

8/30/15

"I would recommend Amazon to a friend or relative as a great place to work."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

9/1/15

"My HR team is available when I need them."

- Always
- Usually
- Sometimes
- Rarely

9/2/15

"How often does your manager show appreciation for your work?"

- Always
- Usually
- Sometimes

9/17/15

"Does your manager provide timely, accurate, and actionable feedback?"

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

9/19/15

"My manager helps me enjoy my work experience."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Second login

"Did you know it is safer to work in an Amazon FC than in a department store?"

- Yes
- No

Follow-up

"NAFC incident rates are 42 percent lower than general warehousing."

--OK

9/28/15

"Did you know your site engages in charitable giving in the local community?"

- Yes, that's important to me.
- I am aware of that.
- No, I was not aware of that.
- It's not important to me.

Follow-up

"Amazon supports local and national non-profits with cash and product donations."

--OK

9/29/15

"What is the biggest barrier you face to getting a 'fast start' on your shift?"

- Scanner availability
- I have issues to discuss after standup with AM/PA
- I have barriers to getting 'fast start'
- Something not listed here

Follow-up

"Can we share your answer with leadership to discuss barriers you are facing?"

- Yes
- No, thank you

Second login

"Was your Labor Day holiday pay correct?"

- Yes
- No

10/4/15

"I find my work to be a positive challenge."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

10/6/15

"Which of the following is the biggest reason you work at Amazon?"

- I like the people on my team
- I get to do cool work
- I have a great manager
- Career opportunity

10/7/15

"My job gives me a feeling of accomplishment."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

10/8/15

"Are you proud to work at Amazon?"

- Always
- Sometimes
- Rarely
- Never

10/11/15

"I am comfortable going to my site's leadership with my concerns."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

10/12/15

"I think Amazon is a cool place to work."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Second login

"What is your preference regarding feedback on rate?"

- Available on request
- Daily team-based feedback
- Daily individual feedback
- Weekly individual feedback

10/13/15

"Would you support the new performance process to be rolled out network wide?"

- Fully support
- Against PEP
- Need more information to make a choice

10/13/15

"Where do you think Connections questions come from?"

- From my manager
- From my site leader
- From the Connections team
- From someone not listed here

Follow-up

"The questions come from the Connections team not affiliated with your site."

--OK

10/14/15

"Does your manager treat some associates better than others?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"How could your manager improve in this area?"

- Spend equal time with each associate
- Be more fair in assigning tasks
- Get to know us better
- Learn how to do our jobs better

Second login

"How do you normally commute to work?"

- Drive by myself
- Bus or shuttle
- Carpool or get dropped off
- Walk or bike
- Other

Follow-up

"How will you commute to work this Peak?"

- Drive by myself
- Bus or shuttle
- Carpool
- Walk or bike
- Other

10/18/15

"Does your manager care about you as a person?"

- Yes
- No
- Don't Know

11/23/15

"Is your manager mindful for cultural differences?"

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

Second login

"You are the reason Amazon is the most customer obsessed company on Earth!"

- OK

11/24/15

"Which of the following would be most likely to make you quit Amazon?"

- Working for a bad manager
- Working an inconvenient shift
- Not getting along with my coworkers
- Lack of efficiency in process

Second login

"Do you know when you have overtime scheduled for the weekend after Thanksgiving?"

- Yes
- No
- I don't have any OT scheduled

11/26/15

"Would you win if you played chess with your manager?"

- Yes, of course
- Yes, they'd let me win
- No

11/27/15

"Thank you for being Customer centric on Black Friday."

- OK

Second login

"If your manager had a twin, would the world be a better place?"

- Yes
- No

11/29/15

"Do you know anyone who worked at Amazon before you applied here?"

- Yes
- No

Follow-up

"Did they recommend you applying for a position at Amazon?"

- Yes
- No
- I didn't speak to them about applying

11/30/15

"I would recommend Amazon to a friend or relative as a great place to work."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

11/30/15

"I am proud to work at Amazon."

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

12/3/15

"Is your manager willing to hear other's ideas?"

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree

12/4/15

"Do the activities and contests at your site make peak more fun?"

- Yes
- No
- There are no activities at my site.

12/6/15

"Do you think your manager knows how you respond to Connections questions?"

- Yes
- No

Follow-up

"Why do you think your manager knows how you respond?"

- Because I tell him/her
- Because he/she said they knew
- Because we have a small team
- Because they can watch me respond
- I didn't mean to choose this, I trust they don't know.

