



MARKING INSTRUCTIONS

Demographic items are used for research purposes. To ensure anonymity, your organization does not receive any information which could identify an individual or group containing less than 5 people.

[illegible]

My race/ethnic identification		
<input type="radio"/> African-American or Black		
<input type="radio"/> Hispanic or Latino/a	I am currently in a supervisory role.	<input type="radio"/> Yes <input type="radio"/> No
<input type="radio"/> Anglo-American or White	I received a promotion during the past two years.	<input type="radio"/> Yes <input type="radio"/> No
<input type="radio"/> Asian	I received a merit increases during the past two years.	<input type="radio"/> Yes <input type="radio"/> No
<input type="radio"/> American-Indian/Pac Islan.	I plan to be working for this organization in one year.	<input type="radio"/> Yes <input type="radio"/> No
<input type="radio"/> Multiracial or Other	I am eligible for retirement within the next two years.	<input type="radio"/> Yes <input type="radio"/> No

< Employee Identifies Code Area >

Marking instructions: Please indicate how strongly you agree or disagree with the following statements. If you do not have any information about a particular statement or the statement is not applicable, indicate that by selecting N/A. For items referring to your work group, please answer from the perspective of your <u>immediate workplace</u> (those individuals or areas that you interact with most often).	DON'T KNOW/NOT APPLICABLE						
	STRONGLY DISAGREE						
	DISAGREE						
	FEEL NEUTRAL						
	AGREE						
	STRONGLY AGREE						
1. My work group cooperates to get the job done.							
2. In my work group, my opinions and ideas count.							
3. My work group regularly uses performance data to improve the quality of our work.							
4. In my work group, there is a real feeling of teamwork.							
5. Our organization is known for the quality of work we provide.							
6. I know how my work impacts others in the organization.							
7. My organization develops services to match the needs of our customers/clients.							
8. Our organization communicates effectively with the public.							
9. I have good understanding of our mission, vision, and strategic plan.							
10. My supervisor provides me with a clear understanding of my work responsibilities.							
11. My supervisor recognizes outstanding work.							
12. I am given the opportunity to do my best work.							
13. My supervisor is consistent when administering policies concerning employees.							

Marking instructions: Please indicate how strongly you agree or disagree with the following statements. If you do not have any information about a particular statement or the statement is not applicable, indicate that by selecting N/A. For items referring to your work group, please answer from the perspective of your immediate workplace (those individuals or areas that you interact with most often).

DON'T KNOW/NOT APPLICABLE
STRONGLY DISAGREE
DISAGREE
FEEL NEUTRAL
AGREE
STRONGLY AGREE

14. My supervisor evaluates my performance fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Given the type of work I do, my physical workplace meets my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My workplace is well maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. There are sufficient procedures to ensure the safety of employees in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I have adequate resources and equipment to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. The people I work with treat each other with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. My organization works to attract, develop, and retain people with diverse backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. The people I work with care about my personal well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I trust the people in my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My workgroup uses the latest technologies to communicate and interact.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Our computer systems provide reliable information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Support is available for the technologies we use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Our computer systems enable me to quickly find the information I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. The communication channels I must go through at work are reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. My work atmosphere encourages open and honest communication.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. The communications I receive at work are timely and informative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. My pay keeps pace with the cost of living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Salaries are competitive with similar jobs in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. I feel I am paid fairly for the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Retirement benefits are competitive with similar jobs in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Health insurance benefits are competitive with similar jobs in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Benefits can be selected to meet individual needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. I believe I have a career with this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Training is made available to me so that I can do my job better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Training is made available to me for personal growth and development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. My work environment supports a balance between work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. I feel free to be myself at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. The amount of work I am asked to do is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. I am proud to tell people I work for this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Harassment is not tolerated at my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Employees are generally ethical in my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. I believe we will use the information from this survey to improve our workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. I am satisfied with the opportunities I have to give feedback on my supervisor's performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Upper management (i.e senior leadership) effectively communicates important information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. I am treated fairly in my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
< Organization Additional Items Are at End of Survey >	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thank you for participating.