



5 Questions to Survey Your Team's Health

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CAREER. LIFE. SUCCESS.



The signs of burnout often vary from one individual to the next, and there is no simple fix that fits all.

There are however, things you can do as a leader that will make an impact across the board.

1. Schedule regular check-ins. Real check-ins, not project-based or previously scheduled discussions.
2. Ask hard questions.
3. Take action with the results.

What you do with what you know makes the difference.

Here are 5 pointed questions to help you survey your team's health.

Regardless of their behavior style, the answers to these questions will tell a lot about their current state.

QUESTION #1

At the end of my workday, I feel...

- a) Ready to spend time engaged with friends, family, or hobbies
- b) Spent. I have nothing left to give
- c) A little bit tired but mostly engaged in my personal life

QUESTION #2

Which of the below best describes how you feel about your work..

- a) It is a job and pays the bills
- b) It is my job and I do what I need to do it well
- c) I enjoy my job and believe I am a contributing member of an overall team/organization

QUESTION #3

How true does this statement feel to you?

I AM SO BUSY DEALING WITH DAILY ISSUES THAT I RARELY FEEL I'VE ACCOMPLISHED ANYTHING SIGNIFICANT.

QUESTION #4

Which of the below best describes how you feel when you come up against a challenge at work..

- a) I feel like it is my job to come up with a solution and that I would be bothering others by asking for help
- b) I feel like others are available to me, but I am not sure how to ask for help
- c) I feel supported by my team and leader, and know that I can reach out to them any time so we can work together to find a solution

QUESTION #5

How true does this statement feel to you?

I AM UNCLEAR ABOUT THE DIRECTION OF THE COMPANY ANDWHERE MY WORK FITS WITHIN IT.

TIPS TO MAKE THE MOST OF YOUR SURVEY

01 Share the intention with your team. Why are we doing this survey and what is the strategy moving forward? Give them a reason to believe that how they respond matters and will impact the follow up.

02 Allow your team to respond anonymously, but include an optional question to provide their name if they would like a personalized follow-up about any of the answers.

03 Take action with the results! Let's dive into this data together. What does it mean and what can you do with it to improve morale?



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RESULTS WITH JEN

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