
EMPLOYEE EXPERIENCE LEADER PULSE CHECK

Our vision of an impactful employee experience at [CLIENT] is built upon four pillars: it's an experience in which you are successfully able to Deliver, Develop, Connect, and Thrive.

Below you'll find a series of statements beneath each pillar. We believe the degree to which you agree or disagree with each will help us understand your current employee experience. Additionally, under each pillar you'll have an opportunity to offer any suggestions, which we'll use to inform approaching your future employee experience.

Please know your candor and constructiveness are critical to these efforts. We appreciate you.

PILLAR #1: DELIVER

We'd like to understand the degree to which you feel able to deliver the work you were hired to do.

For each statement below, please indicate the extent to which you agree or disagree.

Strongly Disagree Disagree Neutral Agree Strongly Agree

1. I have a clear sense of what my priorities are
2. I feel appropriately empowered to make decisions that move my work forward
3. I have the time I need to do my work (versus sitting in meetings, doing administrative tasks, etc.)
4. My leader proactively helps me move obstacles or bottlenecks that hold me back from getting work done
5. I have sufficient context and information to get my work done
6. I know where to find critical information when I need it
7. I believe I'm able to deliver my best work here (i.e., tools, resources, structure, process generally enable versus inhibit)

What is most important thing your leader currently does that supports your ability to DELIVER?

FREE TEXT _____

What is one thing your leader could do to amplify your ability to DELIVER?

FREE TEXT _____

PILLAR #2: DEVELOP

We'd like to understand the degree to which you feel a sense of growth and momentum in your career

For each statement below, please indicate the extent to which you agree or disagree.

Strongly Disagree Disagree Neutral Agree Strongly Agree

1. I receive regular, actionable feedback
2. My leader coaches me
3. My leader understands my career and development aspirations
4. I feel sufficiently challenged in my work
5. My leader demonstrates that they value learning and development (i.e., by prioritizing it; making time for it; providing opportunities, etc.)
6. I can see opportunities for myself for growth and progression at [CLIENT]
7. I have developed new skills and/or have sharpened critical skills in my time at [CLIENT]

What is most important thing your leader currently does that supports your ability to DEVELOP?

FREE TEXT _____

What is one thing your leader could do to amplify your ability to DEVELOP?

FREE TEXT _____

PILLAR #3: CONNECT

We'd like to understand the degree to which you feel a sense of belonging – to purpose and community

For each statement below, please indicate the extent to which you agree or disagree.

Strongly Disagree Disagree Neutral Agree Strongly Agree

1. I see how my work connects with and supports [CLIENT'S] overarching vision
2. I feel a sense of belonging with my team
3. I believe my team collaborates effectively – both internally, and with other parts of the organization when necessary
4. I feel part of a community at [CLIENT]
5. I feel comfortable asking “dumb” questions
6. I believe my ideas are valued
7. I have opportunities to participate in conversations at [CLIENT] that enhance my thinking and/or help me to move forward

What is most important thing your leader currently does that supports your ability to CONNECT?

FREE TEXT _____

What is one thing your leader could do to amplify your ability to CONNECT?

FREE TEXT _____

PILLAR #4: THRIVE

We'd like to understand the degree to which you feel whole, supported, and well

For each statement below, please indicate the extent to which you agree or disagree.

Strongly Disagree Disagree Neutral Agree Strongly Agree

1. I feel recognized for the work I do
2. I feel empowered to set and maintain boundaries that are important to me
3. I believe my wellness and overall health (physical, emotional) are a priority for [CLIENT]
4. I generally experience a sense of fairness at [CLIENT]
5. I feel I can talk to my leader if I'm starting to feel a sense of “burnout”

6. My leader does a good job of celebrating small milestones as well as big outcomes

What is most important thing your leader currently does that supports your ability to THRIVE?

FREE TEXT _____

What is one thing your leader could do to amplify your ability to THRIVE?

FREE TEXT _____