



Prevention of Harassment, Bullying & Discrimination in the Workplace

Dear SHAPE Staff members,

We are inviting you to take part in the SHAPE Well-being survey, organised by Pulso Europe. Filling in the questionnaire should only take around 15 minutes.

This detailed questionnaire covers your work relationships, tasks, motivations, team dynamics, management & leadership, engagement, individual resources, undesirable behaviours, stress, loyalty and job satisfaction. The questionnaire is based on a scientific model to measure well-being in the work place.

The Pulso Europe research team is duty bound by a deontological code and guarantees that your answers will remain strictly confidential. Neither your colleagues, employer or any third parties will have access to your information. The anonymity of every individual staff members is assured and of the utmost importance. The confidentiality of your data is guaranteed (for more information see the privacy notice – link in the questionnaire)

You can access the survey through the following link: <https://app.keysurvey.com/f/41641338/61d3/>

You can close the survey at any time without losing your answers. You can then complete the survey later by clicking the link in this email.

We kindly request to complete the survey by **15th November 2022**.

Do not hesitate to contact us on staffrelations@shape.nato.int, should you have questions or remarks regarding this survey.

We are all one community because we respect, trust and care for each other.

Thank you in advance for your participation in this important survey.

Chief of Staff



Prevention of Harassment, Bullying & Discrimination in the Workplace