

Post-acquisition employee survey

This survey asks how the acquisition is going for you. Leave your name off: answers are only reported for groups, never for one person.

Team or site

Date

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
1 I know what the acquisition means for my own role.	☐	☐	☐	☐	☐
2 Leaders are honest about what will and will not change.	☐	☐	☐	☐	☐
3 When I ask about the deal, I get a straight answer.	☐	☐	☐	☐	☐
4 I expect to have a job here a year from now.	☐	☐	☐	☐	☐
5 Decisions about who does what are being made fairly.	☐	☐	☐	☐	☐
6 People from both companies are treated as equals.	☐	☐	☐	☐	☐
7 What I valued about working here is being kept.	☐	☐	☐	☐	☐
8 Leaders from both companies work well together.	☐	☐	☐	☐	☐
9 When someone asks where you work, which name do you give? ☐ The combined company ☐ My old company ☐ Both names ☐ Depends who asks					
10 Which company did you work for before the deal? ☐ Acquiring company ☐ Acquired company ☐ Joined since the deal ☐ Prefer not to say					
11 What question about the acquisition has nobody answered for you yet?					
12 What from the way your team worked before the deal should we keep?					

Thank you. Your answers are anonymous.

poll-maker.com/cp-post-acquisition-employee

Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Day one and the first weeks

13 How did you first hear about the acquisition?

- ☐ From my manager ☐ All-staff meeting ☐ Email from leaders ☐ News or social media
☐ From a colleague

14 When you first heard, what did you most want to know? (tick all that apply)

- ☐ My job ☐ My pay ☐ My benefits ☐ My manager ☐ Where I work ☐ Company name

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
15 In week one, I knew what would stay the same for me.	1	2	3	4	5
16 I knew where to find answers about the deal.	1	2	3	4	5

17 What have you heard about the acquisition that you want confirmed or denied?

Pay, benefits and practical changes

18 Which of these have changed for you since the deal closed? (tick all that apply)

- ☐ Pay ☐ Benefits ☐ Job title ☐ Manager ☐ Work location ☐ Systems ☐ Nothing yet

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
19 Pay and benefit changes were explained in advance.	1	2	3	4	5
20 I know which HR policies apply to me now.	1	2	3	4	5

21 Compared with before the deal, your pay and benefits overall are:

- ☐ Better ☐ About the same ☐ Worse ☐ Not sure yet

22 Which practical detail is still unclear to you?

Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Two cultures, one company

23 Which best describes how the two companies are coming together?

- ☐ Side by side ☐ Blending both ☐ Adopting the buyer's ways ☐ Something new for both
☐ Not sure

24 Which of these would work best for your team?

- ☐ Side by side ☐ Blending both ☐ Adopting the buyer's ways ☐ Something new for both
☐ Not sure

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
25 I understand how decisions get made here now.	1	2	3	4	5					
26 Working with people from the other company is easy.	1	2	3	4	5					
27 What difference between the two companies slows your work down?										

Staying or going

28 How long do you see yourself working here?

- ☐ Under 6 months ☐ 6 to 12 months ☐ 1 to 2 years ☐ Over 2 years ☐ Not sure

29 Since the deal was announced, have you looked at other jobs?

- ☐ No ☐ Thought about it ☐ Looked at listings ☐ Applied ☐ Prefer not to say

30 What would make you more likely to stay? (tick all that apply)

- ☐ Clear role ☐ Career path ☐ Pay ☐ Keep my manager ☐ Keep my team ☐ Flexible work
☐ More information

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
31 A leader has talked with me about my future here.	1	2	3	4	5					

Thank you. Your answers are anonymous.

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Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

One year on

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
32 The deal turned out the way leaders described it.	1	2	3	4	5
33 Teams from the two companies now work as one.	1	2	3	4	5
34 Compared with before the deal, as a place to work this is:					
☐ Much better	☐ Better	☐ About the same	☐ Worse	☐ Much worse	
35 What should leaders do differently in the next acquisition?					

About you (optional)

36 Which best describes your role?

☐ Individual contributor

☐ Team lead

☐ Manager

☐ Senior leader

☐ Prefer not to say

37 How long had you worked at your company before the deal?

☐ Under 1 year

☐ 1 to 3 years

☐ 4 to 9 years

☐ 10 years or more

☐ Prefer not to say

38 Which team, site or function are you in?