12/7/15

"If you can read this, please select 'Disagree.'"

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

12/8/15

"Does your manager treat employees in a respectful way?"

- Always
- Usually
- Sometimes
- Rarely
- Never

12/9/15

"Amazon Connections is now live!"

- Awesome
- Really?
- Let's do this
- Cool
- Love it

Second login

"Do you have the tools and resources you need to do your job well?"

- Always
- Usually
- Sometimes
- Rarely
- Never

12/10/15

"Do you believe that your Connections questions are confidential?"

- Yes
- No

Follow-up

"Your individual responses are confidential and not shared with your site or manager."

- OK

12/11/15

"How often does your manager show appreciation for your work?"

- Always
- Usually
- Sometimes
- Never

Follow-up

"How do you like to be appreciated the most?"

- Publicly at standup
- One on one w/formal feedback
- Casually with high-five or simple feedback
- With SWAG or other rewards

12/13/15

"Do you value responding to your Connections question every day?"

- Yes
- No

12/14/15

"Do you get helpful feedback on a regular basis?"

- Yes
- No

12/15/15

"Does your manager make decisions well under pressure?"

- Always
- Usually
- Sometimes
- Rarely
- Never

12/16/15

"Do your team members make your work more enjoyable?"

- Always
- Usually
- Sometimes
- Rarely
- Never

12/17/15

"Did you know Amazon announced an Adoption Assistance benefit effective January 1?"

- Yes
- No

Follow-up

"Find out more on Inside Amazon or from HR at your site"

- OK

Second login

"My coworkers feel like their opinions are heard at work."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

12/18/15

"My manager encourages hard work in a positive way."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

12/20/15

"Is your manager willing to help you?"

- Always
- Usually
- Sometimes
- Rarely
- Never

12/21/15

"Is your manager helpful?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"You are the reason Amazon is the most customer obsessed company on Earth!"

- OK

12/22/15

"Do you know what makes Amazon so amazing?"

--Yes

--No

Follow-up

"YOU! You are awesome, thank you for all you do.

--You're welcome

12/23/15

"If you can read this, please select 'disagree.'"

--Strongly Agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly Disagree

Second login

"We think you're awesome. Keep making history."

--OK

12/27/15

"Did the training you received help prepare you for peak?"

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

Second login

"You're making so many customers happy today. Awesome work!"

--OK

12/29/15

"If I could switch managers today, I would."

--Strongly agree

--Agree

--Too new to asses

--Disagree

--Strongly Disagree

Follow-up

"What would you look for in a new manager?"

--More fun to work with

--Better at handling stress

--I just want a different shift or department

--More support for my career development

--Other

Second login

"You are a valued member of the Amazon team. Thanks for your hard work."

--OK

12/30/15

"Is your manager helpful?"

--Always

--Usually

--Sometimes

--Rarely

--Never

Second login

"Thanks for all your hard work and dedication! We think you're awesome!"

--OK

1/3/16

"Do you believe that your Connections responses are confidential?"

--Yes

--No

Follow-up

"Your individual responses are confidential and not shared with your site or manager."

--OK

1/4/16

"Do you think your manager is overworked?"

--Always

--Usually

--Sometimes

--Rarely

--Never

1/5/16

"Women and men have equal opportunities to succeed at Amazon."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

1/6/16

"Do you think your manager is an expert at his/her job?"

--Yes

--No

Second login

"When you came in did you have everything you need to immediately start work?"

--Yes

--No

1/10/16

"Do you get the respect at work that you deserve?"

--Always

--Usually

--Sometimes

--Rarely

--Never

1/11/16

"Did you receive enough feedback from your manager to be successful during peak?"

--Yes

--No

1/12/16

"Employees of different backgrounds interact well at Amazon."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly Disagree

1/13/16

"Amazon is more innovative compared to other places I have worked."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly Disagree

Second login

"Are the breakrooms well stocked with food/drink options?"

--Always

--Usually

--Sometimes

--Rarely

--Never

1/17/16

"Does hard work receive positive recognition at Amazon?"

--Always

--Usually

--Sometimes

--Rarely

--Never

Second login

"How far from your department is the closest bathroom?"

--Less than 2 minutes

--2-5

--5-7

--Over 7

Follow-up

"Do you think the distance is too far?"

--Yes

--No

1/18/16

"Does your manager interact with your team enough?"

