

Pulse Survey themes

Themes you may want to include in a pulse survey, in addition to sample questions/statements:

Levels of wellbeing and identifying mental health concerns

How would you rate your overall wellbeing? Do you feel that work is having an impact on your wellbeing? I feel confident talking about my mental health at work. I feel confident managing stress when it comes my way.

Work-life balance

I can successfully balance work and personal life. I can maintain relationships well with friends and family. The organisation sets boundaries for work and personal life which I feel able to stick to.

Workplace culture

I feel able to speak to my manager about my mental health. Senior leaders are effective role models for wellbeing. I feel there is a culture of trust and openness. I would be happy to disclose any mental health concerns to my colleagues without worrying about any negative repercussions. I feel I can manage my workload without it impacting my mental health.

Employee benefits and engagement

Is there anything additional you would like to see the company offer to support you with your wellbeing and mental health? I am happy with the level of wellbeing support I get from this organisation.

