



## EMPLOYEE SURVEYS

Our employee surveys add dynamism to your business by inspiring active employee engagement. We offer a distinctive and innovative format that creates the foundations for decision-making while at the same time triggering change during the survey process itself. We see employee surveys as a strategic tool that can be easily integrated into priority areas: for cultural change, strategic change, and change processes.

### When is an employee survey useful?

*"We would like to know what to address and how employees can share their ideas."*

A typical starting point for the successful use of employee surveys facilitated by PE-Solution.

Would you like to understand the reasons behind stalled change processes and dissatisfaction or are you unsure about the status quo within your business? Maybe you would like to get your company into a strategically beneficial position so that it is ready for realignment and also want to engage your staff in the process? Good plan.

Just avoid data graveyards and unwieldy follow-up processes please!

By focusing on issues that employees can influence, you increase engagement and satisfaction thereby promoting involvement and shared responsibility.

## How do employee surveys work?

An employee survey gets things moving!

Using our innovative approach, we take employee surveys and use them as an opportunity to encourage a dynamic participatory process in which the journey is part of the goal. This places deliberate focus on effectiveness and sustainability.

We start by involving top managers through the use of “key questions”. These identify the survey themes and focus. Experience shows that it is best to follow one clear, strategic principle theme rather than asking lots of broad questions. This then forms the basis for key areas of action and decisions.

As a team that is primarily made up of psychologists, we are highly experienced in the use of questionnaires. We are well versed in survey design, how to frame questions, scales, data collection and data analysis.

The questionnaire is designed to assess influence (“formative assessment”). By building the questionnaire around a deft narrative, employees are encouraged to reflect. The focus isn’t on judging the framework conditions but rather on how to tackle these in a solutions-oriented way. The questionnaire ‘draws’ employees into taking responsibility, allowing them to determine where they have the opportunity to influence things, and to develop ideas for change. This works much better than asking “status questions”, which ultimately only allow for a group comparison (who is best?).

Pilot questionnaires are tested in facilitated development meetings (“MAB-Café”) to provide information and set goals, thus creating employee engagement from the beginning.

The survey is completed online and is usually anonymous. Data protection is very important to us. During employee surveys, we operate our server ourselves using reliable hosting centres. Only PE-Solution is able to access stored data and we can be reached through a help desk.

Descriptive statistics are used for scoring individual questions. In addition, complex data analysis is used to identify groups that share the same views. This leads to target focused follow-up measures and interest profiles: How many employees would like to take which issues further? This means the ‘right’ people are addressing the issues, which increases the likelihood of successful implementation.

During follow-up, interest profile formats are offered to move change forward, e.g. BarCamps, workshops, working groups.



### Get in touch

Do you have questions? Or would you a preliminary consultation? Then feel free to call or just send us an email with your questions!

### PE-Solution

Frankfurter Straße 3A | 38122 Braunschweig | Germany  
Phone: +49 531 120 456 789  
info@pe-solution.de

[PE-SOLUTION.COM](http://PE-SOLUTION.COM)