

Our 17 Core Statements – Included in all Surveys

1. I feel my pay is fair

- Invites a review of overall compensation practices

2. I have the tools and equipment I need to do my job

- An integral part of an employer's responsibility subject to the position in the organization

3. Considering everything, I am satisfied working for this organization at the present time

- Determines the need to review employee relations policies and practices to mitigate against unplanned turnover.

4. I feel that the work I do directly impacts the success of my organization

- An employee who understands his/her role will expend appropriate energy

5. I have sufficient freedom to determine how I carry out my job responsibilities

- A self-motivated, self-managed employee will keep overhead costs down

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6. I understand my Organization's goals and objectives

- Clear articulation and communication of the organizational direction will reduce waste and create focus

7. My organization is making the changes to be successful

- Organizations must constantly reinvent themselves and communicate appropriately to ensure employee buy-in

8. I understand how my work contributes to the organization

- Cascading objectives from company to employees ensures “firing on all cylinders”

9. In the last month my direct supervisor has encouraged me to be innovative and creative

The boss has a role to tap into the mindset of the people doing the work to ensure maximum productivity improvement

10. I care a great deal about the quality of my work

- Another gauge about commitment of the employee to the organization.

11. In the last month I have been recognized for my efforts at work by my direct supervisor

- A “pat on the back” at minimum is a crucial component to bond the supervisor with the employee

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12. I feel my organization values me

- Tests all of the employee relations interventions to bond with employees on the part of the employer

13. I am willing to put in as much effort as necessary to get my job done

- One of the best gauges to determine the level of loyalty and commitment to the organization

14. The organization where it can, strives to create opportunity for work life and home life balance.

- Our evolving workforce with forecasted labour shortages demands a reflection about this issue

15. My direct supervisor in this organization behaves in an honest manner

- A respectful supervisor/employee relationship is integral for a productive workforce

16. I feel as an organization we listen to the needs of our customers

- Confirmation that the employee understands the importance of the customer to ensure the organization's success

17. The organization is strongly committed to its policy to prevent sexual harassment in the workplace.

- Response to the outrage with Weinstein and sweeping social and legal changes; risk management