

EBOOK

Workplace Wellbeing Survey

Get a clear picture of the health and happiness of your people



Supporting members like
Antoine, since 1877



Get a clear picture of the health and happiness of your people.

Understanding and nurturing the wellbeing of your team is vital. But if you're not aware of a problem your people are facing, how can you do anything about it? One of the most effective ways to tune into their needs is through surveys and questionnaires. By deepening your understanding of employee needs through a well-crafted wellbeing survey—the possibilities open up for improving the health and happiness of your entire workplace.

Employee wellbeing surveys offer an accessible and budget-friendly way to genuinely hear from your team members. They're like a window into their experiences and wellbeing.

We've gone ahead and gathered up some of our favourite questions that really get to the heart of employee wellness. These can help you shape an engaging and impactful wellness program that really makes a positive difference for everyone in your organisation.

Of course, there's a limitless number of questions you could ask, but we recommend focusing on key areas with straightforward prompts that will provide valuable insights. Below, we've included examples of effective questions to include in a staff survey.



Benefits of a happy workplace

The benefits of nurturing a joy-filled workforce are simply too great to ignore. Taking the time to understand and respond to the needs and desires of your team is a powerful way to enhance employee engagement and productivity. In fact, according to a study by the University of Warwick, happy employees were around 12 per cent more productive on average*.

With the feedback you receive, you'll be able to identify areas of improvement and take steps to create an environment where everyone can succeed.

Remember, a happy and healthy team is not just more productive, but also more innovative and engaged.

*https://warwick.ac.uk/newsandevents/pressreleases/new_study_shows/



Staff Survey example questions

Understanding Mental Health at Work

Your insights will help us gauge how you perceive mental health support in the workplace, and if we're equipped to assist those struggling with mental health issues.

Use a scale of 1-5 (1 being "strongly disagree" and 5 being "strongly agree")

1 I feel supported at work when it comes to my mental health.

Strongly disagree 1 2 3 4 5 Strongly agree

2 I feel comfortable talking about my mental health with management/HR.

Strongly disagree 1 2 3 4 5 Strongly agree

3 I'm fully aware of all resources available for mental health support at work.

Strongly disagree 1 2 3 4 5 Strongly agree

4 I feel as though my workplace prioritises and cares about my mental health.

Strongly disagree 1 2 3 4 5 Strongly agree

5 If I were to experience poor mental health, I trust management/HR to provide the right support.

Strongly disagree 1 2 3 4 5 Strongly agree

Exploring Work/Life Balance

Your responses will help us understand if you feel you have a healthy work/life balance.

Use a scale of 1-5 (1 being "strongly disagree" and 5 being "strongly agree")

6 At the end of my workday, I can disconnect and not worry about emails

Strongly disagree 1 2 3 4 5 Strongly agree

7 I feel okay asking for time off (annual leave).

Strongly disagree 1 2 3 4 5 Strongly agree

8 When I'm sick, I feel fine not checking my emails or working while I recover.

Strongly disagree 1 2 3 4 5 Strongly agree

9 I feel I have enough time during work hours to complete all my tasks.

Strongly disagree 1 2 3 4 5 Strongly agree

10 I believe I have a good work/life balance that allows me enough time to enjoy other things in my life (eg, spending time with loved ones and hobbies).

Strongly disagree 1 2 3 4 5 Strongly agree



Staff Survey example questions

Assessing Financial Wellbeing

These questions will help us determine if financial wellbeing is a concern within our team.

Use a scale of 1-5 (1 being “strongly disagree” and 5 being “strongly agree”)

11 I feel happy with my financial wellbeing at the moment.

Strongly disagree 1 2 3 4 5 Strongly agree

12 I feel in control of my finances and am not worried about debt or living costs.

Strongly disagree 1 2 3 4 5 Strongly agree

13 I believe my compensation matches the work I do.

Strongly disagree 1 2 3 4 5 Strongly agree

14 I find the benefits from work generous.

Strongly disagree 1 2 3 4 5 Strongly agree

15 I would be comfortable discussing any financial worries with management/HR.

Strongly disagree 1 2 3 4 5 Strongly agree





Staff Survey example questions

Surveying Employee Benefits Interests

Your answers will guide us in crafting wellness programs that resonate with you.

We've provided some answer examples, but consider what employee health and wellbeing initiatives you'd like to bring into the workplace to create your own multiple-choice options.

16 Which wellbeing area are you most keen on improving?

- a. Physical health and wellbeing
- b. Mental health and wellbeing
- c. Financial wellbeing
- d. Social wellbeing
- e. Personal development opportunities

Other (please specify)

17 What kind of activities interest you?

- a. Physical health classes/app
- b. Mental health classes/app
- c. Workshops and opportunities to learn new skills
- d. Away Days/opportunities to bond with my team
- e. A platform that covers multiple physical/mental health tools (eg, The Anti-Burnout Club!)

Other (please specify)

18 How would you prefer to access wellbeing support?

- a. Through an app/online platform
- b. Face-to-face
- c. Over the phone (eg, EAP)

Other (please specify)

19 When would you like to participate in workplace wellbeing programs?

- a. In my own time
- b. During working hours
- c. During my lunch break

20 Which of these employee benefits appeals to you the most?

- a. Discounts and vouchers (eg, using a employee discount scheme)
- b. Employee health/life insurance
- c. Free lunch/healthy snacks
- d. Free access to mental/physical wellbeing programs
- e. More annual leave

Other (please specify)



At Health Shield it's all about healthy, happy people

Everything we do is to help your people stay in the best of health.

We're trusted experts in employee benefits and health and wellbeing, with a long history dating back to 1877, dedicated to supporting the health of workers. Today, almost 4,000 organisations trust us to help their people lead healthy, happy lives.

If you're looking for health benefits that your employees will love, look no further. Our health cash plans give money back for costs associated with everyday healthcare, helping prevent health niggles turn into health nightmares. So, if you want to make it easy and affordable for your people to keep their health on track, and show them you value their wellbeing, we can help!

Our services include

Company-paid health cash plans

Voluntary-paid health cash plans

On-site health checks

Wellbeing consultancy

Wellbeing training

Digital health platform

Employee engagement resources

**Perfect for businesses of all sizes,
whatever your needs or budget.**

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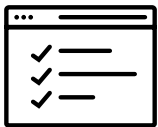


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