**Employee Benefits Sample Survey**

Employee benefits surveys lend insight into how happy employees are with your benefits package, which often correlates with overall [job satisfaction](https://www.wellsteps.com/blog/2022/06/10/job-satisfaction/), presenteeism and absenteeism rates, and [workplace morale](https://www.wellsteps.com/blog/2022/04/08/wellness-programs-improve-employee-morale/).

Use this example as inspiration to create your own survey tailored to your organization's unique needs.

|  |  |
| --- | --- |
| **Question** | **suggested Response Type** |
| Which benefits are most important to you? | Multiple Choice selection boxes |
| Which benefits are least important to you? | Multiple choice selection boxes |
| How often do you use your benefits? | Likert Scale (1-Not Very often to 5-at least monthly) |
| How easy is it to use your benefits? Are there any barriers to using them? | Likert Scale (1 - Very Difficult to 5 - Very Easy), Open-ended follow-up for barriers |
| How well do you understand your benefits package? | Likert Scale (1 - Not at All to 5 - Completely) |
| How easy is it to use your benefits? Are there any barriers to using them? | Likert Scale (1 - Very Difficult to 5 - Very Easy), Open-ended follow-up for barriers |
| How well do you understand your benefits package? | Likert Scale (1 - Not at All to 5 – Completely) |
| Do you feel your benefits were effectively communicated during onboarding? | Yes/No, Open-ended follow-up for details |
| Do you know how to get answers to questions about your benefits? | Yes/No, Open-ended follow-up for additional comments |
| How would you rate the open enrollment process? What works well, and what could be improved? | Likert Scale (1 - Very Poor to 5 - Excellent), Open-ended for specifics |
| Do you feel you have enough time and information to make informed decisions during open enrollment? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| Do you feel your benefits package meets your needs? Why or why not? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree), Open-ended for reasons |
| Are there any benefits we don’t currently offer but you would take advantage of if we did? | Open-ended |
| Overall, how would you rate the quality of our benefits vendors? | Likert Scale (1 - Very Poor to 5 - Excellent) |
| Do you feel your benefits package is competitive compared to similar employers? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| How likely would you recommend working here to friends and family, based on your benefits package? | Net Promoter Score (NPS) - Scale from 0 (Not at All Likely) to 10 (Extremely Likely) |
| What is the best and worst part of our benefits program? | Open-ended |
| Do you have any additional questions, comments, concerns, or recommendations regarding your benefits package? | Open-ended |
| Are you and your family enrolled in health insurance? | Yes/No |
| Are you satisfied with your health insurance? Why or why not? | Likert Scale (1 - Very Dissatisfied to 5 - Very Satisfied), Open-ended for reasons |
| Do you feel your health insurance will meet your needs in the future? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| Are your premiums, deductibles, co-pays, etc. affordable? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| Do you feel your health plan has adequate mental health benefits? | Yes/No, Open-ended for details |
| What are the most valuable aspects of your health plan? | Open-ended |
| Do you take advantage of an HSA? | Yes/No |
| Are there any features missing from your health plan? | Open-ended |
| Are you familiar with our wellness program? | Yes/No |
| Do you participate in our wellness program? Why or why not? | Yes/No, Open-ended for reasons |
| Which wellness initiatives do you participate in? | Multiple Choice - Check all that apply (e.g., Fitness Challenges, Health Screenings, etc.) |
| What are the most valuable aspects of our wellness program? | Open-ended |
| What are the least valuable aspects of our wellness program? | Open-ended |
| What would encourage you to engage more in our wellness program? | Open-ended |
| Are there any wellness initiatives or activities we should consider adding? | Open-ended |
| How important are childcare benefits? | Likert Scale (1 - Not at All Important to 5 - Extremely Important) |
| Does childcare make it easier to do your job? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| Do you understand your FMLA and parental leave rights and options? | Likert Scale (1 - Not at All to 5 - Completely) |
| Do your parental leave benefits meet your family's needs? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| How could we improve childcare and parental leave? | Open-ended |
| How well do you understand our PTO and sick leave policies? | Likert Scale (1 - Not at All to 5 - Completely) |
| Do you feel we offer adequate PTO and sick leave time? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| Do you feel you can take time off when needed? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| How easy is it to return to work after taking time off? | Likert Scale (1 - Very Difficult to 5 - Very Easy) |
| Do you feel supported when you're sick? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| How well do you understand your retirement plan? | Likert Scale (1 - Not at All to 5 - Completely) |
| Do you feel our retirement contribution is adequate? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| How confident are you that you will be able to comfortably retire? | Likert Scale (1 - Not at All Confident to 5 - Very Confident) |
| What age do you plan to retire? | Open-ended |
| Do you contribute to a retirement savings plan? | Yes/No |
| Do you feel we offer good resources for financial and retirement planning? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| Are you familiar with our professional development benefits? | Yes/No |
| Do you take advantage of our professional development benefits to acquire new skills? | Yes/No, Open-ended for details |
| Do you feel we offer adequate professional development allowances and opportunities? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| Do you understand our tuition reimbursement benefits? | Likert Scale (1 - Not at All to 5 - Completely) |
| Are you familiar with our stock options/equity? | Yes/No |
| How important is it to be offered stock options and equity? | Likert Scale (1 - Not at All Important to 5 - Extremely Important) |
| Do you feel you have a good work-life balance? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |
| How important is it to have remote work/work from home/hybrid work opportunities? | Likert Scale (1 - Not at All Important to 5 - Extremely Important) |
| How many days per week would you prefer to work remotely? | Open-ended |
| How satisfied are you with our flexible work arrangements? | Likert Scale (1 - Very Dissatisfied to 5 - Very Satisfied) |
| Are you familiar with our allowances for technology/transportation/housing/gym memberships? | Yes/No |
| Do you know how to get reimbursed for technology/transportation/housing/gym memberships? | Yes/No |
| Do you feel your reimbursement/stipend benefits are adequate? | Likert Scale (1 - Strongly Disagree to 5 - Strongly Agree) |