

## Sample Staff Satisfaction Survey

Provide a staff survey to better understand the next steps you need to take to create the culture you desire for your studio. Here are a few example questions to help get you started.

### Work Environment and Culture

1. On a scale of 1–10, how would you rate the overall atmosphere of the studio?
2. Do you feel appreciated for your contributions to the studio's success? (Yes/No)
3. How would you describe the studio culture and team dynamics? (Open-ended)
4. Do you feel the studio encourages a good balance between work and personal life? (Yes/No)
5. Do you feel comfortable sharing creative ideas or feedback with management? (Yes/No)

### Job Role and Responsibilities

6. Are your tasks and responsibilities in the studio clearly explained? (Yes/No)
7. Do you feel that the number of studio shifts and workload are manageable? (Yes/No)
8. Do you have the necessary tools, materials, and support to help customers during their pottery experience? (Yes/No)
9. Do you feel that your artistic and interpersonal skills are fully utilized in your role? (Yes/No)
10. What challenges do you face during busy studio sessions? (Open-ended)

### Management and Leadership

11. Do you feel supported by studio management in your day-to-day work? (Yes/No)
12. How would you rate the communication from studio leadership (scheduling, events, studio changes)? (1–10 scale)
13. Do you receive regular feedback on how to improve your customer interactions or artistic contributions? (Yes/No)
14. How clear are the goals and expectations set by management for studio staff? (1–10 scale)
15. Do you feel involved in decisions that affect the studio environment or customer experience? (Yes/No)

### Career Growth and Development

16. Are there opportunities for artistic development or advancement within the studio? (Yes/No)
17. Does the studio offer training or mentorship to help you improve your pottery or customer service skills? (Yes/No)
18. Are you satisfied with how your performance is evaluated (e.g., artistic contributions, customer interactions)? (Yes/No)
19. Do you feel that your compensation and benefits are fair for the work you do in the studio? (Yes/No)
20. What additional training or resources would help you grow in your role at the studio? (Open-ended)

### Job Satisfaction and Motivation

21. How satisfied are you with your role at the studio? (1–10 scale)

22. What motivates you most to engage with customers or work creatively in the studio?  
(Open-ended)
23. What improvements would make working in the studio more enjoyable for you? (Open-ended)
24. Do you feel a sense of pride and accomplishment in your work with customers and pottery? (Yes/No)
25. How likely are you to recommend this studio as a great place to work? (1–10 scale)