DECISIONWISE

LEADERSHIP INTELLIGENCE®

Employee Value Proposition Survey

Research-based // Valid // Reliable

Understand how to attract, retain,
and engage your workforce.

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Employee Value Proposition Survey Sample Items

The DecisionWise Employee Value Proposition Survey contains research-based questions designed to measure the factors that attract, retain, and engage employees. The survey is completely customizable to the needs of every organization. The following sample only shows a limited number of the 30 total items found in the complete survey. To see the complete version, contact info@decision-wise.com.

My Job

1. Please rank the **top five attributes that initially attracted** you to Sample Company. Drag and drop each item from the list below into the box on the right in the desired order.

- Chance to work on new and innovative technology or initiatives
- My work schedule
- Potential fit with my interests
- Challenging work assignments
- The potential for work-life balance
- Opportunity to make an impact
- The learning and development opportunities I would have
- The career opportunities I would have
- The potential for recognition for my performance

2. Please rank the **top five attributes** you like most about your job at Sample Company **today.**
Drag and drop each item from the list below into the box on the right in the desired order.

- I get to work on new and innovative technology or initiatives
- My work schedule
- My job fits with my talents and skills
- Work aligned with my interests
- Challenging work assignments
- The balance between my work and personal life
- I have opportunities to make an impact
- The learning and development opportunities I have
- The career opportunities I have
- The recognition I receive for my performance

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Please respond to the following:	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
4. My job makes good use of my skills and abilities.	○	○	○	○	○	○
5. My workload allows me to be successful in my job.	○	○	○	○	○	○
6. My work schedule allows me to effectively balance work and personal life.	○	○	○	○	○	○
7. The level of stress in my job is manageable.	○	○	○	○	○	○
8. I am satisfied with the growth and development opportunities at Sample Company.	○	○	○	○	○	○

Please respond to the following:	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
11. I feel like I belong here.	○	○	○	○	○	○
12. I am satisfied with the balance of influence of the Executives at Sample Company.	○	○	○	○	○	○
13. Team members are promoted based on their qualifications and achievements.	○	○	○	○	○	○
14. I like living and working in the area.	○	○	○	○	○	○

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My Rewards

15. **Total rewards** is everything of monetary value resulting from your employment at Sample Company, such as health insurance, wellness programs, compensation. Please rank the **top five rewards that initially attracted** you to Sample Company.
Drag and drop each item from the list below into the box on the right in the desired order.

- Base Pay
- Short Term Bonus (STB)
- Long Term Incentive (LTI)
- Overtime Opportunity
- Shift Differential
- Holiday Pay
- Time Off Plan (TOP)
- Medical
- Dental/Vision
- Flexible Spending Accounts (FSA)
- Health Savings Account (HSA)
- Retirement Plan (401k)
- Life Insurance
- Disability Insurance
- Onsite Health Clinic
- Education Assistance Program
- Wellness
- Life Insurance
- Potential rewards for my performance
- Perks (i.e. employee discounts, special events' tickets, etc.)

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My Future

31. If you were asked to lead Sample Company, what is one thing you would do to make Sample Company an even better place to work?

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What is an Employee Value Proposition (EVP)?

EVP is the collection of benefits an employee receives from an organization in exchange for the employee's work.

EVP Addresses Four Key Questions:

1. What does it take to **attract** the right people?
2. What does it take to **retain** these people?
3. What does it take to **motivate** your people?
4. What is your company's brand?

Employee Value Proposition Includes:

- Demographic profile of your workforce
- Formal benefits
- Company culture, vision, mission, values
- Employee engagement

Based on the results from an employee value proposition survey, organizations can predict what different groups of employees want to remain with the company and engage in their work.

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Results from an Employee Value Proposition Survey

An employee value proposition survey is used to create a segmentation report that shows profiles of different employee types based on demographics, interests, and career goals.

Profile 1

This segment is largely attracted with the work they will be doing. Members of this segment have more tenure than other segments within the company. They stay with the company because they love living in the area, and they have passion for the industry.

- 56% advanced degrees
- 75% female
- Average tenure greater than 10 years

Profile 2

This segment is largely attracted with base pay. Members of this segment have less tenure than other segments within the company. They stay with the company because they like the benefits and perks, and they enjoy the people they work with.

- 41% advanced degrees
- 82% male
- Average tenure: 3-5 years

Profile 3

This segment is largely attracted with schedule flexibility. Members of this segment work part-time while attending school. They stay with the company because they love living in the area, and they have passion for the industry.

- Mostly students or working mothers
- 92% female
- Average weekly hours: 15

Profile 4

This segment is largely attracted with base pay. Members of this segment are also attracted to the reputation and stability of the company. They stay with the company because they like the work they do and see career growth opportunities.

- 77% advanced degrees
- 82% male
- Management Positions

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How to Leverage Your Employee Value Proposition

ATTRACTION

Identify candidates that fit the organization's employee value proposition based on benefits they are seeking through employment.

RETENTION

Retain individuals who currently work in the organization by adding to the value proposition already offered.

ENGAGEMENT

Understand benefits sought that go beyond contractual elements of the employee value proposition, which can serve as motivating and engaging factors.

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Coach executives around the world
Train leaders on coaching skills
"Turn Feedback into Results"

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