

**SHARE YOUR VIEW:**  
responding to Covid-19

REALISE REACT REVIVE REBUILD



#weareallinthistogether

## 'Share Your View' Lockdown Moving Forward

At this time of recent change and uncertainty, we would like to ensure we are doing all that we can to support you with a smooth transition as we 'move forward'. As you will know already, we are committed to the safety and wellbeing of all employees, as well as the recovery and development of our entire organisation.

As part of this, we would like to invite you to 'share your view' and help by providing information to ensure we get this important transition right. Outlined below are some questions that we would like you to consider and respond to. We would like you to provide your perception of how things really are for you and for our organisation now.

Please provide accurate feedback, as this will help us focus on the right areas for you, colleagues and customers. All feedback provided will be considered greatly to influence decisions and future opportunities. Please can you say if you strongly disagree = 1, disagree = 2, agree = 3, or strongly agree = 4 with the comments below.

Please can you ensure that you 'share your view' We are aiming for 100% participation and feedback.

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### \* Q1 Wellbeing

	Strongly Disagree	Disagree	Agree	Strongly Agree
I am keen and ready to move forward in alignment with our organisation's recovery plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident about being able to work safely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am apprehensive about the idea of returning to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported by our organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recent events have adversely affected my general well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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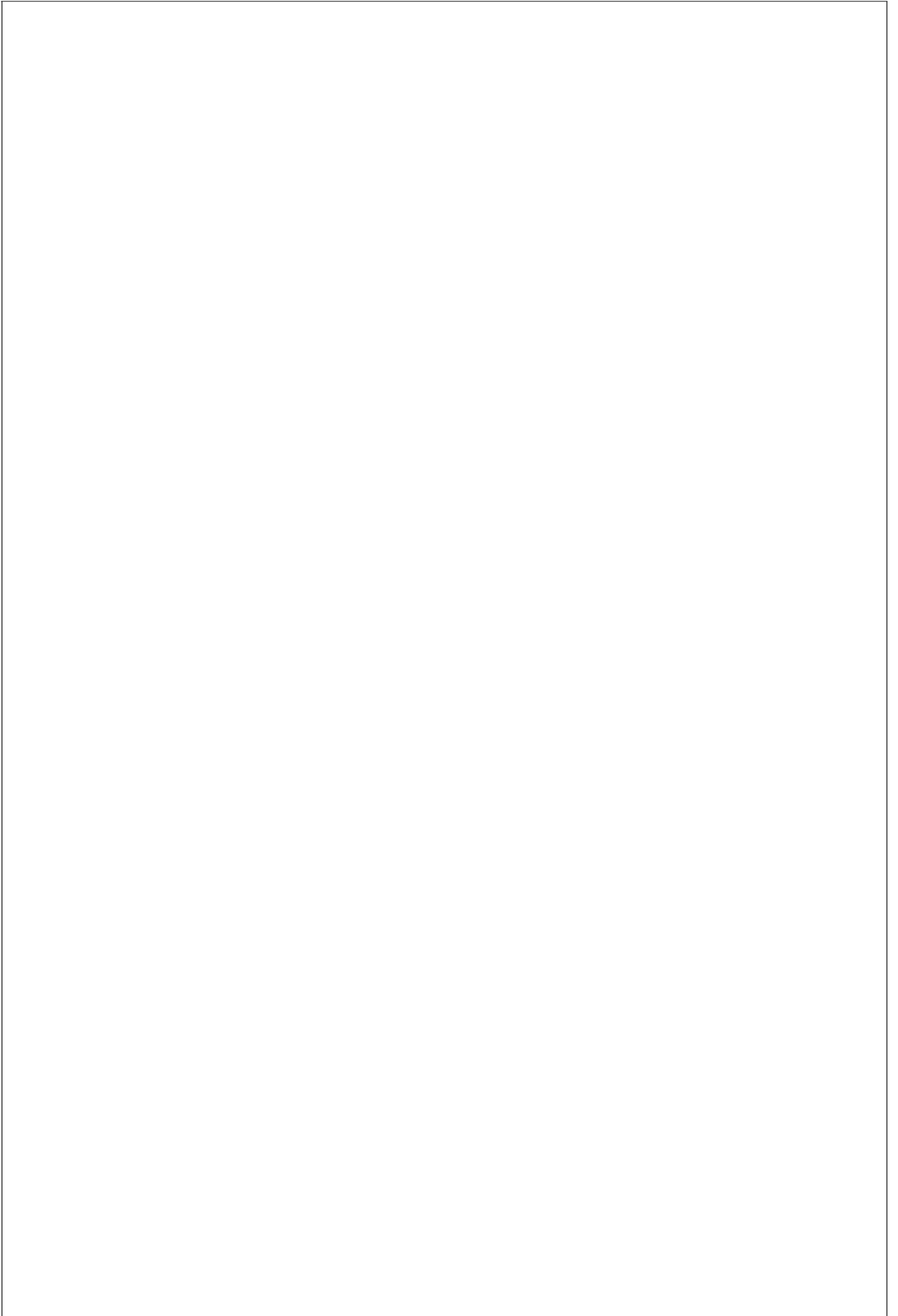


