



Overview of GAIS Question Catalogue

The GAIS Survey consists of 38 mandatory questions. You are also able to add your own questions or choose additional questions from the GAIS questions catalogue.

eNPS (Employee Net Promoter Score)

eNPS is a method for measuring how loyal employees are.

- *How likely would you be to recommend “Your Company” as a good place to work?*
- *How likely would you be to recommend where you work as a good place to work?*

Focus on job satisfaction and development

Identifies the employees' experience of the way in which the workplace focuses on and addresses job satisfaction.

- *Do you feel that job satisfaction is a priority at your workplace?*
- *Do you feel that your workplace actively works to promote job satisfaction?*
- *What do you think of the initiatives your workplace has launched to improve job satisfaction?*
- *How good is your workplace at following up on job satisfactions surveys?*
- *Do you feel that your workplace focuses on job satisfaction?*
- *How good is your workplace at taking initiatives to improve job satisfaction?*
- *What kind of initiatives or efforts to promote job satisfaction would you propose?*
- *How often do you talk to your manager about job satisfaction?*
- *How often do you talk to your colleagues about job satisfaction?*



GAIS-handout

Psychological working environment

Identifies the psychological working environment. In combination with the GAIS questions, these cover the psychological part of the WRA.

- *In the past 12 months, have you yourself experienced violations in your workplace, e.g. bullying or sexual harassment?*
- *In the past 12 months, have you yourself been witness to violations in your workplace, e.g. bullying or sexual harassment?*
- *In the past 12 months, have you yourself experienced violence, threats or violations from customers, members of public, commercial partners, suppliers, etc.?*
- *In the past 12 months, have you yourself been witness to violence, threats or violations from customers, members of public, commercial partners, suppliers, etc.?*
- *What violations have you been exposed to or been a witness to?*