# Flexible working trial – evaluation survey questions

*Run the same survey at the beginning of the trial, and at the end of the trial – to track your relative progress. Unless stated otherwise, questions are measured on a 5-point scale.*

## My experience

## Flexibility

1. I currently work flexibly (occasionally/regularly/never)
2. (If occasionally/regularly) I access the following: (flexible hours, flexible scheduling or rostering, working remotely, part-time, job-share, purchased additional leave, study leave, compressed working week, add all types of flexible work that are relevant to your operating environment)
3. (If occasionally, regularly) How satisfied are you with your ability to access and use any of these flexible working options? (repeat options above)

## Views about flexibility

1. My job allows me the flexibility I need to meet my work and family/personal commitments
2. I can access ad hoc flexibility when my needs change on short notice
3. I feel okay asking for the flexibility that I need, when I need it
4. I can access flexibility for any reason
5. My commitment to the team or organisation would be questioned if I worked more flexibly
6. My opportunities for promotion would be reduced if I worked more flexibly

## Workplace experience

1. I know what is expected of me in my role
2. There is a high level of trust in my work area
3. I feel I am valued as an employee
4. I feel safe to speak up
5. I am satisfied with my job
6. I feel motivated to contribute more than what is normally required at work
7. I would confidently recommend (add particular area) as a good place to work
8. The business processes we use are efficient
9. We have a climate where people can challenge traditional ways of doing things
10. Work in my team is measured on outputs and outcomes, not time present

## Wellbeing

1. How easy or difficult is it for you to manage the demands of your work and your personal/family life?
2. In the last 6 months have you:
   1. Missed a significant personal/family obligation or event for work reasons (y/n)
   2. Missed a significant work obligation for personal or family reasons (y/n)
3. During the past month how often have you felt refreshed and renewed at the beginning of each day?
4. I have time to take care of my wellbeing
5. I can talk to my immediate supervisor about my wellbeing
6. Should you have any other comments regarding workplace flexibility, please add here: (Free text box)

## Team experience

Thinking about your team or work group, we. . .

1. Are willing to help each other, even if it means doing something outside our usual activities
2. Encourage each other to contribute to discussion so that different points of view help inform decisions
3. Are open to change in the way work is performed
4. Speak openly and honestly with each other about work issues
5. Can rely on each other for support during challenging times
6. Have a good understanding of others’ work roles
7. Are flexible and prepared to adjust to get a job done
8. Have an effective system for organising and planning work to enable flexibility

My immediate supervisor or manager does the following:

1. Is open and honest in their communication with me
2. Supports me to do a good job
3. Is strongly supportive of flexible working
4. Can talk to me
5. Is an effective role model for flexible working

## Customer experience

Thinking about the people of NSW, we. . .

1. Work effectively together to deliver our work objectives
2. Have a high level of productivity
3. Strive to achieve customer/client satisfaction