

Leading Edge Surveys

Leading Edge offers two different types of surveys to get feedback about your employees' experiences at work: the annual Employee Experience Survey and the Pulse Survey.

An organization may choose to offer both types of surveys at different points throughout the year or might choose only one. Both surveys, along with any support provided by Leading Edge, are completely free of charge.

	Employee Experience Survey	Pulse Survey
Description	<p>An in-depth survey covering a wide range of topics regarding an employee's experience at work, including employee engagement, internal communication, feedback, and management.</p> <p>To see what kinds of topics and questions are covered, see our report on the 2019 survey.</p>	<p>A short, simple way to get frequent and ongoing feedback on how your employees are experiencing work.</p> <p>Leading Edge provides a recommended template of questions in a Google Form; organizations can customize the survey to remove, add, or change questions in order to meet your organization's unique needs.</p>
Administered by	Leading Edge	Your organization

	Employee Experience Survey	Pulse Survey
Timing	Annual (every spring) Next survey in the field: April 2021	Whatever timing, frequency, and cadence works for you. Some choose to run Pulse Surveys every 6 months, while others administer them every 2-4 months.
Survey size	About 85 questions , takes most people about 15–20 minutes to complete	Usually 20–30 questions but can be longer if needed
Consultation	Leading Edge offers pro-bono consultations to help you analyze and act on your results.	Leading Edge offers pro-bono consultations to help you analyze and act on your results.
The data	Your employees' responses are gathered in a robust platform administered by our partner Culture Amp . Only the people you designate will have access to view and analyze your results on the Culture Amp.	You collect results. If you choose to share data with Leading Edge, we can help you analyze and act on your results. We can also help you understand how your data compares to other organizations.
Benchmarking	Compare your results to those from other organizations.	Depending on how many organizations share their Pulse Survey data with us, Leading Edge will be able to share aggregate data to use as a comparison.
Tracking Progress	Track year-over-year progress and change if your organization participates over multiple years.	Track progress as you administer multiple pulse surveys.

	Employee Experience Survey	Pulse Survey
Confidentiality	Your employees' data is completely confidential. For smaller organizations, results are presented to you in ways that do not compromise individuals' confidentiality.	Since your organization administers the Pulse Survey and has access to raw data, smaller organizations should generally avoid including demographic questions that could reveal respondents' identities.
Requirements	<p>Organizations submit a formal Memorandum of Understanding in January outlining what you can expect from Leading Edge and what is required from the organization.</p> <p>Organizations submit a Human Resource Information (HRIS) information form in February, so that each employee can receive a unique survey link when the survey launches</p>	<p>Fill out this brief form and Leading Edge will send you a Google Forms template to get you started.</p> <p>Learn more by reading the Pulse Survey Manual.</p>