All responses are ANONYMOUS. Take *ONLINE* at *website*

RKIN			

Demographic items are used for research purposes. To ensure anonymity, your organization does not receive an	v information
which could identify an individual or group containing less than 5 people. You do not have to answer all items.	CORRECT

My highest educational level:	My annual salary:	My race/ethnicity:	My home zip			
Did not finish high school	Less than \$20,,000	African-American				
High school or equivalent	\$20,001 to \$30,000	White				
Some college	\$30,001 to \$40,000	Asian	00000			
Associate's degree	\$40,001 to \$50,000	Native American/Pacific Islander				
Bachelor's degree	\$50,001 to \$60,000	Prefer to self-describe:				
	\$60,001 to \$70,000		33333			
O Doctoral degree	\$70,001 to \$80,000	Are you of Latino/a/x or Spanish decen	t? 44444			
My age (in years):	\$80,001 to \$90,000	Yes	5 5 5 5			
16-29	More than \$90,000	○ No	66666			
30-39	I am:		77777			
40-49	Female		88888			
50-59	Male		99999			
<u>60+</u>	Prefer to self-describ	e:				
Years of service :		Nicom vala	as O Na			
Less than 1	I am currently in a super	•	es No			
1-2		• •	es No			
3-5		,	es No			
6-10	-		es No			
11-15	I currently work remote	\sim	es No			
16+	I am eligible for retireme	ent within the next two years.	es No			
Special Code Area						
Orga	nizations Can Code Employees	Into a Variety of Breakout Groups				
Marking instructions: Please indic	rate how strongly you agre	e or disagree with the follow-	W/NOT APPLICABLE			
ing statements. If you do not have			ONGLY DISAGREE			
statement is not applicable, indica	•		DISAGREE			
group, please answer from the pe	•		NEUTRAL			
or areas that you interact with mo		te workplace (those that wadais	GREE			
or areas that you interact with the	ost often).	STRONGYAL	REE			
1. My work group cooperates to	get the job done.		SA A N D SD NA			
2. In my work group, my opinion			SA A N D SD NA			
3. My work group regularly uses		rove the quality of our work	SA A N D SD NA			
		A The didment of our morni	SA A N D SD NA			
5. Our organization is known for the quality of work we provide 6. I know how my work impacts others in the workplace. SA						
Service of the servic						
10. My supervisor provides me w			SA A N D SD NA SA A N D SD NA			
	1 1 /	of the work responsibilities.	SA A N D SD NA			
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.						
, ,						
14. My supervisor evaluates my performance fairly. 15. Given the type of work I do, my physical workplace meets my needs.						
16. My workplace is well maintained.						
17. There are sufficient procedures to ensure the safety of employees in the workplace.						
18. I have adequate resources and equipment to do my job.						
· · · · · · · · · · · · · · · · · · ·						
The state of the s						
	•		SA A N D SD NA (SA) A N D SD NA			
21. The people I work with come	from diverse backgrounds		SA A N D SD NA SA A N D SD NA SA A N D SD NA			

DON'T KNOW/NOT APPLICABLE 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 **DISAGREE** 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 **AGREE** (those individuals or areas that you interact with most often). STRONGLY AGREE (SA) (A) (N) (D) (SD) (NA) 22. I trust the people in my workplace. 23. My workgroup uses the latest technologies to communicate and interact. (SA) (A) (N) (D) (SD) (NA) 24. We receive regular and useful updates on how to keep your computer and sensitive infor-(SA) (A) (N) (D) (SD) (NA) mation secure from cyber-attack. 25. Support is available for the technologies we use. (SA) (A) (N) (D) (SD) (NA) 26. Our computer systems enable me to quickly find the information I need. (SA) (A) (N) (D) (SD) (NA) 27. The communication channels I must go through at work are reasonable. (SA) (A) (N) (D) (SD) (NA) 28. My work atmosphere encourages open and honest communication. (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA) 29. The communications I receive at work are timely and informative. (SA) (A) (N) (D) (SD) (NA) 30. My pay keeps pace with the cost of living. (SA) (A) (N) (D) (SD) (NA) 31. Salaries are competitive with similar jobs in the community. (SA) (A) (N) (D) (SD) (NA) 32. I feel I am paid fairly for the work I do. (SA) (A) (N) (D) (SD) (NA) 33. Retirement benefits are competitive with similar jobs in the community. (SA)(A)(N)(D)(SD)(NA)34. Health insurance benefits are competitive with similar jobs in the community. (SA) (A) (N) (D) (SD) (NA) 35. Benefits can be selected to meet individual needs. (SA) (A) (N) (D) (SD) (NA) 36. I believe I have a career with this organization. (SA) (A) (N) (D) (SD) (NA) 37. Training is made available to me so that I can do my job better. 38. Training is made available to me for personal growth and development. (SA) (A) (N) (D) (SD) (NA) 39. My work environment supports a balance between work and personal life. (SA) (A) (N) (D) (SD) (NA) 40. I feel free to be myself at work. (SA) (A) (N) (D) (SD) (NA) 41. The amount of work I am asked to do is reasonable. (SA) (A) (N) (D) (SD) (NA) 42. I am proud to tell people I work for this organization. (SA) (A) (N) (D) (SD) (NA) 43. Harassment is not tolerated at my workplace. (SA) (A) (N) (D) (SD) (NA) 44. Employees are generally ethical in my workplace. (SA) (A) (N) (D) (SD) (NA) 45. I believe we will use the information from this survey to improve our workplace. (SA) (A) (N) (D) (SD) (NA) 46. I am satisfied with the opportunities have to give teedback on my supervisor's performance. SA A N D SD NA (SA) (A) (N) (D) (SD) (NA) 47. Upper management (i.e Executive and/or septor leadership) effectively communicates important information. 48. I am treated fairly in my workplace. (SA) (A) (N) (D) (SD) (NA) SA A N D SD NA Organizations (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA) Can Include Up To (SA)(A)(N)(D)(SD)(NA)(SA) (A) (N) (D) (SD) (NA) 20 Additional Items. (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA) SA A N D SD NA (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA) THANK YOU FOR YOUR PARTICIPATION. (SA) (A) (N) (D) (SD) (NA)

(SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA) (SA) (A) (N) (D) (SD) (NA)