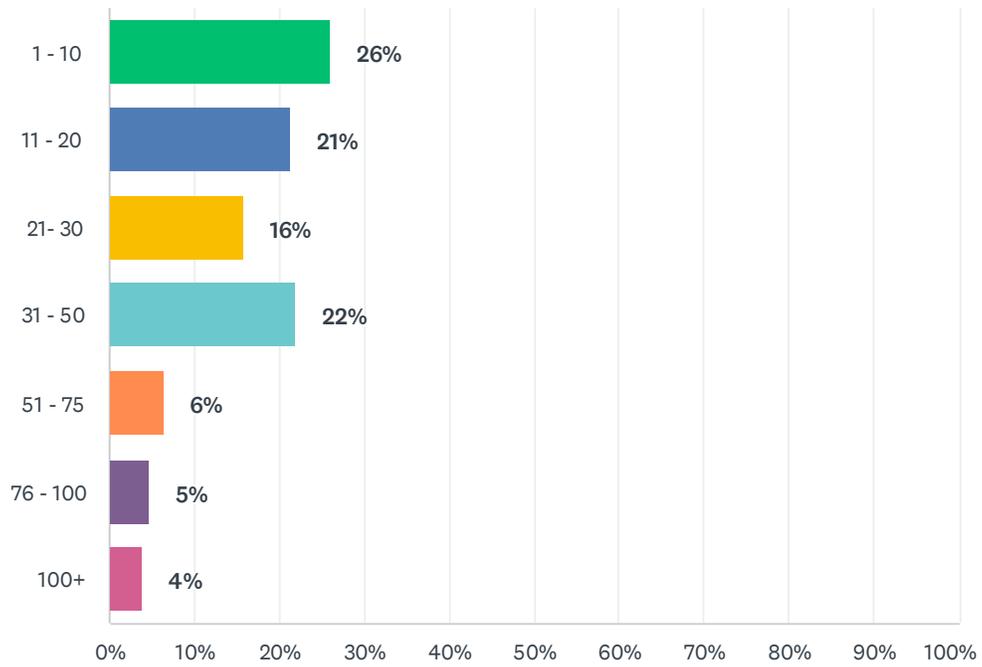


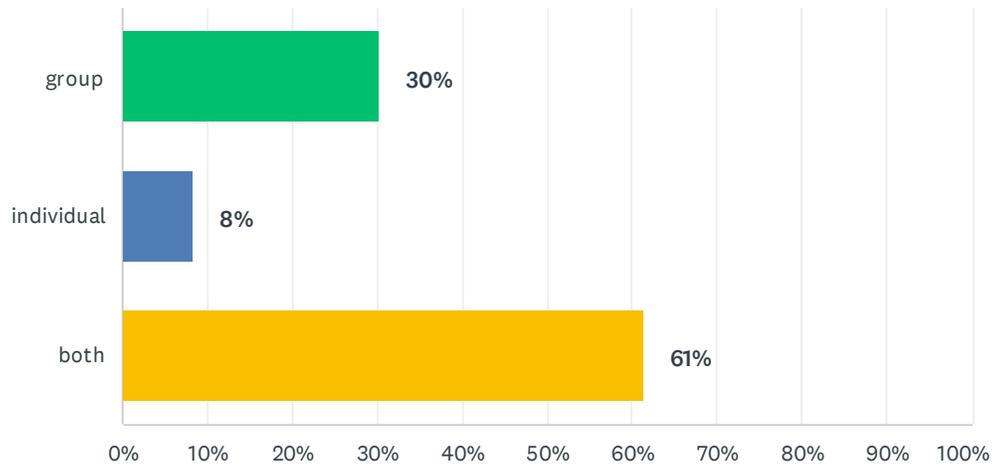
Q1 How many staff do you have?

