

	Question in English (for reference)
1	My organization protects employees from discrimination.
2	People are respected for who they are in my organization.
3	Is your organization involved in its community?
4	On a scale from 0-10, how environmentally-conscious is your organization in the way it behaves (considering its context) ?
5	People from all backgrounds are treated fairly in my organization.
6	My organization's values are aligned with values I consider important in life.
7	Do the leaders of your organization demonstrate that employees are essential to its success?
8	The way my organization makes decisions reflects our organizational values.
9	On a scale from 0-10, how often do you notice behaviours that reflect your organization's values?
10	Are you motivated by your organization's values?
11	I am inspired by the purpose and mission of my organization.
12	The leaders of my organization have communicated a vision that motivates me.
13	Does your organization invest an amount of resources, people and efforts that measures up to its ambitions?
14	The goals and strategies of my organization are taking us in the right direction.
15	Do you believe that your organization is able to reach its objectives?
16	Is your organization's long term vision clear to you?
17	My organization communicates in a clear and effective way with employees.
18	On a scale from 0-10, how likely are you to recommend your organization as a good place to work?
19	On a scale from 0-10, how likely are you to recommend the products/services your organization makes?
20	I consider myself an ambassador for my organization.
21	I would be happy to be a customer of my organization, or to buy the products/services that it offers.
22	Your friend asks you if your organization is a good place to work, you say it's...
23	If you were in charge of the \"best places to work\" awards, would you nominate your organization?

24	I am proud of what my organization stands for.
25	I am proud of what my organization offers to society.
26	When you say what organization you work for, how do you feel?
27	I am satisfied with the frequency of feedback coming from my peers.
28	Are you satisfied with the frequency of feedback coming from your direct manager?
29	Which of the following best describes the amount of feedback you typically get regarding your work?
30	The feedback I receive is frequent enough to help me understand how I can improve.
31	The feedback I receive helps me grow and develop.
32	When someone gives me feedback at work, it's done in a respectful way.
33	On a scale from 0-10, how valuable is the feedback you receive?
34	Is the feedback you get specific?
35	I feel like I can voice my opinion regarding my organization.
36	Employees are encouraged to be innovative even though some initiatives may not succeed.
37	How would you rate the importance that your organization gives to your opinions and suggestions?
38	On a scale from 0-10, if you have new ideas for your organization, what are the chances that you will share them?
39	You have a game-changing idea for your organization, you...
40	Do you enjoy the work you do?
41	Most days I feel a sense of accomplishment from what I do.
42	My work is fulfilling.
43	Generally speaking, how would you rate your level of happiness at work?
44	I feel that I can maintain a healthy balance between work and my personal life.
45	I am supported by my organization if I need to make use of flexible working arrangements.
46	Do you have the flexibility to take time off when you need to?
47	I feel supported in my workplace when I am dealing with personal or family issues.
48	Have you noticed your work taking a toll on your personal life?
49	I am appropriately involved in decisions that affect my work.

50	Do you feel you have enough freedom to decide how you do your work?
51	On a scale from 0-10, how satisfied are you with the level of autonomy you have at work?
52	Do you have the freedom to try new tools that will help you do your work better?
53	I feel that I am in control when it comes to the work I need to accomplish.
54	I have the opportunity to improve my skills.
55	I have a development plan, aimed at improving my skills.
56	Is there is someone at work who helps you grow and develop?
57	How would you rate the way your organization makes use of your strenghts?
58	On a scale from 0-10, how would you rate your level of access to relevant training?
59	How would you describe the level of challenge you have at work?
60	Do you have the opportunity to grow within your organization?
61	Do you know what the main purpose of your organization is?
62	I feel that my work serves a purpose.
63	I feel like my organization trusts me to contribute to our mission.
64	Do you feel that your work has an impact on your organization's purpose?
65	I am proud of the work I do.
66	I am happy with how frequently I am recognized.
67	Recognition is given in a timely fashion.
68	How would you rate the frequency at which you receive recognition?
69	My organization celebrates our accomplishments and learnings.
70	My organization encourages employees to give recognition to one another.
71	Is recognition meaningful when you receive it?
72	When you ask your direct manager for help, can they devote time to help you?
73	My direct manager cares about my opinion.
74	What is it like working with your direct manager?
75	My direct manager has a good level of transparency with the team.

