

## Employee Questionnaire

Dear Employee,

Please take a moment to complete the following form and return it to us. Your input is extremely valuable and will be appreciated. Answers from this survey will be used to evaluate the services we provide to you. Thank you for your assistance.

Organization:

City:

State:

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1. My work has meaning and purpose.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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2. I regularly hear co-workers make negative remarks about other employees.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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3. Management is interested in me and in my development as a person.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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4. Management values money more than people.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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5. I am an important part of the care team.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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6. My work is boring.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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7. Management is leading us in the right direction.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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8. I rarely see the administrator.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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9. I know and understand the mission of this organization.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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10. My work contributes to the overall philosophy and goals of the facility.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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11. I can be creative in completing my tasks and working in my team.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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12. My working conditions are safe.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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13. I have an opportunity to grow.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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14. Management listens to me and takes my opinions seriously.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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15. The administrator knows my name.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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16. I feel like a number. Nobody here really cares about me.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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17. My work is recognized by my team members as worthwhile.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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18. My work provides me with adequate pay and benefits.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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19. I feel free to ask questions.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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20. I have the resources I need to be effective in my job.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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21. I am kept up-to-date on changes occurring that affect my job.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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22. When I try to do my work, I run into obstacles.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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23. I have a clear understanding of what is expected of me.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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24. I work under a great deal of tension.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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25. I spend too much time in unnecessary activities.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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26. I can voice my concerns without risking my job.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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27. I am given opportunities to use my talents for the facility's benefit.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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28. There is opportunity to advance here.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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29. I have to follow procedures that prevent me from doing my job well.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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30. Management actively encourages cooperation and teamwork.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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31. If you start doing favors for people, they will just walk all over you.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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32. There is good in everybody.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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33. People usually tell me the truth.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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34. I enjoy helping my team members.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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35. I don't blame anyone for trying to grab all he/she can get in this world.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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36. People pretend to care more about one another than they really do.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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37. At the end of a typical day, I feel I have contributed to the quality of life of the elders I serve.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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38. I can trust the people I work with to lend me a hand if I need it.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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39. I would leave this facility if offered the same job with another facility.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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40. I would recommend a close friend to join our staff.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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41. I only do my job because I need the money.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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42. There is a happy atmosphere in the place I work.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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43. The administrator is fair to everyone.

Strongly Agree    Somewhat Agree    Neutral    Somewhat Disagree    Strongly Disagree

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44. What would make the quality of work life better in this facility?

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45. What is your job title?

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46. How long have you worked at this facility?

Less than 6 months

6 months to 1 year

1 year to less than 2 years

2 years to less than 3 years

3 years to less than 5 years

More than 5 years

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**Thank you for completing our survey.**

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