Pulse Surveying

Using these examples...

For you

The “established team” surveys that follow are numbered, but can be used in any order (just keep track of which ones you have used). They can also be used multiple times if you so choose (ideally not for consecutive periods).

The “new to team” surveys however should be used in the prescribed order with at least 4 weeks between them. In both situations, give a response period of 2-4 days for submissions. These surveys should ideally be optional (rather than mandatory), and if at all possible, anonymous.

For your team

The scale-based questions are written as statements, decide the extent to which you agree or disagree with them, selecting the number which best corresponds with this viewpoint. The open text questions are just seeking brief responses based on your opinions and experiences.

The entire process should take no more than 5 minutes (i.e. don’t overthink it).



ESTABLISHED TEAM

PULSE SURVEY

OPTION SET 1

"Work has a positive impact on my sense of well-being"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I know I can depend on the other members of my team"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"This job supports my career goals"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I have all the physical resources I need to do my job well"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My boss is open and honest with me"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I have a sense of pride in working here"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

What are the most important aspects of work-life balance for you?

Do you have any other insights, ideas or input you would like to provide?

ESTABLISHED TEAM

PULSE SURVEY

OPTION SET 2

"Generally speaking, I am happy in my work "

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"Our team works well together and we seldom argue"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My work gives me a sense of achievement"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"The incentives currently on offer motivate me to perform at my best"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My boss actively coaches me to continually improve/develop myself"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I have great mates at work"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

What has the most positive impact on morale and motivation in your team?

Do you have any other insights, ideas or input you would like to provide?

ESTABLISHED TEAM

PULSE SURVEY

OPTION SET 3

"I maintain a healthy balance between work and my other priorities"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I feel comfortable providing feedback to my teammates directly"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I am encouraged to set personal targets on a consistent basis"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"The direction of the business is in alignment with where I would like to see it head"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I trust my boss has my best interests at heart"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My role is an excellent fit with my strengths"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

What recent training has been particularly useful in your career growth?

Do you have any other insights, ideas or input you would like to provide?

ESTABLISHED TEAM

PULSE SURVEY

OPTION SET 4

"Mental health is something we often discuss"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"Our business has a culture that is open to testing new ideas and approaches"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I am in a role that makes good use of my skills"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"It is easy for me to discuss and resolve work-related challenges"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"Overall, I am satisfied with how decisions are made here"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"The culture here is a good fit for me"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

What types of recognition or rewards do you find most meaningful and motivating?

Do you have any other insights, ideas or input you would like to provide?

ESTABLISHED TEAM

PULSE SURVEY

OPTION SET 5

"More often than not, my work is enjoyable"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My teammates respect me and vice versa"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I have ample opportunity to apply my full range of skills"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I feel empowered to make decisions in my role"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My boss makes good, timely decisions"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I feel a sense of belonging here"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

What type of direction/instruction do you best respond to?

Do you have any other insights, ideas or input you would like to provide?

PULSE SURVEY

"We have plenty of fun at work"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"When I ask for help, others step up and help me"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I can do what is expected of me with my current skills and abilities"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"Our business adapts well to external changes and/or challenges"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"In challenging times, my boss models optimism, perspective and calmness"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I am excited about the business's future"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

What three words would you use to describe our team?

Do you have any other insights, ideas or input you would like to provide?

NEW TO THE TEAM

PULSE SURVEY

OPTION SET 1

"Communication was effective throughout the recruitment process"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My duties and tasks are what I expected them to be"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"My boss took the time to effectively induct me"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"The actual work environment is what was described in the recruitment/induction process"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I'm enjoying the role, and being part of the team"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

As a fresh set of eyes in the business, do you have any ideas of how we could improve?

Do you have any burning questions, yet to be answered or asked? Y/N - If Y - What?

NEW TO THE TEAM

PULSE SURVEY

OPTION SET 2

"I like my job"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"Our company values are clear, and are lived into on a regular basis"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I have access to all the key resources that I need to be successful"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I can see a clear progression pathway for career growth"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I believe work-life balance is considered and catered for here"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"I feel safe in my work and around my teammates"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

"If asked - is this a good place to work - I would say YES"

	1	2	3	4	5	6	7	8	9	10	
Totally Disagree											Totally Agree

Do you have any burning questions, yet to be answered or asked? Y/N - If Y - What?