76	Are you satisfied with how frequently you meet with your direct manager for a feedback session?
77	On a scale from 0-10, how satisfied are you with how frequently you communicate with your direct manager?
78	My direct manager is someone I can trust.
79	My direct manager cares about my well-being.
80	My direct manager treats me with respect.
81	How would you rate your direct manager's management skills?
82	I feel like my direct manager is aware of employee pain points.
83	Can you count on your peers when you need help?
84	When I ask a peer for help, they can devote time to help me.
85	How would you rate your peers' contribution to achieving goals and objectives?
86	I feel like I am part of a team.
87	Do you and your peers collaborate well together?
88	My peers welcome opinions different from their own.
89	On a scale from 0-10, how satisfied are you with the frequency at which you communicate with your peers at work?
90	Are communications among peers honest and transparent?
91	I feel like my peers respect me.
92	My peers are committed to doing quality work.
93	On a scale from 0-10, how much do you trust your peers?
94	On a scale from 0-10, how knowledgeable are your peers in general?
95	Do you respect the people you work with?

96	Do you believe that the way pay is decided in your organization is fair?
97	When I take into account my responsibilities, skills and experience, I believe I am paid fairly.
98	Do you trust that you are paid fairly compared to similar roles in OTHER organizations?
99	Do you trust that you are paid fairly compared to similar roles WITHIN your organization?
100	On a scale from 0-10, how satisfied are you with the benefits your organization offers?
101	I understand how my work contributes to the goals of my organization.
102	Do you have access to the non-material resources you need to do your work properly (information, training, support, data, knowledge)?
103	Do you know what you need to do to meet your goals and objectives?
104	On a scale from 0-10, how reasonable is your workload?
105	Are your responsibilities clear?
106	Does your work environment allow you to work distraction- free when you need to?
107	Are you comfortable in your work environment?
108	How enjoyable is your work environment?
109	Do you have access to the material resources you need to do your work properly (equipment, supplies, etc.) ?
110	Do you feel like your work environment reflects your organizational culture?
111	My organization cares about the mental health of its employees.
112	My organization promotes healthy eating habits.
113	I feel physically safe where I am working.
114	On a scale from 0-10, how would you rate your organization's actions to promote employee wellness (support, resources for remote work or mental health, programs, etc.)?
115	Does your organization encourage its employees to be physically active?
116	I don't feel overwhelmed at work.
117	My organization offers the support I need to deal with work-related stress.
118	Someone would say or do something helpful if I show signs of stress when working.
119	Overall, how do you feel about your level of work-related stress?

Question in Spanish	Metric	Sub-Metric
My organization protects employees against discrimination.	Alignment	Ethics & Social Responsibility
In my organization, people are respected for who they are.	Alignment	Ethics & Social Responsibility
Is your organization actively involved in your community?	Alignment	Ethics & Social Responsibility
On a scale of 0 to 10, what is your organization's level of environmental awareness in terms of behavior (considering its context)?	Alignment	Ethics & Social Responsibility
People of all backgrounds are treated fairly in my organization.	Alignment	Ethics & Social Responsibility
My organization shares the same values that I regard highly in my own life.	Alignment	Values
Do your organization's leaders demonstrate that employees are essential to its success?	Alignment	Values
The way my organization makes decisions reflects our organizational values.	Alignment	Values
On a scale of 0 to 10, how often do you notice behaviors that reflect the values of your organization?	Alignment	Values
Do the values of your organization motivate you?	Alignment	Values
I am inspired by the purpose and mission of my organization.	Alignment	Vision & Mission
The leaders of my organization have communicated a vision that motivates me.	Alignment	Vision & Mission
Does your organization invest an amount of resources, people, and effort that matches your ambitions?	Alignment	Vision & Mission
My organization's goals and strategies are leading us in the right direction.	Alignment	Vision & Mission
Do you believe your organization can achieve its objectives?	Alignment	Vision & Mission
Is the long-term vision of your organization clear to you?	Alignment	Vision & Mission
My organization communicates clearly and effectively with employees.	Alignment	Vision & Mission
On a scale of 0 to 10, how likely are you to recommend your organization as a good place to work?	Ambassadorship	Championing
On a scale of 0 to 10, how likely are you to recommend your organization's products/services?	Ambassadorship	Championing
I consider myself an ambassador for my organization	Ambassadorship	Championing
I would be delighted to be a customer of my organization or to purchase the products/services it offers.	Ambassadorship	Championing
If a friend asks you if your organization is a good place to work, you tell them that...	Ambassadorship	Championing
If you were in charge of the "best place to Work" award, would you nominate your organization?	Ambassadorship	Championing

