



Sample Employee Survey Questions

GENERAL

- “I am proud to work for (Company)”
- “I would recommend (Company) as a great place to work.”
- “I rarely think about looking for a job at another company.”
- “I see myself still working at (company) in two years’ time.”
- “(Company) motivates me to go beyond what I would in a similar role elsewhere.”

LEADERSHIP

- “The leaders at (company) keep people informed about what is happening.”
- “My manager is a great role model for employees.”
- “The leaders at (Company) have communicated a vision that motivates me.”

ENABLEMENT AND DEVELOPMENT

- “I have access to the things I need to do my job well.”
- “I have access to the learning and development I need to do my job well.”
- “My manager (or someone in management) has shown a genuine interest in my career aspirations.”

ALIGNMENT TO ACCOMPLISH WORK

- “I know what I need to do to be successful in my role.”
- “Day-to-day decisions here demonstrate that quality and improvement are top priorities.”
- “I receive appropriate recognition when I do good work.”

MENTAL HEALTH

- “(Company) assess the well-being of employees frequently to ensure employees are coping with the demands of their roles, both professionally and personally.”
- “(Company) is proactive at identifying stressors for employees that may be negatively impacting the workforce and implements solutions to reduce negative effects and tailor support accordingly.”
- “(Company) promotes open dialogue and encourages employees to share their mental health concerns, creating a platform for employees to voice their challenges, knowing that their well-being matters to the organization.”
- “(Company) utilizes insights gained from mental health questions to promote local support services and resources like counseling, stress management programs, or flexible work arrangements to help employees manage their mental health effectively.”

Mental Health and Substance Use at Work

Employer Toolkit

Recovery Friendly



The Mental Health and Substance Use at Work Employer Toolkit has been developed to raise awareness with businesses about how to respond to the risks associated with mental health challenges and substance use disorder. The content is meant for educational purposes only and not for the purpose of providing legal advice or replacing the additional work needed to develop a responsible Recovery Friendly Workplace program. As such, it should not be used as a substitute for consultation with a legal professional, or other competent advisor.

Medical advice and information in this document were approved by The National Safety Council-NSC physicians who advise the Council on our substance use harm initiatives. These doctors are also members of the NSC Physician Speakers Bureau.

NEED HELP?

If you have questions or need help finding materials, please contact admin@huroncountymhas.org.