

Mental Health Check-In for Employees

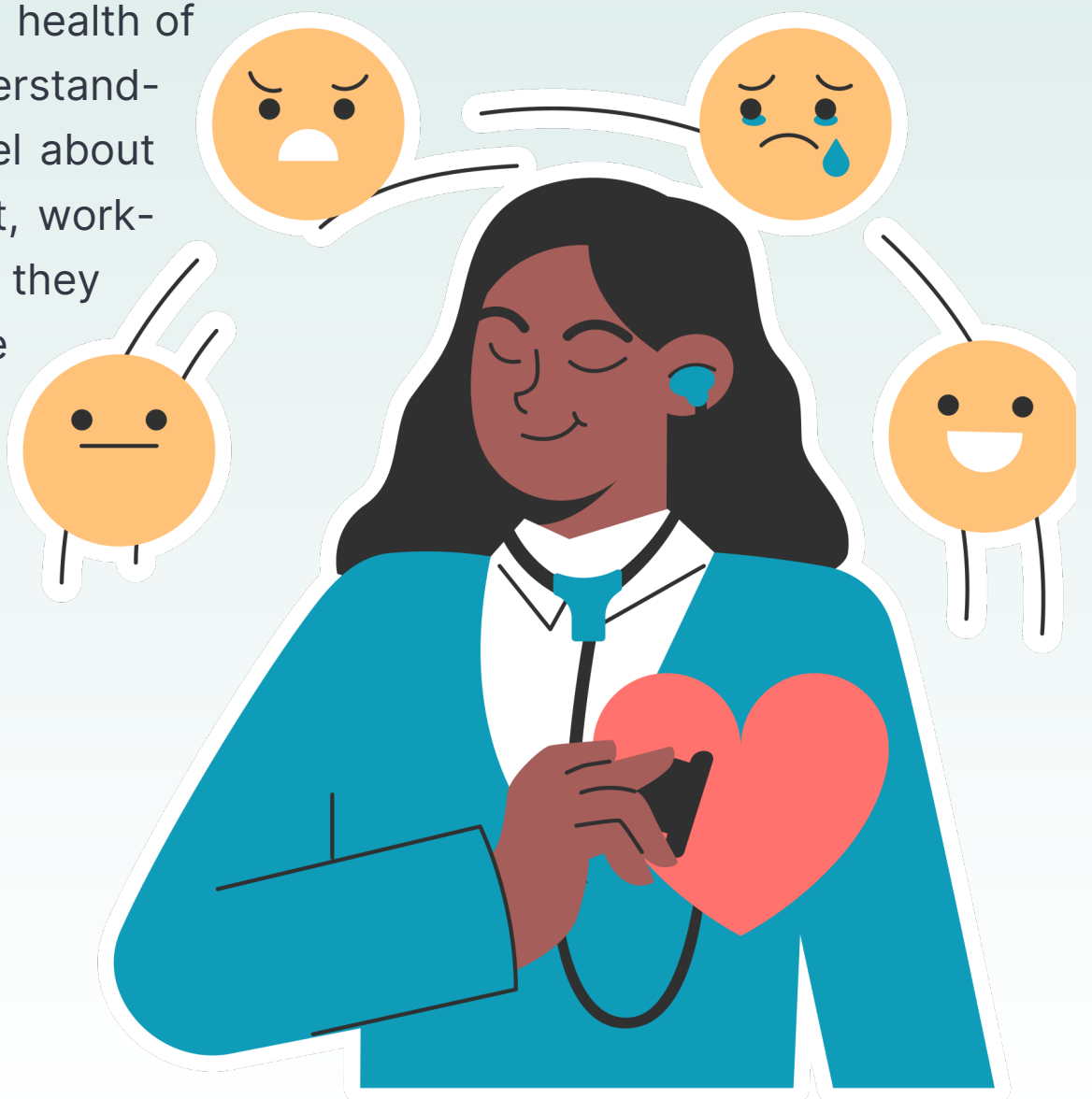
Our check-in provides a structured yet simple way to assess well-being and opens up a dialogue between employees and management.