I am proud of the values that my organization stands for...	Ambassadorship	Pride
I am proud of what my organization offers to society.	Ambassadorship	Pride
When you mention the organization you work for, how do you feel?	Ambassadorship	Pride
I am pleased with the frequency of feedback I receive from my peers.	Feedback	Feedback Frequency
Are you satisfied with the frequency of feedback you receive from your direct manager?	Feedback	Feedback Frequency
Which of the following best describes the amount of feedback you generally receive about your work?	Feedback	Feedback Frequency
I receive feedback often enough to allow me to understand how I can improve.	Feedback	Feedback Frequency
The feedback I receive helps me to grow and develop.	Feedback	Feedback Quality
When someone gives me feedback at work, they do so in a respectful manner.	Feedback	Feedback Quality
On a scale of 0 to 10, how valuable is the feedback you receive?	Feedback	Feedback Quality
Is the feedback you receive specific?	Feedback	Feedback Quality
I feel I can express my opinion about my organization.	Feedback	Suggestions for the Organization
Employees are encouraged to be innovative, although some initiatives may not succeed.	Feedback	Suggestions for the Organization
How would you rate the importance your organization gives to your opinions and suggestions?	Feedback	Suggestions for the Organization
On a scale of 0 to 10, if you have new ideas for your organization, how likely are you to share them?	Feedback	Suggestions for the Organization
If you have an innovative idea for your organization, you...	Feedback	Suggestions for the Organization
Do you enjoy the work you do?	Happiness	Happiness at Work
Most days I have a sense of accomplishment with what I do.	Happiness	Happiness at Work
My work is rewarding.	Happiness	Happiness at Work
In general, how happy are you at work?	Happiness	Happiness at Work
I feel I can maintain a healthy balance between my personal and professional life.	Happiness	Work-Life Balance
If I need to utilize flexible work arrangements, my organization will help me.	Happiness	Work-Life Balance
Do you have the flexibility to take time off when you need it?	Happiness	Work-Life Balance
I feel that I receive support at my workplace when I have personal or family problems.	Happiness	Work-Life Balance
Have you noticed that your work affects your personal life?	Happiness	Work-Life Balance
I participate appropriately in decisions that impact my work.	Personal growth	Autonomy

Do you feel you have enough freedom to decide how to do your job?	Personal growth	Autonomy
On a scale of 0 to 10, what is your level of satisfaction with the autonomy you have at work?	Personal growth	Autonomy
Do you have the freedom to try new tools that will allow you to do your job better?	Personal growth	Autonomy
I feel I am in control when it comes to the work I have to do.	Personal growth	Autonomy
I have the opportunity to improve my skills.	Personal growth	Mastery
I have a development plan in place to help me enhance my talents.	Personal growth	Mastery
Does anyone in your job help you grow and develop?	Personal growth	Mastery
How would you assess your organization's ability to make the most of your strengths?	Personal growth	Mastery
On a scale of 0 to 10, how would you assess the level of access to relevant training?	Personal growth	Mastery
How would you describe the level of challenge you face at work?	Personal growth	Mastery
Do you have the opportunity to grow within your organization?	Personal growth	Mastery
Do you know the main purpose of your organization?	Personal growth	Purpose
I feel that my work has a purpose.	Personal growth	Purpose
I feel that my organization trusts me to contribute to our mission.	Personal growth	Purpose
Do you believe that your work contributes to the organization's mission?	Personal growth	Purpose
I am proud of the work I do.	Personal growth	Purpose
The fact that I am frequently recognized makes me happy.	Recognition	Recognition Frequency
Recognition is provided promptly.	Recognition	Recognition Frequency
How would you rate the frequency with which you receive recognition?	Recognition	Recognition Frequency
My organization celebrates our achievements and learning.	Recognition	Recognition Quality
My organization encourages employees to recognize each other's accomplishments.	Recognition	Recognition Quality
Is recognition meaningful when you receive it?	Recognition	Recognition Quality
When you ask your direct manager for help, does he or she spend time helping you?	Relationship with manager	Collaboration with Manager
My direct manager cares about my opinion.	Relationship with manager	Collaboration with Manager
What is it like to work with your direct manager?	Relationship with manager	Collaboration with Manager
My direct manager has a good level of transparency with the team.	Relationship with manager	Communication with Manager

