

Employee Wellness Surveys: A Practical Guide for HR Leaders

Understanding Today's Wellness Challenge of Hybrid Work & Beyond



8 PAGES
9 MIN READ



25+ SURVEY
QUESTION BANK



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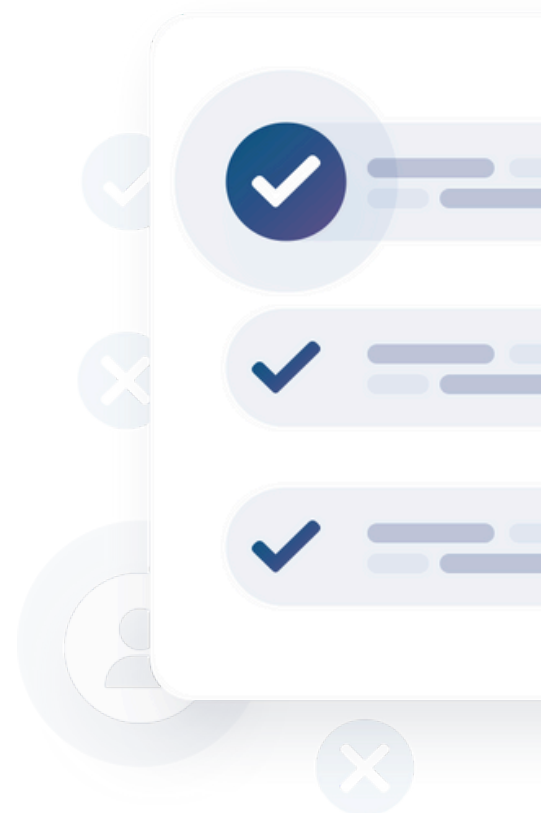
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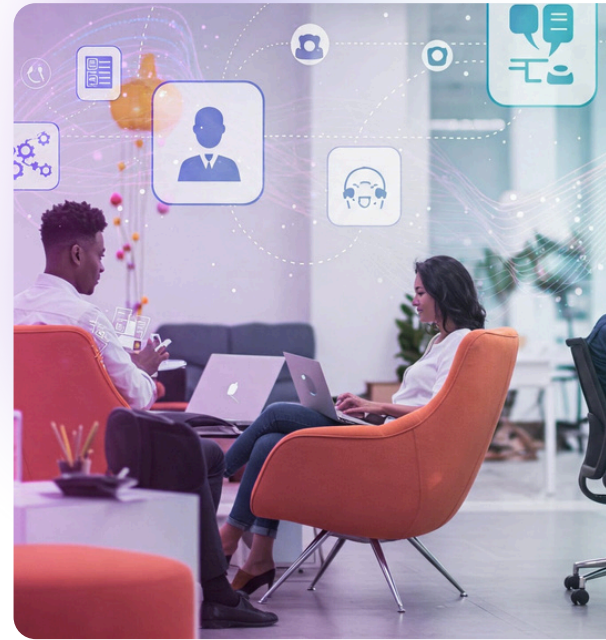


Achieve Lasting Wellness
Results For Your Organization

Understanding Today's Wellness Challenge

The modern workplace has transformed dramatically. With 27% of employees working fully remote and over half in hybrid arrangements, organizations face unprecedented challenges in supporting workforce well-being. This shift demands fresh approaches to measuring and improving employee wellness.

Recent data reveals the urgency: workplace stress leads to 12 billion lost workdays annually, creating massive productivity gaps. Yet despite these staggering numbers, most companies lack comprehensive wellness strategies. Only 25% offer structured stress management programs, leaving a dangerous gap between employee needs and organizational support.



This guide provides a strategic framework for creating wellness surveys that deliver actionable insights. You'll discover which areas to measure, how to draft effective questions, and proven methods for transforming feedback into meaningful workplace improvements.

Measuring Stress and Burnout

The Hidden Impact on Your Organization

Stress has emerged as the defining challenge of modern work. Research indicates that 42% of employees lose significant productivity daily due to stress-related issues. Even more concerning, one in five workers considers leaving their job every day because of overwhelming pressure.

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42%

**of employees
experience
productivity loss
due to stress**

The financial implications extend beyond lost productivity. Stressed employees take more sick days, make more errors, and struggle with decision-making. Teams with high stress levels experience increased conflict and reduced collaboration. Left unchecked, chronic stress creates a cycle of burnout that spreads throughout departments.

Effective stress measurement begins with accurate survey questions that uncover both causes and impacts.

Use these proven prompts in your wellness survey with a 1-5 rating scale.

