

**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. You do not have to answer all items. ● **CORRECT**

**My highest educational level:**

- ☐ Did not finish high school  
☐ High school or equivalent  
☐ Some college  
☐ Associate's degree  
☐ Bachelor's degree  
☐ Master's degree  
☐ Doctoral degree

**My age (in years):**

- ☐ 16-29  
☐ 30-39  
☐ 40-49  
☐ 50-59  
☐ 60+

**Years of service :**

- ☐ Less than 1  
☐ 1-2  
☐ 3-5  
☐ 6-10  
☐ 11-15  
☐ 16+

**My annual salary:**

- ☐ Less than \$20,000  
☐ \$20,001 to \$30,000  
☐ \$30,001 to \$40,000  
☐ \$40,001 to \$50,000  
☐ \$50,001 to \$60,000  
☐ \$60,001 to \$70,000  
☐ \$70,001 to \$80,000  
☐ \$80,001 to \$90,000  
☐ More than \$90,000

**I am:**

- ☐ Female  
☐ Male  
☐ Prefer to self-describe:

**My race/ethnicity:**

- ☐ African-American  
☐ White  
☐ Asian  
☐ Native American/Pacific Islander  
☐ Prefer to self-describe:

**Are you of Latino/a/x or Spanish decent?**

- ☐ Yes  
☐ No

**My home zip**

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

**Special Code Area**

Organizations Can Code Employees Into a Variety of Breakout Groups

**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****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 workplace.
7. My organization develops services to match the needs of our customer/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.
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.
19. The people I work with treat each other with respect.
20. The people I work with come from diverse backgrounds.
21. The people I work with care about my personal well-being.

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
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
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

PLEASE CONTINUE ON THE BACK PAGE.

Response	Percentage
DON'T KNOW/NOT APPLICABLE	10%
STRONGLY DISAGREE	10%
DISAGREE	10%
NEUTRAL	10%
AGREE	10%
STRONGLY AGREE	10%

- [illegible]

**THANK YOU FOR YOUR PARTICIPATION.**