



Language

English



2025 Manager and SAS Experience Survey

Thank you for participating in this year's global Manager and SAS Experience Survey! Your feedback is valuable in helping SAS remain a great workplace. Please read the important information below before starting the survey.

Purpose of the Survey

This survey is designed to collect employee feedback on managers, focusing on goal setting, feedback delivery, and work environment. The insights will help managers grow and develop as leaders. All responses will be aggregated to ensure confidentiality.

This survey includes three sections:

- Manager Feedback Section – includes questions about your direct manager
- Manager Experience Section - includes questions about your experience as managers at SAS (if applicable)
- Employee Experience Section – includes questions about your experience at SAS

Data Privacy

To ensure confidentiality, your name, user ID, IP address, and email address will be separated from your responses once the survey is closed. Designated survey administrators and analysts may connect responses to other data sources for richer analyses, but all reporting will be aggregated.

Responses will be handled according to the [SAS Privacy Statement](#).

For manager feedback questions, responses shared with your manager will be clearly indicated. Managers will only receive aggregated results if at least three employees have submitted feedback. No open text responses will be shared with your manager. Please provide feedback about your manager as of September 12, 2025.

Important Survey Notes

- All questions are optional.
- The survey should take about 15 minutes to complete.
- You can move forward and backward in the survey.
- You can leave and return to the survey by clicking your unique link provided in the email from Qualtrics. Your responses will be saved.

- There will be a warning at the end of the survey before final submission of your responses.
- Do not distribute or forward your link to others.
- This survey is only available to SAS regular full-time and part-time employees.

Questions about the survey? Check the [FAQ](#) for extensive details.

Concerns? Contact your [HR Business Partner](#).

Technical difficulties? Please open a [ServiceNow ticket](#).

Manager Feedback Section

This section of the survey will give managers valuable insights in how they can grow and develop as leaders and continue to enhance the employee experience at SAS. Results will be aggregated and shared with your manager. To ensure confidentiality:

- Managers will only receive aggregated results if at least three employees have submitted feedback.
- No open text responses will be shared with your manager.

Please provide feedback about your manager as of September 12, 2025. All questions are optional.

Please continue forward in the survey by selecting the "Next Page" button to begin the Manager Feedback section.

Start of Manager Feedback Section

The first question asks about your overall impression of your manager's leadership.

How likely are you to recommend working under your manager's leadership to a colleague?

(0 = Not at all likely, 1 = Very unlikely, 2 = Unlikely, 3 = Mostly unlikely, 4 = Slightly unlikely, 5 = Neutral, 6 = Slightly likely, 7 = Mostly likely, 8 = Likely, 9 = Very likely, 10 = Extremely likely)

0	1	2	3	4	5	6	7	8	9	10
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Manager Feedback Section - *Continued*

The following questions focus on how your manager sets direction, communicates clear expectations, supports your work, as well as fosters a respectful, ethical, and supportive team environment.

My manager exhibits the company values (Curious, Passionate, Authentic, and Accountable).

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree

My manager consistently holds team members accountable for meeting expectations.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree

My manager creates a safe environment that enables trust among the team.



Strongly disagree



Somewhat disagree



Neither agree nor disagree



Somewhat agree



Strongly agree

My manager treats me with respect.



Strongly disagree



Somewhat disagree



Neither agree nor disagree



Somewhat agree



Strongly agree

My manager cares about my well-being.



Strongly disagree



Somewhat disagree



Neither agree nor disagree



Somewhat agree



Strongly agree

My manager encourages me to act ethically.



Strongly disagree



Somewhat disagree



Neither agree nor disagree



Somewhat agree



Strongly agree

My manager builds positive morale among the team.



Strongly disagree



Somewhat disagree



Neither agree nor disagree



Somewhat agree



Strongly agree

My manager is responsive to new ideas.



Strongly
disagree



Somewhat
disagree



Neither agree
nor disagree



Somewhat
agree



Strongly agree

My manager sets clear expectations for how I perform my job.



Strongly
disagree



Somewhat
disagree



Neither agree
nor disagree



Somewhat
agree



Strongly agree

My manager aligns my work to the company objectives.



Strongly
disagree



Somewhat
disagree



Neither agree
nor disagree



Somewhat
agree



Strongly agree

My manager is available when I need guidance on my work.



Strongly
disagree



Somewhat
disagree



Neither agree
nor disagree



Somewhat
agree



Strongly agree

Manager Feedback Section - Continued

The following questions focus on the quality and usefulness of the feedback you receive from your manager.

My manager prioritizes regular one on one meetings with me.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree

When your manager provides feedback, **to what extent do you agree** that it reflects the following qualities?