Answered: 127 Skipped: 0



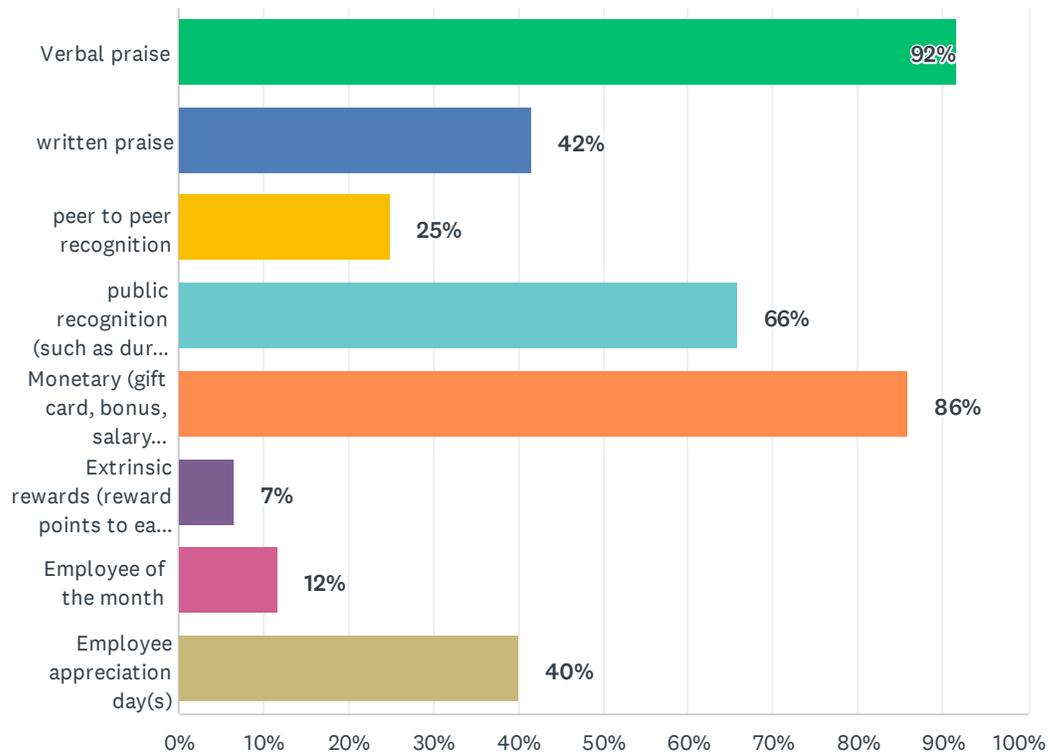
Q2 Do you have group staff appreciation or individual or both?

Answered: 119 Skipped: 8



Q3 What types of appreciation do you give staff? (select all that apply)

Answered: 120 Skipped: 7



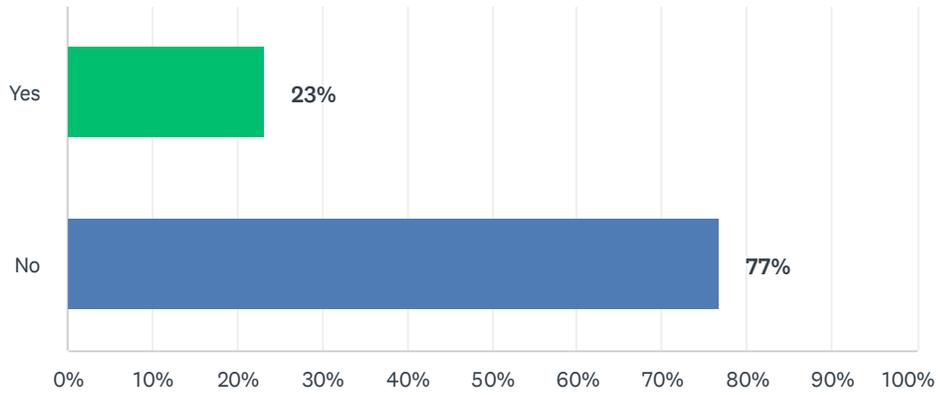
#	OTHER (PLEASE SPECIFY)	DATE
1	Usually food for the group	8/2/2024 10:38 PM
2	We use Nectar HR for much of this	8/2/2024 2:55 PM
3	Staff Appreciation, We do a Staff Retreat to the Beach once per year	8/2/2024 12:00 PM
4	Work anniversary - flowers,gift card. Birthday - treat and social media post. Staff appreciation-lunches catered,pottery class, cooking class, axe throwing, happy hour at doctors house.....	8/2/2024 9:24 AM
5	Twice monthly lunch and learn where the clinic provides lunch	8/2/2024 8:56 AM
6	Monthly kudos - winner gets gift card	8/2/2024 8:11 AM
7	Christmas bonus, birthday \$, lunches, food and coffee treats	8/2/2024 12:30 AM
8	Take everyone to dinner and buy lunch	8/1/2024 12:05 PM
9	Employee events	8/1/2024 9:28 AM
10	Family Zoo Day, Christmas Party	7/31/2024 7:16 AM
11	Staff parties	7/30/2024 12:44 PM
12	Employee of the Quarter	7/30/2024 12:17 PM
13	annual staff appreciation party at a local restaurant	7/30/2024 11:52 AM
14	Team building, quarterly get togethers	7/30/2024 11:49 AM

