

# Survey Questions

## Workplace Inclusion Survey

- 1 -> At this company, we are comfortable talking about diversity (age, gender, ethnicity, sexual orientation, etc.) in the workplace.
- 2 -> At this job I have to choose whether to prioritise work or my personal life.
- 3 -> Because our company's typical leadership style is not a natural style for me, my advancement may be limited.
- 4 -> Colleagues often leave me questioning my ability and confidence.
- 5 -> For the most part, we treat each other fairly.
- 6 -> Goals set for me are often vague, confusing, or pointless.
- 7 -> I am allowed to decide what methods I use to do my work.
- 8 -> I am careful about what I say or discuss with my manager.
- 9 -> I am comfortable discussing issues that impact my work with my manager.
- 10 -> I am confident that I can get the role(s) that will provide me with the management or line experience I need to become a leader.
- 11 -> I am not aware of anyone who advocates for my career advancement in this company ("a sponsor")
- 12 -> I am not given as many opportunities as others to advance in my career.
- 13 -> I am proud of my role in this organization.
- 14 -> I am willing to go above and beyond for this company.
- 15 -> I aspire to a leadership role, whether in this company or another.
- 16 -> I don't see how my work contributes to a positive outcome for this company.
- 17 -> I feel "on guard" against bias or judgements from others.
- 18 -> I feel comfortable being myself at work.
- 19 -> I feel comfortable suggesting new or novel approaches to our work.
- 20 -> I feel free to express differing views from others.
- 21 -> I feel largely unsupported by my manager.
- 22 -> I feel micromanaged in my job.
- 23 -> I feel that I can make mistakes and learn without disproportionate consequences.
- 24 -> I feel that many people here negatively stereotype people like me.
- 25 -> I feel trusted by my colleagues to make key decisions.
- 26 -> I find my work meaningful.
- 27 -> I generally just do what I am asked to do and not much more.
- 28 -> I get sufficient constructive feedback to help me improve my work.
- 29 -> I have little freedom to choose how I complete my work tasks.
- 30 -> I have mentors in this company that are more senior than my manager.
- 31 -> I have received job assignments that are highly visible to key decision-makers.
- 32 -> I have role models I can emulate in this company
- 33 -> I have the support I need from the organization to effectively manage both the demands of my work and the demands of my personal life.
- 34 -> I have witnessed or experienced inappropriate behavior in this organisation and felt like I should say something but didn't.
- 35 -> I know exactly what I am supposed to deliver at work.
- 36 -> I plan to leave this company in the next year or so.
- 37 -> I see a long-term future for myself with this company.
- 38 -> I worry about the perceptions of others when I need to take time to address a personal or family matter during the workday.
- 39 -> I would rather keep quiet than take the risk to share an "out of the box" idea.
- 40 -> I'm satisfied with my ability to have both a meaningful personal life and a great role at work.
- 41 -> Individual differences are valued at our company.
- 42 -> It feels like my manager does not trust my judgement.
- 43 -> It is difficult for me to get the time I need with my manager.
- 44 -> It is difficult to figure out what my manager wants from me.
- 45 -> It is difficult to get the necessary development opportunities to showcase my talent.
- 46 -> It is important to fit a particular norm to be accepted here.
- 47 -> My colleagues question or criticize my decisions.
- 48 -> My colleagues support and encourage me. Friends and/or family.

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- 49 -> My colleagues treat me like a valued member of the team.
- 50 -> My company allows me to advance in my career.
- 51 -> My job is not really what I want to be doing with my career.
- 52 -> My job rarely causes problems in my personal life.
- 53 -> My manager does not like to be questioned or challenged.
- 54 -> My manager gives credit fairly.
- 55 -> My manager gives me all the support I need to complete my tasks.
- 56 -> My manager holds me accountable for agreed results.
- 57 -> My manager makes time to meet with me on a regular basis.
- 58 -> My manager provides me with timely recognition for work well done.
- 59 -> My manager scrutinizes my work more than that of my peers.
- 60 -> My manager shows humility, such as a willingness to learn or admit mistakes.
- 61 -> My manager treats me with respect.
- 62 -> My manager trusts me to be effective in my job.
- 63 -> My work and effort goes completely unrecognised at my company.
- 64 -> Our leaders are not held responsible for any specific diversity and inclusion goals.
- 65 -> Our leaders show a commitment to building an inclusive workplace.
- 66 -> Our leaders' actions make me question their commitment to inclusion.
- 67 -> Our leadership shares their diversity and inclusion goals with the organization.
- 68 -> Our team effectively works together to achieve the best possible outcomes.
- 69 -> Progressing my career to the next level is not a big focus for me.
- 70 -> Promotion decisions are primarily based on objective criteria.
- 71 -> Promotions and other rewards are given out unfairly at my company.
- 72 -> The "old boys" network is alive and well here.
- 73 -> The feedback I receive is more about my communication or personality than the work I produce.
- 74 -> The way we work as a team gets in the way of optimal results.
- 75 -> There are negative career consequences to admitting mistakes.
- 76 -> When I have a contrary opinion, I often keep it to myself for fear of repercussions.
- 77 -> Whether intentional or not, I frequently receive subtle slights from my colleagues that diminish me.
- 78 -> Work at my company negatively impacts my commitments to frie