

At Xenium, we believe in the value of open and honest feedback. This survey will provide a glimpse into what people really want from work and provide vital results to employers.

We thank you in advance for your participation in the first of many 'What People Want From Work' surveys. We sincerely appreciate your time and look forward to your feedback!

-The Xenium Survey Team

* Enter Access Code

Demographics

Providing demographic data is optional. All survey responses are anonymous and will not be attributed to individual respondents. This information is helpful for analyzing whether there may be trends in engagement and satisfaction impact for certain demographic groups.

What role or level of position do you hold in your organization?

- Non-supervisory
- Supervisor/Manager Level
- Director Level
- Executive Level

(Optional) Please check your applicable age range:

- 15-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75+

(Optional) Please select the gender with which you identify.

- Male
- Female
- Non-binary
- Other

(Optional) Please select the race/ethnicity category with which you primarily identify.

- Hispanic or Latinx
- White
- Black or African American
- Asian
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native
- Two or More Races: a person who primarily identifies with two or more of the above race/ethnicity categories.

Other

What People Want From Work 2022 - A Xenium Survey

Company Leadership

* 1. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
The organization has a clear mission and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company leaders listen to, respect and value employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership communication is authentic and transparent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. What level of value/importance does **Company/Org. Leadership** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

Supervisor Communication and Support

* 3. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
I receive useful feedback from my manager that helps me improve my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My skills and talents are recognized and utilized in my current position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives me the freedom to do my job the way I know best.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. What level of value/importance does **Supervisor Communication & Support** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

Collaboration & Teamwork

* 5. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
Teamwork is encouraged and practiced in this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My team solves its problems before they become a crisis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a high level of cooperation towards meeting quality goals and timely deadlines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. What level of value/importance does **Collaboration & Teamwork** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

What People Want From Work 2022 - A Xenium Survey

Work Environment & Resources

* 7. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
My work environment is safe and comfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the necessary equipment, tools, technology to perform my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work arrangement (ex. on site, hybrid, remote) allows me to do my best work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. What level of value/importance does the **Work Environment & Resources** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5- Very High

What People Want From Work 2022 - A Xenium Survey

Workplace Culture

* 9. With regard to your current employer, please rate your level of agreement with each statement below:

1- Strongly disagree 2- Disagree 3- Neither disagree nor agree 4- Agree 5- Strongly agree 6- Not Applicable

The large majority of people in my organization share a common set of values or principles.

Employees are accountable for demonstrating behaviors consistent with organizational values.

My organization cares about employee wellbeing and supports a balance between work and personal life.

10. What level of value/importance does the **Workplace Culture** have in influencing your engagement and performance?

1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

What People Want From Work 2022 - A Xenium Survey

Compensation

* 11. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
My wage/salary is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People are rewarded for high performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current compensation motivates me to perform at a high level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. What level of value/importance does **Compensation** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

What People Want From Work 2022 - A Xenium Survey

Benefits & Perks (ex. health, financial, time off, wellness programs)

* 13. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
My benefits package is fair and competitive for the organization's size and industry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits offered by my employer meet my personal needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fully utilize the benefits and perks available to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. What level of value/importance do **Benefits & Perks** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

What People Want From Work 2022 - A Xenium Survey

Training and Development

* 15. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
I receive the training I need to be able to perform my job tasks and responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager is actively interested in my professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what I need to do to advance in the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. What level of value/importance does **Training & Development** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

What People Want From Work 2022 - A Xenium Survey

Diversity, Equity & Inclusion

* 17. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
My organization has a Diversity, Equity or Inclusion vision and plan that is communicated to all employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization treats employees, across an array of diversity dimensions, fairly and inclusively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization provides employee training focused on a respectful and discrimination-free workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. What level of value/importance does **Diversity & Inclusion** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

Corporate Responsibility & Impact

* 19. With regard to your current employer, please rate your level of agreement with each statement below:

1- Strongly disagree 2- Disagree 3- Neither disagree nor agree 4- Agree 5- Strongly agree 6- Not Applicable

My organization invests in practices such as use of sustainable materials, recycling, promoting a paperless office, encouraging sustainable transportation, conserving energy, and/or supporting local environment-focused organizations.

My organization gives back to the community through sponsorships, fundraising, donations, and/or volunteer opportunities for non-profits and social causes.

My organization engages in fair and equitable business practices across the board, including treating all employees, stakeholders, and customers ethically and with respect.

18. What level of value/importance does **Corporate Responsibility & Impact** have in influencing your engagement and performance?

1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

The Top 3 Factors

* 18. Referencing the list below, select the TOP 3 factors that contribute to your engagement and overall job satisfaction. Please select up to 3 of the following factors (in no particular order).

- Autonomy
- Business Growth/Success
- Challenging Work
- Clear and Inspiring Vision
- Mission & Values Alignment
- Compensation, including Benefits
- Flexible Schedule
- Interesting Work
- Job Security
- Opportunity for Advancement
- Personal Development/Growth
- Making a Difference
- Recognition
- Increased Responsibility
- Positive Relationships
- Team Collaboration
- Access to Technology
- Work Environment/Physical Space

Final Thoughts

* 20. If asked by a friend, what is the top reason you would give for staying at your current job?

* 21. What is the one thing your employer can do to make the biggest difference in your job satisfaction and performance?

* 22. Based on a 4-Star rating (4 being an emphatic "YES"), how likely are you to recommend your workplace as a good place to work?

(Optional) Please Include any additional comments here