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# Inclusion Pulse Index

Collect real-time insights to inform data-driven decision making.

## Inclusion

Inclusion is a dynamic process that integrates individuals into a group or organization, fostering an environment where every member feels respected, valued, and empowered to contribute their unique perspectives. It ensures equal rights and opportunities for all, regardless of their differences, creating a sense of belonging and unity.

## Benefits of Inclusion

Inclusive work environments benefit both employees and the organization as a whole. Inclusive work environments empower individuals to enjoy enhanced well-being, foster higher-quality work relationships, and achieve superior job performance. Companies that prioritize inclusion have higher levels of workforce engagement, innovation, and agility; in turn, these behaviors increase companies' profitability.<sup>1</sup>

## Continuous Listening Strategy

Employee Sentiment surveys can tell you a lot about your employees' attitudes and overall organizational effectiveness. HR Tec has developed the **All-In@Work DEIA Survey**, offering an in-depth assessment of workforce perceptions of diversity, equity, inclusion, and accessibility. This survey is recommended for annual use or after change initiatives to track DEIA progress.



To facilitate ongoing dialogue, consider incorporating our **All-In@Work Inclusion Pulse Index**, which distills the main survey into key elements that promote workplace inclusion effectively.

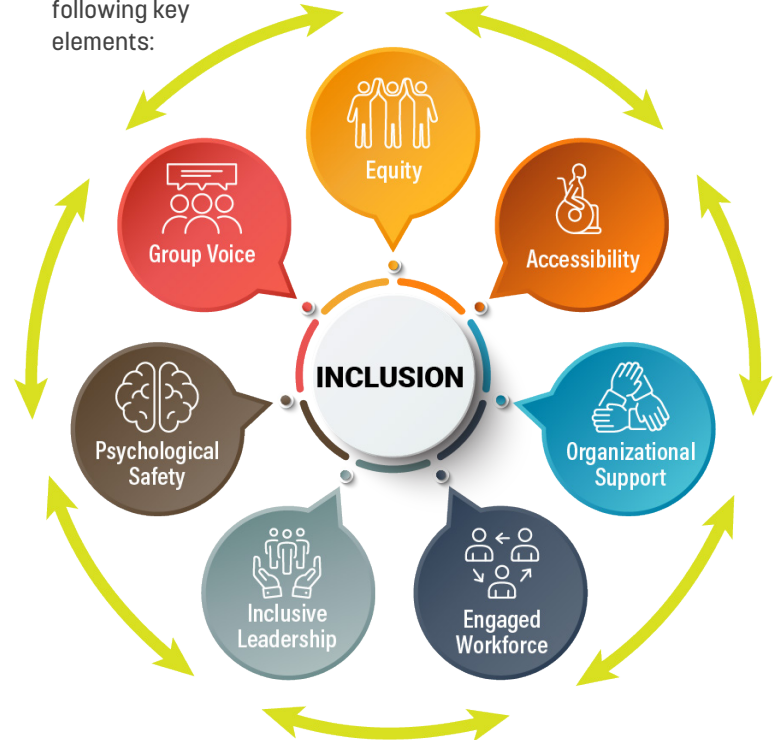
<sup>1</sup> Pachmann, E. (2023). ROI on DEI: Why is it important to focus on results [Webinar]. Culture Amp. Retrieved from: <https://516278.fs1.hubspotusercontent-na1.net/hubfs/516278/ROI%20of%20DEI%20Slide%20Deck.pdf>

## Benefits of a Pulse Survey

- Collect real-time insights to inform data-driven decision making.
- Establish benchmarks to track progress on Inclusion goals. Use results to inform and refine strategies.
- Take proactive steps to retain talent by identifying potential issues that may lead to turnover.
- Monitor employee wellbeing and support employees' mental health by identifying stressors and strategies to minimize pain points.

## All-In@Work Inclusion Pulse Index

The **Inclusion Pulse Index** contains 10 items, covering the following key elements:



## Customize It

Enhance your survey by incorporating custom demographic questions and short answer prompts to provide valuable context for the results.