



# How do you value your people?

**Asking for feedback from your team is an excellent way of gaining insight into your own business.**

Below is an example questionnaire that can be distributed to your team to gain some honest and anonymous feedback on how they see themselves in your business, and how they see your leadership.



[Download a one page .pdf version](#) to distribute to your team

**We recommend including an introductory paragraph along these lines:**

Here at [business name] we are continuously striving to improve how we look after our team, and how the business runs. We'd love your honest and open input via these questions.

These answers are anonymous and have the sole purpose of working towards improving the culture of the business where necessary. Please take your time to consider each statement and answer as you really feel - we won't be offended! We will then make meaningful action-plans for improvement. Thank you.

		<i>False</i>	<i>Somewhat false</i>	<i>Changeable</i>	<i>Somewhat true</i>	<i>True</i>
		1	2	3	4	5
1	I know where the business is going					
2	I know the 'roots' of the business - where it came from and why					
3	I am involved in the planning process					
4	I know what's expected of me and how I'll be judged					
5	I'm told when I'm doing well, and what I need to improve					
6	We have simple, consistent ways of doing things					
7	I have time invested in my development					
8	I have the opportunity to progress					
9	I am trusted to do my job and left to get on with it					
10	I am encouraged to have ideas					
11	I know how my role supports the business/ customers/ the rest of the team					
12	I work in a no-blame culture, where mistakes are seen as opportunities to learn					
13	I am appreciated and thanked for a good day's work or a job well done					



		<i>False</i>	<i>Somewhat false</i>	<i>Changeable</i>	<i>Somewhat true</i>	<i>True</i>
		1	2	3	4	5
14	I have calm, consistent leadership with no mood swings!					
15	I have regular 'formal' feedback sessions					
16	I am paid fairly					
17	We celebrate success as a team					
18	I am kept up to date with how the business is doing					
19	I am listened to and action is taken when there are blocks to improving my performance					
20	I do not work in a 'long hours prove your worth' culture					
Total:						

21	Do you have any thoughts, suggestions or comments you'd like to add? ..... ..... ..... ..... ..... ..... ..... .....
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**Your Score:**

20-49	You have received some serious food for thought. Do your team feel heard? Undervalued? Out of touch with the business progress? How can you improve things with a few quick fixes and changes in your attitude before really digging into your People Systems and making some serious long-term changes to improve your team's attitude, morale and wellbeing?
50-74	You're well on the way to team satisfaction. Analyse your results and see if there's a theme across the board that's lowering your score. How can you change this? Remember to thank your team for their input and invite them to further discussion.
75-100	What brilliant feedback from your team! You have clearly developed a positive working environment and your team feel valued. Are they confident that they can come to you to discuss this further? Did any surprises arise that you feel need a little work?