

Short climate survey, fifteen-question template

Template accompanying the blog article of October 20, 2026 · www.dointalent.com

Introduction message to send to the team

Hello everyone,

We want to know how you experience work at [company name] so we can decide what to improve. We are asking for five minutes to answer fifteen questions.

The survey is anonymous: the form collects responses without name or email, and we will only show results for groups with five or more responses. The only profile question is your team.

It will be open until [date]. On [feedback date] we will share the results and the actions we are going to put in place.

Thank you,

[leadership signature]

Profile field

Which team or area do you work in? [list of teams with five or more people; smaller teams are grouped with a similar one]

Scale for questions 1 to 13

1 Strongly disagree · 2 Disagree · 3 Neither agree nor disagree · 4 Agree · 5 Strongly agree

My work

1. I am clear about my priorities and the results expected of me.
2. I have the tools, information and permissions to do my job without unnecessary delays.
3. My workload fits within my working hours most weeks.

My manager

4. My manager regularly tells me what I do well and what I can improve.
5. I can raise a problem or a disagreement with my manager calmly.
6. My manager takes my personal situation into account when organising the work.

My team

7. In my team we help each other out when someone is overwhelmed.
8. In my team I can put forward a different idea knowing it will be heard.

Recognition and development

9. When I do good work, someone recognises it.
10. In the last year I have learned things that make me a better professional.
11. I see a path to grow in this company.

Leadership and communication

12. I hear about important decisions from the company itself, and in good time.
13. I trust the direction set by the leadership.

Closing

14. On a scale of 0 to 10, how likely are you to recommend this company to someone close to you as a place to work? (0 not at all likely, 10 extremely likely)
15. If you could change just one thing to work better here, what would it be? (open answer)

How to calculate the results

Favourable percentage, questions 1 to 13. Responses of 4 and 5 divided by the total responses to that question, times 100.

eNPS, question 14. Promoters: 9 and 10. Detractors: 0 to 6. eNPS = percentage of promoters minus percentage of detractors. Example: 20 responses, 9 promoters (45%) and 4 detractors (20%), eNPS of plus 25.

Open answer, question 15. Group the answers into four or five themes and count how many times each one appears.

By team. Repeat the calculations for each team with five or more responses and compare them with the company average.

Results table

Question	Responses	Responses 4 and 5	% favourable	Previous year
1. Clear priorities				
2. Tools and information				
3. Workload				
4. Feedback from manager				
5. Raising problems				
6. Personal situation				
7. Help within the team				
8. Different ideas				
9. Recognition				
10. Learning				
11. Growth path				
12. Timely communication				
13. Trust in direction				
14. eNPS		Promoters and detractors	eNPS	

After the survey

1. Share the results with the whole workforce within a month.
2. Choose two or three actions, each with an owner and a date.
3. Go through each team manager's results with them and what will change.
4. Repeat the same survey in a year to compare.

This survey measures climate and complements the psychosocial risk assessment required under occupational risk prevention rules, which is carried out with the prevention service.

Would you like help launching it or turning the results into a plan? Book a free diagnostic session at www.dointalent.com.