

## Keeping the Right People Sample Survey Questions

The Keeping the Right People online assessment evaluates best practices in seven critical areas for retaining top producers. Here are some sample questions from the assessment:

### Agency or Firm (Overall)

- Does the head of your agency or firm have a clear vision for the success of the organization?
- Do you feel appreciated by the management of your agency or firm?

### Corporate Headquarters or Home Office

- Do you believe that your corporate headquarters or home office is committed to your success?
- Do you feel a sense of loyalty to your company?

### Agency or Firm Business Support

- Do your agency's business systems allow you to focus your time on income-generating activities?
- Do you have effective systems for bringing together senior associates with new associates to promote joint work?

### Coaching and Development

- Are the skill-development opportunities available to you appropriate to your needs and your practice?
- Do associates who are stuck at a certain level receive coaching to help them move to the next level?

### Personal Connections and Support

- Do associates have opportunities to socialize and connect with one another on an informal basis?
- Are spouses and families included in social, business and recognition events?

### Relationship with Field Management

- Do you trust your manager to keep his or her word and to keep confidential matters quiet?
- Will your manager work side-by-side with you, if you need help, to get the job done?

### Relationship with the Home Office

- Does your company provide products that meet the needs of your primary markets?
- Is your company committed to its field force?