



What People Want From Work 2026 - A Xenium Survey

This survey is completely anonymous. Xenium does not collect your name, email address, or anything else that could identify who you are. Your employer will only see grouped results from the team, never individual responses.

That protection matters. Honest feedback only works when people feel safe giving it, so please share what you actually think.

The results give your employer a clear view of what people value most about work and where there's room to improve. Your voice shapes that picture.

Thanks for taking the time to share your perspective.

-From the Xenium Survey Team

* 1. Write Survey Access Code here:

* 2. Name of your Company/Organization:



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Demographics

Providing demographic data is optional. All survey responses are anonymous and will not be attributed to individual respondents. This information is helpful for analyzing whether there may be trends in engagement and satisfaction impact for certain demographic groups.

3. What role or level of position do you hold in your organization?

- Non-supervisory
- Supervisor/Manager Level
- Director Level
- Executive Level

4. Your current work arrangement

- On site
- Hybrid
- Fully Remote

5. (Optional) Please check your applicable age range:

- 15-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75+
- Prefer not to say

6. (Optional) Please select the gender with which you identify.

- Male
- Female
- Non-binary
- Prefer not to say
- Other

7. (Optional) Please select the race/ethnicity category with which you primarily identify.

- Hispanic or Latinx
- White
- Black or African American
- Asian
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native
- Two or More Races: a person who primarily identifies with two or more of the above race/ethnicity categories.
- Prefer not to say

Other



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Company Leadership

* 8. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
The organization has a clear mission and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company leaders listen to, respect and value employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership communication is authentic and transparent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. What level of value/importance does **Company/Org. Leadership** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

10. Optional Comment



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Supervisor Communication and Support

* 11. With regard to your current employer, please rate your level of agreement with each statement below:

1- Strongly disagree 2- Disagree 3- Neither disagree nor agree 4- Agree 5- Strongly agree 6- Not Applicable

I receive useful feedback from my manager that helps me improve my performance.

My skills and talents are recognized and utilized in my current position.

My supervisor gives me the freedom to do my job the way I know best.

12. What level of value/importance does **Supervisor Communication & Support** have in influencing your engagement and performance?

1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

13. Optional Comment



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Collaboration & Teamwork

* 14. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
Teamwork is encouraged and practiced in this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My team solves its problems before they become a crisis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a high level of cooperation towards meeting quality goals and timely deadlines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. What level of value/importance does **Collaboration & Teamwork** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

16. Optional Comment



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Work Environment & Resources

* 17. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
My work environment is safe and comfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the necessary equipment, tools, technology to perform my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work arrangement (ex. on site, hybrid, remote) allows me to do my best work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. What level of value/importance does the **Work Environment & Resources** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5- Very High

19. Optional Comment



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Workplace Culture

* 20. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
The large majority of people in my organization share a common set of values or principles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees are accountable for demonstrating behaviors consistent with organizational values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization cares about employee wellbeing and supports a balance between work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. What level of value/importance does the **Workplace Culture** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

22. Optional Comment



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Compensation

* 23. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
My wage/salary is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My employer is transparent (or I understand) about how employee pay is set/determined.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current compensation motivates me to perform at a high level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. What level of value/importance does **Compensation** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

25. Optional Comment



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Benefits & Perks (ex. health, financial, time off, wellness programs)

* 26. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
My benefits package is fair and competitive for the organization's size and industry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits offered by my employer meet my personal needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fully utilize the benefits and perks available to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. What level of value/importance do **Benefits & Perks** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

28. Optional Comment



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Training and Development

* 29. With regard to your current employer, please rate your level of agreement with each statement below:

	1- Strongly disagree	2- Disagree	3- Neither disagree nor agree	4- Agree	5- Strongly agree	6- Not Applicable
I receive the training I need to be able to perform my job tasks and responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager is actively interested in my professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have opportunities to develop new knowledge, skills, and experience / to grow in my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. What level of value/importance does **Training & Development** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

31. Optional Comment



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Diversity, Equity & Inclusion

* 32. With regard to your current employer, please rate your level of agreement with each statement below:

1- Strongly disagree 2- Disagree 3- Neither disagree nor agree 4- Agree 5- Strongly agree 6- Not Applicable

My organization has a Diversity, Equity or Inclusion vision and plan that is communicated to all employees.

My organization treats employees, across an array of diversity dimensions, fairly and inclusively.

My organization provides employee training focused on a respectful and discrimination-free workplace.

33. What level of value/importance does **Diversity & Inclusion** have in influencing your engagement and performance?

1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

34. Optional Comment



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Corporate Responsibility & Impact

* 35. With regard to your current employer, please rate your level of agreement with each statement below:

1- Strongly disagree 2- Disagree 3- Neither disagree nor agree 4- Agree 5- Strongly agree 6- Not Applicable

My organization invests in practices such as use of sustainable materials, recycling, promoting a paperless office, encouraging sustainable transportation, conserving energy, and/or supporting local environment-focused organizations.

My organization gives back to the community through sponsorships, fundraising, donations, and/or volunteer opportunities for non-profits and social causes.

My organization engages in fair and equitable business practices across the board, including treating all employees, stakeholders, and customers ethically and with respect.

36. What level of value/importance does **Corporate Responsibility & Impact** have in influencing your engagement and performance?

- 1 - Very Low 2 - Low 3 - Neutral 4 - High 5 - Very High

37. Optional Comment



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The Top 3 Factors

* 38. Referencing the list below, select the TOP 3 factors that contribute to your engagement and overall job satisfaction. Please select up to 3 of the following factors (in no particular order).

- Autonomy
- Business Growth/Success
- Challenging Work
- Clear and Inspiring Vision
- Mission & Values Alignment
- Compensation, including Benefits
- Flexible Schedule
- Interesting Work
- Job Security
- Opportunity for Advancement
- Personal Development/Growth
- Making a Difference
- Recognition
- Increased Responsibility
- Positive Relationships/Trust
- Team Collaboration
- Access to Technology
- Work Environment/Physical Space



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Final Thoughts

* 39. If asked by a friend, what is the top reason you would give for staying at your current job?

* 40. What is the one thing your employer can do to make the biggest difference in your job satisfaction and performance?

* 41. Based on a 10-Star rating (10 being an emphatic "YES"), how likely are you to recommend your workplace as a good place to work?

42. (Optional) Please Include any additional comments here