



Positive People[®]
HR Management Consultants

Employee Engagement – Survey options



Content



P Do you want to improve engagement and achieve top performance within your team?

P Would you like a motivated team who collaborate with you to enhance the business?

Our Engagement and Pulse surveys have been carefully designed using best practice engagement theory. Coupled with our 30 years of experience, they deliver real positive results for you.

Which survey is best for you?

Engagement Survey

A full engagement survey is usually conducted annually and covers all the key areas which drive engagement:

1. **Vision, purpose, communication and pride** – Are your employees connected to your overall company goals? Do they feel inspired to do their best every day? How well does your organisation as a whole operate?
2. **People and Relationships** – The people we work alongside every day are a critical factor in happiness and good morale at work. Does your team feel supported and trusted? Do they have fun?
3. **Job fit, Development and Growth** – Enjoying the work you do, feeling challenged and growing as an individual are key factors in motivation. Do you provide an outstanding workplace environment so that your team can deliver for you?
4. **Reward and Recognition** – When people work hard, they want to be rewarded accordingly, and they want the satisfaction that comes from praise and positive reinforcement. Have you got this right?
5. **Expected Fundamentals** – It is hard to be motivated when you don't have the right tools for the job, or your computer keeps crashing. This section checks you are getting the basics right.

Customisable and designed with 40 key questions covering these areas, these surveys will help you pinpoint the right areas for improvement - so you can drive engagement and create a great place to work.



Pulse Survey

Pulse surveys give organisations the freedom to measure whatever they think is currently important. They are particularly effective as part of an employee listening program. Conducted frequently and with just 5-6 key questions, they deliver instant responses. This provides you with immediate feedback and allow you to quickly take any remedial or improvement action deemed important.

Pulse surveys are a mechanism for measuring feedback using shorter, more frequent check-ins, that is not restricted to uniform questions each time. They provide the flexibility to hear about current issues.

Pulse surveys could cover:

- P** Engagement, or specific engagement areas
- P** Measuring the effectiveness of action plans following the engagement surveys
- P** Checking in on employee sentiments during a change process
- P** Wellbeing
- P** Any other current topic you would like feedback on

Employee Surveys done right!

Your Positive People consultant will help you establish which survey is right for you. They will work alongside you every step of the way to develop a strong communication and action plan, so you get maximum benefit from your survey.

Boost your team's morale and productivity.

Contact us now on 09 445 1077 or info@positivepeople.co.nz to discuss your survey needs.