Essential Stress Assessment Question

Work-Related Stress

- ☐ I can manage daily work pressures effectively
- ☐ My stress remains manageable throughout the workday
- ☐ I have adequate resources to handle stressful situations

Recovery and Balance

- ☐ I can disconnect from work during personal time
- ☐ My workload allows for proper rest and recovery
- ☐ I feel refreshed when starting each workday

Support Systems

- ☐ My manager helps me navigate stressful periods
- ☐ I am provided helpful stress management resources
- ☐ I feel comfortable discussing stress concerns with leadership

**1-5 scale from Strongly Disagree to Strongly Agree*



Converting Data Into Action

Survey results often reveal specific stress patterns. For example, high scores in a certain department might indicate resource gaps or unrealistic deadlines, while teams reporting an inability to disconnect may simply need clearer boundary policies.

Successful interventions address these root causes. This might involve larger changes like workload redistribution and deadline adjustments, but even simple, consistently implemented solutions like protected lunch hours or email-free evenings can significantly reduce stress levels.

Optimizing Work Environments

Physical Spaces Shape Mental Health

Whether working remotely or on-site, an employee's physical environment profoundly affects wellness. Poor ergonomics lead to chronic pain, interruptions destroy focus, and inadequate equipment creates compounding frustration.

Remote workers face unique challenges that can lower well-being. Despite higher engagement, many feel stress and isolation. Lacking proper home office setups can cause musculoskeletal pain, while others struggle with household distractions or inadequate tech. Your wellness survey must address these minor irritations that can become major wellness concerns by asking questions such as:

Key Environmental Assessment Areas

Physical Comfort

- ☐ My workspace supports good posture and movement
- ☐ I have adequate lighting and temperature control
- ☐ My equipment meets my daily work needs

Focus and Productivity

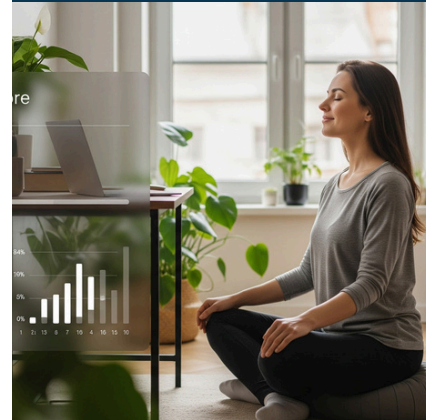
- ☐ I can work without frequent interruptions
- ☐ My environment allows for concentrated work
- ☐ Noise levels support my ability to focus

Technology and Tools

- ☐ I have reliable internet and technology access
- ☐ Software systems support efficient work
- ☐ Technical issues rarely disrupt my productivity

**1-5 scale from Strongly Disagree to Strongly Agree*

Wellness Surveys Expose Hidden Stressors Remote Work Can Create



Environmental Improvements That Matter

Small environmental changes yield significant wellness benefits. For instance, providing ergonomic assessments prevents physical strain, creating quiet zones reduces cognitive overload, and upgrading tech eliminates the daily frustrations that erode job satisfaction. This could mean offering equipment stipends to remote workers, while for office staff it might involve reassessing open floor plans that cause constant interruptions. The goal is to create an environment that supports both collaboration and individual focus.

Supporting Physical Health



The Body-Mind Connection at Work

Physical wellness directly influences mental health and job performance. Yet 66% of office workers report work-related physical ailments. Extended sitting, poor posture, and limited movement create health issues that reduce both productivity and quality of life.



The shift to remote work has intensified physical challenges, leaving many employees sedentary for longer periods while accelerating physical strain with home workspaces that often lack ergonomic furniture. Without direct employee experience data, many organizations lack a responsive strategy to address these physical wellness gaps. To gain the necessary insight, consider questions like these:

Physical Wellness Indicators

Overall Health

- ☐ I feel physically healthy and energetic
- ☐ Work doesn't negatively impact my physical well-being
- ☐ I maintain healthy habits during workdays

Movement and Breaks

- ☐ I take regular breaks from screens and sitting
- ☐ My schedule allows for physical movement
- ☐ I feel encouraged to prioritize physical health

Ergonomics and Safety

- ☐ My workspace setup prevents physical strain
- ☐ I understand proper ergonomic practices
- ☐ Physical discomfort doesn't interfere with my work

**1-5 scale from Strongly Disagree to Strongly Agree*



Practical Physical Wellness Solutions

Effective physical wellness programs don't require massive investments. You can make a big impact by encouraging regular movement with standing meetings or walking breaks, sharing ergonomic best practices through quick training videos, and providing flexibility for exercise during work hours. Consider partnering with fitness apps, offering reimbursements for ergonomic equipment, and, most importantly, modeling healthy behaviors at the leadership level to create a culture of physical self-care.

Fostering Social Connection

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45%
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Combating Workplace Isolation

Social connection significantly impacts employee wellness and retention. Yet 45% of younger workers report feeling lonely at work. This isolation reduces engagement, increases stress, and accelerates turnover.

