



## EMPLOYEE SURVEY

READ EACH STATEMENT CAREFULLY

Job Title:

Location:

---

### 1. DAY-TO-DAY JOB DUTIES

My abilities and skills are fully utilized.

- |  |                                   |  |                              |
|--|-----------------------------------|--|------------------------------|
| <input type="checkbox"/> Disagree Strongly | <input type="checkbox"/> Disagree | <input type="checkbox"/> Disagree Slightly | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Agree Slightly    | <input type="checkbox"/> Agree    | <input type="checkbox"/> Agree Strongly    |                              |

My workload is manageable.

- |  |                                   |  |                              |
|--|-----------------------------------|--|------------------------------|
| <input type="checkbox"/> Disagree Strongly | <input type="checkbox"/> Disagree | <input type="checkbox"/> Disagree Slightly | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Agree Slightly    | <input type="checkbox"/> Agree    | <input type="checkbox"/> Agree Strongly    |                              |

I am given the opportunity to do challenging and interesting work.

- |  |                                   |  |                              |
|--|-----------------------------------|--|------------------------------|
| <input type="checkbox"/> Disagree Strongly | <input type="checkbox"/> Disagree | <input type="checkbox"/> Disagree Slightly | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Agree Slightly    | <input type="checkbox"/> Agree    | <input type="checkbox"/> Agree Strongly    |                              |

The overall training and education I receive is relevant to my job and needs.

- |  |                                   |  |                              |
|--|-----------------------------------|--|------------------------------|
| <input type="checkbox"/> Disagree Strongly | <input type="checkbox"/> Disagree | <input type="checkbox"/> Disagree Slightly | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Agree Slightly    | <input type="checkbox"/> Agree    | <input type="checkbox"/> Agree Strongly    |                              |

I am professionally challenged by my job duties.

- |  |                                   |  |                              |
|--|-----------------------------------|--|------------------------------|
| <input type="checkbox"/> Disagree Strongly | <input type="checkbox"/> Disagree | <input type="checkbox"/> Disagree Slightly | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Agree Slightly    | <input type="checkbox"/> Agree    | <input type="checkbox"/> Agree Strongly    |                              |

I am given the opportunity to supervise other people. (If applicable)

- |  |                                   |  |                              |
|--|-----------------------------------|--|------------------------------|
| <input type="checkbox"/> Disagree Strongly | <input type="checkbox"/> Disagree | <input type="checkbox"/> Disagree Slightly | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Agree Slightly    | <input type="checkbox"/> Agree    | <input type="checkbox"/> Agree Strongly    |                              |

I receive recognition and positive reinforcement for my work.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am given opportunities for advancement and professional growth.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My pay is appropriate for my skill level and education.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with my pay compared with the pay for similar jobs in other agencies or organizations.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

## 2. SUPERVISION AND CO-WORKERS

My supervisor is a competent manager.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My supervisor's technical competence is appropriate.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My supervisor has interest in my career development.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My supervisor has awareness and understanding of problems within the workplace.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My supervisor conducts helpful and informative reviews of my performance.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My supervisor advocates for me with upper management personnel.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My co-workers are technically competent.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

My co-workers are pleasant and helpful.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The general morale of my co-workers is good.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

### 3. LEADERSHIP/MANAGEMENT

I am satisfied with the overall leadership of the organization.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The organization's goals and objectives are clearly stated and communicated to all employees.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

There are adequate opportunities for my input in the organization's planning process.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with the manner in which leadership communicated policy, procedures, and directives to employees.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The organization treats all employees equally, fairly, consistently, and with respect.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The organization's leadership models open and clear communication practices.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

The organization is managed in a manner that results in optimal outcomes for clients.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

The organization's leadership and management openly encourages feedback and input regarding its operations.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

#### 4. POLICIES AND PRACTICES

I have the opportunity to talk with my supervisor on a weekly or as needed basis.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

I receive adequate information on agency policies during orientation from Human Resources.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

I receive adequate information on agency policies, programs, projects and processes from my supervisor.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

I receive adequate information on departmental policies and organizational structure from my supervisor.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

I am satisfied with the performance review policies and practices of the organization.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

I am satisfied with the promotion policies and practices of the organization.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	<input type="checkbox"/> N/A

I receive adequate information on promotional opportunities from my supervisor.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with the job transfer policies and practices.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with the overtime policies and practices.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with the salary review policies and practices of the organization.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

## 5. WORKING CONDITIONS AND BENEFITS

The physical working conditions are adequate.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with the opportunities for career development.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with the opportunities for promotion.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with the opportunities to participate in decision-making.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The organization is open to receiving new and original ideas.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	



The vacation leave policy is satisfactory.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The sick leave policy is satisfactory.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The medical insurance plan is satisfactory.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The life insurance plan is satisfactory.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

The dental insurance plan is satisfactory.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

I am satisfied with this organization as a place to work.

<input type="checkbox"/> Disagree Strongly	<input type="checkbox"/> Disagree	<input type="checkbox"/> Disagree Slightly	<input type="checkbox"/> N/A
<input type="checkbox"/> Agree Slightly	<input type="checkbox"/> Agree	<input type="checkbox"/> Agree Strongly	

Please feel free to add any additional comments.