

EXAMPLE SCALE QUESTIONS

DOBCEL Staff Wellbeing Survey - Question Bank

How Effective Are Our Staff Wellbeing Efforts



This question bank supports DOBCEL workplaces in gathering staff feedback aligned with the DOBCEL Staff Wellbeing Guide.

It reflects the belief that God's plan is for every person to experience fullness of life (John 10:10) and that people working in community bring diverse gifts to their work (1 Corinthians 12:4–6).

Workplaces may adapt these questions to suit their context when creating internal staff wellbeing surveys.

Awareness and Accessibility

Example scale questions:

- I am aware of the staff wellbeing initiatives available at my workplace
- I know where to find staff wellbeing resources and supports when I need them.
- Wellbeing initiatives are easy to access.
- Information about wellbeing supports is communicated clearly.
- I know who to approach if I need staff wellbeing support.

Relevance and Quality

Example scale questions:

- The wellbeing initiatives offered by my workplace are relevant to my needs.
- The wellbeing resources and supports provided are practical and useful.
- Our workplace's staff wellbeing initiatives reflect the needs of staff.
- I feel the staff wellbeing supports available are inclusive of all staff.

Impact and Effectiveness

Example scale questions:

- The staff wellbeing initiatives have had a positive impact on my wellbeing.
- The staff wellbeing supports available help me feel connected and supported.
- My workplace's staff wellbeing approach contributes to a positive workplace culture.
- I have benefited from at least one staff wellbeing initiative during the past 12 months.
- Overall, our workplace's staff wellbeing initiatives are making a positive difference for staff.

Continuous Improvement

Example scale questions:

- Staff are encouraged to provide feedback about staff wellbeing initiatives.
- Leadership seeks staff input when planning staff wellbeing activities.
- Feedback from staff is used to improve staff wellbeing initiatives.
- My workplace is committed to continually improving staff wellbeing.

Suggested response scale: Strongly Disagree – Disagree – Neutral – Agree – Strongly Agree



EXAMPLE OPEN-ENDED QUESTIONS

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Tips for Designing a Staff Wellbeing Survey

- Keep surveys anonymous to encourage honest feedback.
- Aim for 10–20 scale questions plus a few open-ended questions.
- Share a summary of survey results with staff and identify a small number of priority actions.
- Communicate the actions taken in response to staff feedback to demonstrate that staff voices are valued.
- Repeat the evaluation regularly to monitor progress and assess the impact of wellbeing initiatives over time.

Awareness

Example open-ended questions:

- Which staff wellbeing initiatives or supports have you found most valuable?
- Are there any staff wellbeing resources or supports you were unaware of?
- How do you usually find out about staff wellbeing initiatives and supports?
- What could we do to better communicate the staff wellbeing supports available?
- Is there any staff wellbeing information or resource you would like to know more about?

Accessibility

Example open-ended questions:

- Are there any barriers that make it difficult to access staff wellbeing supports?
- How could access to staff wellbeing initiatives be improved?
- Are there particular times, locations or formats that would make wellbeing initiatives easier to access?
- How could staff wellbeing initiatives be made more accessible or inclusive for all staff?
- What would encourage you to participate more often in staff wellbeing initiatives?

Relevance

Example open-ended questions:

- Which staff wellbeing initiatives or supports have had the greatest positive impact?
- Are there any staff wellbeing needs that are not currently being met?
- How well do our current staff wellbeing initiatives meet your needs?
- Which staff wellbeing initiatives or supports have been most relevant to your role or circumstances?
- Do you feel the range of staff wellbeing initiatives and supports meets the diverse needs of our staff?

Improvement

Example open-ended questions:

- What additional staff wellbeing initiatives would you like your workplace to consider?
- If you could change one thing about how staff wellbeing is supported, what would it be?
- What should we continue doing to support staff wellbeing?
- What should we do differently to better support staff wellbeing?
- Is there anything else you would like to share that could help improve staff wellbeing in our workplace?

Suggested response scale: Strongly Disagree – Disagree – Neutral – Agree – Strongly Agree