



## Sample Company Employee Value Proposition Survey

As an employee of Sample Company, we need your feedback to continue making improvements in our organization.

The questions are designed to help us better understand the things that **initially attracted** you to Sample Company, those you value most **today**, and what impacts your decision to stay.

It takes approximately 10-15 minutes to complete the survey. Your responses are confidential and you will not be identified in any way. When you are finished submit your responses by clicking "Next" below. Thank you for your participation!

### 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 talent and skills
Work aligned 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

3. **If you work on a rotating shift**, please answer the following question. **If not**, skip to question 4. As part of an ongoing evaluation of the rotating shift schedule, please rank order your preference of the following shift rotation options. Drag and drop each item from the list below into the box on the right in the desired order.

Maintain the current shift rotation schedule
Increase the time interval between shift rotations
Reduce the time interval between shift rotations
Eliminate shift rotations - assign me to a permanent night shift
Eliminate shift rotations - assign me to a permanent day shift

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My workload allows me to be successful in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My work schedule allows me to effectively balance work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. The level of stress in my job is manageable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I am satisfied with the growth and development opportunities at Sample Company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## My Organization

9. 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.

Sample Company's reputation

The strong presence in the industry

The opportunity to use my skillset

The chance to work with excellent leaders of the company

The size and stability of the company

The physical working conditions

The visible commitment to company values

The level of respect for team members

Community involvement and environmental responsibility

The location of Sample Company

The leader I would report to

The team members I would work with

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

Sample Company's reputation
The strong presence in the industry
The opportunity to use my skillset
The chance to work with excellent leaders of the company
The size and stability of the company
The physical working conditions
The commitment to company values
The level of respect for team members
Community involvement and environmental responsibility
The location of Sample Company
The quality of leader I report to
The quality of team members I work with

[illegible]

# 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
Potential rewards for my performance
Perks (i.e. employee discounts, special events' tickets, etc.)

16. Please rank the **top five rewards** you value most at Sample Company **today**.  
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
Rewards for my performance
Perks (i.e. employee discounts, special events' tickets, etc.)

17. What three rewards make us more attractive than our competitors?

18. Overall, I am satisfied with the level of recognition for my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Overall, I am satisfied with my total rewards package (base pay, bonuses, health care, 401K, time off plan, performance rewards).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. My total rewards package is competitive compared to other companies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Sample Company effectively communicates the details of the reward programs (base pay, bonuses, health care, 401K, time off plan, performance awards) offered here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Assuming the same amount of total spending, I am supportive of changing different parts of our total rewards package.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. What one benefit, perk or program would you add or change and how would you change it?

24. This list represents requests HR has received from team members for addition to our list of rewards. Rank the **top five items** you would most like Sample Company to consider **improving or adding**.

Enhanced subsidy for cafeteria
Time off cash out option
Subsidy to a fitness facility of my choice
Child care assistance/options
Onsite fitness facility (gym)
Provide access to cross fitness training, Weight Watchers, or similar programs
Leave of Absence/Sabbatical program
Public Transit Pass (UTA)
Flexible Work options
I don't have a strong opinion on any of these

# My Future

25. Rank how the following influenced your overall decision to **join** Sample Company.  
Drag and drop each item from the list below into the box on the right in the desired order.

The work I would be doing
The leader(s) I would report to
The company
The people I would work with
The opportunities I would have
The total rewards I would receive

26. Rank how the following influences your overall decision to **stay** at Sample Company.  
Drag and drop each item from the list below into the box on the right in the desired order.

The work I do
The leader(s) I work for
The company I work for
The people I work with
The opportunities I have
The total rewards I receive



Please respond to the following:	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
27. I would choose to remain here even if a similar job (pay, benefits etc.) were available elsewhere.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Career opportunities at Sample Company are aligned with my long term career goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. I have confidence in the future of Sample Company as an organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. The future direction and goals of Sample Company are exciting to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?