

Get Outdoors Employer Survey (Self-Scored)



The Get Outdoors Employers Survey assesses how organizations are promoting use and stewardship of the outdoors through workplace initiatives to enhance employee health and well-being. Use this self-score survey to measure strengths and opportunities for enhancing your workplace culture to promote the great outdoors.

This 40-question survey should take you no longer than 15 minutes to complete.

The Get Outdoors Employer Toolkit, designed for Colorado companies interested in improving the health and well-being of their employees, was created in a partnership with the Center for Health, Work & Environment at the Colorado School of Public Health and the Outdoor Recreation Industry Office at the Colorado Office of Economic Development and International Trade. It is built to help employers integrate and promote sustainable nature experiences and outdoor recreation through workplace initiatives and enhance the health and well-being of diverse workforces.



Organization and Leadership Values

Maximum of 36 points possible

For the purpose of this survey, outdoor recreation refers to the activities that occur outdoors in an urban, suburban, and man-made environment as well as those activities traditionally associated with rural and natural environments. This includes parks, wilderness, and other designated or undesignated areas.

Please circle the numeric value that matches how much you agree or disagree with the following statements:

	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree	Enter your response
Our organization values the outdoors	3	2.5	2	1	0	0	0	
Leaders at our organization value the outdoors	3	2.5	2	1	0	0	0	
Leaders at our organization model the way, actively encourage, and express a vision of well-being that includes the outdoors	3	2.5	2	1	0	0	0	
Leaders at our organization participate in outdoor activities	3	2.5	2	1	0	0	0	
Leaders at our organization encourage use of outdoor space to team members	3	2.5	2	1	0	0	0	
Use of the outdoors is incorporated into existing health and wellness programs	3	2.5	2	1	0	0	0	
Employees at our organization value outdoor recreation (i.e., biking, hiking, skiing, fishing, other outdoor activities)	3	2.5	2	1	0	0	0	
The exterior appearance of our workplace (building) reflects the outdoor values of our organization	3	2.5	2	1	0	0	0	
Employee use of outdoor space during the workday improves productivity	3	2.5	2	1	0	0	0	
Employee use of outdoor of outdoor space during the workday improves health and well-being	3	2.5	2	1	0	0	0	

Sum your responses for these questions:



What does your organization do to encourage access and use of outdoor spaces?

	Provide flexible working hours and schedules	Provide resources and tips about ease of access (trail maps, guided hikes)	Provide training to employees that introduces outdoor opportunities	Provide employees with incentives to get outdoors (such as corporate ski passes, bike share vouchers, tickets to sports events)	Organizes outings for employees	Organizes and sponsors outdoor recreation events	Other	Sum your responses
<i>Circle all that apply and sum your responses.</i>	1	0.5	0.5	0.5	0.5	0.5	0.5	

Your points for this question:

How often does your organization hold retreats or work-related functions outdoors?

	Daily	Weekly	Monthly	Annually				Enter your response
<i>Circle one:</i>	2	2	1	1				

Your points for this question:

Your total for Organization and Leadership Values (Add values in orange boxes):

Access & Inclusivity

Maximum of 40 points possible

We think of outdoor spaces as those that are located immediately around a person’s worksite, such as a picnic area or green space on a campus, and those that are off-site, such as parks and recreation areas. Let’s assess first about outdoor spaces immediately around your current workplace/building/worksite.

At your workplace currently, what type(s) of outdoor space do employees have access to?

	Balcony	Outdoor plaza	Picnic area	Greenspace	Parks	Trails	Other	Sum your responses
<i>Circle all that apply and sum your responses.</i>	0.5	0.5	0.5	0.5	0.5	0.5	0.5	

Your points for this question:



What groups of employees have regular access to outdoor spaces?

	Full-time	Part-time	Hourly	Contractors	Others			Sum your responses
<i>Circle all that apply and sum your responses.</i>	1	1	1	1	1			

Your points for this question:

How do employees utilize outdoor spaces during work hours?

