

Staff Well-Being Space Sample Survey

Purpose

- To demonstrate commitment to staff well-being, conduct a survey that gathers input, prioritizes needs, and guides decision-making for creating a staff well-being center

Get Grounded

Use the sample survey below, adapted from one provided by Kaiser Permanente, as a template for surveying staff members about their preferences for a well-being space. Modify the survey to fit your needs.

Get R.E.A.L.

- Keep it simple and short.
- Only ask questions about options that are possible.
- To narrow responses, include directions such as “check only one” or “rank in order of preference.”
- Keep your survey confidential.
- Share your results to demonstrate how you use them to inform decisions and that participants’ voices matter.
- Consider sending this out as a Google form.

Dear Colleague:

[School/district/committee name] is considering creating a staff well-being space — a dedicated space to serve as a sanctuary for relaxation, quiet, or social interaction. This brief survey gathers your input and helps us learn what you want from this space. Your preferences are very important to us!

We thank you for your time and input. Please complete this survey no later than *[deadline date]*.

1. What is your school or district site? *[drop down with options if surveying multiple sites]*

2. Please select the items you would like in your site’s staff well-being space. NOTE: Your selections will inform available options but are not guaranteed for your building. *[only include items that are possible]*

WELLNESS LOUNGE

From *The Learning Professional: The Learning Forward Journal*

Dimensions of Educator Wellness:

Environmental Dimension – Perceptions of working environment, including temperature, lighting, safety, décor, cleanliness, and comfort

Functions – Reduces stress and promotes individual health and happiness, leading to productivity

Source: <https://learningforward.org/journal/looking-ahead/8-dimensions-of-wellness-for-educators/>

Décor

- Couch
- Armchairs
- Lamps
- Plants
- Bookshelf
- Wall Art (e.g., motivational posters or murals)
- Area Rug(s)
- Room Divider(s)
- Blanket(s) and Pillows

Entertainment

- Bluetooth Speaker
- Books
- Puzzles
- Adult Coloring Books
- Art Supplies, Crayons/Pencils, etc.
- Fidgets (e.g., puzzle cubes, squeeze balls)

Relaxation

- Sound Machine
- Aromatherapy Supplies
- Diffuser
- Massage Tool
- Zen Garden for Desk (e.g., sand, rake)
- Massage Chair

Staff Connection

- Thoughtful/Gratitude Cards
- Community Board (i.e., a board to advertise recreational events, posters, or flyers with QR links to yoga poses or mini workouts)

Food/Beverage

- Ice Machine
- Blender
- Tea Kettle
- Single Serve Coffee/Tea Brewing System

Exercise

- Hand Weights
- Yoga Mat
- Exercise Bike
- Resistance Bands

Other

- Fan
- Air Purifier
- Reusable Hot/Cold Gel Ice Packs

3. What additional items would you like to have in the staff well-being space? *[open text response]*

4. Are there any items you do not want to have in this space? If so, why would you like this item(s) excluded? *[open text response]*

5. How frequently do you anticipate you might use the staff well-being space?

- Never
- Rarely (once or twice during the school year)
- Occasionally (once per month or less)
- Sometimes (two to three times per month)
- Regularly (once per week)
- Frequently (two or more times per week)
- Daily

6. Do you want to share anything else about creating a staff well-being lounge at your site? *[open text response]*

References

Kaiser Permanente Thriving Schools. (n.d.). Well-Being Spaces for Teachers and Staff. Retrieved April 19, 2024 from [https://thrivingschools.kaiserpermanente.org/labor-management-collaboration/well-being-spaces-for-teachers-and-staff/#:~:text=A%20well%20being%20space%20\(or,promote%20staff%20connection%20and%20collaboration](https://thrivingschools.kaiserpermanente.org/labor-management-collaboration/well-being-spaces-for-teachers-and-staff/#:~:text=A%20well%20being%20space%20(or,promote%20staff%20connection%20and%20collaboration)

Lever N, Mathis E, Mayworm A. (2017, Winter). School Mental Health Is Not Just for Students: Why Teacher and School Staff Wellness Matters. Report on Emotional & Behavior Disorders of Youth.17(1):6-12. PMID: 30705611; PMCID: PMC6350815. Retrieved April 20, 2024 from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6350815/>