

Employee Health Insurance Evaluation Template

Before you start changing your plans and contributions, it's best to assess your team's needs to determine the best options for them and your budget. You can use the survey template below to gather general information on their health insurance needs and preferences to help you make decisions before plan selection.

Health Insurance Offering Survey

Please fill out this survey to help us understand how you use our company's benefits. Remember: don't include any specifics about your personal health information!

1. Are you enrolled in health insurance coverage through our company?
2. If you are not enrolled, what is the main reason behind your decision? Is it due to alternative coverage, cost, dissatisfaction with the current offerings, or something else?
3. If you are enrolled in our coverage, which plan did you pick?
4. Are all of your regular providers covered by your plan?
5. Do you find your share of the premium contribution to be fair and manageable?
6. Do you feel that our plans have low enough deductibles?
7. Are you interested in enrolling in an HSA-compatible plan?
8. What is more important to you: a broader network of providers or lower monthly costs?
9. On a scale of 1-10, how important is out-of-network coverage to you? Please explain.
10. If you are not taking advantage of health insurance currently, will you be opting in for this plan year? Why or why not?

How to Get Started

1. Share the survey with your employees.

You can copy the survey questions into an email, an online survey form, or print paper copies to give to your employees.*

2. Review the feedback.

Once you've gathered your team's feedback, take a look at the data for key themes.

3. Determine priorities.

After reviewing the results, create a list of your team's needs and prioritize them. This will guide you later when it's time to begin picking plans.

Please be sure to remind your employees not to include any specifics about their personal health information with you or anyone making insurance decisions at your company. If you ever receive questions involving personal health information, you can refer your employees to [Health Advocate](#) for one-on-one advice.

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