

Employee Surveys

Employee Engagement Surveys

Gathering feedback from your team will undoubtedly help you and your leadership team to make informed decisions about business and performance strategies. When managed well, the process will also increase staff engagement, which in turn will increase productivity and lower your staff turnover rate.

Whether you decide to conduct your survey in times of change, as a regular feedback mechanism or as part of your business planning cycle, the impact that your survey will have on your business depends very much on how you choose to act on the results.

INSPIRING will help you interpret the results, use the information intelligently and identify actions that will help you to move forward.

Wellbeing Surveys

Wellbeing surveys are an effective method of measuring, monitoring and improving the health and wellbeing of your employees. Ensuring the wellbeing of your staff will have a positive impact on your workforce culture, employee engagement and productivity. Recruitment can be an expensive process. Investing in your staff and showing them you care about their wellbeing will improve staff retention.

Monitoring the wellbeing of your staff could be particularly important during times of change. If your business is being restructured or undergoing a culture shift, it can be a stressful time for your employees. Understanding their needs will help you to reduce absenteeism and staff turnover and save you money in the long run.

Inspiring's bespoke Wellbeing survey measures the physical, emotional and social wellbeing of your employees, as well as identifying areas where you can improve wellbeing within the workplace. These improvements could be as simple as changing the lighting in certain areas of the office, or creating a small breakout area.



Culture Surveys

The culture of your business directly affects its performance. If everyone in your business is working together, with the same values and business goals, they will drive your business in the right direction. Conducting a Culture Survey will allow you to:

- Identify high spots and hot-spots for action
- Map results to your business plan and values, ensuring a strong link to corporate strategy
- Provide insight into what people should Stop, Start and Continue doing

Understanding and managing your workplace culture is an important part of your business development. The culture within your organisation impacts the happiness and satisfaction of your employees. It also strengthens, or weakens, employee engagement and affects how your business attracts and retains talent.

INSPIRING's Culture Survey helps pinpoint what makes a positive culture: i.e. valuing, recognising and supporting individuals' contribution to the company, both from the perspective of the employer and employee. The results of your survey will give you the insight required to identify goals, values, customs, attitudes and behaviours within your business.

Exit Surveys

Understanding why staff decide to leave will help you to improve employee retention and increase workplace moral. The data and analysis that our experts provide to you within a tailored reporting structure will feed directly into your HR strategy and help you to understand what individuals look for in an employer. Working in partnership with INSPIRING, you will gain the business insight needed to increase staff productivity and engagement and reduce the high costs associated with staff turnover.

INSPIRING's Exit Surveys are designed especially for your business and provide a unique learning opportunity. You will be able to find out why an employee chose to leave, what in particular influenced their decision and what the pull was towards their next employer. The confidential nature of our surveys means that you receive candid views on work-related problems, allowing you to identify areas of good and bad practice and highlight any underlying issues that need to be resolved.

Features of our surveys:

- We design bespoke surveys, so the questions will be tailored to your organisation's specific requirements.
- All our surveys can be completed on mobiles, tablets, laptops or PCs and are compatible with all major operating systems.
- We can provide you with an on-line dashboard allowing you to view your results at different levels, drill down for deeper analysis and make comparisons.
- We offer expert support such as pre-launch focus groups, post-survey action planning and organisational development.
- Multiple language options available, not only for the questions but for all the command features too.
- UK based platform which complies with UK data protection and privacy laws.
- Security features enabling us to encrypt responses, user names and passwords.



Let us do all the hard work!

Whatever type of survey you decide to undertake, INSPIRING will work in partnership with you throughout the entire process, from survey design, testing, communications, launch, response monitoring, reporting and on-going support.

The questions will be tailored to your organisation's specific requirements, including customising the questions to fit any previous surveys you have undertaken.

Benchmarking and measurement procedures will be agreed to inform business planning and monitor improvement and progress in the longer term.

We will place careful consideration to the look and feel of your survey to make sure it is well received, that your employees have guaranteed anonymity and that you achieve the highest possible response rates.

We offer a range of support to help you get the most out of the survey process, including pre-launch focus groups, post-survey action planning and organisational development.

Why choose INSPIRING?

INSPIRING has been designing employee surveys for 15 years, working with SMEs, multi-national companies, schools, charities, local authorities and hundreds of other organisations. Although our clients all have individual needs, all want to understand their employees and use staff engagement to drive performance and progress.

Team up with Inspiring...

Call us on 0800 612 3098 or email info@inspiring.uk.com