Hybrid work models intensify social challenges, as remote employees often miss the casual interactions that build relationships while their in-office colleagues can feel disconnected. Without intentional connection strategies, teams risk fragmenting into isolated individuals. A wellness survey can pinpoint exactly where your teams are struggling socially with questions like these:

Measuring Social Wellness

Workplace Relationships

- ☐ I have meaningful connections with colleagues
- ☐ I feel part of a supportive team
- ☐ Someone at work cares about my well-being

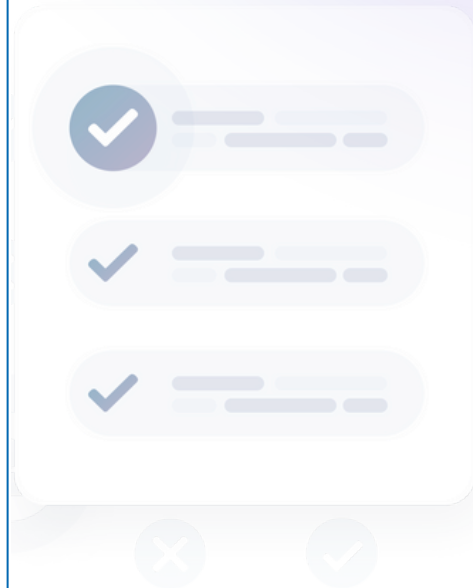
Inclusion and Belonging

- ☐ I feel valued for my unique contributions
- ☐ My opinions matter to my team
- ☐ I belong in this organization

Communication and Support

- ☐ I can easily collaborate with teammates
- ☐ Communication flows smoothly across our team
- ☐ I receive help when needed

**1-5 scale from Strongly Disagree to Strongly Agree*



Building Connected Teams

Strong social connections require intentional cultivation. To foster them, organizations can use strategies like virtual coffee chats, mentorship programs, and team projects that encourage collaboration to ensure employees feel a sense of belonging and community.

While technology enables connection, it doesn't guarantee it. To make interactions meaningful, focus on quality over quantity, create psychological safety so employees feel authentic, and celebrate team achievements to build a shared identity.

Financial Wellness Matters

Financial concerns top employee stress lists, with 57% citing money as their primary worry. This stress directly impacts workplace performance through reduced focus, increased absenteeism, and higher turnover.

Financial wellness extends beyond compensation. Employees struggle with student debt, caregiving costs, and retirement planning. Financially stressed employees are 73% more likely to leave for better financial support. Employee wellness surveys can uncover strategic investments in financial well-being that improve productivity and retention. Sample questions include:



Financial Wellness Assessment

Financial Security

- ☐ I feel secure about my financial situation
- ☐ My compensation meets my basic needs
- ☐ I can handle unexpected expenses

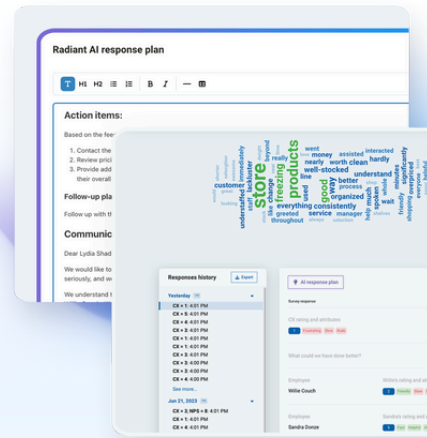
Future Planning

- ☐ I'm confident about retirement savings
- ☐ I understand my benefits options
- ☐ I have resources for financial planning

Organizational Support

- ☐ The company supports my financial wellness
- ☐ I'd benefit from financial education programs
- ☐ Leadership understands financial stress impacts

*1-5 scale from Strongly Disagree to Strongly Agree



While wellness surveys should reflect an organization's specific approach to financial wellness, the most crucial step is ensuring leaders are aware of the problem.

Supporting Financial Health

Effective financial wellness programs address immediate and long-term needs. This includes long-term support like financial planning workshops and debt counseling, plus immediate relief like on-demand pay or savings programs for cash flow challenges.

Delivering these benefits effectively can involve partnering with financial wellness platforms for personalized guidance and ensuring all related communications are clear and accessible. Since financial stress affects all income levels, this support is valuable even for your well-compensated employees.

Implementing Your Survey

Strategic Survey Design

Successful wellness surveys balance comprehensiveness with respect for employee time. Annual surveys provide baseline measurements, while quarterly pulse surveys track progress on specific initiatives. To ensure high participation and accurate results, consider the following best practices:



Implementing Your Survey Cont'd



Timing Considerations

- Avoid busy periods or major deadlines
- Allow sufficient response time
- Coordinate with other organizational surveys

Communication Strategy

- Explain the survey's purpose and impact
- Guarantee confidentiality
- Share how previous feedback created change



Distribution Methods

- Use multiple channels for maximum reach
- Ensure mobile compatibility
- Send strategic reminders

From Insights to Impact

Collecting data is only the beginning, as successful wellness initiatives require swift action on the findings. A responsive timeline might involve sharing high-level results within two weeks, developing action plans within a month, and implementing initial changes within 60 days.

