

Get Outdoors Employer Survey



The Get Outdoors Employers Survey assesses how organizations are promoting use and stewardship of the outdoors through workplace initiatives to enhance employee health and well-being. Use this survey to measure strengths and opportunities for enhancing your workplace culture to promote the great outdoors.

This 40-question survey should take you no longer than 15 minutes to complete.

The Get Outdoors Employer Toolkit, designed for Colorado companies interested in improving the health and well-being of their employees, was created in a partnership with the Center for Health, Work & Environment at the Colorado School of Public Health and the Outdoor Recreation Industry Office at the Colorado Office of Economic Development and International Trade. It is built to help employers integrate and promote sustainable nature experiences and outdoor recreation through workplace initiatives and enhance the health and well-being of diverse workforces.



Employer Demographics

Location

Organization Name

Website

Phone Number

Address 1

Address 2

City

State

Zip Code

Contacts

Primary Contact Name

Secondary Contact Name

Primary Contact Position

Secondary Contact Position

Primary Contact Phone

Secondary Contact Phone

Primary Contact Email

Secondary Contact Email

Number of Employees

Total including full time, part time, & contractors

Part time (less than 50% time)



Full time (more than 50% time)

Contingent Workers (e.g. Contracted, Temporary, Seasonal, Freelance, Consultants)

Number of Employees by Gender

Female

Nonbinary

Male

Number of Employees by Age

<21 years of age

50-65 years of age

21-29 years of age

>65 years of age

30-49 years of age

Description

What industry does your organization identify with?

- Accommodation and food service
- Administration and support
- Agriculture
- Art, entertainment, and recreation
- Construction
- Education
- Government
- Health care
- Information technology
- Manufacturing
- Outdoor industry (private company/brand)
- Outdoor industry (non-profit, conservation, advocacy)
- Retail and wholesale
- Transportation



Is your business at least 51% owned, controlled, and actively managed by any of the following?

- Minority Person(s)
- Woman/Women
- LGBTQ(s)
- Veteran(s)
- Disabled Person(s)
- None of the Above

Motivation for organizational commitment to health and safety.

Please select the primary reasons for prioritizing workplace health, safety, and well-being.

- To improve the health of our employees and their families
- To decrease absenteeism
- To improve employee morale
- To increase employee retention
- To enhance productivity
- Other:
- To contain costs

Organizational and Leadership Values

For the purpose of this survey, outdoor recreation refers to the activities that occur outdoors in an urban, suburban, and man-made environment as well as those activities traditionally associated with rural and natural environments. This includes parks, wilderness, and other designated or undesignated areas.

Please rate how much you agree or disagree with the following statements:

	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
Our organization values the outdoors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders at our organization value the outdoors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders at our organization model the way, actively encourage, and express a vision of well-being that includes the outdoors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders at our organization participate in outdoor activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders at our organization encourage use of outdoor space to team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
Use of the outdoors is incorporated into existing health and wellness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees at our organization value outdoor recreation (i.e., biking, hiking, skiing, fishing, other outdoor activities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The exterior appearance of our workplace (building) reflects the outdoor values of our organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees use of outdoor space during the workday improves productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees use of outdoor space during the workday improves health and well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**What does your organization do to encourage access and use of outdoor spaces?
Select all that apply.**

- Provides flexible working hours and schedules
- Provides resources and tips about ease of access (trail maps, guided hikes)
- Provides training to employees that introduces outdoor opportunities
- Provides employees with incentives to get outdoors (such as corporate ski passes, bike share vouchers, tickets to sports events)
- Organizes outings for employees
- Organizes and sponsors outdoor recreation events
- Other:



How often does your organization hold retreats or work-related functions outdoors?

- Daily Monthly
 Weekly Annually

Access and Inclusivity

We think of outdoor spaces as those that are located immediately around a person's worksite, such as a picnic area or green space on a campus, and those that are off-site, such as parks and recreation areas. Let's assess first about outdoor spaces immediately around your current workplace/building/worksite.

