

Employee Workplace Survey Sample*

****Modify as Needed****

Family Friendly Workplaces have policies that provide highly valued flexibility and support to employees striving to meet and balance the demands of family and community life, in addition to their job. Such policies can include paid leave, health support, work schedules, and economic support.

As we strive to strengthen our Family Friendly Workplace Policies, we would like to have your input. To be most effective, we want to hear from you about which benefits work well for you and your family and where there may be gaps that our company should understand and seek to address. Please take a few minutes to answer the survey questions below. Please note that this survey is anonymous.

1. What is your age?

- ☐ 18–25
- ☐ 26–35
- ☐ 36–45
- ☐ 46–55
- ☐ 56–65
- ☐ 65+

2. Do you have any children ages 0-5?

- ☐ Yes
- ☐ No

3. Do you have difficulty finding affordable childcare?

- ☐ Yes
- ☐ No

4. Do you consider our workplace “family-friendly”?

- ☐ Yes
- ☐ No
- ☐ Somewhat

5. Please explain your response to Question #4.

6. What ideas do you have about how we can provide a workplace that better promotes work-family balance?

7. What are the top three things that our company does for employees that you appreciate?

8. How satisfied are you with the current benefits offered?

- ☐ Very Dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat Satisfied
- ☐ Satisfied
- ☐ Very Satisfied

9. Please consider the benefits offered at your place of employment and choose which benefits listed below you have used or plan to use in the future. Please check all that apply.

Paid Leave

- ☐ Paid personal leave (e.g., school involvement, sick employee, training/professional development, vacation)
- ☐ Paid maternity leave
- ☐ Paid paternity/secondary caregiver leave
- ☐ Paid family leave (e.g., caring for aging parents, children, domestic partner)

Work Schedule Support

- ☐ Flexible work scheduling (e.g., 4 10-hour days or other adjustable scheduling)
- ☐ Job sharing (e.g., two or more part-time employees share one full-time position)
- ☐ Telecommuting/hybrid work (e.g., work from remote location at least some of the time)
- ☐ Predictable scheduling (e.g., providing at least two weeks' notice of work schedules and/or premium pay for changes in work schedules made with short notice)

Health Support

- ☐ Healthcare (e.g., employer subsidized health or dental insurance)
- ☐ Wellness programs (e.g. wellness screenings, health coaching, organized wellness activities, onsite preventative care such as immunizations, interventions such as smoking cessation, incentive and/or paid time off for wellness activities) and training activities (such as mental health first aid training)
- ☐ Mental health support
- ☐ Breastfeeding/lactation support

Economic Support

- ☐ Higher than average industry wages
- ☐ Employer subsidized training/educational assistance

- ☐ Employer-supported retirement/asset building
- ☐ Employer subsidized or on-site childcare or dependent care (e.g., aging parents)
- ☐ Employer supported short-term financial stability options (e.g., small-dollar lending with repayment available via payroll deductions, access to financial coaching)

Pay Equity

- ☐ Formal evaluation of pay and pay equity, by classification and gender

Access & Opportunity

- ☐ Programs or employee networks (e.g., race, gender, age, disability, LGBTQ+, veterans, etc.)
- ☐ Employee training on healthy work environments (e.g., constructive practices, healthy team dynamics, conflict resolution and/or cultural competency)

Community Investment

- ☐ Paid time during the workday for volunteering or business/organization sponsored volunteering (e.g., community service or community boards)
- ☐ Employer-matched donations

Employer Supported Childcare and Parent Resources

- ☐ New parent resources and support (e.g., childcare options, on-site childcare, VPK and child health insurance information)
- ☐ Backup or emergency care
- ☐ On-site or consortium-sponsored childcare
- ☐ Subsidized/reimbursed childcare or childcare referral
- ☐ Financial support for new parents
- ☐ Pet friendly workplace

10. Of the benefits you selected in Question 9, please state the top three priorities for you and your family.

11. Are there any additional benefits not listed in Question 9 that you would find valuable for an employee? If so, please explain:

12. Is there anything else that you would like to share?