



Education Employee Health and Well-being Needs and Interest Survey

Directions: This is an anonymous survey to better understand the specific health and well-being needs and interests of all staff. We are seeking your feedback to help us plan and shape an education employee well-being program that is meaningful and engaging to staff. By gathering your input, we can help develop a program that empowers you to achieve your personal and professional health and well-being goals.

Please be candid with your answers to reflect your thoughts, ideas and experience. Only collective results will only be used and reported to plan and implement an education employee well-being program at our organization. You may skip any question you are not comfortable answering.

1. How interested are you in participating in an employee well-being program at work?

Sources: Adapted from DHPE School Employee Wellness Guide, Alliance for a Healthier Generation School Employee Wellness Survey and Centennial School District.

- a. Very interested, sign me up!
 - b. Interested, tell me more
 - c. Maybe, it depends on what is offered
 - d. Not interested right now
2. Do you have any accommodations or accessibility supports you would need in order to participate in a well-being program? (Examples: closed captioning, interpreter etc.)
- a. Yes, please specify: _____
 - b. No
3. What time of day would be most convenient for you to take part in well-being program activities? **Note: you can add specific times for your respondents to select*
- a. Mornings
 - b. During the workday
 - c. Evenings
 - d. Weekends
4. How would you prefer the well-being opportunities to be offered? (Check all that apply.)
- a. Virtual
 - b. Hybrid
 - c. In-person
5. How would you prefer to receive information regarding well-being activities, events and updates? (Check all that apply.)
- Hard copy materials (newsletters, flyers, memos)
 - Electronic materials (newsletters, flyers, memos)
 - Email messages from wellness coordinator/team
 - Wellness web page
 - Wellness champions at my worksite
 - Announcements from leadership
 - Staff meetings
 - Staff room bulletin boards
 - Social media such as Facebook, Twitter
 - Reminders via text notifications
 - Other, please specify: _____
6. What barriers would keep you from participating in an employee well-being program at work? (Check all that apply.)
- Inconvenient time or location
 - I don't feel I have time in my personal schedule to participate
 - I don't feel I have time in my work schedule to participate
 - I would be concerned about others knowing my well-being needs and interests
 - I don't think my leadership would be supportive
 - I don't feel I need well-being support at this time
 - Other, please specify: _____

7. Which of the following factors would encourage you to participate (or continue to participate) in well-being opportunities? (Check all that apply.)

- Support from leadership
- Encouragement from coworkers
- Employee and organizational well-being success stories
- Dedicated time during the workday for activities
- Activities and events that are relevant to my needs and interests
- More information about the employee well-being program and its benefits
- Incentives (gift cards, food, prizes, etc.)
- Childcare at wellness meetings and activities
- Other, please specify: _____

8. How interested are you in each of the following well-being categories? (1- Not interested to 3- Very interested)

Well-being Categories	Not interested	Somewhat interested	Very interested
Community Building and Belonging (having a sense of engagement where you work and/or equity, diversity and inclusion)	1	2	3
Mental and Emotional (ability to manage stress and meet everyday demands)	1	2	3
Purpose (having a sense of meaning, feeling like you are living according to your values and goals)	1	2	3
Financial (managing your economic life to reduce stress and increase security)	1	2	3
Physical (having good health and enough energy to get things done on a daily basis)	1	2	3
Social (having strong relationships and connections in your life)	1	2	3

9. How interested are you in participating in each of the following well-being opportunities?
**Feel free to edit this section to include well-being offerings that may be more interesting or realistic for your staff*

Community Building and Belonging	Not interested	Somewhat interested	Very interested
Identity and inclusion support around race-based traumatic stress	1	2	3
Workshops on best workplace practices (conflict resolution, trauma-informed workplaces, communication skills, etc.)	1	2	3
Diversity, equity, inclusion, and accessibility professional development trainings	1	2	3
Other, please describe:			
Mental and Emotional	Not interested	Somewhat interested	Very interested

Sources: Adapted from DHPE School Employee Wellness Guide, Alliance for a Healthier Generation School Employee Wellness Survey and Centennial School District.

Mental health facilitated offerings (grief support, peer support, emotional regulation support, etc.)	1	2	3
A staff relaxation room onsite	1	2	3
Mindfulness or therapeutic art class	1	2	3
Other, please describe:			
Purpose	Not interested	Somewhat interested	Very interested
A challenge with incentives for participating (21 Days of Gratitude challenge, Random Acts of Kindness Challenge etc.)	1	2	3
Staff recognition or participation prizes	1	2	3
A purpose workshop	1	2	3
Other, please describe:			
Financial	Not interested	Somewhat interested	Very interested
A financial wellness workshop	1	2	3
A retirement planning workshop	1	2	3
A student loan forgiveness workshop	1	2	3
Other, please describe:			
Physical	Not interested	Somewhat interested	Very interested
Healthy snacks and beverages onsite	1	2	3
Challenges with incentives for participation (movement challenges, hydration challenges, etc.)	1	2	3
Onsite or virtual fitness classes such as aerobics, Pilates, Zumba, stretching, and strength training	1	2	3
Other, please describe:			
Social	Not interested	Somewhat interested	Very interested
A group activity (potluck, end of year celebration, paint night etc.)	1	2	3
A staff room makeovers	1	2	3
Staff games (Bingo cards, drawings, competitions etc.)	1	2	3
Other, please describe:			

10. Would you be interested in joining an employee wellness committee to help plan and implement an employee well-being program for your organization?

- a. Yes
- b. No thanks

❖ If you are interested in serving on the wellness committee, please contact our Wellness Coordinator at _____.

11. Which of the following best describes your level of readiness to participate in a holistic well-being program at work? (Check only one answer.)

- I am ready to participate
- I would like more information on what well-being program is
- I don't think I would benefit from a well-being program at work at this time

12. If rewards or incentives were offered as a part of wellness program at work, what type would you prefer? (Check all that apply.)

- Merchandise (water bottles, shirts etc.)
- Personal recognition
- Social opportunities focused on well-being
- Gift cards (grocery store, retail store, movies etc.)
- Other, please specify: _____

13. Our goal is to design a well-being program that is meaningful and engaging to you. If you'd like, please tell us about yourself so we can better support you (Check all that apply.)

What is your gender?

- I identify as a woman
- I identify as a man
- I identify as non-binary, genderfluid, genderqueer, transgender or agender
- I prefer not to say

What is your age?

- 18-30 years old
- 31–50 years old
- 51+ years old
- Prefer not to say

Where do you work? *List your school/district/ESD/community college buildings*

What is your position? **Note: You can add additional positions that apply to your specific organization*

- Certified teacher or course instructor
- Administrator (superintendent, assistant superintendent, president, vice president, etc.)
- Building/department administrator (principal, director, etc.)
- Counselor
- School nurse
- Food/nutrition services staff
- Transportation staff
- Facilities staff
- Para-educator or instructional aide

- Office staff
- Technology department
- Building/department office staff

Thank you for completing this survey! We truly appreciate your time and thoughts. Your feedback is essential to planning a meaningful and robust well-being program for our staff!