	Lunches	Exercise	Walking meeting	Socializing with coworkers or clients	Taking personal calls	Working outdoors	Taking work breaks	Other	Sum your responses
<i>Circle all that apply and sum your responses.</i>	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	

Your points for this question:

On average, how much time/day do employees spend in outdoor spaces during work hours?

	No time	1-30 minutes	31-60 minutes	61-120 minutes	120+ minutes			Enter your response
<i>Circle one.</i>	0	2.5	5	5	5			

Your points for this question:

Please circle the numeric value that matches how much you agree or disagree with the following statements:

	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree	Enter your response
All employees use outdoor spaces equally	3	2.5	2	1	0	0	0	
Only some employees use outdoor spaces frequently	3	2.5	2	1	0	0	0	
Only senior leaders and managers use outdoor spaces frequently	3	2.5	2	1	0	0	0	

Sum your responses for these questions:



What is the proximity to the nearest off-site outdoor space to your workplace?

	1-5 miles	6-10 miles	11-25 miles	26+ miles				Enter your response
Circle one.	2	1.5	1	0				

Your points for this question:

Is there a safe access route to this off-site outdoor space through the following?

	Sidewalks or paths that connect	ADA accessible paths	Bike lanes	Appropriate traffic signage	Crosswalks			Sum your responses
Circle all that apply and sum your responses.	1	1	1	1	1			

Your points for this question:

What are your organization's top priorities for increasing access to outdoor spaces?

	Educating employees	Improving safety	Securing leadership support	Encouraging more use	Creating opportunities to introduce employees to outdoor spaces and activities	Offering flexible work schedules	Other	Sum your responses
Circle all that apply and sum your responses.	1	1	1	1	1	1	0.5	

Your points for this question:

Your total for Access & Inclusivity (Add values in orange boxes):

Health Promotion & Activities

Maximum of 12 points possible

Providing employees with an environment to make healthy choices is important to supporting their overall health and wellbeing. This section will cover what your organization is currently offering for health and wellness initiatives that promote employees getting outdoors.

Does your organization promote or encourage outdoor breaks (such as a walking or personal break)?

	Yes	No	Not sure				Enter your response
Circle one.	2	0	0				

Your points for this question:



Does your organization support employees who wish to perform essential work duties outside?

	Yes	No	Not sure					Enter your response
<i>Circle one.</i>	2	0	0					

Your points for this question:

Do employees at your organization participate in social outdoor activities as part of work?

	Group walks	Game days	Recreational events	BBQs and picnics	Other			Sum your responses
<i>Circle all that apply and sum your responses.</i>	1	1	1	1	0.5			

Your points for this question:

Does your organization sponsor outdoor recreation and social events?

	Races	Group hikes	Runs	Bike rides	Skiing	Sports leagues	Other	Sum your responses
<i>Circle all that apply and sum your responses.</i>	0.5	0.5	0.5	0.5	0.5	0.5	0.5	

Your points for this question:

Your total for Health Promotion & Activities (Add values in orange boxes):

Education and Conservation

Maximum of 12 points possible

Integrating conservation ethics into all health promotion-focused recreation programs helps ensure the sustainability of outdoor places. This section will cover what your organization is doing to promote responsible use of the outdoors.

Does your organization educate employees about responsible use of the outdoors?

	Yes	No	Not sure					Enter your responses
<i>Circle one.</i>	3	0	0					

Your points for this question:



Does your organization partner with any groups in the following categories that focus on improved access and conservation of the outdoor environment?

	Municipal/state/federal land agencies	Conservation/advocacy groups	Non-profit	Other				Sum your responses
<i>Circle all that apply and sum your responses.</i>	0.5	0.5	0.5	0.5				

Your points for this question:

Does your organization sponsor and/or participate in outdoor volunteer days (such as trail building, picking up trash, etc.)?

	Yes	No	Not sure					Enter your responses
<i>Circle one.</i>	4	0	0					

Your points for this question:

Does your organization have outdoor advocates and/or health and wellness champions who can support responsible outdoor use?

