thrive at work

FREE TEMPLATE · SURVEYS

Pulse survey question bank

60 statements and questions by theme, a ready-made 10-question pulse and a simple rhythm for running it.

How to run a pulse survey

1. Keep it to 5–15 statements and under 3 minutes.
2. Keep a stable core of 5 statements so trends mean something; rotate the rest.
3. Run it monthly or every six weeks between broader surveys.
4. Report only groups of 5 or more people to protect anonymity.
5. Share team results within a week and agree one action per team.

Answer scale for all statements: 1 Strongly disagree · 2 Disagree · 3 Neither agree nor disagree · 4 Agree · 5 Strongly agree.

Ready-made 10-question pulse

Statement	1	2	3	4	5
I would recommend this company as a good place to work.					
I see myself still working here in a year.					
My workload is manageable.					
I have enough energy to do my job well most days.					
I can switch off from work and recover between working days.					
I can focus on my most important work without constant interruptions.					
My manager supports me when I need help.					
I know what is expected of me this month.					
I feel my work is recognized.					

Open question: What is one thing that would make your work better this month?

Question bank by theme

Engagement and commitment

- I am proud to work here.

- I rarely think about looking for a job at another company.
- My work gives me a sense of purpose.
- I am motivated to go beyond what is expected.
- I would recommend our products or services.

Energy

- I have enough energy at the end of the working day.
- My energy is steady through the week.
- I rarely feel exhausted by work.
- I take breaks during the day.
- My job does not leave me drained in the evenings.

Recovery

- I can switch off from work in the evenings.
- I rarely work at weekends.
- I get enough sleep on work nights.
- I take my vacation time.
- I come back to work rested after time off.

Focus

- I have time for focused work every day.
- Meetings leave me enough time to do my job.
- I am not interrupted constantly by messages.
- My priorities are clear.
- I can finish important work without rushing.

Resilience

- I can handle setbacks at work without lasting stress.
- When things go wrong, I know where to get help.
- I feel confident handling pressure in my role.
- Change at work is explained well.
- I recover quickly after a difficult week.

Workload

- My workload is realistic for the time available.
- Deadlines are achievable.
- Work is shared fairly in my team.
- When priorities change, something else is taken off my plate.
- I rarely work longer hours than planned.

Manager and leadership

- My manager gives me useful feedback.

- My manager cares about my wellbeing.
- I trust senior leaders to make good decisions.
- Leaders explain the reasons behind changes.
- I can raise concerns without fear.

Connection and belonging

- I feel part of my team.
- People in my team help each other.
- I can be myself at work.
- I have someone at work I can talk to.
- Different views are welcome in my team.

Growth and enablement

- I am learning and growing in my role.
- I have the tools I need to do my job well.
- I can see a future for myself here.
- I have had a useful development conversation in the last six months.
- Processes help me rather than slow me down.

Recognition and fairness

- Good work is recognized here.
- Pay is fair for the work I do.
- Decisions about people are made fairly.
- I am treated with respect.
- My contribution matters to the team.

Change and AI

- I understand why changes are happening.
- I have had enough training for new tools.
- New tools have made my work easier, not harder.
- I feel comfortable using AI tools in my role.
- I know how my role is likely to change.

Open questions

- What is one thing we should start doing?
- What is one thing we should stop doing?
- What drains your energy most at work right now?
- What would help you do your best work next month?
- Is there anything else you want leaders to know?

Reading the results

- Track the 5 core statements over time; act on changes of 5 points or more.

- Read energy, recovery and workload next to engagement: a committed team with low energy needs relief, not motivation.
- Thank people, share results and say what will change. Silence after a survey lowers the next response rate.

> **About thrive at work.** thrive at work is an employee engagement platform that also measures capacity to perform. One anonymous survey shows which teams are thriving and which are running low, then turns results into action plans. thriveatwork.ai