



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

-
-
-
-
-
-
-
-
-
-
-
-

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?

Please respond to the following: Strongly Disagree Disagree Neutral Agree Strongly Agree Don't Know

18. Overall, I am satisfied with the level of recognition for my performance.	<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"/>					
20. My total rewards package is competitive compared to other companies.	<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"/>					
22. Assuming the same amount of total spending, I am supportive of changing different parts of our total rewards package.	<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"/>					
28. Career opportunities at Sample Company are aligned with my long term career goals.	<input type="radio"/>					
29. I have confidence in the future of Sample Company as an organization.	<input type="radio"/>					
30. The future direction and goals of Sample Company are exciting to me.	<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?
