



ENGAGEROCKET

In collaboration with:



Knowledge partner:



National Employee Experience Transformation (NEXT) 2021 Programme

Questionnaire Preview



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Dear People Champions,

You want to support your employees during this challenging time and we are here to make it happen. Our team of psychologists has worked with business and HR leaders to draft the National Employee Experience Transformation (NEXT) Programme.

The survey includes questions covering critical **mental health, productivity, new skills development, employee engagement and culture** drivers. The survey takes less than 3 minutes to complete.

Our team will launch the survey on March 17th and close it on April 9th.



Questionnaire

Profile

- On average how many days per month are you currently working from home?
 - ❖ 0 to 5 days
 - ❖ 6 to 10 days
 - ❖ 11 to 15 days
 - ❖ 16 to 20 days
 - ❖ Never, I am always working on-site
- Do you directly manage anyone? [Y / N]
- Do you have any caring responsibilities at home?
 - ❖ Yes, for non school-going children
 - ❖ Yes, for school-going children/ young adults
 - ❖ Yes, for relatives
 - ❖ Yes, for a friend
 - ❖ None

Questionnaire

Employee engagement & voice

- I see myself working at this organisation for the next 12 months. [5-point scale]
- Over the past 12 months I have discussed work-related problems with my manager. [5-point scale]
- My opinions count at work. [5-point scale]

Productivity

- My team is committed to quality work. [5-point scale]
- I believe I need to invest more in these skills to be successful in the new world of work [select up to 5]:
 - ❖ digital/ technology
 - ❖ leadership
 - ❖ data management/ analysis
 - ❖ communication
 - ❖ coaching
 - ❖ innovation/ creativity
 - ❖ interpersonal/ relationship-building
 - ❖ cultural awareness & respect for diversity
 - ❖ collaboration
 - ❖ project management
 - ❖ problem-solving
 - ❖ critical thinking
 - ❖ self-management (e.g. active learning, resilience, stress tolerance, flexibility, time management)
 - ❖ business & financial acumen
 - ❖ change management
 - ❖ agility (e.g. able to quickly adapt to new situations and thrive)
 - ❖ other
 - ❖ none

Questionnaire

- I have access to the resources (e.g. equipment, technology, support services, etc.) I need to do my job effectively. [5-point scale]
- I feel fully equipped with the skills to do well in my job now. [5-point scale]
- How many days have you been absent from work in the last 12 months (for any reason)?
 - ❖ 0 to 4 days
 - ❖ 5 to 9 days
 - ❖ 10 to 14 days
 - ❖ 15 to 25 days
 - ❖ More than 25 days
- I have continued to work while sick/unwell in the last 6 months [5-point scale]
- How many hours, including extra hours or overtime, do you usually work in your job each week?
 - ❖ 40 hours or less
 - ❖ 41 to 45 hours
 - ❖ 46 to 50 hours
 - ❖ 51 to 60 hours
 - ❖ More than 60 hours
- I feel I am productive in my current job. [5-point scale]

Questionnaire

Mental health

- In the past 7 days, I have often felt the following at work:
 - ❖ full of energy
 - ❖ enthusiastic
 - ❖ time flies
 - ❖ bored
 - ❖ miserable
 - ❖ under excessive pressure
 - ❖ exhausted
 - ❖ stressed
- I am able to avoid burnout at work. [5-point scale]
- I feel safe returning to the physical workplace. [5-point scale]
- I would feel safer returning to the physical workplace if my organisation made it a requirement for staff to be vaccinated against COVID-19. [5-point scale]
- My direct manager cares about my well-being. [5-point scale]
- My organisation cares about my well-being. [5-point scale]

Questionnaire

Resilience

- I feel safe to take a risk at work. [5-point scale]
- I view change as an opportunity. [5-point scale]
- I am confident of the future of my organisation. [5-point scale]

Ways of working

- We maintain open communication across teams and departments in my organisation. [5-point scale]
- When working from home, I still feel sufficiently connected with my team members (e.g. chatting via instant messaging, or scheduling virtual touchpoints). [5-point scale]

Organisation, manager & peer support

- My direct manager provides me with the support I need to complete my work. [5-point scale]
- My direct manager provides clear and regular feedback on how well I do my work. [5-point scale]

Questionnaire

- There is someone at work that I can count on when I need help. [5-point scale]
- Which, if any, of the following has your organisation provided during the pandemic that has been most important to you?
 - ❖ Information about the safety measures being taken to allow our employees to return to the workplace
 - ❖ Resources to manage stress and anxiety
 - ❖ Communication on the impact on job security
 - ❖ Communication on healthcare and other benefits available
 - ❖ Communication on the changing priorities for the organisation
 - ❖ Communication on tools and resources available to me and my team
 - ❖ Tips and best practices for working from home
 - ❖ Clarifying new processes and procedures for my team
 - ❖ Training to enhance or learn relevant skills
 - ❖ Recognition for my efforts
 - ❖ Directing resources (human, financial, etc.) where they are most needed
 - ❖ Opportunities to develop and grow
 - ❖ Others

eNPS

- How likely are you to recommend your organisation as a place to work to friends and family? [10-point scale]

Questionnaire

Culture

- The leaders and managers "practice what they preach" in my organisation. [5-point scale]
- There is good alignment of goals across teams and departments in my organisation. [5-point scale]
- My organisation treats people equally and respectfully. [5-point scale]
- I feel a strong connection with my team. [5-point scale]
- I feel a strong connection with other teams in my organisation. [5-point scale]
- My organisation's mission or purpose makes me feel that my job is important. [5-point scale]

Manpower Planning

- How important is HR's role in elevating your company's business and workforce transformation efforts? [5-point scale]

Questionnaire

- Which of the following HR functions are most important to your organisation's business and workforce transformation? (Please select the top
 - ❖ Performance and Rewards (Payroll, Performance Management)
 - ❖ Talent Management (Talent Development, Succession Planning)
 - ❖ HR Business Partner (Strategic Workforce Planning, Organisation Culture)
 - ❖ Employee Experience & Relations (Talent Engagement, Well-being & Communications)
 - ❖ Ops & Technology (HR Automation and Bots)
 - ❖ Organisation Development & Learning (Employee Value Proposition, Career Development)
 - ❖ Talent Attraction (Recruitment & Selection)

Digitalisation

- My organisation actively adopts digital solutions. [5-point scale]
- I think that my whole job is likely to be automated in the next 12 months. [Y/N]

How employees think about EX

- Think of an experience you had at work in the last year that had a significant impact on you. Could you describe this experience?
[Open-ended]

A Note on Confidentiality...

Rest assured, we have a stringent [privacy policy](#) and we have been helping to keep employees' details confidential since 2018.

The information you upload is secure, and will not be sold to 3rd parties or used for any other purpose besides this project without your permission.

The overall results will be aggregated, and besides the person who signs up for your organisation, no one else would have access to your organisation's data individually.

If you any questions, feel free to speak to us directly on our our live chat (bottom right corner of your screen) or contact us at hello@engagerocket.co.