



Employee Survey Communication Toolkit:

Expert Strategies and Ready-to-Use
Templates for Successful Surveys

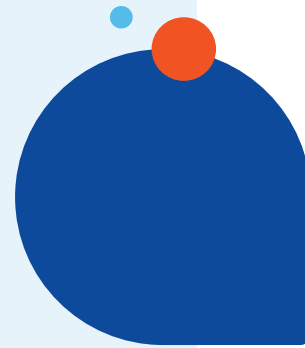


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Introduction

Survey Communication is Critical to Gaining Employee Buy-In

Communication is perhaps one of the most overlooked and under-executed elements of the employee engagement survey process. Your survey communication can increase participation rates, build employee trust, encourage open and honest feedback, and lead to positive organizational change.

Ineffective communication is one of the biggest barriers standing in your way of survey success.

Poor communication can result in damaging and costly consequences, including:

- Low participation rates
- Employee distrust
- Confusion
- Decreased morale
- Loss on investment
- Disengagement

This eBook will help you develop a well-planned survey communication strategy and ensure that you get the most out of your employee surveys.

KEEP READING FOR:

- Survey communication tips
- Ideas and inspiration for your internal communications
- 16 communication templates
- Ways to continue communicating beyond surveys

What's Communication Got to Do With It?

Effective communication before, during, and after your survey is critical to making it a success and supporting your employee listening efforts. Your employee listening strategy is more than just listening to employees. You have to make sure they know they're being heard. And that comes from thoughtful and consistent communication.

When done well, your survey communication can:

- Increase survey participation
- Build employee trust
- Encourage open and honest feedback
- Lead to positive organizational change

The numbers behind communication

Simply conducting a survey isn't enough. To increase engagement, you also need to communicate—and act on—your survey results. **95% of employees who say their leaders and managers are exceptional at communicating and taking effective action on survey results are highly engaged.**

Communication plays a crucial role in ensuring survey results are acted upon—and that employees connect action to their feedback. **61% of employees expect action based on employee survey results, but only 48% of employees say this is actually happening.** By sharing progress updates and demonstrating a commitment to addressing the feedback received, organizations reinforce the value of employee opinions and encourage future participation.

Aiming for engagement is crucial. **Engagement-focused organizations are 2.4x more likely to be highly engaged at work.** By listening to employees and effectively communicating, organizations can foster a culture of engagement.

There's an intricate link between communication and trust in an organization. **Employees have 76% higher employee engagement in high-trust organizations, according to Harvard Business Review.** Effective communication contributes to building trust, and in turn, employees feel safe sharing their opinions and experiences.

Ineffective communication can lead to distrust, disengagement, and turnover. **Only 47% of not highly engaged employees intend to stay at their current organization for the next year, compared to 90% of highly engaged employees.**



How Should I Approach Survey Communication?

Who plays a role?

You need support and communication from everyone in the organization for your survey communication plan to be effective. Here's the role everyone plays:

HR

- Educate everyone on their role in communicating and give them tools and resources
- Empower, encourage, and hold others accountable
- Ensure everyone knows their role and expectations over time, including when leaders and managers need to cascade information

SENIOR LEADERS

- Announce upcoming surveys and encourage participation
- Make engagement a topic of continuous conversation throughout the year
- Share the what and why behind business changes and shifts in strategy based on employee feedback—and continue to keep the organization updated on progress

MANAGERS

- Create a safe space for employees to share their feedback
- Discuss team results and action plan with their team following engagement surveys
- Encourage team members to participate in surveys and remind them of upcoming surveys in 1-on-1s
- Update teams on your action plan progress throughout the year

The 3x3x3 model for survey communication:

- ✓ **3x prior to survey launch.** Make a formal announcement, ideally from the CEO. Remind employees what you did with last year's results and tell them how you plan to use them this year. Let them know when the survey will be launched and how.
- ✓ **3x during the survey period.** Once the survey opens, remind employees how to access the survey. You don't want employees to feel like the survey is mandatory—but you do want to keep the enthusiasm.
- ✓ **3x after the survey closes.** Once the results are in, thank your employees for their participation and let them know what to expect next. Send out a high-level overview as soon as possible with a summary of key findings.

