

Questionnaire for employees

Personal details:

Position:

Is this position being the only one? Did you change position? If yes, when?

How long with the company?

Overall years of experience of professional:

Your role:

- What are your top motivation drives?
- Do you feel you have the knowledge, systems, process, visibility, support in order to succeed in your job?
- Do you have challenges that excites you in your role?
- Do you feel this role is enabling you to develop to the next role if you wish to, in the future?
- Are you proud of your role?
- How do you prioritize your tasks?

Your manager:

- Who is your manager?
- What is his/her best strength?
- How would you describe your professional interface with your manager? Meeting expectations? Below? Above? (ask for examples)
- Do you have a concrete targets/ objective that enable you to know on what you r measured on?
- Do you feel you receive a consistent feedback on your performance?
- Do you experience an added value from you manager? In what way?
- What would you like to receive more from your manager? What is missing?

Your team :

- How would you describe your professional interface with your team? Meeting expectations? Below? Above? (ask for examples)
- Do you have a concrete team targets/ objectives?
- Can you tell how you contribute to the team success? What others contribute to you?
- What would you like to receive from your team? What is missing?

Your region:

- Do you feel a sense of belonging to your region's activities? Targets? In what way- ask for examples
- Are you familiar with your regional revenue results and forecast?
- Thing to remain/ improv from cultural and communication perspective

- Do you have any regional communications routine?

Management:

- Are you familiar with the company's management functions and personas?
- Do you feel the impact/ the voice of company's management? If yes- in what way? Ask for examples

Strategy, company's core value:

- Are you familiar with the company's values? Do you behave work act according to them? Are they meeting your personal core values?
- Are you familiar with the company's strategy? If yes, do you feel management is acting consistently in order to achieve it?
- Are you familiar with the company's 2018 objectives? 2019?
- Would you recommend your friend to join the company?

Internal communication:

- Do you feel you have enough communication channels internally in order to have a clear visibility of who the company is and what its products and solutions? Who is our market and what is our main business arena- customers, competitors?
- What is your opinion regarding the global Town hall?
- What do you think about the company's newsletter?
- Do you feel we are celebrating success? If yes, in what way? Ask for examples.
- Are you familiar with the ping board? Is it useful for you? Do you use slack? For which purposes? Other technical tools for internal communications?
- Do you take part in cross teams calls/ meetings as part of your routine? Is it effective? If yes in what way?
- What kind of communication is missing and for what purposes? What is working well?

Overall Company's strengths to remain, pain points to improve:

Thank you!