

EMPLOYEE SURVEY

MY POSITION	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
I like my job – the work I do					
I have the tools and resources I need to do my job well					
The physical conditions (light, heat, space, appearance) in my work area are adequate					
The company provides the training necessary to do my job					
My job makes good use of my skills and abilities.					
I clearly understand my job responsibilities					
The amount of work expected of me seems reasonable					
I feel that my work contributions are recognized and valued					
My work environment is set up to support versus hinder my work performance					
There always seems to be an urgency about everything					
I frequently feel stress in my job					

WORK ENVIRONMENT	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
The work environment is set up to support versus hinder my work performance					
The work environment fosters teamwork and cooperation					
The physical conditions of the work environment are safe					
I feel I have job security					
Drugs are a problem here					
Drinking is a problem here					

COMPENSATION / BENEFITS	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
I am paid fairly for the work I do compared to similar organizations in the community					
I am paid fairly for the work I do compared to other positions in the company					
I understand how pay raises are awarded					
I am satisfied with how pay raises are determined					
I understand what benefits are available to me					
I feel the benefits package I get is fair and competitive					

TEAMWORK / CO- WORKERS	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
My co-workers and I generally work well together.					
My co-workers are highly competent and work hard					
Most employees are willing to help each other					
Employees should have more decision-making authority					
My co-workers take responsibility for their own actions versus blaming others for issues					
I generally receive cooperation and support from employees in my department					
Employees here work well independently without supervision					
People are treated with dignity and respect regardless of race, gender, position, function/dept., etc.					

SUPERVISOR	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
My supervisor acts effectively as a leader/trainer/coach					
My supervisor treats me fairly					
My supervisor treats me with dignity and respect					
My supervisor clearly explains what he or she wants me to do					
My supervisor expects too much from me					
My supervisor recognizes my ideas or suggestions for improvement					
The information I receive from my supervisor is straightforward and honest					
Our supervisor succeeds in getting us to work together as a team					
My supervisor gives me recognition for a job well done					
My supervisor is approachable and willing to listen to employees					
I can speak freely to my supervisor on a variety of topics					
My supervisor gives me frequent feedback on performance					
My supervisor meets with me regularly to discuss future work goals					
My supervisor is knowledgeable about company policies, practices and organizational goals					
My supervisor is technically competent					
My supervisor knows what is going on					
My supervisor cares about safety					
The workload in my department is fairly distributed					
Overall, I have a high opinion of my supervisor					

MANAGEMENT	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
Management has a clearly defined mission and goals for the company					
Management recognizes the importance of the work done by employees					
Management is concerned with client welfare and providing quality services					
I know who the members of Management are					
Management is visible and accessible to employees					
Management listens to what employees think					
Management focuses too much on costs					
Management is interested in the welfare of its employees					
Management seems to make good decisions					
Employees here resent management					

COMMUNICATION AND CHANGE	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
I usually hear about important changes at the company through management, rather than rumors					
Organization policies are clearly communicated					
I sometimes do not know what is going on until it happens					
I am okay with changes if it is good for the company					
The company needs to make more changes					
I may not be happy about changes, but I believe that management is doing what is necessary to keep us competitive					

OVERALL	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Does Not Apply
This company is honest and fair					
Our company provides high quality services					
Employees are treated fairly and respectfully					
I am proud to be part of this company					
I feel there is adequate opportunity for me to move to a better job within our company					
There have been too many changes - I wish I could retire or work elsewhere					
If a friend or relative had two job offers - one from this place and one from elsewhere - I would recommend working here					

Last question *[complete the following sentence]*: If I could change one thing about this job, I would: