



Questionnaire

Understanding your organisations wellbeing



Why Employee Health and Wellbeing Should Matter to Organisations

12%

Improved Employee Productivity and Performance

Employees with positive mental health are **12%** more productive than those who experience mental health challenges.

2.5X

Enhanced Employee Retention and Engagement

Employees who feel supported and valued for their mental health are also **2.5 times** more likely to feel engaged at work.

2-3X

Reduced Absenteeism and Presenteeism

Employees experiencing mental health issues are **2-3 times** more likely to take sick days, leading to higher absenteeism rates..

Getting started

Instead of waiting to address the signs of poor health and wellbeing—such as increased absenteeism or fatigue—adopt a proactive approach to stay ahead of the curve. By actively promoting health and wellbeing, you can not only mitigate these challenges but also enjoy the advantages of a healthier workforce, such as enhanced productivity and engagement, along with reduced turnover and absenteeism.

However, every health and wellbeing program should be tailored to the unique needs and preferences of your employees. To create an effective strategy, it's essential to understand your organisation's specific strengths and areas for improvement in supporting wellbeing. A great place to start is by conducting a survey to gather insights directly from your people.

The questions on the following pages are set out into specific sub-topics to help understand specific areas of strengths and weaknesses.



Employee questions: Job satisfaction

I find my work meaningful and fulfilling.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I feel valued and appreciated for the work I do.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

My workload is manageable and allows me to maintain a healthy work-life balance.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Employee questions: Stress and Mental Health

I feel able to manage my stress levels at work

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

My organisation supports me in maintaining good mental health.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I feel comfortable discussing mental health challenges with my manager or colleagues.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Employee questions: Relationships and Support

I have positive and supportive relationships with my colleagues.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

My manager provides the guidance and support I need to succeed in my role.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I feel a sense of belonging and inclusion within my team and the organisation.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Employee questions: Relationships and Support

I have positive and supportive relationships with my colleagues.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

My manager provides the guidance and support I need to succeed in my role.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I feel a sense of belonging and inclusion within my team and the organisation.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Employee questions: Work-Life Balance:

My organisation supports me in maintaining a balance between my work and personal life.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I can take time off when needed without worrying about negative consequences.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I have the flexibility to adjust my work schedule to accommodate personal needs.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Employee questions: Work Environment

My work environment is safe and comfortable.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I have the resources and tools I need to do my job effectively.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

The physical workspace promotes my health and wellbeing (e.g., lighting, ventilation, ergonomic setup).

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Employee questions: Growth and Development:

I have opportunities to learn and grow in my role.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I receive regular feedback that helps me improve and develop my skills.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

My career goals are aligned with the opportunities available within the organisation.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Employee questions: General Wellbeing:

I feel physically healthy and energised during my workday.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

I am satisfied with the health and wellbeing resources provided by the organisation (e.g., wellness programs, wellbeing benefits).

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

My organisation cares about my overall wellbeing, not just my productivity.

1 2 3 4 5 6 7 8 9 10

Strongly disagree

Strongly agree

Next steps

1

Review

Analyse the survey results carefully to identify trends, strengths, and areas for improvement. Focus on common themes and compare responses across different departments or demographics to gain a comprehensive understanding of your workforce's wellbeing needs. Highlight any red flags, such as high stress levels or dissatisfaction with work-life balance, that require immediate attention.

2

Prioritise

Based on the review, prioritise the areas that need the most urgent focus or will have the greatest impact on employee wellbeing. Consider both short-term fixes and long-term strategies. Engage leadership and employee representatives to align on which wellbeing initiatives to tackle first and ensure alignment with organisational goals.

3

Take action

Develop and implement targeted solutions based on your findings. This could include introducing wellness programs, providing mental health resources, offering flexible work options, or improving workplace conditions. Communicate the actions being taken to employees, emphasising that their feedback is being put into practice. Regularly monitor and evaluate the effectiveness of these initiatives to ensure continuous improvement in supporting employee wellbeing.

The Workplace Mindfulness Co.

If you're looking to support the wellbeing of your business, The Workplace Mindfulness Company is here to help. We offer tailored wellbeing solutions that are specifically designed for your organisation, ensuring that every employee receives the benefits they need to thrive.

Bespoke wellbeing solutions, designed for your business, delivered to every employee.

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