



Anonymous Culture Pulse Check

A short, confidential questionnaire for surfacing patterns in trust, communication, workload, and belonging.

PURPOSE	Collect directional employee feedback and identify themes that merit follow-up.
BEST FOR	Small organizations conducting a periodic culture check. Do not request names or identifying details.

Privacy note: Explain who will see responses, how anonymity will be protected, and how results will be reported before distributing this survey.

Team / function (optional)

Date

Work arrangement (optional)

Tenure range (optional)

1. Rating statements

STATEMENT	1	2	3	4	5
I understand what is expected of me.	[]	[]	[]	[]	[]
I have the tools and information needed to do quality work.	[]	[]	[]	[]	[]
People on my team communicate openly and respectfully.	[]	[]	[]	[]	[]
I feel safe raising concerns or sharing a different view.	[]	[]	[]	[]	[]
Decisions that affect my work are communicated clearly.	[]	[]	[]	[]	[]

STATEMENT	1	2	3	4	5
Workload and priorities are generally manageable.	[]	[]	[]	[]	[]
Good work is recognized appropriately.	[]	[]	[]	[]	[]
I have opportunities to learn and grow.	[]	[]	[]	[]	[]
I feel respected and included.	[]	[]	[]	[]	[]
I would recommend this organization as a place to work.	[]	[]	[]	[]	[]

Scale: 1 = strongly disagree, 3 = neutral or unsure, 5 = strongly agree

What is one thing the organization should continue doing?

What is one thing the organization should change or improve?

Is there anything else leadership should understand?

Use notes

Educational use only. This template is a general operational aid, not legal, tax, payroll, benefits, safety, or other professional advice. Adapt it to your organization, protect confidential information, verify current requirements, and consult qualified advisors when appropriate.

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