



# POINTS OF LIGHT

## Sample Employee Volunteer Survey Questions

*This sample list of questions includes items that are specific to an individual volunteer project/opportunity as well as questions that can be reflective of your overall employee volunteer program. Additional support to tailor these questions for your organization is available through CSC Advisory Hours or Points of Light Consulting. Please reach out to [jeffader@pointsoflight.org](mailto:jeffader@pointsoflight.org) for additional support.*

### **Solving Community Needs & Challenges**

- **To what extent do you believe the project addressed a need that was pressing, urgent or important to the community?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **To what extent do you believe the volunteer project effectively achieved its aim of meeting a need or challenge in the community?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **To what extent do you believe your efforts made a meaningful impact on the community?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **How clearly was the connection between the volunteer project and the community need communicated to you?**
  - Very clearly
  - Somewhat clearly
  - Neutral / Not sure
  - Not very clearly
  - Not at all
- **To what extent did participating in the volunteer project help you better understand the community issue or challenge being addressed?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all

## **Civic Duty & Responsibility**

- **If at all, how did participating in the volunteer project strengthen your sense of civic duty or responsibility?**
  - Increased a great deal
  - Increased quite a bit
  - Increased somewhat
  - Increased a little
  - Did not increase
- **If at all, how did participating in the volunteer project strengthen your motivation to give back to society?**
  - Strengthened a great deal
  - Strengthened quite a bit
  - Strengthened somewhat
  - Strengthened a little
  - Did not strengthen
- **If at all, how much did participating in this volunteer project make you feel inspired to volunteer outside of work?**
  - Extremely inspired
  - Very inspired
  - Somewhat inspired
  - Slightly inspired
  - Not at all inspired

## **Workplace Satisfaction & Loyalty**

- **If at all, how did this volunteer experience affect your sense of pride in working at [COMPANY]?**
  - Affected a great deal
  - Affected quite a bit
  - Affected somewhat
  - Affected a little
  - Did not affect
- **How did participating in the volunteer project affect your overall job satisfaction?**
  - Greatly increased my job satisfaction
  - Somewhat increased my job satisfaction
  - Did not increase my job satisfaction
- **Do you feel more loyal to [COMPANY] because of its commitment to community service?**
  - Extremely
  - Very
  - Somewhat
  - Slightly
  - Not at all
- **If at all, how did the project affect your belief in [COMPANY]'s values and mission?**
  - Greatly strengthened my belief
  - Somewhat strengthened my belief
  - Did not affect my belief
  - Somewhat weakened my belief
  - Greatly weakened my belief

## **Skill & Talent Development**

- **To what extent did participating in this volunteer project help you develop or improve any *professional* skills (e.g., project management, communication, problem-solving, teamwork, etc.)?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **To what extent did participating in this volunteer project help you develop or improve any *personal* skills (e.g., empathy, adaptability, social skills)?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **If you feel participating in this volunteer project helped you build professional connections or advance your career in any way, please share the areas that were affected. (Select all that apply.)**
  - It helped me build valuable professional connections within [COMPANY]
  - It helped me build valuable professional connections within the community
  - It contributed to my career growth or visibility
  - It supported both networking and career advancement
  - I learned a new skill
- **Reflecting on all your volunteer experiences with [COMPANY], to what extent have those volunteer experiences helped you grow professionally?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **Reflecting on all your volunteer experiences with [COMPANY], to what extent have those volunteer experiences helped you grow personally?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all

## **Values & Culture**

- **To what extent did the volunteer project reflect values that are personally important to you?**
  - Strongly reflected my values
  - Mostly reflected my values
  - Somewhat reflected my values
  - Slightly reflected my values
  - Did not reflect my values
- **How well did the volunteer experience demonstrate [COMPANY]'s core values [COMPANY'S VALUES] in action?**
  - Extremely well
  - Very well
  - Somewhat well

- Slightly
- Not well at all
- **Do you believe [COMPANY]'s volunteer experiences play a meaningful role in shaping and strengthening its company culture?**
  - A very significant role
  - A somewhat significant role
  - Neither a significant nor an insignificant role
  - A somewhat insignificant role
  - A very insignificant role
- **How important is it to you that [COMPANY] supports community causes you personally care about?**
  - Extremely important
  - Very important
  - Somewhat important
  - Slightly important
  - Not at all important

### **Mental Health & Wellbeing**

- **If at all, how did the volunteer project positively affect your mental health or wellbeing?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **If at all, how did the volunteer project strengthen your sense of purpose working at [COMPANY]?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **If at all, how did the volunteer project help reduce stress?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **If at all, how did the volunteer project help improve your mood?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **Would you consider volunteering again as a way to support your mental health or wellbeing?**
  - Definitely
  - Probably
  - Possibly
  - Probably not
  - Definitely not

## **Social Connections & Collaboration**

- **To what extent did the volunteer project help you build new or deeper relationships with coworkers?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **How valuable were the social interactions during the volunteer experience?**
  - Extremely valuable
  - Very valuable
  - Somewhat valuable
  - Slightly valuable
  - Not at all valuable
- **To what extent did the project foster a sense of teamwork and collaboration?**
  - A great deal
  - Quite a bit
  - Somewhat
  - A little
  - Not at all
- **Would you recommend volunteering as a way to connect with others at [COMPANY]?**
  - Definitely
  - Probably
  - Possibly
  - Probably not
  - Definitely not