

Post-parental leave feedback survey template

Directions: Make a copy of the document to edit and customize for your organization.

Introduction

Dear [Employee Name],

Welcome back! We hope your parental leave was a valuable time for you and your family. To help us improve our parental leave program and better support our employees, we would appreciate your feedback on your experience. Please take a few minutes to complete this survey.

Thank you, [Company Name] HR Team

General Information

1. **Employee Name:**
2. **Department:**
3. **Date of Return:**

Parental Leave Experience

4. **How would you rate the overall support provided by [Company Name] during your parental leave?**
 - Excellent
 - Good
 - Fair
 - Poor
5. **Were you satisfied with the communication from the company during your leave?**
 - Very Satisfied
 - Satisfied
 - Neutral
 - Dissatisfied
 - Very Dissatisfied
6. **Did you feel adequately informed about the parental leave policies and procedures before your leave?**

- Yes
- No
- Somewhat

7. Was the process of applying for parental leave easy to understand and complete?

- Yes
 - No
 - Somewhat
-

Returning to Work

8. How prepared did you feel for your return to work?

- Very Prepared
- Prepared
- Neutral
- Unprepared
- Very Unprepared

9. Did you experience any challenges when transitioning back to work?

- Yes
- No
- If yes, please describe: _____

10. Did you feel supported by your manager and team upon your return?

- Yes
- No
- Somewhat

11. Were any accommodations or adjustments made to help you transition back to work?

- Yes
- No
- If yes, please describe: _____

12. Were you provided with adequate flexibility (e.g., remote work, flexible hours) upon your return?

- Yes
- No
- Somewhat

Support and Resources

- 13. What additional support or resources would have been helpful during your transition back to work?**
- 14. Are there any aspects of the parental leave policy or process that you think could be improved?**
- 15. Do you have any suggestions for improving the overall parental leave experience for future employees?**

Overall Satisfaction

- 16. How satisfied are you with [Company Name]'s parental leave program overall?**
 - ☐ Very Satisfied
 - ☐ Satisfied
 - ☐ Neutral
 - ☐ Dissatisfied
 - ☐ Very Dissatisfied

- 17. Additional Comments:**

Thank You

Thank you for taking the time to provide your valuable feedback. Your insights will help us enhance our parental leave program and better support our employees.