Thank you for taking the time to complete our 2019 employee survey! We appreciate you taking the time to share your experience as an employee at Northwest Colorado Health. As a reminder, the survey is confidential, and we have provided the option of choosing, 'prefer not to answer.'

1. This last year, I have had opportunities to learn and grow.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Comments

2. I have a friend at work.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Comments

3. In the last six months, my supervisor at work has talked to me about my progress.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Comments
4. My fellow employees are committed to doing quality work.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
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</table>

Comments


5. The mission of the agency is to improve quality of life for all Northwest Colorado residents by providing comprehensive health resources and creating an environment that supports community wellness. Our mission makes me feel my job is important.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
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</tbody>
</table>

Comments


6. The agency supports my individual wellness.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
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</tbody>
</table>

Comments


7. On a scale from 0-10, how likely are you to recommend Northwest Colorado Health as a good place to work?

<table>
<thead>
<tr>
<th></th>
<th>0 Not at all</th>
<th>5 Somewhat</th>
<th>10 Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
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</table>


8. At work, my opinions seem to count.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Comments

9. There is someone at work who encourages my development.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Comments

10. My supervisor, or someone at work, seems to care about me as a person.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Comments

11. In the last month, I have received recognition or praise for doing good work.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Comments
12. I have the opportunity to do my best work every day.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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</thead>
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</table>

Comments

13. I have the materials and equipment I need to do my work right

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral/Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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</table>

Comments

14. I know what is expected of me at work.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
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<th>Agree</th>
<th>Strongly Agree</th>
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</table>

Comments

15. I plan to leave my current job in the next 2 years.

- [ ] Yes
- [ ] No

Why?

16. When you think about your level of burnout, where do you see yourself on this scale? Burnout is a term that refers to long-term exhaustion and diminished interest in work.

<table>
<thead>
<tr>
<th>1 Not at All</th>
<th>3 Somewhat</th>
<th>5 Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>
17. Please select your Race/Ethnicity (you may select more than one)

- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ White
- ☐ Native Hawaiian
- ☐ Other Pacific Islander
- ☐ Prefer not to answer
- ☐ Other (please specify)

18. What gender do you identify with?

- ☐ Male
- ☐ Female
- ☐ Transgender
- ☐ Prefer not to answer
- ☐ Other (please specify)

19. What is your age?

- ☐ 18-29
- ☐ 30-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60 and over
- ☐ Prefer not to answer
20. What location do you work in?

- Craig Russell Street
- Craig Yampa Loft
- Craig Dental Clinic
- Grand County
- The Haven
- Rollingstone Respite House
- Steamboat Springs Central Park Dr.
- Out of Service Area (outside of Routt, Moffat and Grand County)

21. What is the highest level of education you have completed?

- High School or GED
- Some College
- Associate's Degree
- Bachelor's Degree
- Master's or Doctorate Degree
- Prefer not to answer
22. What is the zip code at your home address?
- 80467
- 80477
- 80487
- 81625
- 81639
- 81641
- 80428
- 80483
- 80478
- 80451
- 80447
- 80482
- 80446
- 80459
- Other

23. What is your annual household income?
- 0-$11,999
- $12,000-$15,999
- $16,000-$23,999
- $24,000-$47,999
- $48,000-$74,999
- $75,000-$100,000
- $100,000+
- Prefer not to answer

24. What is your employee status?
- Full Time
- Part Time
- Per Diem
- Other (please specify)


25. What department do you work in?
- Administration (billing, development, finance, HR, IS, IT, marketing, quality)
- Assisted Living
- Community Health Center (including Medical, Behavioral Health, and Dental)
- Home Services - Home, Health and Hospice
- Public Health

26. How long have you worked at Northwest Colorado Health?
- Less than 1 year
- 1-4 years
- 5-9 years
- 10-14 years
- 15+ years

27. Are you a Provider in the Community Health Center (MD, PA, NP, DDS, PsyD, MSW, LPC, LCSW)?
- Yes
- No

THANK YOU!