disagree              | Neutral               | Agree                 | Strongly agree        |
|----------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. I understand the priorities for the next month. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. I received useful feedback in the last month.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. I had time to recover between busy periods.     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. I trust the decisions my leaders are making.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. I feel positive about my future here.           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## A change pulse

How much do you agree with each statement?

| Statement                                          | Strongly disagree     | Disagree              | Neutral               | Agree                 | Strongly agree        |
|----------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. I understand why the change is happening.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. I know how the change affects my role.          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. I have had the chance to ask questions.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. I have the support I need to adapt.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Communication about the change has been honest. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## A hybrid work pulse

How much do you agree with each statement?

| Statement                                                 | Strongly disagree     | Disagree              | Neutral               | Agree                 | Strongly agree        |
|-----------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. The balance between home and office days works for me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. I know when I am expected in the office.               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Meetings work well for people in different locations.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. I feel included whether I am in the office or remote.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. I have what I need to work well from any location.     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |