

MENTAL HEALTH [IN PARTNERSHIP WITH ONE MIND]

How to use it:

A pulse survey about mental health helps you understand employee perceptions around your mental health resources and support. This template asks employees for their point of view to ensure you are engaging and supporting every employee.

When to use it:

Use a mental health pulse survey as a way to gather direct feedback from employees on mental health program awareness, organization support and manager support. This feedback will guide investments in program awareness and elevate areas of concern.

QUESTIONS:

Awareness

1. I have a clear understanding of the mental health resources and services available to me.
(6-point agreement scale)
2. I know where to direct questions regarding our mental health resources and services.
(6-point agreement scale)
3. The mental health resources and services offered here meet my and my family's needs.
(6-point agreement scale)
4. I am confident that the resources offered will help me in the future.
(6-point agreement scale)

Organization Support

1. Our organization's policies (such as paid time off, hours worked, flexible hours, etc.) support mental health.
(6-point agreement scale)
2. I feel comfortable talking about my mental health with others inside our organization.
(6-point agreement scale)
3. Senior leaders in our organization prioritize mental health at work.
(6-point agreement scale)

4. Our organization's benefits around mental health are competitive with other organizations.
(6-point agreement scale)
5. Steps taken by the organization to support mental health have improved my mental health.
(6-point agreement scale)

Manager Support

1. My immediate manager creates an environment where mental health can be discussed.
(6-point agreement scale)
2. My immediate manager prioritizes the mental health of our team.
(6-point agreement scale)
3. I can openly discuss mental health challenges and concerns with my immediate manager.
(6-point agreement scale)
4. My manager has or would make changes to my workload or work environment in order to improve my mental health.
(6-point agreement scale)

Open Ended

1. What can the organization START doing to better support your mental health?
(open-ended)
2. What can the organization STOP doing to better support your mental health?
(open-ended)