

# Frequently Asked Questions

## Employee Engagement Pulse Survey: April 2023



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### Why are we doing this survey?

For us to continue to grow and succeed, it is important we understand your experience of working with us including how you feel about your role, your working environment, and the way it is managed.

### When will employees we support be able to participate in the survey process?

We are developing a more accessible survey so all employees, including employees we support are able to participate in this important organisational improvement process in addition to their current participation in the customer satisfaction survey.

### What is the purpose of the survey?

The purpose of the Employee Engagement Pulse Survey is to source your views on how the organisation is performing in the key areas of:

- leadership
- teamwork
- job satisfaction
- overall effectiveness.

Your collective responses help identify patterns and develop action plans to improve your experience as an Endeavour Foundation employee.

### Who is conducting the survey?

We have engaged an external provider. CultureAmp is conducting the survey because they:

- are independent employee survey expert with years of experience
- have a considerable amount of benchmark data from the not-for-profit sector
- can provide a high level of employee confidentiality and anonymity.

### Do all employees have to participate?

It is not mandatory; however, you are encouraged to complete the survey.

### When will the survey take place?

From Monday, 24 April to Monday, 8 May 2023. It will take about five minutes to complete.

### Are my responses confidential?

Yes. All survey responses are confidential. No one at Endeavour Foundation has access – or will ever get access – to this information.

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### Is the survey an assessment of my leader or me?

No. The survey is designed as a data-gathering tool. It is not an appraisal.

### Are there different questions for different employees?

No. All employees receive the same questions.

### Who selected the questions?

The survey contains questions from the CultureAmp question bank as well as specific questions designed for Endeavour Foundation. This allows us to benchmark against other not-for-profits.

### Can I take the survey on any internet browser?

Please avoid using Internet Explorer. All other browsers and devices (including desktop, table and mobile) are compatible.

### Can I start and stop the survey and save my progress?

Yes. You can save your changes and use the survey link provided to return to where you left off. Please note, the link will not work after the closing date. A reminder to complete the survey will be sent before the closing date.

### How do I answer the 'rating' questions?

General questions follow what is called the 'Agree Format'. For these questions, a statement is put forward, and you then use the 'Heat Bar' to enter your answers. Simply swipe or click left to right to select from **Strongly Disagree** to **Strongly Agree** (with the statement).

A screenshot of a survey interface. It shows two questions, each with a 'Heat Bar' for rating. The first question is 'My manager is a great role model for employees' and its heat bar is labeled 'Strongly agree' with a red-to-yellow gradient. The second question is 'My manager genuinely cares about my wellbeing' and its heat bar is labeled 'Agree' with a yellow-to-white gradient. Each question has an 'Add' button with a speech bubble icon.

### Can I change my answers?

Once you have submitted your survey, you cannot go back and change your answers.

### What will Endeavour Foundation do with the results?

CultureAmp will de-identify data before presenting insights and recommendations to our People and Wellbeing team, which will then be used by Senior Leaders, together with the People and Wellbeing team, to facilitate action-planning sessions with employees.

### The survey has closed, but I have another question, who can I ask?

Please refer any questions to your Leader or lodge a ticket via the #TeamPossibleSupportHub.