



Sample employee survey

Identify the needs of parents and caregivers in your workforce

The following are sample questions to help you better understand employees' needs around caregiving, particularly working parents. Questions are grouped into four categories:

- Demographic & work information
- Caregiving & pediatric health
- Balancing career & family
- Conducting a child care needs assessment

Due to the personal nature of some questions, Best Place for Working Parents® suggests surveying employees anonymously so they're comfortable sharing honestly. Note: This is just a guide. We suggest customizing, removing, and/or adding questions to ensure it is relevant to your employees.

SECTION 1: DEMOGRAPHIC AND WORK INFORMATION

Where are you located?

- a) City
- b) State

Which best describes your typical work schedule with the company?

- a) Full-time
- b) Part-time
- c) Currently on leave
- d) Other (Please specify)

How would you characterize your title or level within the organization?

- a) Entry Level
- b) Mid-Level
- c) Senior Leadership
- d) C-level (e.g. Chief X Officer)
- e) Other (please specify)



How long have you been with the company?

- a) Less than a year
- b) 2-3 years
- c) 4 - 5 years
- d) 6 – 10 years
- e) >10 years

NOTE: Consider removing the next section if you have one policy for all employees (e.g. all remote, all in-person).

Which of the following represents how you are currently working?

- a) I work from our company's physical place of work/ office.
- b) I work fully remotely.
- c) I work a mix of remotely and at our company's physical office.
- d) I work in the field (e.g. field service, delivery driver).
- e) I am currently on leave.
- f) Other (please specify)

What is your work preference?

- a) To work from our company's physical place of work/ office
- b) To work fully remotely
- c) To work a mix of remotely and at our company's physical office
- d) To work in the field (e.g. field service, delivery driver)
- e) Other (please specify)

Are there specific challenges you face at this time? Select up to three.

- a) Difficulties coordinating teams across individualized schedules and locations for each team member
- b) Juggling my own varied schedule day to day and week to week
- c) Managing my direct reports and/or teams
- d) Securing child care or education for a child(ren)
- e) Burnout from managing work and home responsibilities
- f) Other (please specify)



SECTION 2: CAREGIVING & PEDIATRIC HEALTH

Please select all the answers that represent your caregiving situation:

- a) I do not have caregiving responsibilities and don't plan to for the foreseeable future.
- b) I do not currently have caregiving responsibilities but am planning to start a family.
- c) I have caregiving responsibilities - I have at least 1 child who lives with me full time.
- d) I have caregiving responsibilities - I have at least 1 child who does not live with me full time, but for whom I provide care part-time.
- e) I have caregiving responsibilities for a disabled, sick, or elderly loved one.
- f) Other (Please specify)

If you are a parent or care for a child, which of the following age groups do your children fall into? Select all that apply:

- a) 0 - 18 months
- b) 19 - 30 months
- c) 2.5 - 5 years old
- d) 6 - 12 years old
- e) 13 - 18 years old
- f) 18+ years old
- g) Not applicable

If you care for a child(ren) under the age of 6 years, do you currently have child care?

- a) Yes – I have consistent access to full-time childcare.
- b) Part time – I have consistent access to childcare, but it doesn't cover all of my work hours.
- c) Part time – I have access to childcare, but its availability is inconsistent/unpredictable.
- d) No – my family is without childcare.

What is your childcare arrangement? Select all that apply:

- a) Full-time nanny
- b) Child care or preschool
- c) Employer-sponsored on-site childcare or preschool
- d) Child(ren) attend elementary or high school during the day
- e) Child(ren) attend school and after-care or afterschool programs
- f) Part-time babysitter/nanny
- g) Childcare provided by my partner, co-parent, or a relative



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- h) N/A – I do not have childcare arrangement.
- i) Other (please specify)

Which of the following actions have you taken to secure childcare during your employment with our company? Select all that apply:

- a) None of the following apply.
- b) I moved to part-time capacity at work or I changed my hours at work.
- c) My partner/spouse moved to part-time, took a leave of absence, or left their job capacity at work.
- d) I took a leave of absence from work to care for my child(ren).
- e) Hired a nanny
- f) Switched to a new childcare center or licensed in-home childcare
- g) I have moved or am considering moving to be closer to family for support.
- h) N/A – I do not have a childcare arrangement.
- i) Other (please specify)

Do any of the following impact your child(ren) that you would like us to be mindful of in considering our HR and/or child care policies? Please select all that apply.

- a) Congenital conditions (e.g. heart defects, genetic disorders)
- b) Childhood chronic illness (e.g. asthma, Type 1 diabetes, epilepsy)
- c) Childhood obesity
- d) Adverse childhood events (death of parent, divorce, parent with substance use, housing or food insecurity)
- e) Pediatric mental health and behavioral issues (e.g. anxiety, ADHD, etc) Childhood cancers or terminal illnesses
- f) Sensory or speech impairments (e.g. deafness, blindness)
- g) Neurodivergent conditions (e.g. Autism Spectrum Disorders, Tourette's)
- h) None of the above apply
- i) Other (please specify)



SECTION 3: BALANCING CAREER & FAMILY

What are your greatest challenges in life and work currently? Select up to three top challenges:

- a) Balancing work and family responsibilities
- b) Dynamics with my manager
- c) Dynamics with colleagues or teammates
- d) Coordinating household responsibilities with my partner
- e) Needing more time for work responsibilities
- f) Emotional wellness or mental health
- g) Logistics of organizing childcare/ education options for my child(ren)
- h) Help with homework for my child(ren)
- i) Health and safety concerns
- j) Caregiving responsibilities for a child(ren)
- k) Caregiving responsibilities for an adult relative
- l) No issues with work and family
- m) Other (please specify)

In an average week, how many days do you feel stressed about balancing work and family responsibilities?

- a) Every day or almost every day
- b) Most days – about 2-3 days per week
- c) Some days – about 1-2 days per week
- d) Almost never – less than 1 day per week
- e) Never

As a result of your caregiving responsibilities, have you considered any of the following due to insufficient childcare services or benefits offered at your company?

- a) Leaving the company
- b) Cutting back on work hours
- c) No

If you are paying or plan to pay for childcare services, how would you describe the cost?

- a) Manageable/Affordable
- b) High, but still able to remain in the workforce
- c) High, considering leaving the workforce
- d) Other (please describe)



How would you rate the childcare related benefits offered by the company?

- a) Inadequate
- b) Adequate
- c) More than adequate

Thinking about employees at this company as a whole, to what extent do you believe more company-provided childcare benefits would impact each of the following?

(Rank each on a scale of 1 to 5 with 1 = Very Little Extent and 5 = Very Large Extent.)

- a) Quality of work
- b) Engagement
- c) Reputation
- d) Productivity
- e) Retention
- f) Other (Please specify)

Which childcare benefits would most help you? (Select up to five.)

- a) Direct stipend to support childcare of my choice
- b) Employer-subsidized childcare center near my home
- c) Employer-subsidized childcare center near my work location
- d) Funding/increased funding for backup (emergency) childcare
- e) Parental leave/increased parental leave
- f) Option to gradually phase back into full-time work after parental leave
- g) After-school care (between the hours of 3 and 6 pm)
- h) Extended hour care (between the hours of 6 pm and 8 am)
- i) Weekend care
- j) Summer care
- k) Tutoring
- l) Childcare resource and referral support
- m) More flexible work schedule
- n) More flexible work location
- o) Other

Anything else you'd like to share as we continue to explore different ways to support our employees?