	Yes	No	Not sure					Enter your responses
<i>Circle one.</i>	3	0	0					

Your points for this question:

Your total for Education & Conservation (Add values in orange boxes):



Score Card

Section	Total points possible:	Your organization's points:
Organization and Leadership Values	36	<input type="text"/>
Access & Inclusivity	40	<input type="text"/>
Health Promotion & Activities	12	<input type="text"/>
Education and Conservation	12	<input type="text"/>
TOTAL:	100	<input type="text"/>

How to Score Your Responses

Scoring Guide Information

Category Ranges:

0-36 points — Organizational Leadership


0-40 points — Access & Inclusivity

0-12 points — Health Promotion & Policies

0-12 points — Education & Conservation



While all strategies aim to create work environments that support the health and well-being of employees are important, the following are key evidence-based considerations and recommended for taking the next steps for making improvements.

	<p>Organizational and Leadership Values</p> <p>Organizational support for outdoor access and recreation.</p>	<p>Leadership commitment, dedicated resources, employee benefits, program champions, and other infrastructure is crucial for creating a healthy workplace culture. Focus on these strategies:</p> <ul style="list-style-type: none">• Model the way. Leaders at your organization can actively encourage and express a vision of well-being that includes the outdoors.• Enabling teams and individuals. Encourage use of the outdoors in communications, meetings, benefit plans. Solicit and respond to feedback to help plan effective activities.• Peer support. Identify outdoor advocates and champions to promote activities. Recognize champions by sharing personal stories. Have team leads from different departments serve as champions.
	<p>Access & Inclusivity</p> <p>Equity, inclusivity, and access to the outdoors for all employees.</p>	<p>Prioritize equity, inclusivity, and access to the outdoors for all employees to reduce barriers to outdoor opportunities and meet the needs and interests of employees. Focus on these strategies:</p> <ul style="list-style-type: none">• Prioritize existing on-site outdoor spaces. Assess the access to on-site outdoor spaces include, balconies, outdoor plazas, picnic areas, greenspaces, trails and parks. On-site outdoor spaces should be welcoming and safe for all employees.• Identify and remove common barriers. Work with your team to address time constraints, lack of transportation, expense, lack of equipment, and safety concerns.• Encourage use of outdoor space for all. Consider the differences and preferences of your diverse workforce. Plan activities that offer different options to accommodate varying comfort and ability levels.



Health Promotion & Policies

Policies and practices to promote outdoor use for employees.

Provide employees with an environment to make healthy choices the default option. Focus on these strategies:

- **Provide education.** Increase participation by increasing awareness and knowledge of what is available and of benefits they will experience. Integrate into existing trainings and make it fun.
- **Provide information and training on local outdoor recreation opportunities.**
- **Provide resources and tips about ease of access (trail maps, guided hikes).**
- **Implement policies to promote outdoor use.** Provide flexible working hours and schedules, as well as paid-time off for employees to engage in outdoor activities. Provide incentives such as corporate ski passes, bike share vouchers, tickets to sports events, and passes for rec centers and parks.
- **Organize group events.** Offer 1-2 outdoor activities annually such as group hikes, 5ks, sports leagues, ski trips, and bike rides to provide an opportunity for socialization and team building.



Education & Conservation

Fostering stewardship and connection to the outdoors.

Elevate conservation ethic to ensure the protection and sustainability of outdoor places. Focus on these strategies:

- **Education.** Provide information on outdoor recreation etiquette to employee including “zero-trace,” responsible commuting, and best-practices for stewardship.
- **Volunteer.** Organize and sponsor an outdoor volunteer day every year (ex. trail building, trash pick-up) in local outdoor spaces.
- **Partner with groups.** Make connections with groups that focus on improved access and conservation of the outdoor environment, including municipal/state/federal land agencies, non-profit organizations, and conservation/advocacy groups.



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As a program based in the Center for Health, Work & Environment at the Colorado School of Public Health, our deep experience as researchers and industry trailblazers informs everything we do for you.

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