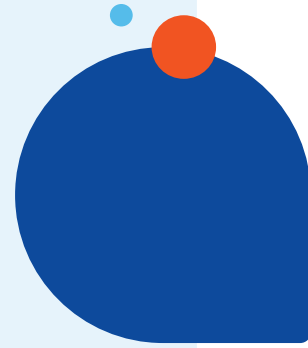
How Should I Approach Survey Communication?

Beyond the 3x3x3 Model

Communication doesn't end once your survey is over—it's an ongoing effort. It's critical that you keep the conversation of engagement going throughout the year to create a culture of feedback and show employees you're listening and dedicated to improving the workplace. You should continuously:

- Tell employees what changes (big or small) are being made
- Update employees on the progress of goals you set based on the survey
- Connect with managers and senior leaders on their progress and next steps





Build Your Communication Plan

In the next section, you'll learn survey communication dos and don'ts. Keep reading for valuable tools that will help you build your communication plan, including:

- ✓ Crucial tips for communicating
- ✓ A communication timeline
- ✓ Survey invitation email templates

5 Tips for Communicating with Employees

This can't be stressed enough: effective communication before, during, and after the survey is paramount to your success. Communication not only keeps the survey initiative and its purpose top of mind. It also strengthens trust among employees and smooths the path for future surveys and engagement initiatives.

Here are some tips for effective communication.

1. Share the why behind your survey.

When you share the why behind your survey, you create a shared understanding with employees. This will help employees feel more included in the process and they'll be more likely to participate.

Communicate clearly and be upfront about the goal of the survey and what will happen after it ends. Essentially, you need to show the value of the survey to employees and foster trust to spark their interest and engagement. Let employees know:

- How the survey—and their participation in it—will benefit them
- Why their feedback matters to you
- How they can help drive change within the organization

2. Talk with your employees, not at them.

Make your employees the subject of your communication. Messages that address individuals versus a collective group generally resonate better because people like to read about themselves. Use “you” as the primary pronoun (and “we” and “us” secondarily) to spark stronger interest and buy-in.

3. Make it personal.

Connect with employees at their level. Relate to their emotions and experiences, talk about specifics, and be sure to use a voice that aligns with your brand and culture.

4. Share the benefits.

Tell employees what they will get out of the survey and how their feedback will contribute to change and growth. Make the benefits to the workplace and the entire organization secondary to personal benefits.

5. Include a clear call to action.

What do you want employees to do after they read your message? The more specific and the easier you make it for them to react, the more likely they will respond. Be sure to include a call to action across your communication materials and in multiple places so employees can access it via different entry points.



Communication Timeline for an Annual Engagement Survey



BEFORE THE SURVEY

- Leadership Meeting:** 4-6 weeks before launch
- Formal Announcement Email :** 1 month before launch
- Launch Reminder Email:** 2-3 days before launch



DURING THE SURVEY

- Survey Invite Email:** Day of survey launch
- Survey Reminder Emails:** Every 3 business days after launch
- Last Chance Survey Reminder :** 2-3 days before survey close



AFTER THE SURVEY

- Thank You Email:** Day of survey close
- Results Overview Email:** 1 week after close
- Leadership Follow-up Meeting:** 3 weeks after close
- Detailed Results Email:** 1-2 months after close
- All-Company Follow-Up:** 1-2 months after close

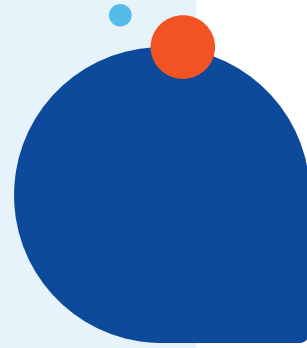


THROUGHOUT THE YEAR

- Team Meetings**
- All-Hands or Town Halls**
- Division or Regional Meetings**
- Slack or Microsoft Teams**
- Company Intranet**

DON'T FORGET LIFECYCLE SURVEYS!

