

Sample surveys

The following example surveys can be used by organisations to gain a better understanding of the culture that exists throughout teams, departments or organisations. You can use these surveys in isolation or collectively.

Sample survey: General workplace behaviours

The following items relate to your experience within your organisation. Please rate each item by circling the number that best corresponds to your experiences / thoughts over the past 12 months.

Answer key

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree

1	New staff are made to feel welcome when starting employment in the organisation	1	2	3	4	5	6	7
2	Conflict in my work unit is common	1	2	3	4	5	6	7
3	I am clear about what is expected from me	1	2	3	4	5	6	7
4	This organisation does not value equal opportunity for everyone	1	2	3	4	5	6	7
5	I have confidence in my line manager's abilities	1	2	3	4	5	6	7
6	Staff shortages are common in my team	1	2	3	4	5	6	7
7	I enjoy working in my team/s	1	2	3	4	5	6	7
8	I am not clear about how to carry out my job	1	2	3	4	5	6	7
9	Vacant positions are filled without delay within my team	1	2	3	4	5	6	7
10	My line manager tries to control every single aspect of what is going on at work	1	2	3	4	5	6	7
11	The grading / rank structure in this organisation is transparent	1	2	3	4	5	6	7
12	I don't get on with some of my colleagues	1	2	3	4	5	6	7

1 3	I have received sufficient training to carry out my job	1	2	3	4	5	6	7
1 4	My unit often makes use of temporary staff	1	2	3	4	5	6	7
1 5	My line manager values constructive criticism	1	2	3	4	5	6	7
1 6	People in this organisation are not rewarded properly	1	2	3	4	5	6	7
1 7	I find my colleagues to be cooperative	1	2	3	4	5	6	7
1 8	I face conflicting demands in my job	1	2	3	4	5	6	7
1 9	Cover for absent staff is provided immediately within my unit	1	2	3	4	5	6	7
2 0	My line manager exploits his / her position of power	1	2	3	4	5	6	7
2 1	I feel my contribution to the organisation is recognised	1	2	3	4	5	6	7
2 2	Different professional groups don't work well together within my unit	1	2	3	4	5	6	7
2 3	My job description is clearly defined	1	2	3	4	5	6	7
2 4	I feel that there isn't enough time in the day to complete my work	1	2	3	4	5	6	7
2 5	My line manager consults me before decisions affecting me are made	1	2	3	4	5	6	7
2 6	The organisation's resources are not distributed fairly	1	2	3	4	5	6	7
2 7	My line manager is sensitive to how I feel	1	2	3	4	5	6	7
2 8	Existing work pressures make it difficult to take time off work	1	2	3	4	5	6	7

29	Work is shared equally among the people I work with	1	2	3	4	5	6	7
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Sample survey: Positive Behaviours

The following items relate to your experience within your organisation. Please rate each item by circling the number that best corresponds to your experiences / thoughts over the past 12 months.

Answer key

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree

1	My manager is kind and supportive	1	2	3	4	5	6	7
2	My manager is good at problem solving to meet my individual needs and requests	1	2	3	4	5	6	7
3	The manager of my unit/ department helps instil hope and respects my belief system	1	2	3	4	5	6	7
4	When my manager teaches me something new they teach me it in a way I understand	1	2	3	4	5	6	7
5	The manager of my unit / department responds to me as a whole person, helping take care of all my needs and concerns	1	2	3	4	5	6	7
6	The manager of my unit/ department has established a helpful and trusting relationship with me	1	2	3	4	5	6	7
7	I feel like I can talk openly and honestly with the manager of my unit / department about what I am thinking	1	2	3	4	5	6	7
8	Please describe a positive moment that has occurred between you and your manager (optional)							

Sample survey: Negative Behaviours

The following items relate to your experience within your organisation. Please rate each item by circling the number that best corresponds to your experiences / thoughts over the past 12 months.

Answer Key

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree

1	Information is often withheld in my team which affects performance	1	2	3	4	5	6	7
2	I am humiliated or ridiculed in connection with my work	1	2	3	4	5	6	7
3	I feel I am ordered to do work below my level of competence	1	2	3	4	5	6	7
4	My manager has removed key areas of responsibility or replaced them with more trivial or unpleasant tasks	1	2	3	4	5	6	7
5	Spreading of gossip or rumours is commonplace in my team/department	1	2	3	4	5	6	7
6	I feel ignored or excluded at work	1	2	3	4	5	6	7
7	Insulting or offensive remarks are often made about team member's (including protected characteristics, habits and background, attitudes or private life)	1	2	3	4	5	6	7
8	I have been shouted at or been the target of spontaneous anger (or rage) at work	1	2	3	4	5	6	7
9	I have witnessed intimidating behaviour such as finger pointing, invasion of personal space, shoving, blocking or barring the way in my team/department	1	2	3	4	5	6	7

10	I have received hints or signals from others that I should quit my job	1	2	3	4	5	6	7
11	My team/department repeatedly remind me of my errors or mistakes	1	2	3	4	5	6	7
12	I receive persistent criticism of my work and effort	1	2	3	4	5	6	7
13	I feel my opinions and views are ignored	1	2	3	4	5	6	7
14	I am on the receiving end of practical jokes carried out by people that I don't get on with	1	2	3	4	5	6	7
15	My manager gives me tasks with unreasonable or impossible targets and deadlines	1	2	3	4	5	6	7
16	I have had accusations made against me	1	2	3	4	5	6	7
17	My manager excessively monitors my work	1	2	3	4	5	6	7
18	I feel pressure not to claim something which I am entitled to (sick leave, holiday entitlement, travel expenses)	1	2	3	4	5	6	7
19	I have been the subject of excessive teasing or sarcasm	1	2	3	4	5	6	7
20	I am exposed to an unmanageable workload	1	2	3	4	5	6	7
21	I have witnessed or been victim of threats of violence, physical or actual abuse	1	2	3	4	5	6	7