Staff Climate Survey

For NEMA member use only

*Please note that most questions were either created by ECHO staff or sourced from online survey question resources, such as CultureAmp, the Muse, and more employee-engagement sites.

Compensation and Benefits
Please rate how satisfied you are with the following benefits:
5= Very Satisfied 4= Satisfied 3= Neutral 2= Dissatisfied 1=Strongly Dissatisfied 0-N/A

Life Insurance
Medical Insurance
Retirement Plan
Short-Term Disability Benefits
Long-Term Disability Benefits
Combined Time Off (CTO)
Flexible Spending
Employee Appreciation Activities and Staff Events
Overall satisfaction with ECHO’s Benefits

1. Staff pay is based on objective and market-related criteria.
2. Compensation practices are administered consistently for all employees.
3. I believe my compensation is fair for my skills, contributions, and the work I am doing.

5= Strongly Agree 4= Agree 3= Neutral 2= Disagree 1= Strongly Disagree 0-N/A
Add comments

Manager Relationship
1. Requests to my supervisor are responded to in a timely manner.
2. Requests for time off/CTO are responded to in a timely manner.
3. I feel respected by my direct supervisor.
4. My direct supervisor recognizes my contributions at work.
5. I feel I can express my honest opinions to my supervisor without fear of negative consequences.
6. I get adequate feedback from my supervisor about my day to day work performance.
7. I am involved in the goal setting process for my performance appraisal.
8. My supervisor/manager cares about my well being.

Professional Development
1. I feel that my supervisor encourages my professional development.
2. I feel that my work contributes to ECHO’s mission, vision and strategic plan.
3. My onboarding and training experience was effective and prepared me to do my job.
4. I have the tools and resources to do my job well.
5. I feel encouraged to come up with new and better ways of doing my work.
Communication

1. I know where to go to get the information I need to do my job. OR I have the information I need to do my job well.
2. I am aware of how to locate ECHO’s policies, procedures, and processes.
3. I feel connected to my coworkers and the work they do.
4. Changes that may affect me are communicated to me in an appropriate timeline prior to being implemented.
5. I feel "in the loop" with respect to information that impacts my work.
6. Internal communications keep me well informed about important company news, events, and activities.
7. I have the opportunity to provide feedback and input for key decisions.
8. Communication between departments is well coordinated.
9. I have a clear understanding of the company’s mission, vision, values and strategic plan.
10. My manager does a good job of sharing information.
11. Senior management communicates well with the rest of the organization.
12. Senior management is genuinely interested in employee opinions and ideas.
13. Communication between coworkers is respectful.

General ECHO

1. How would you rate your overall level of satisfaction as a staff member of ECHO?
2. I have fun working at ECHO.
3. ECHO’s mission is the primary reason that I work here.
4. I feel comfortable taking the time I need to attend to my life outside of work.
5. I plan to continue working at ECHO for at least two more years.
6. I would recommend working at ECHO to a friend.
7. I have a clear understanding of how my job contributes to the overall success of ECHO.
8. ECHO is moving in the right direction as an organization.
9. People are concerned about what is good for ECHO overall instead of just what is good for themselves or their group/department.
10. ECHO’s policies are administered fairly.
11. My coworkers have a strong sense of personal responsibility for the success of their team.

Diversity, Inclusion, and Culture

1. I feel that coworkers respect each other here.
2. ECHO is committed to creating and maintaining an equitable, diverse and inclusive work environment.
3. The environment at ECHO is supportive of the expression of different opinions, experiences, and perceptions.
4. People are treated with respect and appreciation regardless of race, gender, position, function/department, age, disability, background etc.
5. ECHO staff are treated the same regardless of their:
   a. Gender, race, socioeconomic background, age, ability or disability
6. ECHO management demonstrates a commitment to valuing diversity.
7. Diversity, equity, inclusion and cultural responsiveness training is effective.
8. Overall, I am satisfied with ECHO’s efforts to support and encourage equity, diversity and inclusion.

**ECHO Leadership**
1. I receive appropriate recognition from senior management when I do good work.
2. I feel I can express my honest opinions to ECHO senior management without fear of negative consequences.
3. ECHO senior management follows through on decisions.
4. ECHO senior management values the work done by staff.
5. ECHO senior management sets an example for following ECHO’s Core Values.

**Open ended**
1. What was the number one reason you came to work at ECHO?
2. What is ECHO’s biggest strength as an organization?
3. What motivates you to go above and beyond at work?
4. Hypothetically, if you were to leave ECHO tomorrow, what would your reason be?
5. What's one thing you'd like to see us continue doing here?
6. What one thing would help to improve our work environment at ECHO?