



Meritage

EVP Survey Questions





Thinking back to when you were considering working at <organization name>, **what made you join?** (Select up to 4.)

- | | |
|---|---|
| <input type="checkbox"/> Salary | <input type="checkbox"/> Quality of co-workers |
| <input type="checkbox"/> Benefits | <input type="checkbox"/> Commitment to diversity, equity, and inclusion |
| <input type="checkbox"/> The company's reputation | <input type="checkbox"/> Educational assistance |
| <input type="checkbox"/> Learning and development opportunities | <input type="checkbox"/> Working with leading-edge technology |
| <input type="checkbox"/> Site location | <input type="checkbox"/> Remote/Work from home |
| <input type="checkbox"/> Type of work | <input type="checkbox"/> Quality of leadership |
| <input type="checkbox"/> Flexibility in work hours | <input type="checkbox"/> Company impact (environmental, philanthropic, ethical, and economic) |
| <input type="checkbox"/> Opportunities for advancement | <input type="checkbox"/> My direct supervisor |
| <input type="checkbox"/> Culture | <input type="checkbox"/> Organizational communication |
| <input type="checkbox"/> Opportunities to serve the community | <input type="checkbox"/> Workplace environment (physical environment and facilities) |
| <input type="checkbox"/> Other (please specify) | |
-

As an employee, **what keeps you here?** (Select up to 4.)

- | | |
|---|---|
| <input type="checkbox"/> Salary | <input type="checkbox"/> Quality of co-workers |
| <input type="checkbox"/> Benefits | <input type="checkbox"/> Commitment to diversity, equity, and inclusion |
| <input type="checkbox"/> The company's reputation | <input type="checkbox"/> Educational assistance |
| <input type="checkbox"/> Learning and development opportunities | <input type="checkbox"/> Working with leading-edge technology |
| <input type="checkbox"/> Site location | <input type="checkbox"/> Remote/Work from home |
| <input type="checkbox"/> Type of work | <input type="checkbox"/> Quality of leadership |
| <input type="checkbox"/> Flexibility in work hours | <input type="checkbox"/> Company impact (environmental, philanthropic, ethical, and economic) |
| <input type="checkbox"/> Opportunities for advancement | <input type="checkbox"/> My direct supervisor |
| <input type="checkbox"/> Culture | <input type="checkbox"/> Organizational communication |
| <input type="checkbox"/> Opportunities to serve the community | <input type="checkbox"/> Workplace environment (physical environment and facilities) |
| <input type="checkbox"/> Other (please specify) | |
-



Please rate the following categories at <organization name>:

	Positive	Neutral	Negative	N/A
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The company's reputation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning and development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Site location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Type of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility in work hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to serve the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to diversity, equity, and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with leading-edge technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Remote/Work from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company impact (environmental, philanthropic, ethical, and economic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My direct supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace environment (physical environment and facilities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please rate how the values are followed within the organization.

	Not at all followed	Mostly not followed	Sometimes followed	Mostly always followed	Always followed
Value 1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Value 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Value 3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Value 4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How likely is it that you would recommend <organization name> as an employer to a friend or former colleague?

Not at all likely

Extremely Likely

0	1	2	3	4	5	6	7	8	9	10
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Your Role

Which part of the organization do you work for?

ADAPT THIS QUESTION AND THE ANSWER CHOICES TO YOUR ORGANIZATION STRUCTURE



Outside of Work

Outside of your work at <organization name> how do you prefer to spend your time? (Select all that apply.)

- Fitness activities
- Caring for / spending time / doing activities with my children
- Attending youth recreational activities
Coaching youth recreational activities
Volunteering
- Traveling
- Working a second job
- Caring for a parent or other elderly family member
- Watching TV or video streaming service (Netflix, Hulu, Amazon, etc.)
- Reading
- Gardening
- Playing video / internet games Surfing the internet
- Listening to music
- Participating in church / religious activities
- Cooking / baking
- Other (please specify)
- Shopping
- Eating out
- Going to the movies
- Visiting family members
- Hanging out with friends Going for drinks
- Sewing / Knitting / Quilting Wood / metalworking Activities with pets
- Arts & crafts (painting, pottery, photography, etc.)
- Going to school
- Spending time with significant other / spouse Playing music
- Playing sports
- Watching sports
- Home improvements / maintenance
- Outdoor activities (hiking, camping, fishing, hunting, etc.)
- Visiting the theater and / or museums Auto restoration / repair
- Dancing

Which social media site(s) or app(s) do you visit at least one time **per day**? (Select all that apply.)