At your workplace currently, what type(s) of outdoor space do employees have access to?

Select all that apply.

- Balcony
 Outdoor plaza
 Picnic area
 Greenspace
 Parks
 Trails
 Other:

What groups of employees have regular access to outdoor spaces? Select all that apply.

- Full-time
 Part-time
 Hourly
 Contractors
 Other:



How do employees utilize outdoor spaces during work hours? Select all that apply.

- Lunches
- Exercise
- Walking meetings
- Socializing with coworkers or clients
- Taking personal calls
- Working outdoors
- Taking work breaks
- Other:

On average, how much time per day do employees spend in outdoor spaces during work hours?

- No time
- 1-30 minutes
- 31-60 minutes
- 61-120 minutes
- 120+ minutes

Please rate how much you agree or disagree with the following statements:

	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
All employees use outdoor spaces equally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Only some employees use outdoor spaces frequently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Only senior leaders and managers use outdoor spaces frequently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



What are the physical and psychosocial barriers employees face to accessing outdoor spaces in your organization? Select all that apply.

- Safety
- It does not appear welcoming
- Not all employees are comfortable with outdoor spaces
- Area is used for smoking
- Area is used only for exercise
- Employees feel judged by coworkers
- Fear of wasting time
- Other:

We will now ask you about off-site outdoor spaces. For the purpose of this survey, this includes parks, recreation areas, or other nature areas that may or may not be in close vicinity to your organization.

What is the proximity to the nearest off-site outdoor space to your workplace?

- 1-5 miles 11-25 miles
- 6-10 miles 26+ miles

Is there a safe access route to this off-site outdoor space through the following?

	Yes	No	Don't know
Sidewalks or paths that connect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ADA accessible paths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bike lanes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appropriate traffic signage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crosswalks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**What are your organization’s top priorities for increasing access to outdoor spaces?
Select all that apply.**

- Educating employees
- Improving safety
- Securing leadership support
- Encouraging more use
- Creating opportunities to introduce employees to outdoor spaces and activities
- Offering flexible work schedules
- Other:

Health Promotion Policies and Activities

Providing employees with an environment to make healthy choices is important to supporting their overall health and wellbeing. This section will cover what your organization is currently offering for health and wellness initiatives that promote employees getting outdoors.

Does your organization promote or encourage outdoor breaks (such as a walk or personal break)?

- Yes No Not sure

Does your organization support employees who wish to perform essential work duties outside?

- Yes No Not sure

Is there a safe access route to this off-site outdoor space through the following?

	Yes	No	Not sure
Group walks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Game days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BBQs and picnics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other: <input style="width: 150px;" type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Does your organization sponsor outdoor recreation and social events?

	Yes	No	Not sure	Not currently, but we would like to
Races	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group hikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Runs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bike rides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skiing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sports leagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Education and Conservation

Integrating conservation ethics into all health promotion-focused recreation programs helps ensure the sustainability of outdoor places. This section will cover what your organization is doing to promote responsible use of the outdoors.

Does your organization educate employees about responsible use of the outdoors?

Yes No Not sure

Does your organization partner with any groups in the following categories that focus on improving access and conservation of the outdoor environment?

- Municipal/State/Federal land agencies
- Conservation/advocacy groups
- Non-profit organizations
- Other:
- None of the above

Does your organization sponsor and/or participate in outdoor volunteer days (such as trail building, picking up trash, etc.)?

Yes No Not sure



Would your organization be interested in sponsoring and participating in outdoor volunteer days?

- Yes Maybe No

If no, please explain why:

Does your organization have outdoor advocates and/or health and wellness champions who can support responsible outdoor use?

- Definitely yes Probably not
 Probably yes Definitely not
 Might or might not

What other resources would be helpful to expand and maintain the use of outdoor spaces for employees at your organization?

Thank you for completing this survey.



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As a program based in the Center for Health, Work & Environment at the Colorado School of Public Health, our deep experience as researchers and industry trailblazers informs everything we do for you.

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