Welcome text:

***Welcome to our employee engagement survey!***

*As a company, we're committed to providing the best environment for all of our employees, to enable each and every one of you to give your best back to us. This survey is your chance to tell us what we are doing well in creating that environment, and where we can make improvements.*

*In order for this feedback to be useful to us it has to be honest - we want you to feel comfortable in giving us your views and so all data will only be viewable for groups of {5} or more responses. Confidentiality is a major consideration for us on this initiative - it will be impossible for any manager or leader to ever see an individual's response.*

*We're excited to hear your views! Thank you in advance for your feedback.*

*<Sign-off>*

Instruction page:

***Nearly ready to begin...***

*Before you start, a few quick guidelines. This survey should take you no more than 10-15 minutes to complete, and we'd prefer you set aside some time to complete in one sitting. However, if you need to stop and come back to it later, the survey will automatically save your responses up to the point you left off.*

*There are no trick questions on the survey, simply answer each question as honestly as you can. If you don't know the answer to any of the questions, you can leave them blank.*

*Click below to get started!*

Definitions page (optional):

***Definitions***

*Please refer to the below as frames of reference as you’re taking the survey:*

*“****Manager****” refers to the person you report to, usually the person who conducts your performance reviews. If you have more than one reporting line, you should refer to your primary reporting manager.*

*“****Team****” refers to the people in your work-group, who usually report into the same manager as you. These are usually the people you work with most on a day-to-day basis.*

*“****Senior Leadership Team****” refers to our CEO and their direct reports – i.e. {potential names or business units here}*