**

**Employee Wellbeing Survey Template**

**INSTRUCTIONS**

This customizable template is designed to help you gather valuable insights on employee wellbeing. You can adapt these questions to fit your organization’s needs and **import them into any survey tool or platform**.

Follow these steps to tailor it to your organization’s unique requirements:

* **Select relevant sections:** Focus on the sections that align with your organization’s priorities. Not every section needs to be included—choose what matters most.
* **Customize questions and responses:** Edit questions to match your company’s language, culture, and goals. Adjust scales, refine open-ended prompts, and tailor multiple-choice options to ensure relevance. Add or remove options as needed for greater precision.
* **Streamline the survey:** If a shorter survey is necessary, remove less critical questions while maintaining the depth needed for actionable insights. Aim for a balance between brevity and data quality.
* **Ensure anonymity:** Anonymity fosters honest feedback, particularly on sensitive topics like mental health. Make sure respondents feel secure sharing their perspectives.
* **Iterate and improve:** Regularly review and update the survey to address evolving organizational needs and priorities, ensuring it stays effective and relevant over time.

**WORKPLACE STRESS AND EMOTIONAL WELLBEING**

1. I rarely experience stress at work.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
2. Most of my overall stress can be attributed to work.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
3. I rarely have days that I would classify as “bad” or “stressful.”  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
4. I am well-equipped to manage stressful situations.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*

**SOCIAL WELLBEING AND PSYCHOLOGICAL SAFETY**

1. People at this organization can bring up problems and challenging issues with their managers.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
2. I find it easy to ask for help from others in the organization.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
3. If I make a mistake at this organization, it is often held against me. *(Reverse Scored)****Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
4. I feel comfortable talking about mental health at work.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
5. The work environment fosters a sense of belonging.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
6. I have the necessary resources to stay connected to coworkers when working remotely.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*

**WORK-LIFE BALANCE**

1. I balance my work and personal life well.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
2. My workload on a typical day is manageable.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
3. My workload rarely impacts my ability to maintain a healthy work-life balance.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
4. The organization respects boundaries to help me manage work and life.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
5. My manager supports flexibility for my daily needs.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
6. I feel comfortable taking time off when needed.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*

**EMPLOYEE BENEFITS AND WELLBEING PROGRAMS**

1. I understand what the company’s wellbeing program offers and how to access it.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
2. The benefits offered by the company support my health and wellbeing.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
3. I am aware of the financial wellness programs available to me.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
4. I am aware of the paid time off policies that are available to me.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*
5. I receive sufficient communication about my employee benefits.  
   ***Scale****: Strongly disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly agree (5)*

**YOUR SUGGESTIONS**

1. What is the most significant change you believe the company could make to improve your wellbeing? *(Open-ended question)*
2. What are your top recommendations for additional tools to support your mental wellbeing? *(Open-ended question)*