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**\* Q2 Communications and Change**

	Strongly Disagree	Disagree	Agree	Strongly Agree
I have had relevant, regular communications from our organisation about the right things at the right times	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had relevant, regular communications with my manager since mid-March 2020	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had opportunities to discuss matters that are important to me and our business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have regular interaction with my work colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the reasonable adjustments that have been / are being made?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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### \* Q3 Leadership

	Strongly Disagree	Disagree	Agree	Strongly Agree
I am inspired by the Directors of our organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust that our Directors can manage the challenges and opportunities ahead	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am inspired by the managers in our organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have confidence in the leadership skills of our managers to manage the challenges ahead	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a good relationship with my manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### \* Q4 Business Direction

	Strongly Disagree	Disagree	Agree	Strongly Agree
Our business vision, purpose and goals remain / are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relevant changes in direction have been communicated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is transparency about the impact of recent events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have a good recovery plan underway	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident in the future of our business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### \* Q5 Role Clarity

	Strongly Disagree	Disagree	Agree	Strongly Agree
I know what is expected of me in my role going forward	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am mindful that my role and workload might change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how my role contributes to the overall performance of our organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to have clarity conversations about the future purpose and directions of my role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident about the future of my role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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### \* Q6 Culture

	Strongly Disagree	Disagree	Agree	Strongly Agree
We have a culture of support, encouragement and success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have clear organisational values that are well communicated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our culture, values and behaviours may have to change in response to recent events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that our organisation has the flexibility to change in response to changing requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what behaviours are expected for the ongoing success of our business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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### \* Q7 Flexibility

	Strongly Disagree	Disagree	Agree	Strongly Agree
I am able to work from home effectively with access to the right resources (space, desk, WiFi)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to discuss flexible working arrangements with regards to working from home or office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe travelling to and from my place of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will have access to the necessary PPE and safe systems of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have constraints with regards to returning to my physical work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### \* Q8 Support

	Strongly Disagree	Disagree	Agree	Strongly Agree
I believe our organisation and leaders are doing all they can to support me at this time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that colleagues will support each other during this period of change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued, supported and respected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident that I can do my role effectively under the current / mid-term circumstances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would benefit from additional support at this time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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\* **Q9 What do you believe has been handled very well by our organisation during this crisis** (3-300 characters)

\* **Q10 What do you believe could have been handled more effectively by our organisation over recent times?** (3-300 characters)

\* **Q11 If you have constraints preventing you from fulfilling your role at work – please describe the key factors to help us understand, and support you to develop solutions?** (3-300 characters)

\* **Q12 What recommendations do you have for ongoing effectiveness and continuous improvement and help us move forward?** (3-300 characters)

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**Your responses will remain anonymous. It can be helpful to have some filtering information that can help us look at specific areas of priority or focus. You can choose if you would like to complete this or not. Please select below:**

### Location

Working from home

Working on site

Furlough

### Length of Service

Under 1 Year

1- 5 Years

5+ Years

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### Additional Comments

Please share additional comments or expand on any responses that may help influence positive change.

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**Thank you for your participation, it is greatly appreciated.**