Because lifecycle surveys launch to specific employees throughout the year, we can't rely on the "all-employee" communication campaigns like with other types of surveys. With that said, it's important that employees, managers, and leaders are all aware of these surveys, can help promote participation, and can describe how feedback has been used in the past.



Before the Survey

- ✓ Equip leaders
- ✓ Equip managers
- ✓ Formal announcement email
- ✓ Launch reminder email

Formal Annual Engagement/Pulse Survey Announcement Email

Goal: Gain buy-in, generate awareness, and spark enthusiasm

When: 1 month before launch

Who Sends: Top leadership

What to Include:

- Basic survey information
- Purpose of survey
- Rough timeline
- Benefits of participating

TIP

Cite Examples. Remind your employees what you did with last year's results to gain buy-in for your upcoming survey. New to the process? Tell your employees how you're going to use the results.

Formal Annual Engagement/Pulse Survey Announcement Email

For all employees if you haven't sent surveys previously

SUBJECT | Be Heard! The [year] Employee Engagement Survey is Coming!

The [year] Employee Engagement Survey will launch next week. This confidential survey is your opportunity to help shape the future of [Organization], while improving your own work experience. Your feedback will be compiled and used to guide further positive changes across our organization.

[include some information about your survey partner, why you decided to partner with them, and how you'll use the data to add credibility and context to your survey]

These results will also be disseminated to [Organization] employees in upcoming meetings and in a group setting with your unit's supervisors and leaders.

Get ready! You will receive an e-mail invitation from [survey vendor] on [date.] The invitation will include a link to the survey, which should take less than 15 minutes to complete.

Please complete the survey by [date].

Thank you for your participation and support in this important initiative.

Formal Annual Engagement/Pulse Survey Announcement Email

For all employees if you have sent surveys previously

SUBJECT | Your voice matters! The [year] Annual Engagement Survey is Approaching!

With your input we continue to make [Organization] a rewarding and exciting place to work. I am pleased to announce this year's Employee Engagement Survey will be launched on [date] and will close on [date].

Last year we demonstrated we are listening, with both local and global improvement actions.

Your responses from the [previous year] Employee Engagement Survey regarding [insert initiatives from last year's results here] resulted in the implementation of:

- Initiative #1
- Initiative #2
- Initiative #3

I want to challenge each of you to take this opportunity to provide your feedback by participating in this year's survey.

The confidential survey is your opportunity to help shape the future of our company, while improving your own work experience.

Last year, ##% of our team responded to the survey. This year, the target is to have ##% or greater of our team participate in the survey.

We have once again partnered with an independent firm, [survey vendor], to conduct the survey and analyze the results. [include a couple sentences about how your survey partner will help you do this. Ex: Quantum Workplace works with more than 5,000 organizations globally on employee surveys every year. We will be able to compare our survey results to those of organizations.]

You will be hearing more from us in the coming weeks. Please participate and let yourself be heard!

Formal Annual Engagement/Pulse Survey Announcement Email

For Senior Leaders & VPs

SUBJECT | Join Us By Participating in the Upcoming Employee Engagement Survey

Our number one management priority is our people. Next week, we will launch an employee engagement survey at [Organization].

This confidential online survey will allow eligible team members of [Organization] to provide input and feedback regarding their experience working here, including teamwork, customer service, recognition, development, etc. Just as we solicit our customers for their input regarding our service, the employee engagement survey will help us better understand how we're doing from the perspective of our people.

We expect to gain great insight into strategy and decision-making from these valuable survey results.

[Organization] managers are critical to this process. We have two key expectations of our management team:

1. All [Organization] managers should commit to assisting and encouraging their team members to complete the survey before [date]. We need everyone to be heard. In the next several days, managers and team members will receive communications via e-mail and personal home mailings. The survey link and instructions will be provided; however, we need managers to champion actual survey completion.

This will be especially challenging for our employees who do not have access to company e-mail. Many will be able to complete this survey from home or a smart phone, but [Organization] managers may need to offer ten minutes of online access to drivers who may not have internet access elsewhere.

