

- Our framework is designed to build high-performance organizations.
- The items have been carefully selected, based on statistical analysis and research, and crafted so they are action-oriented.
- Several templates are available. Our standard one contains 46 items and typically takes employees < 10 minutes to complete.
- Benchmarks are included for all survey items so you can compare to other organizations and prioritize attention more effectively.
- You can add your own custom items/questions, remove any of ours, and personalize them (e.g., with your organization's name and terminology).

Standard (46)	No Barriers (36)	Pulse+ (19)	Pulse/Core (12)
---------------	------------------	-------------	-----------------

Factor (Quadrant)	Category	Survey Item	Template				
"The Organization"	Culture of Engagement	Communication	[OURSENIORLEADERS] communicate well with the rest of the organization.	✓	✓		
	Culture of Engagement	Personal Expression	[OURSENIORLEADERS] are genuinely interested in the opinions of all [EMPLOYEES].	✓	✓		
	Culture of Engagement	Respect for Management	The leaders of [THISORGANIZATION] really know what they are doing.	✓	✓	✓	✓
	Culture of Engagement	Values	The actions of [OURSENIORLEADERS] support [THISORGANIZATIONS] mission and values.	✓	✓		
	Culture of Engagement	Accountability	Poor performance is effectively addressed throughout [THISORGANIZATION].	✓	✓		✓
	Culture of Engagement	Accountability	People are held accountable for achieving goals and meeting expectations.	✓	✓	✓	✓
	Culture of Engagement	Communication	Information and knowledge are shared openly within [THISORGANIZATION].	✓	✓	✓	✓
	Culture of Engagement	Empowerment/ Autonomy	[EMPLOYEES] are given the freedom and authority they need to make necessary decisions.	✓	✓	✓	✓
	Culture of Engagement	Fairness	Everybody is treated fairly [INTHISORGANIZATION].	✓	✓		
	Culture of Engagement	Personal Expression	People with different ideas are valued [INTHISORGANIZATION].	✓	✓	✓	✓
	Culture of Engagement	Personal Expression	We are good at bringing conflict into the open so it can be discussed and resolved.	✓	✓		
	Culture of Engagement	Respect for Employees	[THISORGANIZATION] respects its [EMPLOYEES].	✓	✓		
	Culture of Engagement	Teamwork and Cooperation	It really feels like everybody is on the same team [INTHISORGANIZATION].	✓	✓	✓	✓
	Culture of Engagement	Teamwork and Cooperation	Different groups and teams in this organization collaborate effectively with one another.	✓	✓		
	Culture of Engagement	Trust	There is an atmosphere of trust [INTHISORGANIZATION].	✓	✓	✓	✓
	Culture of Engagement	Values	High ethical standards are always maintained throughout [THISORGANIZATION].	✓	✓		
Strategic Alignment	Communication	I have a clear understanding of [THISORGANIZATIONS] strategic goals.	✓	✓	✓		
	Organizational Effectiveness	[THISORGANIZATION] has a clear set of priorities and objectives.	✓	✓	✓		
	Purpose and Direction	I understand how my work directly contributes to the overall success of [THISORGANIZATION].	✓	✓			
	Purpose and Direction	I know what I need to do to succeed [INTHISORGANIZATION].	✓	✓	✓	✓	
	Values	I have a clear understanding of [THISORGANIZATIONS] values and behavioral standards.	✓	✓			
"My Manager"	Motivating and Relating	Leadership and Motivation	[MYMANAGER] is sensitive to satisfaction and morale in our workgroup.	✓	✓	✓	
	Motivating and Relating	Leadership and Motivation	[MYMANAGER] makes decisions based on business needs rather than a personal agenda.	✓	✓		
	Motivating and Relating	Leadership and Motivation	[MYMANAGER] creates an atmosphere that inspires others to achieve at a higher level.	✓	✓	✓	✓
	Motivating and Relating	Communication	[MYMANAGER] always makes sure I am informed about decisions or changes that will affect me.	✓	✓		
	Motivating and Relating	Empowerment/ Autonomy	[MYMANAGER] gives me the freedom I need to do my job effectively.	✓	✓	✓	
	Motivating and Relating	Purpose and Direction	I receive useful and constructive feedback from [MYMANAGER].	✓	✓	✓	
	Motivating and Relating	Respect for Employees	[MYMANAGER] values my talents and the contribution I make.	✓	✓	✓	✓
	Motivating and Relating	Teamwork and Cooperation	[MYMANAGER] emphasizes cooperation and teamwork among members of my workgroup.	✓	✓		
	Managing Execution	Accountability	[MYMANAGER] consistently holds people accountable.	✓	✓		
	Managing Execution	Accountability	[MYMANAGER] always addresses poor performance appropriately.	✓	✓	✓	
	Managing Execution	Execution	[MYMANAGER] remains focused, even under pressure.	✓	✓		
Managing Execution	Execution	[MYMANAGER] follows through on commitments.	✓	✓	✓		
Managing Execution	Purpose and Direction	[MYMANAGER] clearly defines goals and expectations.	✓	✓	✓	✓	
Managing Execution	Execution	[MYMANAGER] plans effectively and avoids firefighting.	✓	✓			
Barriers to Growth	---	Stress and Workload	The amount of work I am asked to do is always reasonable.	✓			
	---	Quality and Customer Focus	[INTHISORGANIZATION], we maintain very high standards of quality in everything we do.	✓			
	---	Workplace and Resources	I have the resources I need to do my job well.	✓			
	---	Stress and Workload	The pace of the work [INTHISORGANIZATION] enables me to do a good job.	✓			
	---	Compensation	I am paid fairly for the work I do.	✓			
	---	Organizational Effectiveness	[THISORGANIZATION] retains its most talented [EMPLOYEES].	✓			
	---	Organizational Effectiveness	[THISORGANIZATION] is willing to make changes when necessary in order to remain competitive.	✓			
	---	Empowerment/ Autonomy	People who turn ideas into action are rewarded [INTHISORGANIZATION].	✓			
	---	Organizational Effectiveness	[INTHISORGANIZATION], we are good at setting priorities and sticking to them.	✓			
	---	Workplace and Resources	Our systems, processes, and infrastructure have adapted to keep up with our needs.	✓			

Dynamic Probing. At the end of the survey, we also ask targeted follow-up questions, tailored to each employee, to provide extra help where it's needed most. When formulating these open-ended questions in real-time, our algorithm considers many important factors, such as the item score, category score, overall engagement, and recent trends.