

Remote Worker Engagement and Satisfaction Survey

A. What percentage of the time do you work remotely – that is in a location that is neither affiliated with nor fully furnished by your employer?

- 100% of the time.....
- 75%-99%
- 50%-74% → THANK AND TERMINATE
- 25%-49% → THANK AND TERMINATE
- 0%-24% → THANK AND TERMINATE

B. Have you always worked as a remote employee for this organization?

Yes → SKIP TO Q. 1.

No

C. How long have you been working as a remote worker for this organization?

- Less than one year
- One year to less than two years
- Two years to less than five years
- Five years to less than ten years
- Ten years or more
- Prefer not to answer

Disagree Strongly Disagree Somewhat Neutral Agree Somewhat Agree Strongly Not Applicable

1. Overall, I am very satisfied with my employer

How do you feel about each of the following specific matters? (Fill in a single response for each statement below)

2. This organization's leadership:

Disagree Strongly Disagree Somewhat Neutral Agree Somewhat Agree Strongly Not Applicable

I understand the long-term strategy of this organization.....

I have confidence in the leadership of this organization

The leaders of this organization care about their employees' well being

Senior leaders live the core values of the organization

The leaders of this organization are open to input from employees.....

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5. Your remote working experience:

Disagree Strongly Disagree Somewhat Neutral Agree Somewhat Agree Strongly Not Applicable

- I am able to perform my job working remotely as well as if I were in the office
- I have the support necessary to do my job working remotely
- I am able to do my job while working remotely with minimal distractions
- I feel connected to my colleagues while working remotely
- I have successfully adapted to the remote working environment

6. Your relationship with your immediate supervisor:

Disagree Strongly Disagree Somewhat Neutral Agree Somewhat Agree Strongly Not Applicable

- My supervisor treats me fairly
- My supervisor treats me with respect
- My supervisor handles my work-related issues satisfactorily
- My supervisor handles my personal issues satisfactorily
- My supervisor acknowledges when I do my work well
- My supervisor tells me when my work needs improvement
- My supervisor is open to hearing my opinion or feedback
- My supervisor wants me to develop to my fullest potential
- I feel I can trust what my supervisor tells me

7. Training, development and resources:

Disagree Strongly Disagree Somewhat Neutral Agree Somewhat Agree Strongly Not Applicable

- This organization provided as much initial training as I needed
- This organization provides as much ongoing training as I need
- This organization provides the technology, equipment and resources I need to do my job well
- The computer or other hardware I use to do my job is dependable
- The software and program applications I use to do my job are adequate
- Technology issues are resolved in a timely manner
- Technology issues affecting my work are communicated to me in a timely manner
- This organization helps me pursue a career path that aligns with my skills and interests
- This organization encourages me to develop professionally and/or acquire new skills
- If I do good work, I will be rewarded

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8. Pay and Benefits:

Disagree Strongly Disagree Somewhat Neutral Agree Somewhat Agree Strongly Not Applicable

My pay is fair for the work I perform

Overall, I'm satisfied with this organization's benefits package

Specifically, I'm satisfied with the:

Amount of vacation (or Paid Time Off)

Sick leave policy

Amount of healthcare paid for

Dental benefits

Vision care benefits

Retirement plan benefits

Life insurance benefits

Disability benefits

Tuition reimbursement benefits

9. Overall feelings about your employment experience:

Disagree Strongly Disagree Somewhat Neutral Agree Somewhat Agree Strongly Not Applicable

Most days, I look forward to going to work

My job provides me with a sense of meaning and purpose

I am proud to work for this organization...

I feel this organization has created an environment
 where I can do my best work...

I am willing to give extra effort to help this organization succeed

I plan to continue my career with this organization for
 at least two more years

I would recommend this organization's products/services to a friend

I would recommend working here to a friend

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NOTE: We recommend that you do not include your name or other identifying remarks in your responses to the two open-ended questions listed below.

10. What does this organization do that makes it a place where people would want to work?

11. What can this organization do to increase your satisfaction and productivity as a remote worker?

**11a. What kinds of actions has your organization taken that help you to be effective while working as a remote worker?
(SELECT ALL THAT APPLY)**

- Flexible work hours/flex time.....
- Provided software/access to software for meetings
and organization computing systems
- Provided me with hardware and office equipment
(e.g. printer, scanner, laptop, modem, mobile phone, other)
- Additional IT support
- Expanded/enhanced/improved its healthcare services
- Implemented regular staff meetings to track progress
while working from home
- Provided counseling services to help employees and
families adjust to working from home.....
- Reimbursement for landline/cell phone usage
- Other (Please specify): _____
- Nothing

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The following questions are for classification purposes only. They will not be used to identify any individual.

12. How long have you worked for this organization?

- Less than one year
- One year to less than two years.....
- Two years to less than five years
- Five years to less than ten years.....
- Ten years or more
- Prefer not to answer

13. In what year were you born?

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Example: 1990

14. What is your gender?

- Female
- Male.....
- Non-Binary.....
- Prefer not to answer

15. What is your ethnic background?

- Black or African-American
- Asian.....
- White or Caucasian.....
- Hispanic or Latino
- Native American (not Pacific Islander)
- Pacific Islander
- Bi-Racial or Multi-Racial
- Prefer not to answer

16. Which is your job status?

- Full-Time
- Part-Time

17. Which of the following best describes your role?

- Executive (CEO/President, VP, Director, etc.)
- Manager/Supervisor
- Administrative/Clerical
- Professional/Salesperson/Analyst/Technician
- Production/Service
- Other.....

18. In which department do you work?

- Administration/Management
- Customer Service/Care/Support
- Finance/Accounting.....
- Human Resources.....
- Information Technology
- Marketing/Advertising
- Maintenance/Operations.....
- Production
- Sales/Retail/Business Development
- Other.....

Thank You for Your Participation!

For questions or comments, please email support@bestcompaniesgroup.com.