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15	Flowers on the anniversary of their hire dates	7/30/2024 9:38 AM
16	bonus hour of work	7/30/2024 9:02 AM
17	Group Outings	7/30/2024 8:44 AM
18	company outing	7/30/2024 8:39 AM
19	Meals, treats, goodies	7/30/2024 8:20 AM
20	Group appreciation days -- luncheons or breakfasts	7/30/2024 8:14 AM
21	lunches, holiday parties, birthday gifts	7/30/2024 7:54 AM
22	Quarterly lunches by office location	7/30/2024 7:38 AM

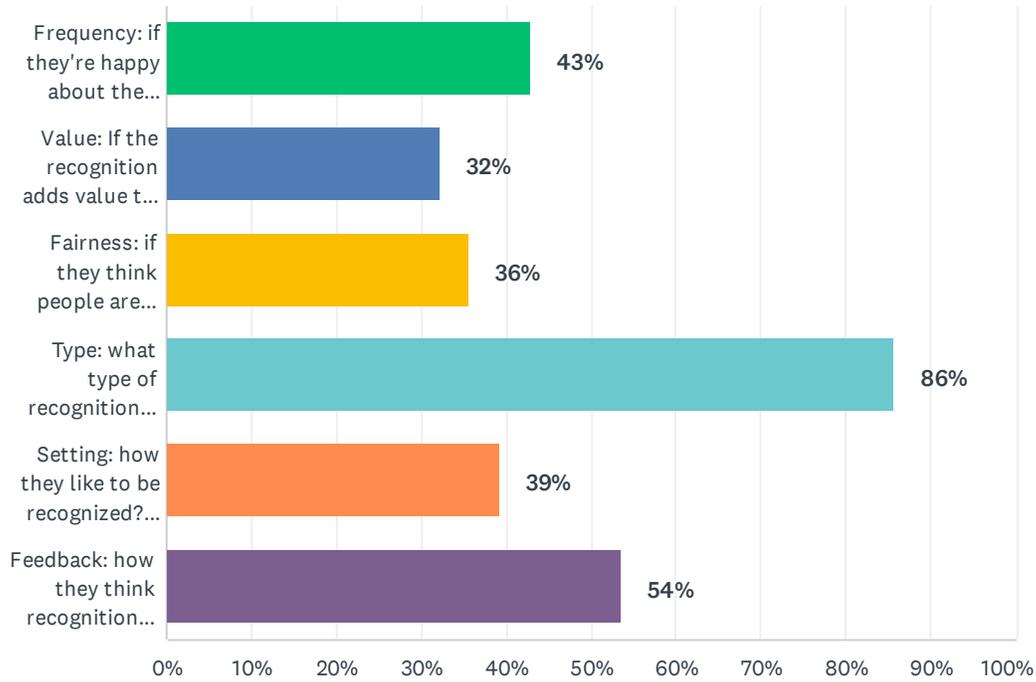
Q4 Do you ask staff about amount, type, and satisfaction with staff appreciation?

Answered: 120 Skipped: 7



Q5 If yes, what types of questions do you ask? (select all)

Answered: 28 Skipped: 99



#	OTHER (PLEASE SPECIFY)	DATE
1	We have an event/employee appreciation committee that meets quarterly and plans things	8/1/2024 9:29 AM

Q6 If no you don't ask, why not?