Are you satisfied with the frequency with which you receive feedback from your direct manager?	Relationship with manager	Communication with Manager
On a scale of 0 to 10, how satisfied are you with the frequency of communication with your direct manager?	Relationship with manager	Communication with Manager
My direct manager is someone I can rely on.	Relationship with manager	Trust with Manager
My direct manager cares about my well-being.	Relationship with manager	Trust with Manager
My direct manager treats me with respect.	Relationship with manager	Trust with Manager
How would you assess your direct manager's management abilities?	Relationship with manager	Trust with Manager
I think management is aware of their employees' problems.	Relationship with manager	Trust with Manager
Can you rely on your colleagues for help when you need it?	Relationship with peers	Collaboration between Peers
When I ask a coworker for help, he or she will take the time to assist me.	Relationship with peers	Collaboration between Peers
How would you rate the contribution of your peers in achieving goals and objectives?	Relationship with peers	Collaboration between Peers
I feel like I am part of the team.	Relationship with peers	Collaboration between Peers
Do you and your colleagues work well together?	Relationship with peers	Collaboration between Peers
My coworkers listen with a positive attitude to viewpoints that differ from their own.	Relationship with peers	Communication between Peers
On a scale of 0 to 10, how satisfied are you with how frequently you communicate with your coworkers at work?	Relationship with peers	Communication between Peers
Are coworkers' communications honest and open?	Relationship with peers	Communication between Peers
I feel that my coworkers respect me.	Relationship with peers	Trust between Peers
My coworkers are committed to doing quality work.	Relationship with peers	Trust between Peers
On a scale of 0 to 10, how much do you trust your coworkers?	Relationship with peers	Trust between Peers
On a scale of 0 to 10, how competent are your coworkers in general?	Relationship with peers	Trust between Peers
Do you respect the people you work with?	Relationship with peers	Trust between Peers

Do you think the way salaries are decided in your organization is fair?	Satisfaction	Compensation
I believe I am fairly compensated for my responsibilities, talents, and expertise.	Satisfaction	Compensation
Do you believe you are paid fairly compared to similar positions in OTHER organizations?	Satisfaction	Compensation
Do you feel you are paid fairly compared to other similar positions WITHIN your organization?	Satisfaction	Compensation
On a scale of 0 to 10, what is your level of satisfaction with the benefits offered by your organization?	Satisfaction	Compensation
I understand how my work contributes to the goals of my organization.	Satisfaction	Role within Organization
Do you have access to the non-material resources you need to do your job properly (information, training, support, data, knowledge)?	Satisfaction	Role within Organization
Do you know what you need to achieve your goals and objectives?	Satisfaction	Role within Organization
On a scale of 0 to 10, how reasonable is your workload?	Satisfaction	Role within Organization
Are your responsibilities clear?	Satisfaction	Role within Organization
Does the work environment allow you to work without being distracted when you need to?	Satisfaction	Workplace
Do you feel comfortable in your work environment?	Satisfaction	Workplace
How pleasant is your work environment?	Satisfaction	Workplace
Do you have access to the material resources you need to do your job properly (equipment, supplies, etc.)?	Satisfaction	Workplace
Do you believe that the work environment reflects the organizational culture of the company?	Satisfaction	Workplace
My company cares about its employees' mental health.	Wellness	Personal Health
Mi organización promueve hábitos alimenticios saludables.	Wellness	Personal Health
	Wellness	Personal Health
On a scale of 0 to 10, how would you rank your organization's efforts to promote employee wellbeing (support, resources for remote work or mental health, programs, etc.)?	Wellness	Personal Health
Does your organization encourage employees to be physically active?	Wellness	Personal Health
I don't feel overburdened at work.	Wellness	Stress
My company provides me with the assistance I require to deal with work-related stress.	Wellness	Stress
If I displayed signs of stress at work, someone would say or do something to help.	Wellness	Stress
In general terms, how do you feel about your level of work stress?	Wellness	Stress