--Yes

--No

1/19/16

"Which of the following is the biggest reason you work at Amazon?"

- Amazon is an awesome company
- I like the people on my team
- I get to do cool work
- I have a great manager
- Career opportunity

1/19/16

"Do you have a clear escalation path to address barriers?"

- Yes
- No

1/20/16

"Do you think your manager has the resources he/she needs to succeed?"

- Always
- Usually
- Sometimes
- Rarely
- Never

1/24/16

"Does your manager seem irritated when you ask him/her a question?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"Do you clearly understand the building's emergency procedures?"

- Yes
- No

1/25/16

"UPT provides me with the flexibility that I need to balance my work and life."

- Strongly agree
- Agree
- Disagree
- Strongly disagree

Second login

"I feel valued at Amazon."

- Strongly agree
- Agree
- Disagree
- Strongly disagree

1/26/16

"In the past month have you considered leaving your job at Amazon?"

- Yes
- No

1/27/16

"My coworkers feel like their opinions are heard at work."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Second login

"The last time I had a problem with work, I easily found someone to help me."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

1/31/16

"I feel motivated at work."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

2/1/16

"Do you know where to go to raise issues at work?"

- Always
- Usually
- Sometimes
- Rarely
- Never

2/2/16

"Do you believe innovation is an important element of Amazon's success?"

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

2/3/16

"Does your manager help remove the barriers you have in your department?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"How often are you able to find a comfortable place to sit when taking a break?"

- Always
- Usually
- Sometimes
- Rarely
- Never

2/8/16

"I find my work to be a positive challenge."

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Second login

"I find the content of the All Hands meetings to be useful and relevant."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Follow-up

"What part of your All Hands meeting made you feel most proud to work at Amazon?"

- Videos of associates
- The Offer
- Career Choice
- I didn't attend an All Hands meeting

2/9/16

"Does your manager treat employees in a respectful way?"

- Always
- Usually
- Sometimes
- Rarely
- Never

2/10/16

"SDF8 set new Inbound and Outbound records during 2015 peak!"

- Go Team

Follow-up

"Congratulations and THANK YOU! You are awesome!"

- Thanks

Second login

"I feel motivated at work."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

3/7/16

"Do you get the respect at work that you deserve?"

- Always
- Usually
- Sometimes
- Rarely
- Never

3/8/16

"Do you feel valued at Amazon?"

- Always
- Usually
- Sometimes
- Rarely
- Never

3/9/16

"Are you proud to be on _____'s team?"

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

3/13/16

"Do you know about the From A to Z magazine?"

- Yes, I have read it
- Yes, but I haven't read it
- No

Follow-up

"What is your favorite kind of article?"

- Profiles about interesting associates
- News from other parts of the company
- Customer comments
- Benefit program details
- I don't read the magazine

Second login

"I would recommend Amazon to a friend or relative as a great place to work."

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

3/14/16

"I have the resources to be successful in my role."

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

3/15/16

"_____ goes out of their way to help me."

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

3/16/16

"Are you proud to work at Amazon?"

- Always
- Usually
- Sometimes
- Rarely
- Never

3/20/16

"Which one of these issues would most make you want to leave Amazon?"

- Bad manager
- Unfriendly coworkers
- Poor work/life balance
- Lack of development opportunities
- Unable to enjoy the work

Follow-up

"Does that issue effect you currently?"

--Yes

--No

Second login

"I feel motivated at work."

--Strongly agree

--Agree

--Neither Agree nor Disagree

--Disagree

--Strongly Disagree

3/21/16

"Does _____ talk to you about anything other than productivity?"

--Always

--Usually

--Sometimes

--Rarely

--Never

3/22/16

"How often have you had contact with HR in the past few months?"

--Once

--2-4 times

--5-10 times

--more than 10 times

--Never

Follow-up

"Was HR helpful when you contacted them?"

--Yes

--No

--I didn't have contact with HR

5/1/16

"Has the amount of work expected of you at Amazon been reasonable?"

--Always

--Usually

--Sometimes

--Rarely

--Never

5/2/16

"Making people feel included is a priority for _____.

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

5/3/16 "Do you know what makes Amazon so amazing?"

--Yes

--No

Follow-up

"YOU! You are awesome, thank you for all you do."

--You're welcome!

5/4/16

"Have you experienced positive change because of Connections?"

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly Disagree

5/5/16

"Does _____ recognize your contribution to the team?"

--Always

--Usually

--Sometimes

--Rarely

--Never

Follow-up

"Do you get the respect at work you deserve?"

