

# Workplace Climate & Support Check-In

This check-in is designed to help us better understand how people are experiencing their work environment so we can offer the right kinds of support.

There are no right or wrong answers. We are not evaluating individuals or opinions. We are interested in patterns and experiences so we can strengthen trust, collaboration, and wellbeing across the organization.

Responses are reviewed in aggregate only. Individual responses are not used for performance evaluation, disciplinary action, or decision-making about specific employees. Participation is voluntary, and you may skip any question you do not wish to answer.

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\* Indicates required question

## 1. Department \*

*Mark only one oval.*

- Engineering
- Finance
- HR
- Operations
- Sales

## 2. Role level \*

*Mark only one oval.*

- Senior Leader
- Manager
- Individual Contributor

## 3. Location \*

*Mark only one oval.*

- London
- New York
- San Francisco
- Remote

## 4. 1. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I generally feel comfortable being myself at work."

*Mark only one oval.*

- 5
- 4
- 3
- 2
- 1

5. 2. Please select one option that best reflects your experience, using the scale below:

\*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel respected by colleagues, even when we do not see things the same way."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

6. 3. Please select one option that best reflects your experience, using the scale below:

\*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel safe expressing work-related ideas or concerns."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

7. 4. Please select one option that best reflects your experience, using the scale below:

\*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel that my perspective is listened to, even if it is not always adopted."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

8. 5. Please select one option that best reflects your experience, using the scale below:

\*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I trust that disagreements at work are handled with care and professionalism."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

9. 6. Please select one option that best reflects your experience, using the scale below:

\*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"Conversations at work feel constructive and forward-looking."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

10. 7. Please select one option that best reflects your experience, using the scale below:

\*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel comfortable asking clarifying questions when something feels unclear or uncomfortable."

*Mark only one oval.*

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 2  
 1

11. 8. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"When tensions arise, they are usually addressed rather than avoided."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

12. 9. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel supported by my manager or team lead during challenging conversations."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

13. 10. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"Differences of opinion are handled in a way that maintains working relationships."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

14. 11. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"Recent changes (organizational, social, or economic) have affected how I experience work."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

15. 12. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel supported by the organization during times of uncertainty."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

16. 13. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel clear about expectations during periods of change."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

17. 14. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel able to focus on my work without feeling emotionally drained by external stressors."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

18. 15. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"My workload feels manageable most of the time."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

19. 16. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I have enough flexibility to balance work and personal responsibilities."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

20. 17. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I feel mentally and emotionally able to engage positively with colleagues."

*Mark only one oval.*

5  
 4  
 3  
 2  
 1

21. 18. Please select one option that best reflects your experience, using the scale below: \*

**(5 → Strongly Agree ... 1 → Strongly Disagree)**

"I have access to the support I need when work feels overwhelming."

*Mark only one oval.*

- 5
- 4
- 3
- 2
- 1

22. Is there anything that has made collaboration feel harder recently?

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23. Is there anything that has helped you feel supported or grounded at work?

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24. What is one thing the organization could do to better support healthy communication and understanding?

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25. Date of Submission \*

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*Example: January 7, 2019*

**Thank you for taking the time to complete this check-in.**

Your responses help us better understand overall experiences and identify ways to improve support, trust, and wellbeing across the organization.

If completing this survey raised any concerns you would like to discuss, you are encouraged to reach out to your manager, HR, or available support resources. Participation in this check-in is appreciated and valued.

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