2. Following the survey, [Organization] managers will have access to user-friendly, online results reports. I will expect every manager to review, analyze, and create an action plan based on these results. Each one of us will be accountable for improvements and needed changes.

Again, you and your management teams will receive additional communication with more details very soon. I appreciate your demonstrated support for the survey and the positive changes to come.

If you have questions, please contact _____.

Formal Annual Engagement/Pulse Survey Announcement Email

For All Management

SUBJECT | Upcoming Employee Engagement Survey

Our number one priority is our people. On [date], we will launch an employee survey at [Organization]. We have partnered with an independent firm, Quantum Workplace, to conduct the survey and analyze the results.

This confidential online survey will allow eligible [Organization] team members (including you) to provide input and feedback regarding their experience working at [Organization]. Just as we solicit our customers for their input on our service, the employee survey will help us better understand how we're doing from the perspective of our people.

We expect to gain great insight into strategy and decision-making from these valuable survey results.

Expectations of [Organization] Managers

[Organization] managers are critical to this process. I have two key expectations of you:

1. All [Organization] managers should commit to assisting and encouraging their team members to complete the survey before [date.] In the next several days, team members will receive communications via e-mail. The survey link and instructions will be provided; however, we need you to champion actual survey completion. Here's how:
 - Ensure all team members are aware of and scheduling ten minutes to complete the online survey. Many will be able to complete the survey from home or a smart phone, but [Organization] managers may need to offer ten minutes of online access to employees who may not have internet access elsewhere.
 - Announce the survey at team meetings; encourage participation in 1:1 interactions.
 - Use the Employee Survey FAQ to answer questions and concerns.

[Organization] will receive regular updates on completion from [survey vendor.] While we will not be able to view who has/has not individually completed the survey, we will be able to monitor completion status by terminal/department.

(CONTINUED ON NEXT PAGE)

2. Following the survey, [Organization] managers will have access to user-friendly, online results reports. I will expect every manager to review, analyze, and create an action plan based on these results. Each one of us will be accountable for improvements and needed changes.

Accessing the Survey

All transportation business team members hired on or before July 1, 2020, are eligible to participate. The survey is being hosted on [survey vendor]’s Internet site, and is accessible from any computer, tablet, smart phone or other device with an Internet connection (mobile devices need to enable JavaScript; iPads and iPhones need to allow “cookies”).

The survey should take less than 10-15 minutes to complete; team members can stop and start if interrupted.

Questions/Technical Support

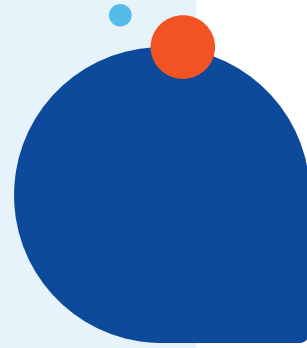
If you have questions about the survey process, please contact _____. For technical questions regarding the online survey, contact [survey vendor] directly at [survey vendor support site].

Again, all team members will receive additional information very soon. I appreciate your demonstrated support for the survey and the positive changes to come.



PULSE SURVEY INVITES

These templates are specific to engagement surveys, but they can also be used as a foundation for many Pulse survey communications!



During the Survey

- ✓ Invite employees to take the survey
- ✓ Remind them to participate
- ✓ Send a last chance survey reminder

Survey Invite Email

Goal: Notify employees of survey launch and encourage participation

When: On survey launch date

Who Sends: Survey partner

What to Include:

- Directions on survey access/survey link
- Why the survey matters
- Purpose of the survey
- Who to contact with questions

Keep in Mind: The email subject line for survey invitations and reminders sent by Quantum Workplace will always read “The [Survey Name] is now open.” We suggest avoiding having your survey name start with “The” to avoid the double usage.

Additionally, for all survey invitations and reminders sent by Quantum Workplace, the email body automatically includes “Please share your thoughts by [survey close date].” We discourage mentioning the survey close date in email text you draft to avoid redundancy. The auto-generated language automatically updates if you happen to change your survey’s close date.

