

# EMPLOYEE SURVEY

1. What is your age?

- Under 18 Years
- 19-30 Years
- 31-40 Years
- 41-50 Years
- 51-60 Years
- 61-70 Years
- 71-80 Years
- 81 Years or Above

2. What is your Gender?

- Male
- Female
- Non-binary / third gender
- Prefer not to say

3. Total Years in Workforce

- Less than 5 Years
- 6-10 Years
- 11-15 Years
- 16-20 Years
- 21-25 Years
- 26-30 Years
- 31-35 Years
- 36-40 Years
- 41-45 Years
- 46-50 Years
- Over 50 Years

4. Total Years with Current Company

- Less than 5 Years
- 6-10 Years
- 11-15 Years
- 16-20 Years
- 21-25 Years
- 26-30 Years
- 31-35 Years
- 36-40 Years
- 41-45 Years
- 46-50 Years
- Over 50 Years

5. Highest Level of Education

- High School or GED Equivalent
- Some College
- Associates Degree
- Bachelors Degree
- Masters Degree
- Doctorate
- Other \_\_\_\_\_

6. Family Status

- Single
- Married
- Married with Kids
- Single with Kids
- Blended Family
- Other Family Unit



**FARM STRESS TEAM**

# EMPLOYEE SURVEY

Continued

Q. 7 Please indicate your level of agreement with each statement below

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My workplace has a sense of community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I dread going to my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do the exact same thing every day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job involves conflict	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q. 8 Please indicate your level of agreement with each statement below

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I experience stress at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job is more stressful than I would like it to be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I handle work stress well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My stress level at work affects my ability to be home with my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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# EMPLOYEE SURVEY

Continued

Q. 9 Please indicate your level of agreement with each statement below					
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I often take work stress home with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often bring home stress to work with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My stress level at home affects my ability to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare is a struggle for my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q. 10 Please indicate your level of agreement with each statement below					
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I feel like my employer cares about my well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel happy to go to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**FARM STRESS TEAM**

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# HOW TO USE THE DATA

You've got a pile of completed surveys on your desk - now what?

1. READ THEM! You can't use the information if you don't read it and understand it.
2. Put the results in a spreadsheet - download one from the toolkit page that is specifically designed to give you information you can use from this survey.
3. Read the results and identify the most frequent responses to see trends. You can filter each question by the responses to get a count or create charts from the responses.
4. Use the results to make decisions!

## Understanding Workplace Norms:

- My workplace has a sense of community (agree=good, disagree=needs improvement)
  - ▶ *Consider utilizing teambuilding activities or social opportunities for employees to get to know one another and build that sense of community [SEE TEAMBUILDING IDEAS FILE]*
- I dread going to my workplace (agree=needs improvement, disagree=good)
  - ▶ *If you see many agreements with this statement, consider digging deeper into why employees feel this way. Simple changes to work environments may be the solution, or it could be something bigger that needs specific attention.*
- I do the exact same thing every day (neither good or bad, just informational)
  - ▶ *Some people enjoy repetitive activities, others do not. If the repetitive activities are a reason for employee dissatisfaction, consider cross training employees on different tasks that could be rotated for changes in routine.*
- My job involves conflict (neither good or bad, just informational)
  - ▶ *Conflict may not always be avoidable, but strong agreements with this statement may indicate a stressful work environment for employees. Consider doing a conflict management training with employees and managers. [SEE MANAGING CONFLICT FILE]*

## Stressors Related to Work:

- I experience stress at work (informational)
- My job is more stressful than I would like it to be (agree=needs improvement, disagree=good)
- I handle work stress well (agree=good, disagree=needs improvement)
- My stress level at work affects my ability to be home with my family (agree=needs improvement, disagree=good)
  - ▶ *All of these statements give employers a good indication of the stress levels of their employees. By understanding where the current stress level stands, you can identify how to improve the situation. Consider implementing healthy lifestyle incentive programs, increase stress management information and access to resources.*

## Stressors Related to Home:

- I often take work stress home with me (agree=needs improvement, disagree=good)
  - ▶ *Consider investigating what stress your employees are internalizing and taking home with them, identify ways you can promote a healthy work-life balance that allows your employees to leave work at work. [IDEAS LINKED HERE <https://www.wellics.com/blog/wellness-program-incentives-ideas>]*
- I often bring home stress to work with me (agree=needs improvement, disagree=good)
  - ▶ *There isn't a lot that can be done to control the home stress that comes to work with employees besides helping them identify that stress and helping them through their situation. Consider training employees on compassion and the difference between empathy and sympathy. [SEARCH BRENE BROWN EMPATHY VIDEO OR VISIT THIS LINK <https://www.youtube.com/watch?v=1Ewvngu369Jw>]*
- My stress level at home affects my ability to do my job (informational)
  - ▶ *This information is good to be aware of. If many employees agree, recognize it and consider team building as a way to encourage employees to lean on one another in hard times.*
- Childcare is a struggle for my family (agree=needs improvement, disagree=good)
  - ▶ *This is often out of the employer's control, but a good stressor to be aware of. If many employees agree, consider investigating potential childcare solutions - which could be as simple as being flexible with scheduling or understanding when problems arise.*

## "I feel" Statements:

- I feel like my employer cares about my well-being (agree=good, disagree=needs improvement)*
- I feel valued in my workplace (agree=good, disagree=needs improvement)*
- I feel comfortable in my workplace (agree=good, disagree=needs improvement)*
- I feel happy to go to work (agree=good, disagree=needs improvement)*