



Engagement and Culture Survey

Welcome to the employee survey login.

This independent survey is being administered by the Best Workplaces Institute, a human resources research and consulting firm.

Please answer each question carefully and honestly. Your candid input is important to your organization. Rest assured that all responses will be kept anonymous and are completely unidentifiable. Your organization's quantitative results will be reported in group summary format only. However, open ended responses are reported verbatim and sorted alphabetically (by first letter of your answer) for the entire organization, not by department. Quantitative data is used for nationwide workplace research.

IF A QUESTION DOES NOT APPLY, PLEASE DO NOT ANSWER AND MOVE ON TO THE NEXT QUESTION.

Definitions:

“**Leaders**” refers to all individuals with leadership or management responsibility in your organization.

“**Supervisor**” refers to the person, regardless of his or her title who is responsible for completing your performance review.

Survey Questions:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. I would rate Calvin College as an exceptional place to serve.					
2. All in all, I am satisfied with my role.					
3. In general, I like working with Calvin College.					
4. I am motivated to put in extra effort beyond what is expected to help Calvin College succeed.					
5. Calvin College retains highly capable staff/employees.					
6. Calvin College provides good job security to staff/employees that perform well.					
7. Over the past year, Calvin College has improved for the better.					



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Survey Questions:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
8. I would recommend Calvin College to others as a good place to serve.					
9. I would prefer to remain with Calvin College even if a comparable role at a higher pay level were available in another organization.					
10. I am very satisfied with the opportunities I have to use my spiritual gifts in my role.					
11. Leaders in Calvin College exhibit the fruit of the Holy Spirit (love, joy, peace, kindness, etc.).					
12. Overall, I am very satisfied with the level of Christian fellowship and spirituality in Calvin College.					
13. Leaders in Calvin College keep a focus on putting Christ first in daily decision-making.					
14. Calvin College reflects Christ to the world.					
15. Leaders in Calvin College model humility.					
16. There is a high level of trust between leaders and staff/employees in Calvin College.					
17. My supervisor cares about me as a person.					
18. My supervisor helps me to solve work-related problems.					
19. Leaders in Calvin College model fairness and integrity.					
20. Leaders in Calvin College demonstrate compassion for people at all levels.					
21. I have fun at work.					



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Survey Questions:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
22. The mission and goals in Calvin College make me feel my work is important.					
23. There is clear consensus on the goals of Calvin College.					
24. I have the decision-making authority I need to carry out my responsibilities effectively.					
25. I receive the training needed to carry out my current assignment.					
26. I am very satisfied with the opportunities I have to use my skills in my role.					
27. In the last six months, someone has talked to me about my progress.					
28. Calvin College effectively rewards top performers.					
29. I am satisfied with the recognition I receive for doing a good job.					
30. In the past year, I have had opportunities at work to learn and grow.					
31. Someone in Calvin College encourages my development.					
32. Calvin College promotes highly capable staff/employees.					
33. Calvin College is well managed.					
34. Calvin College acts on the suggestions of staff/ employees.					
35. Staff/employees in Calvin College are encouraged to experiment and to be innovative.					
36. At Calvin College we strive to help one another maintain life balance.					



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Survey Questions:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
37. Calvin College conducts its activities openly and honestly.					
38. In Calvin College, people are responsible and held accountable for doing what they say they will do.					
39. Long-term loyal relationships with those we serve are highly valued in Calvin College.					
40. Calvin College has an effective strategy for meeting the needs of those we serve.					
41. Overall the quality of the programs/services which Calvin College offers meets the needs of those we serve.					
42. I would recommend that my family/friends use or support Calvin College's programs/services.					
43. Over the past year, Calvin College has met its goals.					
44. Calvin College values diversity of cultural backgrounds, personal styles, and ideas among our staff/employees.					
45. Calvin College recruits and hires highly capable staff/employees.					
46. Fellow staff/employees are highly committed to excellence in their work.					
47. In my area we work effectively as a team.					
48. In Calvin College, there is generally good teamwork across departments.					
49. The people I work with exhibit good conflict resolution skills.					
50. Leaders in Calvin College explain the reasons behind major decisions.					



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Survey Questions:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
51. I know what is expected of me.					
52. Calvin College seeks the suggestions of staff/employees					
53. In my area, we feel free to voice our opinions openly.					
54. Calvin College involves staff/employees in decisions that affect them.					
55. In comparison with people in similar jobs in other organizations, I feel I am paid fairly.					
56. I am satisfied with my medical or health plan.					
57. I am satisfied with my paid time off (vacation, sick leave).					
58. I am satisfied with my retirement plan(s).					

Five Custom Questions can be included here.....

59. Which of the following best describes your role level?

- Administrative Support
- Maintenance, supply and other support (hourly)
- Professional / Technical
- Faculty
- Supervisors and Department Chairs
- Senior Management / Cabinet Officers / Deans



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60. Indicate how long you have worked at Calvin College:

- Less than one year
- More than 1 year and less than 2 years
- More than 2 years and less than 4 years
- More than 4 years and less than 6 years
- More than 6 years and less than 10 years
- More than 10 years and less than 15 years
- 15 years or more

61. What is your gender?

- Male
- Female

62. What is your primary racial or ethnic identification?

- American Indian / Alaska Native
- Asian / Pacific Islander
- Black / African American
- Hispanic/ Latin American
- White / Caucasian
- Multi-racial
- Other

63. What is your age?

- 18 – 29
- 30 – 44
- 45 – 55
- 56 – 65
- Over 65



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64. Which of the following best describes your organizational work unit?

(Customized table based on organizational/departmental structure)

65. I am

- Part time
- Full time
- A Volunteer

Open Ended Questions:

66. What are the specific things about Calvin College that make it a great workplace?

67. What about Calvin College would you like to improve?

68. Please tell us about a time when you felt most energized and most effective at your organization.