Confidentiality Language:

The language in your invite needs to match the survey setup. Tell employees whether their responses are attributed, confidential, or mixed. Substitute language from the survey invite templates below to fit your survey type.

Attributed

Your individual survey responses will be tied to your identity so that we can understand your specific feedback and follow-up with you, as needed.

Confidential

This survey is confidential. Only aggregate feedback is reported. No one at your organization can see your individual survey response.

Mixed

Your response to this survey will be securely collected and stored by Quantum Workplace. For this survey, raw data extracts that include identifiable data may be made available to designated administrators at [customer name]. For additional information, you can access [survey partner]’s privacy policy.

TIP

Be brief. Invitations should be the call to action to take the survey. The survey link and survey close date automatically pull into these emails. Rely on other internal communication methods to inform employees of the survey and communicate in more depth.

Annual Engagement Survey Email

Template 1

SUBJECT | The Annual Employee Engagement Survey is now open

The [culture team] are pleased to invite you to take the [organization] [year & survey name]. We care about you and your experience at [organization]. This confidential survey is your opportunity to help continue to shape our culture as we grow, while improving your own experience.

Many changes at [organization] have come from our team members' survey responses, such as [changes made from previous year]. Your feedback is used to guide positive change and the pulse survey helps us to see progress as we work to build an inclusive culture.

We appreciate you taking the time to share your valuable insights and for all the work you are doing to deliver [company's goal/mission]. We welcome your candid feedback via this annual [survey name] and thank YOU for making [organization] a great place to work.

Click here to take your survey.

Template 2

SUBJECT | The Annual Employee Engagement Survey is now open

On behalf of your [Organization]'s leadership team, we are pleased to invite you to take the [Organization] Engagement Survey. This confidential survey is your opportunity to help shape the future of [Organization] by sharing your own experience in the organization.

[Organization] has asked [Survey Partner] to facilitate this survey and summarize the findings. By participating in this survey, you are helping your organization build upon strengths and identify opportunities for improvement. Your honest feedback is critical and appreciated.

Click here to take your survey.

Exit Survey Invite

SUBJECT | The Employee Exit Survey is now open

At [organization], your opinion is very important to us. We are requesting that you take 8-10 minutes to answer the following questions as honestly as possible to assist us in evaluating [organization]'s work environment, culture, and core values. The responses will also help us in analyzing retention and turnover trends.

Please keep in mind that completing this survey is entirely voluntary, but we value your honest feedback, and all responses are treated confidentially and are not included as part of your personnel file.

Thank you for your time in completing the survey and your service to [organization].

Onboarding Survey Invites

After One Week

SUBJECT | The One Week Onboarding Survey is now open

Welcome to our New Hire Orientation survey. We are pleased to have you as a new member of our team. Our goal is to provide a positive experience for you during your first days with the company, and we would like to have your feedback regarding your orientation and onboarding experience. We will use this information to improve procedures for future new hires.

After 30 Days

SUBJECT | The 30 Day Onboarding Survey is now open

[Organization] asks all new hires to share feedback regarding their onboarding experience and introduction to [Organization]. This helps the organization to continue to improve the new hire experience.

Please access your unique survey link below. The survey should take no more than 15 minutes to complete, and your responses are confidential.

The survey link will close after 30 days. Please contact [email] with any questions.

Thank you for your feedback!

After 60 Days

SUBJECT | The 60 Day Onboarding Survey is now open

Congratulations on reaching 60 days with [Organization]. We would love to hear from you! Please share your thoughts with us by completing the New Hire 60 Day Survey.

This is the third of four New Hire Surveys. Completing this survey won't take more than 10 minutes. The purpose of this survey is to help [Organization] evaluate the effectiveness of the on-boarding experience. The results will be used to enhance the on-boarding experiences of your future colleagues. Please note that your responses are confidential.

Pulse Survey Invites for Common Topics

Engagement Check-in

SUBJECT | The Engagement Check-In Pulse Survey is now open

We invite you to share your feedback now through our [season/month] pulse survey. We're focused on learning more about areas we believe matter most to you. Your thoughts are critical to enriching our community.

