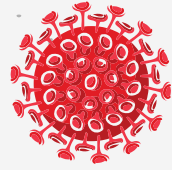


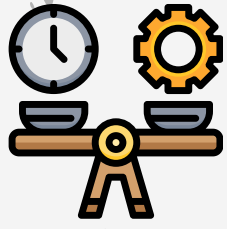
COVID-19 PULSE SURVEY

Following are the key dimensions to understand overall employee engagement during COVID 19 and the factors driving it



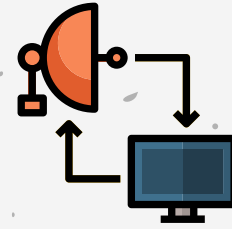
COVID response

- My Organization is responding appropriately to the COVID 19 pandemic



Work-life balance

- I am able to maintain a good work-life balance while working remotely
- I have sufficient flexibility in my work for me to meet the other responsibilities (childcare, caring for family members) at home



Communication

- I have received clear and adequate communication regarding how the current situation impacts my work area



Concern for well-being

- My organization genuinely displays concern on how the COVID-19 pandemic may affect my well-being



Safety

- My organization has made the right choices to keep us safe during the COVID-19 pandemic



Productivity

- Organization's initiatives help me be productive while working remotely



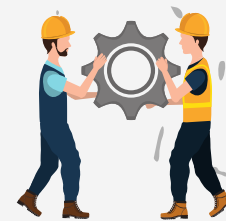
Leadership Support

- Senior leadership connects frequently to provide for any support or help during this difficult time



Manager Support

- My manager regularly checks-in how I am doing (both work-related & personally)



Work conditions

- I have the necessary equipment and technology to carry out my work remotely



Collaboration

- My colleagues are supportive, appreciate each other's challenges and continue to collaborate during this time.

Free Text Question

What is one thing the organization could do differently to enhance your engagement during this time?

Note: The Pulse Survey can be customized