



# Understanding Your Team's Health Goals – Sample Survey Questions

INDEAL Cares wants to help you support your employees' health. To encourage open, honest communication, and the development of a health and wellness program that meets their unique needs, we have put together a sample health survey for your use. Remember – you can add questions, take away questions, or use these suggestions as a foundation for building your own questionnaire. Our hope is that these sample survey questions will help you to take the next steps in getting your program.

## *Survey Introduction*

We believe physically and mentally healthy employees are happier, more productive employees. Your responses will be anonymous and private, and will serve to inform our plans in the months to come. The survey should only take 5 minutes to complete.

### **1. What areas of your health would you like to improve? *Check all that apply.***

My emotional health:

- a) Sometimes I feel stressed or anxious
- b) Sometimes I feel depressed
- c) Sometimes I feel isolated and disconnected from family and friends

My spine health:

- d) I have back and/or neck pain

My physical health/disease prevention:

- e) I would like to become more physically active and/or exercise more regularly
- f) I would like to improve my diet to improve my health and/or lose weight
- g) I would like to quit smoking
- h) I would like to enhance the quality of my sleep

### **2. If we were going to create and/or provide tools and supports to help improve your health, what areas should we focus on? *Check all that apply.***

Resources and Tools that focus on:

- a) Managing stress and/or anxiety
- b) Improving sleep quality
- c) Healthy living, including improved physical activity and eating well at home and at work
- d) Building stronger work teams
- e) Leadership training for managers
- f) Improved conversations so that we can discuss employee health in a productive way
- g) Other –

**3. Do you experience challenges with any of the following within the office environment? *Check all the apply***

- a) Acoustical Distractions. Sometimes I find it hard to focus, to concentrate and to think at work – either because there is too much background noise – or because my office is too quiet.
- b) Technological Distractions. Sometimes I'm pulled away from my work to check my phone, Instant Messenger, or other communications tools that provide interruptions throughout the day.
- c) Overstimulation. Sometimes I find sensory cues, colours, and design elements in my workplace to be overwhelming.
- d) Light – or lack of light. Sometimes I find my workspace to be either too light or too dark.
- e) Lack of variation in workspace. Sometimes I wish I could go to another area, meeting room, or workspace for inspiration, a change or scenery, to refresh my mind.
- f) Not enough privacy. Sometimes I feel like I want to get away from my colleagues so that I can think and regroup.
- g) Lack of support. Sometimes I feel like my manager isn't supportive of the work environment that I feel I need to be my best.

**4. What issues are most important to you that you feel we should be supporting? *Check all that apply.***

- a) Providing support for improved mental health in the workplace
- b) Providing an opportunity for the team to get healthy, including improved eating habits and increased physical activity
- c) Providing leadership training/professional development
- d) Other –

**5. Do you have any other thoughts or ideas that could help to improve overall wellness at work? *If so, please share them:***

**6. Is there anything else you think we should know?**

Thank you for taking the time to participate in this survey. We look forward to providing you with updates once they are available.