This quiz can help identify areas that need attention and, ultimately, create a workplace where everyone feels valued and heard.

It's a valuable tool for **HR teams and organizational leaders** to gain insights into the overall health of their workforce. By understanding how employees feel about their work environment, workload, and the support they receive, you can make informed decisions to

enhance workplace culture and employee satisfaction.

Individual employees can also benefit from taking this quiz independently. It's a self-assessment tool to reflect on your own job satisfaction, work-life balance, and mental health in the workplace.



How to take the check-in

1. Look at each of the **35 questions** and rate your feelings or experiences on a scale from 0 to 10, where 0 means the statement doesn't apply to you at all, and 10 means it fully applies or represents your experience.
2. After answering all questions, **add up your scores**. The total will give you a number between 0 and 350.
3. Use the score to gauge your overall well-being in relation to your work environment and job satisfaction.
4. This PDF is fillable. You can check your answers right in the file.



Understanding the results

- **0-85:** Indicates critical challenges in nearly all areas of work life. This score suggests employees may be under extreme stress, feeling deeply undervalued, and lacking essential support. Immediate attention from HR and management is crucial to address these urgent concerns, provide necessary resources, and initiate supportive interventions.
- **86-170:** Shows that employees experience a moderate level of satisfaction and well-being at work. While some areas are positive, there are clear opportunities for improvement. Targeted actions to enhance support, communication, and recognition could be beneficial.
- **171-255:** Reflects a high level of job satisfaction and mental well-being among employees. It suggests that, mostly, employees feel supported, valued, and aligned with the company's goals. Maintaining these aspects and addressing any minor issues can further improve workplace satisfaction.
- **256-350:** Signifies excellent well-being and job satisfaction. Continuous efforts to sustain these conditions are crucial, along with regular check-ins to ensure new or evolving needs are met.



360° Workplace mental health check-in

Work environment

01 How manageable is your current workload?

0 1 2 3 4 5 6 7 8 9 10

Unmanageable

Neutral

Very manageable

02 How conducive is your work environment to your overall well-being?

0 1 2 3 4 5 6 7 8 9 10

Very poor

Neutral

Excellent

03 How much autonomy do you feel you have over your tasks and decisions at work?

0 1 2 3 4 5 6 7 8 9 10

No autonomy

Neutral

Complete autonomy

04 How flexible are your working conditions (e.g., schedule, location)?

0 1 2 3 4 5 6 7 8 9 10

Not flexible Neutral Very flexible

05 For remote or hybrid employees: How supported do you feel while working remotely?

0 1 2 3 4 5 6 7 8 9 10

Not supported Neutral Fully supported



Job satisfaction and engagement

06 How satisfied are you with your job?

0 1 2 3 4 5 6 7 8 9 10

Not satisfied at all Neutral Extremely satisfied

07 What is your overall morale and enthusiasm toward your work?

0 1 2 3 4 5 6 7 8 9 10

Very low Neutral Very high

08 How clear are you about your role and expectations at work?

0 1 2 3 4 5 6 7 8 9 10

Very unclear Neutral Very clear

Recognition and feedback

09 How valued do you feel at work?

0 1 2 3 4 5 6 7 8 9 10

Not valued Neutral Highly valued

10 How often do you feel your efforts and achievements are recognized at work?

0 1 2 3 4 5 6 7 8 9 10

Never recog- Neutral Always recog-
nized nized

11 How frequently do you receive constructive feedback that helps you improve?

0 1 2 3 4 5 6 7 8 9 10

Never Neutral Always

Health and well-being

12

How well do you feel you are managing your work-life balance?

0

1

2

3

4

5

6

7

8

9

10

Poorly

Neutral

Excellent

13

How would you rate your current level of stress at work?