Transparency builds trust and encourages future participation. Communicate what you learned, what you're changing, and why some suggestions may not be immediately feasible. Regular updates on progress maintain momentum and demonstrate commitment to employee wellness.

Measuring Success

Track these metrics to evaluate wellness program effectiveness:

Health Indicators	Business Outcomes	Engagement Measures
Stress level changes	Productivity metrics	Program participation
Physical health improvements	Absenteeism rates	Survey response rates
Work-life balance scores	Turnover reduction	Employee satisfaction

Regular measurement enables continuous improvement. Adjust programs based on results. Celebrate successes while acknowledging areas needing attention. Remember that wellness is an ongoing journey, not a destination.

Building a Culture of Wellness

Creating lasting wellness improvements requires a genuine cultural transformation. Leaders must model healthy behaviors, policies must actively support work-life balance, and programs must address the diverse needs of every employee.

Start with small, meaningful changes that demonstrate commitment. Build momentum through early wins. Expand successful initiatives while learning from less effective efforts. Most importantly, maintain consistent focus on employee wellness as a strategic priority.

Your wellness survey and employee feedback tell you what needs to be done. By taking action on these findings, you create a better work environment that benefits both your team and your organization's long-term success.

Now that you have the framework, use the question bank on the next page to build your wellness survey today.

Department engagement survey

How likely are you to recommend Dunder Mifflin as a place to work to your family and friends?

10

Not at all likely Neutral Extremely likely

How would you describe Dunder Mifflin?

Bad management	Low pay	Supportive leaders	Clear communication
Long hours	Limited growth	Good salary	Work-life balance
High stress	Poor communication	Growth opps	Positive culture
Bad benefits	No job security	Great benefits	Job security

I have opportunities to learn and grow

Strongly disagree Disagree Neutral Agree Strongly agree

I understand what it takes to be successful at my job

Strongly disagree Disagree Neutral Agree Strongly agree

I receive recognition for doing a good job

Strongly disagree Disagree Neutral Agree Strongly agree

I am happy at my job

Strongly disagree Disagree Neutral Agree Strongly agree

I have the tools needed to do my job well

Strongly disagree Disagree Neutral Agree Strongly agree

DISCOVER THE AI ADVANTAGE

See how we're helping businesses establish successful employee wellness programs with the power of AI in a quick 10-minute demo.

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Employee Wellness Survey Questions

Category	Survey Question
Stress Assessment: Work-related	I can manage daily work pressures effectively
	My stress levels remain manageable throughout the workday
	I have adequate resources to handle stressful situations
Stress Assessment: Recovery and Balance	I can disconnect from work during personal time
	My workload allows for proper rest and recovery
	I feel refreshed when starting each workday
Stress Assessment: Support Systems	My manager helps me navigate stressful periods
	The organization provides helpful stress management resources
	I feel comfortable discussing stress concerns with leadership
Environmental Assessment: Physical Comfort	My workspace supports good posture and movement
	I have adequate lighting and temperature control
	My equipment meets my daily work needs
Environmental Assessment: Focus and Productivity	I can work without frequent interruptions
	My environment allows for concentrated work
	Noise levels support my ability to focus
Environmental Assessment: Technology and Tools	I have reliable internet and technology access
	Software systems support efficient work
	Technical issues rarely disrupt my productivity
Physical Wellness Assessment: Overall Comfort	I feel physically healthy and energetic
	Work doesn't negatively impact my physical well-being
	I maintain healthy habits during workdays
Physical Wellness Assessment: Movement and Breaks	I take regular breaks from screens and sitting
	My schedule allows for physical movement
	I feel encouraged to prioritize physical health
Physical Wellness Assessment: Ergonomics and Safety	My workspace setup prevents physical strain
	I understand proper ergonomic practices
	Physical discomfort doesn't interfere with my work

*Answer on a *1-5 scale from Strongly Disagree to Strongly Agree*

Employee Wellness Survey Questions

Category	Survey Question
Social Wellness Assessment: Workplace Relationships	I have meaningful connections with colleagues
	I feel part of a supportive team
	Someone at work cares about my well-being
Social Wellness Assessment: Inclusion and Belonging	I feel valued for my unique contributions
	My opinions matter to my team
	I belong in this organization
Social Wellness Assessment: Communication and Support	I can easily collaborate with teammates
	Communication flows smoothly across our team
	I receive help when needed
Financial Wellness Assessment: Financial Security	I feel secure about my financial situation
	My compensation meets my basic needs
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Financial Wellness Assessment: Organizational Support	The company supports my financial wellness
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