

# Benefits Utilization Quiz

## Evaluate Your Benefits Program

Are your employees really using the benefits you provide? A comprehensive benefits package is only valuable if it's actively used and appreciated by your workforce. Take this quiz to evaluate how well your current benefits program is working for your employees—and see if your staffing partner is truly delivering on what matters most.

1

### How easy is it for your employees to access and use their benefits?

- A. Extremely easy; everything is user-friendly and accessible.
- B. Fairly easy; they need some guidance but can manage.
- C. Somewhat difficult; there are occasional hurdles.
- D. Difficult; employees often express confusion or frustration.
- E. I don't know.

2

### What percentage of your employees are actively using the health benefits provided?

- A. Over 70%
- B. Between 50% and 70%
- C. Between 30% and 50%
- D. Less than 30%
- E. I don't know.

3

### How affordable are the benefits for your employees?

- A. Less than \$20 per pay period, zero-deductible with \$5 copays and prescriptions, and free telehealth.
- B. Less than \$50 per pay period, \$2,000 deductible with \$5 copays and prescriptions, and free telehealth.
- C. Around \$100 per pay period, \$3,000 deductible with variable copay or split costs.
- D. More than \$150 per pay period, \$5,000+ deductible with variable copay or split costs.
- E. I don't know.

4

### Do your benefits include mental health support, such as counseling or teledoctor services?

- A. Yes, and they're widely used.
- B. Yes, but utilization is low.
- C. No, but we're considering it.
- D. No, and it's not currently offered.
- E. I don't know.

**5 How well do your benefits align with what your employees actually need?**

- A. Perfectly; employees are highly satisfied.
- B. Fairly well; most needs are met.
- C. Somewhat; there are noticeable gaps.
- D. Poorly; employees often express dissatisfaction.
- E. We haven't asked what they need.

**6 How do you rate the overall impact of your benefits program on employee retention?**

- A. Extremely positive; it's a key reason employees stay.
- B. Positive; it helps with retention, but it's not the main factor.
- C. Neutral; it doesn't seem to impact retention much.
- D. Negative; benefits are often cited as a reason for leaving.
- E. I don't know.

**7 Are your employees aware of and utilizing the legal services offered as part of their benefits?**

- A. Yes, and they're widely used.
- B. Yes, but usage is low.
- C. No, they're not aware or rarely use them.
- D. We don't offer legal services.
- E. I don't know.

**8 How do you communicate the value of your benefits program to your employees?**

- A. Regularly, with clear, detailed explanations.
- B. Occasionally, with basic information.
- C. Rarely, and only when necessary.
- D. We don't have a structured communication plan.
- E. I don't know.

**9 Do your benefits include coverage for essential services like dental, vision, and life insurance?**

- A. Yes, and the coverage is excellent.
- B. Yes, but the coverage could be better.
- C. No, we only offer basic health coverage.
- D. No, we don't offer these services.
- E. I don't know.

**10 What is the overall satisfaction level of your employees with their benefits package?**

- A. Very satisfied; they frequently express appreciation.
- B. Satisfied; most employees seem content.
- C. Somewhat dissatisfied; there are some complaints.
- D. Dissatisfied; benefits are a common issue.
- E. I don't know.

## Results:

### > Mostly A's:

Congratulations! Your benefits program seems well-aligned with your employees' needs. Keep up the great work by ensuring continuous communication and accessibility.

### > Mostly B's:

Your benefits program is good, but there's room for improvement. Consider enhancing communication and exploring additional benefits that could better serve your workforce.

### > Mostly C's:

There are noticeable gaps in your benefits program. It might be time to re-evaluate and consider whether your current offerings truly meet your employees' needs.

### > Mostly D's:

Your benefits program could be a significant area of concern. Low utilization and satisfaction suggest that it's time for a serious overhaul to better align with what employees value most.

### > Mostly E's:

If you're uncertain about how well your benefits are serving your employees, it's a sign that your current staffing partner may not be providing the insight and support you need. It might be time to ask tougher questions and explore other options to ensure your benefits truly support your workforce.

## Curious About How Your **Benefits Compare?**

Discover how a well-designed benefits program can make a difference in employee satisfaction and retention. Explore solutions that could enhance your offerings and support your workforce effectively.



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