



# Fit Small Business

## A. HOW WORK AFFECTS EMPLOYEE'S OVERALL WELL-BEING

1. Describe your energy levels after a day at work.
2. Have your sleeping habits or appetite changed since you started working here? If yes, how?
3. Do you suffer from mood swings during your day at work?
4. Have your relationships suffered as a result of your work?
5. Do you have outside commitments that have suffered as a result of your work?

## B. WHAT EMPLOYEE WORRIES ABOUT WHILE AT WORK

1. What is your biggest worry when at work?
2. Do you ever worry about the security of your job?
3. Are you worried about your finances?
4. Describe your greatest struggle at work.

## C. HOW EMPLOYEE FEELS AT WORK

1. On a scale of 1 to 10 (1 as the lowest and 10 as the highest), how would you rate your mental health outside of work?
2. How would you rate your mental health at work?
3. What makes you unhappy at work?
4. Compared to when you started working here, how would you say your mental health has changed?
5. How often do you feel nervous at work?

## D. HOW SUPPORTED EMPLOYEE FEELS AT WORK

1. Do you feel supported if you feel unhappy at work?
2. Who would you turn to if you felt like your work is causing a decline in your mental health?
3. Do you feel like we do enough to support your mental health as an employee?
4. How would you rate your stress levels at work? (1 being not stressed at all and 10 being incredibly stressed)
5. Please explain the rating for your stress levels.

## E. HOW EMPLOYEE MANAGES MENTAL HEALTH

1. How do you manage your feelings when you feel unhappy at work?
2. How do you unwind after a day at work?
3. Are you currently doing anything to help maintain your mental well-being?

## F. HOW EMPLOYEE FEELS AS A MEMBER OF THE TEAM

1. On a scale of 1 to 10 (1 being the lowest and 10 being the highest), rate how valued you feel as a team member in this company.
2. Rate how well you get along with your teammates and colleagues.
3. Rate how fulfilled you feel in your current role.
4. Rate how respected you feel by your teammates.
5. Rate how well you feel that you are being heard by your teammates.

## G. HOW WORKLOAD COULD AFFECT EMPLOYEE'S MENTAL HEALTH

1. On a scale of 1 to 10 (1 being the lowest and 10 being the highest), rate the quality of your work-life balance here.
2. Rate how much you enjoy your job here.
3. Do you feel overworked or underworked as an employee?

## H. WHAT OR WHO POSITIVELY IMPACTS EMPLOYEE'S MENTAL HEALTH

1. Describe how a perfect day might look like for you as an employee.
2. What do you think are your greatest strengths at work?
3. Who do you think has the most positive influence on you at work and why?
4. What are you grateful for at work?
5. What makes you feel excited as an employee?



# SALES TEAM MENTAL HEALTH KIT

## Employee Feedback


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