

## SAMPLE QUARTERLY PULSE SURVEY FOR EMPLOYEES

This anonymous “taking the pulse” survey helps us improve workplace experiences and ensure fair opportunities for all employees. Your honest feedback will guide policy and support programs.

### INSTRUCTIONS:

- RATE EACH STATEMENT BASED ON YOUR EXPERIENCE (1 = STRONGLY DISAGREE, 4 = STRONGLY AGREE).
- THIS SURVEY IS CONFIDENTIAL AND WILL BE USED TO IMPROVE WORKPLACE POLICIES.

SECTION 1: WORKPLACE EXPERIENCE	1 (Strongly Agree)	2 (Agree)	3 (Disagree)	4 (Strongly Agree)
<b>Statement</b>				
I feel welcomed and supported in my role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel comfortable discussing challenges related to my background with my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My skills and contributions are valued by coworkers and supervisors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION 2: JOB SATISFACTION & GROWTH	1	2	3	4
<b>Statement</b>				
I have received adequate on-the-job training to perform my duties confidently.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have equal opportunities for promotions and career growth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job provides the support I need to succeed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION 3: WORKPLACE CHALLENGES & SUPPORT NEEDS	1	2	3	4
<b>Statement</b>				
I have reliable transportation to and from work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work schedule allows me to manage childcare or other responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I face challenges, management provides helpful support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### SECTION 4: GENERAL FEEDBACK

Statement	1	2	3	4
The company is committed to fair hiring and supporting justice-involved employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would recommend this company to others with a similar background.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### OPEN FEEDBACK (OPTIONAL):

##### 1) What additional support or training would help you succeed in your role?

[Open-ended response]

##### 2) What is one thing the company could do to better support employees who are justice involved?

[Open-ended response]

#### THANK YOU!

Your feedback is invaluable in making this workplace inclusive and fair. If you have concerns requiring immediate attention, please contact HR or use our anonymous feedback box in the breakroom.