

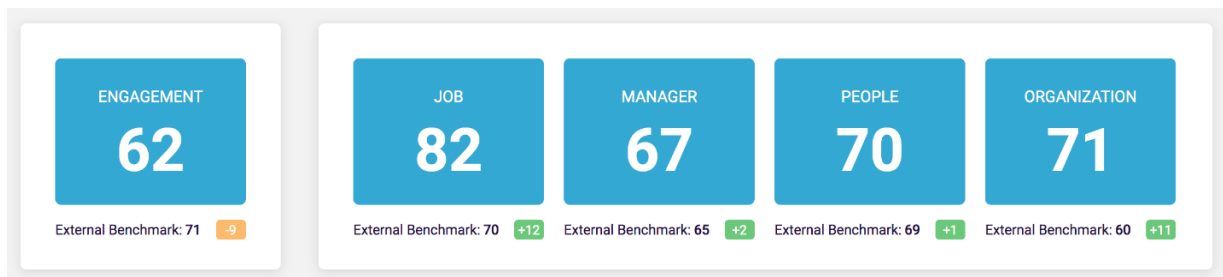
EMPLOYEE EXPERIENCE SURVEY

Measure what matters.

The PI Employee Experience Survey™ is a measurement tool for understanding employee engagement within an organization. It's designed to translate confidential feedback across an organization into focused insights and prescriptive actions that make it easy for leaders and managers to accelerate engagement.

How does the assessment work?

The Employee Experience Survey is sent to all employees. The core survey asks 50 questions on a 5-point Likert scale; it also offers a "Not Applicable" response. Questions provide insight into overall employee engagement, as well as how they feel about their job, their manager, the culture of their organization, and the people they work with.



What does the survey measure?

- **Employee experience:** a series of questions that focus on an employees' roles, their managers, the people they work with, the culture of their organization, and their overall engagement.
- **Leader interaction:** a series of questions that measure how employees interact with the organization's leadership.
- **Results awareness:** a series of questions that measure how aware employees are in terms of their behavioral drives and needs, as well as what the organization has done with previous employee survey results
- **Experiential description:** a series of open-ended questions that measure how employees feel about their organization.
- **High performer identification:** an opportunity for employees to recognize peers whom they view as high performers.

Why does it matter?

Measuring employee experience is an important part of the Diagnose aptitude of the talent optimization discipline. With the right inputs, organizations can effectively diagnose what is driving employee engagement and receive prescriptive actions that will provide the most impact where it's needed within an organization.