



Team pulse survey

Ten questions, anonymous, every quarter



EM Orbit

Score each from 1, strongly disagree, to 5, strongly agree. This is a conversation starter, not a validated instrument. To measure burnout, use a validated tool and keep using the same one.

The questions

	Statement	1	2	3	4	5
1	I can raise a concern without it being held against me					
2	I know what is expected of me on a shift					
3	I have the equipment and the support to do my job safely					
4	The rota is fair					
5	I can take my breaks					
6	When something goes wrong we learn from it rather than blame					
7	Someone has thanked me for my work in the last month					
8	Doctors and nurses here work as one team					
9	I am learning and developing in this department					
10	I would recommend this department as a place to work					

One thing we should start doing

One thing we should stop doing

For the leader

Publish the results and what you will do about them within four weeks. Asking and then doing nothing is worse than not asking.

