

Compensation Clarity Survey Template

All questions are optional. Follow each question's directions.
Write your answers to the open questions in the space provided.

Use these seven questions as a starting point. Every field is optional. Where choices are listed, respondents choose one. Name the context and period before sharing so answers refer to the same experience.

1. Which part of compensation would you most like explained more clearly?

- ☐ Base pay
- ☐ Variable pay or bonus
- ☐ Overtime or allowances
- ☐ Pay review process
- ☐ Pay ranges
- ☐ Another part
- ☐ I do not have a current question

2. How well do you understand how base pay is determined for your role?

- ☐ Not at all well
- ☐ Slightly well
- ☐ Moderately well
- ☐ Very well
- ☐ Extremely well
- ☐ Not sure

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3. How clear is the timing of compensation reviews or updates?

- ☐ Very unclear
- ☐ Somewhat unclear
- ☐ Neither clear nor unclear
- ☐ Somewhat clear
- ☐ Very clear
- ☐ Not sure

4. How well do you understand which job-related factors can influence compensation decisions?

- ☐ Not at all well
- ☐ Slightly well
- ☐ Moderately well
- ☐ Very well
- ☐ Extremely well
- ☐ Not sure

5. Do you know where to ask a confidential compensation question?

- ☐ Yes
- ☐ No
- ☐ Not sure
- ☐ I do not currently need to ask

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6. How comfortable would you feel using the available question route?

- ☐ Not at all comfortable
- ☐ Slightly comfortable
- ☐ Moderately comfortable
- ☐ Very comfortable
- ☐ Extremely comfortable
- ☐ I do not know the route

7. What is one explanation or process step that would make compensation clearer?
