

The BetterCulture Survey®

Listing of Questions by Factor

❖ **Retention Risk**

1. It would take a lot to entice me to leave my company.
2. I plan to still be working at this company one year from today.
3. I would recommend my company as a good place to work.
4. My company has earned my loyalty over time.

❖ **Pride**

5. My coworkers consistently strive for excellence.
6. I am proud to be an employee of this company.
7. I believe my company has a bright future.
8. My company delivers outstanding products or services.

❖ **Conflict**

9. There is too much conflict in my workplace.*
10. My immediate supervisor deals effectively with conflict.

❖ **Innovation**

11. My company is highly innovative.
12. My company is responsive to new ideas.

❖ **Employee Input**

13. Differences of opinion are welcomed in my workplace.
14. In my company, appropriate input is sought before important decisions are made.
15. Leaders in my company make an effort to ensure employees understand why important decisions were reached.
16. I feel safe voicing my thoughts and opinions at work.

❖ **Team Chemistry**

17. I trust the members of my immediate workgroup.
18. Members of my immediate workgroup are genuinely committed to one another's success.
19. When a member of my immediate workgroup needs help, we can depend on one another to pitch in.
20. The members of my immediate work group enjoy working together.

❖ **C-Suite**

21. Our organization's top executives provide outstanding leadership.
22. I trust my company to operate at a high ethical standard.
23. The top executives of my company care about my well-being.

* A reverse scored question.

❖ **Performance Standards**

- 24. My company holds employees to high standards.
- 25. Supervisors in my company effectively address poor staff performance.

❖ **Direct Supervision**

- 26. I feel fortunate to have the immediate supervisor that I do.
- 27. When difficult work situations arise, I can count on my immediate supervisor for support.
- 28. My immediate supervisor is committed to my personal success.
- 29. My immediate supervisor challenges me to grow.
- 30. My immediate supervisor appreciates the work that I do.

❖ **Compensation**

- 31. I believe my current compensation is fair.
- 32. Compared to other companies in our industry, my company pays competitive wages.
- 33. I am satisfied with the benefits provided by my employer.
- 34. My company provides benefits that are seldom offered by other employers.

❖ **Feeling Appreciated**

- 35. I feel my company appreciates my work.
- 36. My company does a good job of recognizing employees who contribute to its success.
- 37. I am often thanked for my work.

❖ **Work Environment**

- 38. My workload is often excessive.*
- 39. I enjoy my work environment.
- 40. Compared to other companies in our industry, my company has a positive work environment.
- 41. My company appropriately accommodates the work-life balance of employees.
- 42. There is a lot of negativity in my workplace.*
- 43. My company treats employees with respect.

❖ **Talent Management**

- 44. My company puts the right people in supervisory roles.
- 45. When my company has job openings, current employees are given appropriate consideration.
- 46. My company does a good job hiring high quality employees.

❖ **Growth & Advancement**

- 47. My company genuinely cares about my personal success and happiness.
- 48. My company offers good professional growth and training opportunities.
- 49. I have ample opportunity for career advancement at my company.

* A reverse scored question.