Please take 10 minutes to complete the survey by [time & date]. Please do not forward this email or share the link above. It is a unique link that can only be used once by you.

Your response to this survey will be securely collected and stored by [Survey Partner]. For this survey, raw data extracts that include identifiable data may be made available to designated administrators at [Organization]. For additional information, you can access [Survey Partner]'s privacy policy.

If you have any questions or concerns, please contact [Organization's email].

Thank you for your feedback and time.

Diversity and Inclusion

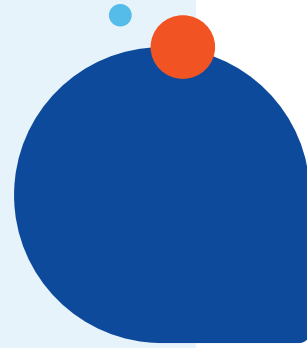
SUBJECT | The Diversity and Inclusion Pulse Survey is now open

Please take 10 minutes to fill out this Diversity and Inclusion survey. The purpose of this survey is to gather your input as [Organization] continues to develop short- and long-term goals for diversity and inclusion. Our D&I strategy will continue to evolve over time and be informed by your feedback.

Benefits

SUBJECT | The Benefits Survey is now open

Please take 10 minutes to complete this Benefits survey. The purpose of this survey is to gather your input and feedback as [Organization] continues to evaluate and evolve our employee benefit offerings.



After the Survey

- ✓ Thank employees for participating in your survey
- ✓ Give a high-level overview of results from the survey
- ✓ Send an email with more detailed results

Thank You Email

Goal: Thank employees for participation

When: On survey close date

Who Sends: Top leadership

What to Include:

- Confirm survey close
- Personal thank you
- Share about follow-up plans

TIP

Be brief. Make this communication piece short and to the point. However, be as specific as possible about when they can expect your next follow-up to maintain buy-in.

Thank You Email Template

To All Employees

SUBJECT | Thanks for participating in [survey name]!

Thanks for participating in [survey name]!

The [year] [survey name] is now closed. Thank you for your participation and sincerity. Your feedback is an invaluable tool for this organization's success.

What's Next?

[Survey partner] has collected the completed surveys and will begin compiling the results. Below are the next two updates you will receive:

Results Overview:

Next week, leadership will send a short memo to every employee disclosing our organization's top three and bottom three survey items as well as our participation numbers.

Detailed Results:

Within one to two months, leadership will share detailed results via email and an all-company meeting. Brief, brainstormed action plans will also be discussed.

Thanks again for your sincere participation! Your feedback will help make [organization] a great place to work.

Results Overview Email

Goal: Provide brief overview of survey results

When: One week after close date

Who Sends: Top leadership

What to Include:

- Participation stats
- Top three/bottom three survey items
- Intent to analyze results and take action

TIP

Stay broad. Your results overview email should only relay common organizational trends. Save results specific to certain groups for team meetings.

Results Overview Email Template

To All Employees

SUBJECT | [Survey Name] results are in!

Thanks again to those who participated in our [year] [survey name]!

Participation

[Organization] measured a [##%] participation rate, which is outstanding. Great job, team! This gives us the confidence that the overall results are an accurate representation of our organization.

Top 3 Items:

1. [survey item #1]
2. [survey item #2]
3. [survey item #3]

Bottom 3 Items:

1. [survey item #1]
2. [survey item #2]
3. [survey item #3]

We are in the process of reviewing the results and will be discussing steps to increase engagement. In the upcoming months, I will send out detailed information on our survey results and brainstormed action plans for improvement.

Detailed Results Overview Email

Goal: Announce survey results and intent for future plans

When: 1-2 months after close date

Who Sends: Top leadership

What to Include:

- Intended area of focus
- Initiatives already in place
- Future follow-up plans

TIP

Focus on what's important. Your survey initiative will provide you with ample amount of data. Don't share everything. Focus on common trends and general consensus to target overall engagement.

Detailed Results Overview Email Template

To All Employees

SUBJECT | [Survey Name] Detailed Results

Thanks to all employees who participated in our [year] [survey name] that closed [date].

