BOT FAQ’s

1. **Why am I being asked to take this survey?**

Every quarter we send the Real Deal to a representative sample of Cisco employees to provide Chuck and the ELT with insights into how our employees are experiencing Cisco. This quarter the Engineering Leadership Team has asked that all employees have an opportunity to participate. This is your chance to use your voice and share your experience.

1. **How long will this take me?**

The survey should take about 10 minutes to complete. There are 2 open ended responses and 10 quantitative items. All items are optional.

1. **I don't have time to take the survey right now.**

The survey is open for two weeks and will close EOB on the second Friday after opening.

1. **Who will see my responses?**

Since this is a confidential survey, your individual responses are not shared with anyone outside the survey project team. In order to aggregate at specific levels and enable our insights to help leaders better understand the employee experience, this is not an anonymous survey. Survey results are only published in aggregate form, grouped with all other responses, using reporting rules designed to protect your voice.

1. **How can I receive the results to the analysis?**

We will give you visibility into the results by sending you the report within 30 days of quarter's close. You may also find results from past quarters by visiting our Listening Insights page.

1. **My colleague wants to take the survey too, can I send them my link?**

The link provided to you is for your individual survey and should not be shared with anyone. We try to prevent people from receiving too many surveys, which is one reason why we do not send out a census every quarter. Instead, we send the Real Deal to a random, representative sample each quarter and will likely include your colleagues in an upcoming quarter.

1. **have an individual experience that needs to be addressed.**

This is a confidential survey and data are only reported in aggregate. If you have an individual experience that needs to be addressed, please make sure that you reach out to HR Support using the Internal Support Contact Numbers page or contact Ethics using the Ethics Line page.

1. **I would like to speak to a human.**

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