--Always

--Usually

--Sometimes

--Rarely

--Never

5/8/16

"Is _____ helpful?"

- Always
- Usually
- Sometimes
- Rarely
- Never

5/9/16

"Are you supported by your peers?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"Look around you, how many/or what % of people know your first name?"

- 10 people or more people, more than 50% know my name
- 10 people or more people, less than 50% know my name
- less than 10, more than 50% know my name
- less than 10, less than 50% know my name
- I'm alone

5/10/16

"I get the support from HR that I need."

- Always
- Usually
- Sometimes
- Rarely
- Never

5/11/16

"_____ encourages hard work in a positive way."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Second login

"Which Amazon product best represents you?"

- First generation kindle reader
- Amazon Fire HD tablet
- Amazon Echo
- Amazon Fire Phone
- Amazon Dash Button

5/15/16

"Does your leadership team provide the support you need?"

- Always
- Usually
- Sometimes
- Rarely
- Never

5/16/16

"_____ creates a culture of safety for our team."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

5/17/16

"My daily work directly contributes to customer satisfaction."

- Strongly agree
- Agree
- Neither agree nor disagree
- Strongly disagree

5/18/16

"Do you know how to contact Amazon ERC?"

- I can contact them?
- Inside Amazon phone or trouble ticket
- Ask my manager to contact them for me
- Sure don't

Follow-up

"You can contact the ERC through Inside Amazon, by phone, or by a trouble ticket."

--OK

Second login

"The Connections questions ask about things that matter to me at work."

--Always

--Usually

--Sometimes

5/19/16

"How long do you intend to stay at Amazon?"

--A year of less

--One to three years

--Three to five years

--Five to ten years

--Ten or more years

5/22/16

"Have you recently seen a leader take credit for someone else's idea?"

--Always

--Usually

--Sometimes

--Rarely

--Never

5/23/16

"Is your HR team friendly and approachable?"

--Always

--Usually

--Rarely

--Never

5/24/16

"Are you given opportunities to share innovative ideas at Amazon?"

--Very frequently

--Somewhat frequently

--Not very frequently

--Never

5/25/16

"Do you think _____ likes receiving feedback from his/her team?"

--Always

--Usually

--Sometimes

--Rarely

--Never

5/30/16

"Do you enjoy being a part of Amazon?"

--Always

--Usually

--Sometimes

--Rarely

--Never

5/31/16

"Are you proud to work for Amazon?"

--Always

--Usually

--Sometimes

--Rarely

--Never

6/1/16

"I feel motivated at work."

--Always

--Usually

--Sometimes

--Rarely

--Never

Second login

"This month you'll notice some questions have response options in reverse order."

--OK

6/5/16

"Do you see Connections as a tool to improve your work environment?"

--Yes

--No

6/6/16

"The questions _____ asks shows that he or she understands my job."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

6/7/16

"Do you feel valued at Amazon?"

--Always

--Usually

--Sometimes

--Rarely

--Never

6/8/16

"The leaders at my site are approachable."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

6/12/16

"There is no work related question that _____ would judge me for asking."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

6/13/16

"Do your team members make your work day more enjoyable?"

--Yes

--No

6/14/16

"I am able to raise concerns to leadership without worrying about consequences."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

7/10/16

"Do the leaders at your site help make work fun for you?"

--Always

--Usually

--Sometimes

--Rarely

--Never

7/11/16

"Do you get the respect you deserve at work?"

--Always

--Usually

--Sometimes

--Rarely

--Never

7/12/16

"The Connections questions are relevant to my experience working at Amazon."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

Second login

"Today is Prime Day! Let's work hard, have fun, make history!"

--OK

7/14/16

"Do you share suggestions for improving things at work?"

--Yes

--No

Follow-up

"I am satisfied with the follow-up to my suggestion(s).

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

Second login

"Are you participating in the Career Choice Program?"

--Yes

--No

--I am not eligible for Career Choice

--What's Career Choice?

Follow-up

"Would you consider The Offer once you finish the course?"

--Yes

--No

--I am not interested in leaving Amazon

--What's The Offer?

7/17/16

"_____ treats me with respect."

--Always

--Usually

--Sometimes

--Rarely

--Never

7/18/16

"Do you feel Amazon is invested in you?"

--Very invested

--Somewhat invested

--Not at all invested

Second login

"Were you well informed about what to expect for Prime Day?"

