

Employee Well-Being and Productivity Survey
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And the Gallop Personnel Well-Being Employee Inventory

Work Productivity

Using the scale 0 (not at all) to 100 (a lot for all of the 20 reasons described)...
 During the past 4 weeks (28 days), how often have you had trouble at work concentrating on *doing your best* because of the following reasons.

- 1) I don't find meaning in the work that I do.
- 2) I don't feel appreciated for the work I do.
- 3) I get interrupted by other people who need my help doing their job.
- 4) No one notices whether I do quality work or not.
- 5) I am not empowered to improve the quality of my work.
- 6) There is too much work to do any of it at a high level of quality.
- 7) I don't feel respected by my coworkers.
- 8) When I ask for help, no one responds.
- 9) I don't feel safe working here.
- 10) I don't know what good quality work looks like in this job.
- 11) I feel alone in my job.
- 12) I have too many responsibilities outside of work.
- 13) I haven't been given the resources to do my job well.
- 14) I am distracted by physical illness.
- 15) There are too many people at work making too many demands of me.
- 16) I am just too tired to do this job.
- 17) I don't get along well with my coworkers.
- 18) I don't know how to ask for help.
- 19) I don't know how to ask for feedback on how well I am doing my job.
- 20) I don't know how to communicate my needs.

Analysis measure of productivity functioning as 100 minus measure of productivity lost as the reported scores combined.

Sensitivity Analysis Question:

On a scale of 0 to 10 where 0 is the worst job performance anyone could have at your job and 10 is the performance of a top worker, how would you rate the usual performance of most workers in a job that is similar to yours.

Overall Work Well-Being/Engagement Scale

On a scale of 0 to 10 where 0 is your strongest level of disagreement and 10 is your strongest level of agreement, please respond to the following questions.

1. Resources and tools are readily available for me to do my job correctly.
2. I have "elbow room" (reasonable flexibility) in doing my job.
3. I am regularly able to do the work I most enjoy.
4. I receive frequent recognition for my accomplishments.
5. My supervisor is supportive when I discuss problems.
6. My supervisor provides assignments that allow me to learn and grow.
7. My opinions are valued at work.
8. The mission of the Center for Human Resources is meaningful to me.
9. My co-workers are committed to the work we do.
10. My co-workers are supportive of each other.
11. I receive timely feedback and coaching on my performance.
12. There are clear benefits for good performance.
13. There are clear consequences for poor performance.
14. I am learning and growing at work.
15. My diversity is acknowledged and respected at work.
16. I have a friend to confide in at work.