



DOBCEL Staff Wellbeing Survey - Question Bank

How are our staff?

EXAMPLE SCALE QUESTIONS



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.



Spiritual

Example scale questions:

- I feel that my work contributes to our vision: *"As partners in Catholic Education, open to God's presence, we pursue fullness of life for all."*
- Our workplace provides opportunities for reflection, prayer, or spiritual connection.
- I experience a workplace culture that supports human dignity and flourishing.



Growth

Example scale questions:

- I have opportunities to grow through professional learning and development.
- I receive feedback that helps me grow and develop in my role.
- I feel that my contributions are recognised and valued.



Social

Example scale questions:

- I feel a genuine sense of belonging within my workplace.
- I have a positive, supportive relationship with my colleagues.
- My workplace fosters an inclusive culture where people feel respected, valued and able to contribute.



Physical

Example scale questions:

- My work environment supports my physical health and safety.
- I am able to take appropriate breaks during the workday.
- Our school encourages healthy work-life balance.



Emotional

Example scale questions:

- I have the skills and support to manage the emotional demands of my work.
- I feel able to maintain a positive outlook and recover from workplace challenges.
- My workplace supports and promotes mental health and wellbeing.



Workplace

Example scale questions:

- I feel comfortable raising concerns about health, safety or wellbeing.
- I believe people are treated fairly, respectfully, and equitably in my workplace.
- I feel that staff voices are considered in decision-making.

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



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EXAMPLE OPEN-ENDED QUESTIONS



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.
- Group questions under the wellbeing elements to help identify strengths and growth opportunities.
- Share a summary of survey results with staff and identify a small number of priority actions.
- Review wellbeing initiatives regularly as part of leadership planning.



Spiritual

Example open-ended questions:

- What are the strengths in this area of wellbeing at our workplace?
- What opportunities exist to strengthen our Catholic identity and sense of purpose?
- What initiatives could further support staff wellbeing in this area?



Growth

Example open-ended questions:

- What are the strengths in this area of wellbeing at our workplace?
- What opportunities exist to strengthen professional growth and learning?
- What initiatives could further support staff wellbeing in this area?



Social

Example open-ended questions:

- What are the strengths in this area of wellbeing at our workplace?
- What opportunities exist to strengthen relationships and belonging?
- What initiatives could further support staff wellbeing in this area?



Physical

Example open-ended questions:

- What are the strengths in this area of wellbeing at our workplace?
- What opportunities exist to better support the physical health of our staff?
- What initiatives could further support staff wellbeing in this area?



Emotional

Example open-ended questions:

- What are the strengths in this area of wellbeing at our workplace?
- What opportunities exist to better support emotional wellbeing?
- What initiatives could further support staff wellbeing in this area?



Workplace

Example open-ended questions:

- What are the strengths in this area of wellbeing at our workplace?
- What opportunities exist to strengthen workplace safety and wellbeing practices?
- What initiatives could further support staff wellbeing in this area?

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