--Yes

--No

7/19/16

"_____ provides me with helpful feedback."

--Always

--Usually

--Sometimes

--Rarely

--Never

7/20/16

"_____ helps me enjoy my work experience."

--Always

--Usually

--Sometimes

--Rarely

--Never

7/21/16

"Having employees with diverse backgrounds is a source of innovation at Amazon."

--Strongly agree

--Agree

--Neither agree nor disagree

--Disagree

--Strongly disagree

7/24/16

"Do the leaders at your site help motivate you to do your best work?"

--Always

--Usually

--Sometimes

--Rarely

--Never

Second login

"Has your manager expressed appreciation to you recently? (Ex. Said, 'Thank you.')"

- Yes
- No

7/25/16

"If I share a concern with _____, they follow-up with me."

- Always
- Usually
- Sometimes
- Rarely
- Never

7/26/16

"Does your work give you a sense of accomplishment?"

- Always
- Usually
- Sometimes
- Rarely
- Never

7/27/16

"What comments do people at your site share about Connections?"

- Mostly positive
- Somewhat positive
- Mostly negative
- No one talks about Connections

7/28/16

"Do you feel valued at Amazon?"

- Always
- Usually
- Sometimes
- Rarely
- Never

7/30/16

"How often are the leaders at your site friendly to you?"

- Always
- Usually
- Sometimes
- Rarely
- Never

8/1/16

"Does _____ recognize your contribution to the team?"

- Always
- Usually
- Sometimes
- Rarely
- Never

8/2/16

"I have the tools and the resources I need to do my job well."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/3/16

"Do you ever worry about being fired unfairly?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"Have your standups been informative and fun lately?"

- Yes, they are informative and fun.
- They are informative but not fun.
- They are fun but not informative.
- They are neither fun nor informative.
- We don't have standups.

8/4/16

"_____ creates a culture of safety for our team."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/7/16

"_____ is mindful of showing respect for cultural differences."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/9/16

"If I got a similar job and pay somewhere else, I would leave Amazon today."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/10/16

"_____ prefers to:"

- Hold my team accountable for their performance
- Motivate my team to do their best everyday

8/14/16

"How often do you go the extra mile at work?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"Does hard work receive positive recognition at Amazon?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"Which of the following would most likely be on your bucket list?"

- Climbing Mt. Everest
- Writing a best-selling novel
- Visiting every continent
- Winning Iron Chef
- Having a statue molded after me

8/15/16

"Has your manager expressed appreciation for you recently? (Ex. Said 'Thank You.')

- Yes
- No

Second login

"I feel a sense of belonging on my team."

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/16/16

"_____ is a good listener."

- Always
- Usually
- Sometimes
- Rarely
- Never

8/17/16

"Is your HR team friendly and approachable?"

- Always
- Usually
- Rarely
- Never
- Not Applicable

2/21/16

"Management actions are consistent with Amazon's leadership principles."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/22/16

"Would nearly everyone at your site pick up a piece of trash found on the ground?"

- Yes
- No

Second login

"How do you typically receive swag? (recognition with prizes) at work?"

- In the last week
- In the last month
- In the last 3 months
- In the last 6 months
- Never

Follow-up

"How would you like to be recognized with prizes?"

- Fewer but more expensive items (e.g. 1-3 items/year)
- More often but more inexpensive items (e.g. weekly)

8/23/16

"Do you feel pressure to change things about yourself to fit in at Amazon?"

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/24/16

"_____ communicates to the team how our work impacts Amazon's customers."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8/25/16

"Does your work give you a feeling of accomplishment?"

- Always
- Usually
- Sometimes
- Rarely
- Never

8/28/16

"When you come to work, do you feel like you belong?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"When was the last time you received recognition?"

- In the last week
- In the last month
- In the last 3 months
- In the last 6 months
- Never

Follow-up

"How would you like to be recognized?"
 --Fewer but more expensive items (e.g. 1-3 items/year)
 --More often but more inexpensive items (e.g. weekly)
 --Just a simple thank you from my leader

8/29/16

"Do you find your work to be a positive challenge?"
 --Always
 --Usually
 --Sometimes
 --Rarely
 --Never

Second login

"My manager communicates changes in work process well."
 --Strongly agree
 --Agree
 --Neither agree nor disagree
 --Disagree
 --Strongly disagree

8/30/16

"The leaders at my site are approachable."
 --Strongly agree
 --Agree
 --Neither agree nor disagree
 --Disagree
 --Strongly disagree

