



ASSESS: COVID-19 Employee Health & Performance Survey

At [Company] your well-being is important to us during these uncertain times. To effectively plan to better support you, we would like to obtain your input, and learn about how we can support you throughout COVID-19 and beyond.

This survey includes questions on your needs, interests, and other pertinent information to help us know how to better support your health and well-being. There is neither a right nor wrong answer on this survey. Your completion of this survey is voluntary, and your answers will remain completely anonymous. A summary of responses will be used to effectively plan and target initiatives.

1. The frequency and quality of communication around COVID-19 has been effective.
 - ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Comments

2. I have the materials and equipment to do my job safely and effectively.
 - ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Comments

3. I feel well supported by my manager.
 - ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Comments

4. I have the mental health support I need.
 - ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Comments

5. During this time, I feel able to bounce back as quickly as I normally would.
 - ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree

- ☐ Strongly disagree
 - ☐ Comments
6. During this time, I feel that I am productive.
- ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Comments
7. I can see how the work I am doing is making a positive difference.
- ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Comments
8. During this time, I feel there is a culture at work that supports me to be well so that I can perform at my best.
- ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree
 - ☐ Comments
9. The main issues *at work* that impact by *well-being* include (matrix scale rating positive to negative impact):
- ☐ Fear around COVID-19
 - ☐ Job stress
 - ☐ Workload
 - ☐ Level of positivity at work
 - ☐ Lack of physical activity
 - ☐ Bullying and harassment
 - ☐ Colleagues
 - ☐ Students/Clients
 - ☐ Supervisor
 - ☐ Access to healthy foods
 - ☐ Managing fatigue
 - ☐ Work-life integration
 - ☐ Other
10. The main issues *at work* that impact my *performance* include (matrix scale rating positive to negative impact):

- ☐ Fear around COVID-19
- ☐ Job stress
- ☐ Workload
- ☐ Level of positivity at work
- ☐ Lack of physical activity
- ☐ Psychological support
- ☐ Lack of meaningful social connections
- ☐ Bullying and harassment
 - ☐ Colleagues
 - ☐ Students/Clients
 - ☐ Supervisor
- ☐ Access to healthy foods
- ☐ Managing fatigue
- ☐ Other

11. The main *personal* well-being issues I need support with include:

- ☐ Fear related to COVID-19
- ☐ Stress management
- ☐ Physical activity
- ☐ Lack of meaningful social connections
- ☐ Breaking up sitting time
- ☐ Psychological /mental health support
- ☐ Access to healthy foods
- ☐ Managing fatigue
- ☐ Other

12. The following strategies would better support my health and performance at work at this time. Select all that apply.

- ☐ More communication
- ☐ Better personal protection equipment (PPE) to prevent the spread of COVID-19
- ☐ Better hand washing policy
- ☐ More ability to telework (combination of time to work at home and in the office), if feasible
- ☐ More positive interactions at work
- ☐ Better leadership expectations
- ☐ Mindfulness program/support/room
- ☐ Opportunity to be involved and influence company decisions
- ☐ Mental Health First Aid training (two-day course)
- ☐ Resilience training (2-hour interactive online course)
- ☐ Civility and respect training
- ☐ Having shared accountability for everyone to support health as well as performance (i.e.: including health in the performance development process)
- ☐ An enhanced recognition and reward system

- ☐ Workload review and management
 - ☐ More psychological and social support
 - ☐ More opportunities for growth and development
 - ☐ Having a [Mental Health First Aid kit](#) on hand
 - ☐ More flexible work schedule
 - ☐ Job redesign (specify):
 - ☐ Other
13. If my well-being were supported more, I could be better at work in the following ways.
- ☐ More creative
 - ☐ More engaged
 - ☐ More motivated
 - ☐ More productive
 - ☐ Better able to make decisions
 - ☐ Have a better quality of life
 - ☐ Better able to meet my job demands
 - ☐ Be healthier
 - ☐ Other
14. If there is one thing that we could do to support you better, what would that be? Please also share any additional feedback or suggestions. Your input is important, confidential, and appreciated.