

REFFIND Q5 + 1

Our Q5+1 is a monthly pulse cycle that measures key aspects of engagement across your employees.

This survey consists of a simple 1 question pulse, designed to be delivered on Friday afternoon for the first 3 weeks, followed by a 5 question survey, designed to be delivered on the final Friday of the month.

The 1 question pulse simply asks employees to answer on a 1-7 scale whether they felt happy at work that week. It's a high level measure of overall job satisfaction. The 5 question survey addresses the four key pillars of employee engagement - workplace satisfaction, employee recognition, retention and organisational culture - at a top-line level.

Using the REFFIND Q5 + 1 helps you identify where your employee engagement initiatives should be focused. If poor results are gathered under any of the specific categories (Employee Retention, Organisational Culture, Feeling Appreciated), you can then schedule further pulses to delve deeper into the underlying issues.

Number Of Cards: 5 (2 versions in sequence)

Card Type: Anonymous Survey

Delivery: Differs per card - see below

Weekly Pulse

Delivery: Friday each week

*Question 1 is measured as a likert scale: strongly disagree... strongly agree.

	Question	Evaluation
1	Overall, I felt happy at work this week.	Workplace Satisfaction - this is the most direct measure
2	What can we do as a company to improve your experience of work?	Open ended listening (optional free text question)

Weekly Pulse

Delivery: Last Friday of the month

(note, you could use this quarterly or less frequently if you wish)

*Questions 1-5 are measured as a likert scale: strongly disagree... strongly agree.

	Question	Evaluation
1	I would be happy to refer someone to work here.	Workplace satisfaction

2	My contributions at work are recognised.	Feeling appreciated
3	My colleagues are committed to delivering great work.	Organisational Culture
4	I have a voice within the company.	Organisational Culture
5	I see myself working here one year from now.	Employee retention
6	What can we do as a company to improve your experience of work?	Open ended listening (optional free text question)