ADAPT THE ANSWER CHOICES TO THE PLATFORMS AVAILABLE IN THE COUNTRIES WHERE YOUR EMPLOYEES LIVE

- Facebook
- Twitter
- Instagram
- LinkedIn
- YouTube
- Pinterest
- SnapChat
- TikTok
- Other (please specify)
- Reddit
- WeChat
- Douyin
- Telegram
- Kuaishou
- Sina Weibo
- QQ
- I do not use social media



What are the primary reasons you visit the social media site(s) or app(s)? (Select all that apply.)

USE THE SURVEY TOOL LOGIC FEATURE TO ONLY PRESENT THE RESPONDENT WITH THE SOCIAL MEDIA SITES OR APPS THEY SELECTED IN THE PREVIOUS QUESTION

	Connect with family/friends	Catch up on local news	Catch up on national/global news	See what is happening with celebrities/rts teams/artists	Support social causes	Watch/stream movies/shows	Research for work needs	Research for personal needs	Keep up with what is happening in my industry	N/A
Facebook	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Twitter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instagram	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LinkedIn	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
YouTube	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pinterest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SnapChat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TikTok	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reddit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
WeChat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Douyin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telegram	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Kuaishou	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sina Weibo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
QQ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not use Social Media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Insert text from other]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



What types of organizations or pages do you follow on **any** social media site? (Select all that apply.)

- My company Other companies
- Non-profit / charity organizations or groups
- News organizations
- Sports teams
- Lifestyle sites (fitness, beauty, diet, wellness, fashion, etc.)
- Career-related organizations / sites
- Other (please specify)
- Political pages (individual politicians or parties, political activism pages)
- Celebrities / Sports figures
- Community pages (neighborhood, city, county, etc.)
- Parenting Hobbies
- I do not use social media

What type of videos do you watch on YouTube? (Select all that apply.)

- Vlogs
- Gaming videos
- Comedy / Skit videos
- Haul videos
- Tag or challenge videos
- Favorites / Best of videos
- DIY videos
- Other (please specify)
- Unboxing videos
- Music videos
- Movies
- Industry / Career specific videos Educational videos
- I do not watch videos on YouTube

What genre of podcasts do you listen to? (Select all that apply.)

- Comedy
- News
- True Crime
- Sports
- Health / Fitness Religion/Faith Politics
- Self-help / Productivity
- Other (please specify)
- Investigative journalism
- Business / Finance
- History
- Industry / Career specific
- Celebrity / Gossip
- I do not listen to podcasts



How do you listen to music or talk radio? (Select all that apply.)

- Radio
- Spotify
- Pandora
- Amazon Prime
- Apple Music
- SoundCloud
- Other (please specify)
- SiriusXM
- Tidal
- Deezer
- Tencent
- YouTube
- I do not listen to music

What genres of music do you listen to? (Select all that apply.)

- Blues
- Christian
- Comedy
- Country
- Club/House
- Funk
- Gospel
- Hip Hop/R&B
- Rock
- Pop Punk
- Reggae
- Other (please specify)
- Talk Radio
- Sports Radio
- Classical
- Heavy Metal
- Alternative Rock
- Classic Rock
- Bluegrass
- Electronic
- Jazz
- Indie Folk

What were you doing before joining <organization name>?

- Student in High School
- Student in College/University
- Student in Trade School
- Similar role in the <industry>
- Other (please specify)
- Similar role not in the <industry>
- Different role in the <industry>
- Different role not in the <industry>
- Not actively employed



Your Career Aspirations

What are your top career aspirations? (Select up to 2.)

- I have no interest in pursuing more than my current role
- I want to become an expert in my current field I want to lead others in my department
- I want to lead others in my function
- Other (please specify)
- I want to be a part of the executive team I want to become an entrepreneur
- I want to explore roles outside my current field

What motivates you to achieve your career aspirations? (Select up to 2.)

- Recognition for my accomplishments
- Live up to the expectations of others Obtain financial rewards
- Validation of my success
- Other (please specify)
- Achieve a perceivable role of success Continuous learning
- Pass my knowledge onto others
- Balance my other interests outside of work

What is needed to achieve your career aspirations? (Select up to 2.)

- Continued education to stay relevant
- Mentorship
- Available opportunities
- Other (please specify)
- Leadership/supervisor support
- Formal education (Degree/Certificate etc.)
- Continued education for advancement

What barriers at <organization name> get in the way of achieving your career aspirations? (Select up to 2.)

- No or limited opportunity for education to stay relevant
- No or limited mentorship opportunities No or limited available opportunities
- No or limited leadership/supervisor support
- Other (please specify)
- No or limited resources to pursue formal education (Degree/Certificate)
- Lack of organizational influence
- Lack of continued education for advancement I do not see any barriers at <organization name>