Second login

"How are associates most often recognized in your team.?"
 --1-1 in person
 --During stand-up/All Hands
 --Message via hand scanner or work station
 --On the TVs or bulletin boards

Follow-up

"How would you prefer to be recognized?"
 --1-1 in person
 --During stand-up/All Hands
 --Message via hand scanner or work station
 --End of shift
 --On the TVs or bulletin boards

8/31/16

"How often do your coworkers seem irritated when you ask them a question?"
 --Never
 --Rarely
 --Sometimes
 --Usually
 --Always

9/1/16

"My team is more effective due to _____'s leadership."
 --Strongly agree
 --Agree
 --Neither agree nor disagree
 --Disagree
 --Strongly disagree

9/4/16

"When _____ makes a change, it is clear why they did it."
 --Strongly agree
 --Agree
 --Neither agree nor disagree.
 --Disagree
 --Strongly disagree

9/5/16

"Do you feel motivated at work?"
 --Always
 --Usually
 --Sometimes
 --Rarely
 --Never

9/6/16

"I am able to raise concerns to leadership without worrying about consequences."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

9/7/16

"_____ encourages work in a positive way."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Second login

"I am satisfied with my work schedule."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Follow-up

"I often feel like a number at Amazon rather than an individual."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

9/11/16

"I am comfortable confiding in HR about personal information."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

9/12/16

"I feel emotionally exhausted after my shift."

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"I am confident in my ability to perform my rate."

- [company reversed normal order]
- Never
 - Rarely
 - Sometimes
 - Usually
 - Always

9/12/16

"Are you fairly rewarded for your contributions at work?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"I feel physically drained during my shift."

- [company reversed normal order]
- Never
 - Rarely
 - Sometimes
 - Usually
 - Always

9/13/16

"Does your manager help you enjoy your work experience?"

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

9/14/16

"My site leaders want to know my concerns at work."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Second login

"Do you know about the A to Z magazine?"

- Yes, I have read it
- Yes, but I haven't read it
- No

Follow-up

"What is your favorite kind of article?"

- Profiles about interesting associates
- News from other parts of the company
- Customer Comments
- Benefit program details
- I don't read the magazine

9/15/16

"I am able to make my rate in my department."

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"I have considered leaving my job because of its physical demands."

[company reversed normal order]

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

9/18/16

"I feel physically drained after my shift is over."

- [company reversed normal order]
- Never
- Rarely
- Sometimes
- Usually
- Always

Follow-up

"I feel a sense of relief when my shift is over."

[company reversed normal order]

- Never
- Rarely
- Sometimes
- Usually
- Always

Second login

"I feel a sense of accomplishment from my work."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Follow-up

"(If Any) Some days my job makes me feel more like a robot than a person."

[company reversed normal order]

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

9/21/16

"Does your manager recognize your contribution to the team?"

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"I am treated with respect by the managers at my site."

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"I often feel overwhelmed during my shift." [company reversed normal order]

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly Agree

9/25/16

"I am treated with respect by the PAs at my site."

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"I care about the quality of my work."

- Always
- Usually
- Sometimes
- Rarely
- Never

9/26/16

"I receive enough recognition for my efforts at work."

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"When I'm required to work mandatory overtime, I'm notified well in advance."

- Always
- Usually
- Sometimes
- Rarely
- Never

Second login

"I find the content of All Hands meetings to be useful and relevant."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Follow up

"What part of your All Hands meeting made you feel most proud to work at Amazon?"

- Videos of Associates
- Career Choice
- Wage survey results
- Q&A
- I didn't attend an All Hands meeting

9/27/16

"My leaders care about the quality of my work."

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"When I get off my shift, I feel energized."

- Always
- Usually
- Sometimes
- Rarely
- Never

9/28/16

"I understand how my work impacts our customers."

- Always
- Usually
- Sometimes
- Rarely
- Never

Follow-up

"How do your career opportunities now compare to when you first began at Amazon?"

- Better
- The Same
- Worse

Second login

"I care about how my work impacts Amazon's customers."

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Follow-up

"In the past month, have you considered leaving your job at Amazon?"

- No
- Yes

10/3/16

"If you wrote a story about your accomplishments at Amazon, how long would it be?"

- Fortune Cookie
- Tri-fold pamphlet
- Short story
- Novel
- Epic Series

10/17/16

"Are you honest when answering Connections questions?"

- Always
- Usually
- Rarely
- Never