0

1

2

3

4

5

6

7

8

9

10

Extremely high

Neutral

Minimal

14

Considering your physical health, how well do you feel?

0

1

2

3

4

5

6

7

8

9

10

Poor health

Neutral

Excellent health

15 Considering your mental health, how well do you feel?

0 1 2 3 4 5 6 7 8 9 10

Poor health

Neutral

Excellent health

16 How do you feel your work impacts your personal life?

0 1 2 3 4 5 6 7 8 9 10

Negatively

Neutral

Positively

17 How supported do you feel in addressing mental health concerns within the workplace?

0 1 2 3 4 5 6 7 8 9 10

Not supported

Neutral

Very supported

Compensation and benefits

18 How adequate are the technology and tools provided to you for doing your job effectively?

0 1 2 3 4 5 6 7 8 9 10

Inadequate

Neutral

Highly adequate

19 How beneficial are the workplace wellness programs or initiatives (if any) to you?

0 1 2 3 4 5 6 7 8 9 10

Not beneficial

Neutral

Highly beneficial



Personal growth and development

20 How much opportunity do you feel you have for personal development and growth at work?

0 1 2 3 4 5 6 7 8 9 10

No opportunities

Neutral

Ample opportunities

21 How satisfied are you with professional growth and career advancement opportunities?

0 1 2 3 4 5 6 7 8 9 10

Not satisfied

Neutral

Very satisfied



Relationship to management

22 How supported do you feel by your management or supervisors?

0 1 2 3 4 5 6 7 8 9 10

Not supported

Neutral

Fully supported

23 How comfortable do you feel voicing concerns or feedback without fear of negative consequences?

0 1 2 3 4 5 6 7 8 9 10

Not comfortable

Neutral

Very comfortable

24 How effective is the communication within your team?

0 1 2 3 4 5 6 7 8 9 10

Very poor

Neutral

Excellent

Calmerry

25

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1

2

3

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8

9

10

Very poorly

Neutral

Very effectively

26

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7

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9

10

Very poorly

Neutral

Very effectively

27

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1

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3

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5

6

7

8

9

10

Not at all

Neutral

Very accessible

Company culture and values

28 How inclusive do you find your workplace culture?

0 1 2 3 4 5 6 7 8 9 10

Not inclusive Neutral Highly inclusive

29 How aligned do you feel with the company’s vision and values?

0 1 2 3 4 5 6 7 8 9 10

Not aligned Neutral Fully aligned

30 How strongly do you believe your workplace adheres to high ethical standards?

0 1 2 3 4 5 6 7 8 9 10

Not at all Neutral Strongly

31 How strongly do you feel a sense of belonging within the company?

0 1 2 3 4 5 6 7 8 9 10

Don't feel at all Neutral Very strongly

32 How fair and equitable are the practices and policies in your workplace?

0 1 2 3 4 5 6 7 8 9 10

Not fair at all Neutral Very fair



Interpersonal relationships

33 How positive are your relationships with colleagues?

0 1 2 3 4 5 6 7 8 9 10

Very negative

Neutral

Very positive

34 How much do you feel supported by your peers and co-workers?

0 1 2 3 4 5 6 7 8 9 10

Not supported

Neutral

Very supported

35 How respected do you feel your personal boundaries are at work?

0 1 2 3 4 5 6 7 8 9 10

Not respected

Neutral

Highly respected

Total score:

If your team needs mental health support, we're here for you

Partnering with trusted mental health services is a wise strategy for companies that prioritize employee well-being.

By investing in mental health, companies reduce turnover, absenteeism, and healthcare costs while boosting productivity and loyalty.

At Calmer, we make personalized mental health care easily accessible for organizations and their employees.

Completely confidential, flexible, and tailored to unique needs.

Talking to a licensed, trained mental health professional can be exactly the support your team needs.

So, let's discuss how Calmer can strategically support the wellness of your most valuable asset – your people.

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