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Spotlight-35: Fast insight for smarter action

A focused employee survey that delivers timely insight on engagement, retention risk, and workforce readiness

What it is

A streamlined 35-question survey designed to quickly capture what matters most: engagement levels, performance, change readiness, and emerging themes such as sentiments on AI adoption.

Why now

Traditional engagement surveys can be relatively complex and high-cost for today's pace of change. Leaders need more compact options to get actionable workforce insight quickly to respond to transformation, cost pressure, and evolving employee expectations.

Why it is for you

Concise	Reduces survey fatigue and time-off-the-job, with a focused question set
Fast	Rapid deployment to results and data-driven interventions
Action-oriented	Surfaces priority risks tied to retention and engagement
Timely	Captures relevant themes: change, wellbeing, trust, AI-readiness
Targeted analysis	Clear insights that drive targeted action
Cost-effective	Robust insight without enterprise survey complexity

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A Modern, Research-Based Employee Experience Survey

Spotlight-35 is a concise, modern questionnaire (33 closed, 2 open questions) that is efficient, universally applicable across geographies and industries, and directly actionable. It measures proven drivers of employee engagement and the wider employee experience — including AI adoption/readiness and organizational trust — to surface insights you can use to improve the employee experience.

Engagement

Pride: *"I am proud to work for this organization."*

Motivation: *"This organization motivates me to give my best."*

Belonging: *"I feel like I belong at this organization."*

Advocacy: *"I would recommend this organization as a place to work."*

Energy: *"I feel energized at work."*

Accomplishment

Sense of achievement, meaningful contribution, impact, purpose

e.g., My job makes good use of my skills and abilities

AI Adoption

Confidence in AI, access to tools, effective use, future readiness

e.g., I have access to the right AI tools and resources to be effective in my role

Career & Development

Growth, feedback, learning, progression

e.g., I feel that my career goals can be met at my company

Communication

Clarity, transparency, information sharing, alignment, listening

e.g., Senior leadership provides clear direction for the future

Decision Making

Timely decisions, leadership judgement

e.g., Decisions are made in a timely manner at my company

Performance

Effective processes, continuous improvement, accountability

e.g., Our work processes allow me to be as productive as possible

Rewards

Fair pay, benefits, recognition, appreciation, value

e.g., I am satisfied with my benefits package

Trust

Respect, psychological safety, openness, fairness, integrity

e.g., I feel it's safe to speak up without fear of adverse consequences

Wellbeing

Work-life balance, flexibility, manageable workload, support, sustainability

e.g., My current workload is manageable

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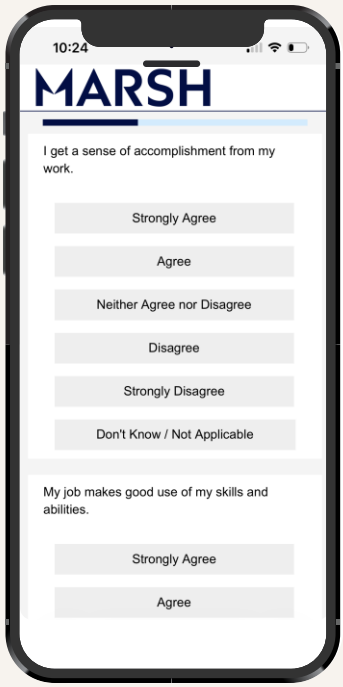
Online and mobile survey delivery

That enable participants to complete the survey anytime, anywhere



Multilingual survey set up

Surveys can be set up with English plus one other language (included in core scope)

Insights dashboard

A comprehensive overview of engagement within your team, and a guide to identifying other key areas for attention

Deep dive

Across all survey questions, filtering and breaking down into demographics

Focus

Areas of strength and opportunity are surfaced for attention

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Core services

Survey Content

- Fixed set of 33 closed questions
- 2 open comment questions
- Survey provided in English + one other language

Employee Data

- One org. hierarchy as provided by client via a clean HRIS file
- Demographic questions covering:
  - Job Grade
  - Tenure
  - Age
  - Gender
  - AI usage

  + 1 client specific

Reporting

- Dashboard provided in English + one other language
- Two Mercer benchmarks
- Dashboard access for project team and manager
- Guided 30 min functional walk-through of dashboard
- PPT export from platform
- AI generated results presentation materials

Optional services

- Inclusion of additional questions (max. 5 closed questions)
- Additional languages for survey admin

- Additional support cleaning employee data file, for example, collating from multiple sources

- Additional languages for dashboard
- Additional benchmarks
- Discussion of results (based on output slides, senior level support)
- Customized results presentation prepared and delivered
- Action planning workshop

To learn more, contact us at
MercerEmployeeEngagement@mercer.com

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We are leaders in risk, strategy and people. One company, with four global businesses, united by a shared purpose to build the confidence to thrive through the power of perspective.

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