[Organization] Survey Results

Our composite engagement score of [##] reflects a [## increase/decrease] from [previous year]. [include a short, high-level analysis of results compared to last year's survey].

Areas of Focus:

After analyzing our detailed results, leadership has decided to work on the following three areas:

1. [area #1 and what survey items influenced the decision]
2. [area #2 and what survey items influenced the decision]
3. [area #3 and what survey items influenced the decision]

In the next few months, we'll be reaching out to employees to gain more feedback on these areas and gather ideas on how we can improve.

Actions Already Taken

1. [action #1 and why]
2. [action #2 and why]

Next Steps

In order to continue implementing improvement throughout our organization, the following steps will be taken:

1. [action #1 and what employees can expect to see]
2. [action #2 and what employees can expect to see]
3. [action #3 and what employees can expect to see]

Thank you for your participation and we look forward to working with you to build an even better place to work.

Throughout the Year

Never Stop Communicating

Communication doesn't stop after your annual survey. Feedback opportunities throughout the year are crucial to your employee listening strategy. Keep communication around your surveys going year-round.

Continue Your Communication Efforts By:

- Opening up channels for feedback outside of your annual surveys, including manager-employee 1-on-1s and pulse/lifecycle surveys
- Monitoring progress and adjusting action plans as needed
- Building in coaching and development for managers to execute well on change and engagement-driving behaviors
- Following through on action (what you do with the results is the most important piece of surveying your employees!)



Employee Survey Communication Checklist

BEFORE/DURING SURVEY

- What the survey is with a quick explanation of what the survey measures
- Why the survey matters to inspire employees to share their feedback
- Examples of how employee feedback has been used
- How feedback will be collected and reported
- Who is eligible to participate
- What to expect next

AFTER THE SURVEY

- Expressing appreciation for participation, re-emphasizing why feedback matters
- What you learned from the feedback
- What to expect next

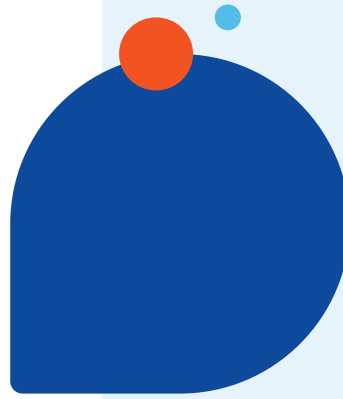
THROUGHOUT THE YEAR

- Why employee feedback matters
- What opportunities and surveys exist
- How employee feedback has been used, including changes and improvements that originated from employee feedback and action

Beyond Communication

Employee feedback is critical to improving employee engagement and driving business success. Elevate communication at every stage and at every level to get everyone on the same page. And be sure to follow through with meaningful action.

When you follow up and follow through, employees will trust that their voice matters. When you don't, employees will begin to view the survey as fruitless and may not take part in future surveys.



Understand, validate, and improve employee engagement with Quantum Workplace surveys

As an employee engagement software provider and the engine behind Best Places to Work, Quantum Workplace has two decades of engagement experience and has helped 10,000+ customers measure, understand, and improve engagement.

ENGAGEMENT

See the big picture with a comprehensive engagement survey. Compare progress, benchmark against competitors, and use your results as a roadmap to plan for the coming year.

PULSE

Get real-time feedback on any topic, any time. Pulse surveys are short and topic-focused—great for quick updates on specific engagement initiatives.

LIFECYCLE

Dig into key moments of the employee journey. Understand what is happening and gather valuable employee feedback at critical points, from onboarding to exit.

- Crucial tips for communicating
- A communication timeline
- Survey invitation email templates

WITH QUANTUM WORKPLACE

- Uncover meaning from surveys with our scientifically validated survey design and robust analysis & insights
- Gain access to unparalleled industry benchmarks
- Make adoption and usage easy for everyone with automated, on-the-go survey invites and reminders via email, SMS, and a mobile app
- Integrate with workplace communication tools like Slack and Microsoft Teams
- Receive ongoing coaching and guidance from our dedicated team of subject-matter experts

[Get a Demo](#)