Answered: 45 Skipped: 82

#	RESPONSES	DATE
1	Idk, never thought to	8/2/2024 10:39 PM
2	It is an appreciation and should not be expected. Praise is great but expectation can take on a whole new meaning.	8/2/2024 12:01 PM
3	have not thought of it	8/2/2024 10:16 AM
4	Annual monetary bonus based on what we feel is appropriate. The other recognition is earned by staff taking on "challenges" and receiving points from fellow staff members which they redeem themselves when earned	8/2/2024 9:35 AM
5	Newer clinic so don't have a budget to increase if they said they would want more!	8/2/2024 8:58 AM
6	Company decision	8/2/2024 8:25 AM
7	I haven't really thought about it.	8/2/2024 8:12 AM
8	Never would occur to ask if someone likes their gift ?	8/2/2024 12:31 AM
9	haven't thought about it	8/1/2024 7:10 PM
10	Have learned over the years what they appreciate the most	8/1/2024 6:49 PM
11	Because I think that it is my discretion how I spend the funds and I am VERY generous	8/1/2024 12:06 PM
12	Amount may not be able to change, but types could. Just haven't asked!	8/1/2024 9:48 AM
13	Would get too many different opinions	8/1/2024 9:19 AM
14	We ask their opinions on Office Outings to appreciate them ie Christmas party mid-summer party.	8/1/2024 8:17 AM
15	Depends on doctor's discretion.	8/1/2024 8:13 AM
16	Busyness, vehicle to ask not easy, lack of structure to respond	7/31/2024 8:12 PM
17	had not thought about it	7/31/2024 10:47 AM
18	I only have one staff member. If they are unhappy, it will be pretty clear...	7/30/2024 9:23 PM
19	Just have not thought to ask formally, have had informal conversations	7/30/2024 9:07 PM
20	Never thought about it. It's also based on what practice can afford at the time.	7/30/2024 6:05 PM
21	Just don't	7/30/2024 5:35 PM
22	Feel that we are generous and would not like to hear otherwise.	7/30/2024 2:35 PM
23	Have never thought about it.	7/30/2024 1:58 PM
24	I guess we ask where they would want a party.....	7/30/2024 12:44 PM
25	We have regular communication with staff and encourage feedback on any topic, We don't specifically ask how people feel about our staff appreciation efforts.	7/30/2024 11:57 AM
26	Because unfortunately, people always want more.	7/30/2024 10:22 AM
27	Lack of consensus:)	7/30/2024 9:39 AM
28	TIME - there's not enough time to do everything; unfortunately, paying bills, getting loans approved and dealing with patient complaints take most of my time.	7/30/2024 9:11 AM
29	periodically will directly ask - do get unsolicited feedback	7/30/2024 9:03 AM

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30	Because you can't please everybody	7/30/2024 8:39 AM
31	Corporate sets guidelines for what we can do	7/30/2024 8:32 AM
32	have always enjoyed surprises.	7/30/2024 8:29 AM
33	We do what we can afford to do and it seems to be appreciated.	7/30/2024 8:21 AM
34	They are not shy about giving feedback!	7/30/2024 8:19 AM
35	Never really thought about asking staff this question.	7/30/2024 8:15 AM
36	Never really thought we needed to.	7/30/2024 8:11 AM
37	Haven't thought about it	7/30/2024 7:47 AM
38	Unfortunately what ever you give is never enough in their eyes	7/30/2024 7:44 AM
39	will get too many opinions/expectations	7/30/2024 7:39 AM
40	We are always told it's not enough - money, time, praise	7/30/2024 7:38 AM
41	We have many, many staff and it would be difficult to ask 75 people for feedback. Staff are generally very happy with money and swag.	7/30/2024 7:38 AM
42	Do offer a choice of gift cards at times. Other times if giving multiple don't offer a choice so can do the same for all staff receiving.	7/30/2024 7:37 AM
43	haven't taken the time	7/30/2024 7:37 AM
44	We are a small group and there is room for open discussion when needed so we don't see the urgent need to formally ask	7/30/2024 7:34 AM
45	People contribute in different ways	7/30/2024 7:31 AM

Q7 Anything else you'd like to share on this topic? (If no, you can skip)

Answered: 8 Skipped: 119

#	RESPONSES	DATE
1	No	8/2/2024 10:39 PM
2	We use nectarhr	8/2/2024 9:35 AM
3	We have a staff based committee who helps plan how we celebrate and recognize staff	8/2/2024 9:13 AM
4	Disappointed at times that some don't thank for this -	8/2/2024 12:32 AM
5	Would like more ideas of what we could do for staff	8/1/2024 9:20 AM
6	Our staff will always let us know if they feel unappreciated. They will give us compliments on how we show them more appreciation than any other place they've worked. Especially when they are new employees, they tell us how we do more for them than other place they have worked. Our longterm employees are the ones most ready to make comments about we can "appreciate" them more! Wondering if we are a victim of our own success?	8/1/2024 6:21 AM
7	The practice celebrated a mile stone anniversary last year. All staff and providers were given cash money equivalent to the celebrated year.	7/30/2024 6:07 PM
8	I think consistent open communication and active engagement with employees more positively impacts overall staff satisfaction than annual parties, activities, bonuses etc.	7/30/2024 11:59 AM