



Associate Satisfaction Survey

Thank you for taking time in completing this confidential Associate Satisfaction Survey. This adapted questionnaire is based on a survey from “First, Break All The Rules.” The responses gather from all surveys will be used by IntegrityWorks Coaching to compile general recommendations in an Executive Report, which is part of an overall Organizational Assessment. Your responses will be kept strictly confidential.

There are (2) types of questions in this survey: 1.) Ranking and 2.) Feedback questions. Answer all questions as they directly relate to your time at work.

- For “Ranking” questions, choose the answer that best describes your response: ① Strongly agree, ② Disagree, ③ Neutral, ④ Agree and ⑤ Strongly Agree
- For “Feedback” questions, write your honest and thorough thoughts, ideas, suggestions or feedback. Please feel free to use additional space on the back as needed.

Your responses to this survey are an important and valuable part of an Organizational Assessment. Thank you for your time and for completing this Associate Satisfaction Survey.

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. I know what is expected of me at work. Describe how you know what is expected of you.	①	②	③	④	⑤
2. I have the materials and equipment I need to do my work right. What resources, tools, materials or equipment do you need to do your job better?	①	②	③	④	⑤



Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
3. At work, I have the opportunity to do what I do best every day.	①	②	③	④	⑤
Describe anything that would help you do your best every day.					
4. In the last seven days, I have received recognition or praise for good work.	①	②	③	④	⑤
Who gives you the most praise at work? Please share some examples.					
5. My supervisor, or someone at work, seems to care about me as a person.	①	②	③	④	⑤
If so, how do you know? If not, what would demonstrate to you that someone cares?					
6. There is someone at work who encourages my development.	①	②	③	④	⑤
If so, how are you encouraged? If not, how would you like to be encouraged?					

PEOPLE * PROCESS * PRODUCTIVITY * PROFIT



Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
7. At work, my opinions seem to count.	①	②	③	④	⑤
What is the best and/or worst thing (organization name) could do now as a company?					
8. The mission/purpose of my company makes me feel my job is important.	①	②	③	④	⑤
What do we value here at (organization name)?					
9. My associates (fellow employees) are committed to doing quality work.	①	②	③	④	⑤
How could an emphasis on quality be expanded at (organization)?					
10. I have a best friend at work.	①	②	③	④	⑤

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Does this person(s) contribute to your job satisfaction? If yes, please describe how.

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
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| 11. In the last six months, someone at work has talked to me about my progress. | ① | ② | ③ | ④ | ⑤ |
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How regularly are you informed of your progress at (organization name)?

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| 12. This last year, I have had opportunities at work to learn and grow. | ① | ② | ③ | ④ | ⑤ |
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How can (organization name) better create an atmosphere of growth and learning?

13. Please share any other thoughts, ideas, suggestions or feedback that you have regarding this organization. What could be improved? How could we communicate more effectively? What would help us/you serve our team and customers better?