For additional context, this question seeks to understand the effectiveness of the feedback you receive from your manager.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
The feedback I receive includes helpful suggestions for how to improve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
My manager gives me timely feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
My manager gives specific feedback that helps me improve my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
My manager clearly identifies what I've done well and what could be improved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
My manager follows up after giving feedback to support my progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Which forms of feedback from your manager do you find most effective for your growth? Select all that apply.



Real-time or on-the-spot feedback.



Verbal feedback during 1:1 meetings.



Written feedback (e.g., email, performance reviews, notes).



Feedback shared in team meetings.



Feedback the manager passes along from other coworkers.



Coaching-style feedback that focuses on guidance and skill-building.



Specific suggestions on what I should do differently in a particular situation/task.



Forward-looking feedback for guidance on future actions.



Feedback that includes demonstrations, practice, or step-by-step examples to help me learn.



Feedback I get when I specifically ask my manager.

Other



How often does your manager provide you with feedback about your work performance?

☐ Weekly

☐ Every 2-3 weeks

☒ Monthly

☐ Once a quarter

☐ Less than once a quarter

☐ Annually

How do you define helpful coaching or feedback from your manager? (400 Character Limit)

Note: The results from this question will not be shared with your manager.

Manager Feedback Section - Continued

The following questions explore how your manager supports your growth and development through goal setting and learning opportunities.

My manager provides guidance that helps me define and structure my development goals.

☐
Strongly disagree

☐
Somewhat disagree

☐
Neither agree nor disagree

☐
Somewhat agree

☒
Strongly agree

My manager encourages me to document my development goals.

☐
Strongly disagree

☐
Somewhat disagree

☐
Neither agree nor disagree

☐
Somewhat agree

☒
Strongly agree

What types of development opportunities has your manager encouraged you to pursue? Select all that apply.



Internal training programs



External certifications or courses



Stretch assignments or special projects



Cross-functional collaboration



Leadership development opportunities



Identifying the skills I need to grow



Mentor and/or Mentee opportunities



Exposure and/or shadowing opportunities



My manager has not encouraged any development activities

Other



PLEASE READ!

End of Manager Feedback Section

By clicking the “next page” button, you will have completed the manager feedback section. If you need to return to any previous questions for edits or a final review of your responses, please select the "previous page" button. If not, please proceed to the next question.

Manager Experience Section

The manager experience section of the survey reflects your role as a manager at SAS. Your responses will inform resources and programming to enhance your experience as a manager and will not be shared with your manager. All questions are optional.

Answer “yes” below if you have at least one direct report and wish to answer the manager experience questions. Otherwise, please select "No" and skip the two following questions.

☒ Yes

☐ No

I have a clear understanding of what is expected of me regarding my role as a manager.

☐
Strongly
disagree

☐
Somewhat
disagree

☐
Neither agree
nor disagree

☐
Somewhat
agree

☒
Strongly agree

In which of the following areas would you like development or support to improve as a manager? Select all that apply.



Managing time, workload, and competing priorities



Translating company goals into meaningful team objectives



Defining and pursuing business goals



Setting a clear vision and direction for the team



Helping employees define and pursue development goals



Coaching team members to build skills and confidence



Delivering clear, actionable feedback



Motivating and engaging employees to do their best work



Ensuring accountability with fairness and consistency



Delegating effectively and empowering team members



Leading remote and/or hybrid teams



Understanding the technical aspects of my team's work to lead effectively



Adapting to change and leading through uncertainty

Other

☐

Employee Experience Section

The employee experience section of the survey reflects your overall experience at SAS. Your responses from this section will not be shared with your manager. All questions are optional.

How likely are you to recommend SAS as a great workplace?

(0 = Not at all likely, 1 = Very unlikely, 2 = Unlikely, 3 = Mostly unlikely, 4 = Slightly unlikely, 5 = Neutral, 6 = Slightly likely, 7 = Mostly likely, 8 = Likely, 9 = Very likely, 10 = Extremely likely)

0	1	2	3	4	5	6	7	8	9	10
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I know the SAS company priorities.

☐
Strongly disagree

☐
Somewhat disagree

☐
Neither agree nor disagree

☐
Somewhat agree

☒
Strongly agree

Rate the extent to which you are confident in the company's strategy to compete in the market.

☐
No confidence

☐
Somewhat confident

☐
Confident

☒
Very confident

The SAS executive leadership team promotes a culture where people are held accountable for meeting expectations.



Strongly
disagree



Somewhat
disagree



Neither agree
nor disagree



Somewhat
agree



Strongly agree

Please provide the reasoning for your ratings to the questions above. (400 Character Limit)

0/400

PLEASE READ!

End of Entire Survey

This is the final page of the survey. Once you click the next button, you will be able to review your responses. To submit your final responses, click the next button until you see a final page with the following language, "We thank you for your time spent taking this survey. Your response has been recorded." If you would like to change any of your responses after reviewing, press the previous page button. You will not be able to change your responses once they are submitted.

