



Staff Engagement Survey

The Coalition administers its staff engagement survey every January. The survey is currently administered online and anonymously (unless staff members self-identify in their feedback remarks). Staff *must* respond to statements 1 through 15 in order for the survey to be counted as complete. Each statement is followed by a request for *optional* feedback about the staff member's response. The results of the survey are used for internal purposes only.

1. I _____ understand the expectations of my job.
- clearly
 - mostly
 - somewhat
 - don't

Please tell us about the last time job expectations were explained to you.

2. I have _____ of the tools and resources I need to do my job.
- all
 - most
 - some
 - few or none

What tools or resources would help?

3. I _____ have the opportunity to do my best work.
- almost always
 - usually
 - sometimes
 - rarely

What barriers, if any, need to be addressed?

4. I've been recognized or praised for doing a good job _____.
- within the last one to two weeks
 - within the last month
 - within the last two months
 - more than two months ago

Please tell us about the last time you received recognition or praise.

5. My supervisor seems to _____ care about me as a person.
- definitely
 - generally
 - somewhat
 - not

Please tell us about your response. Is this important to you?

6. I'm _____ to develop my knowledge, skills and abilities.
- strongly encouraged
 - encouraged
 - somewhat encouraged
 - not encouraged

How have you been encouraged or not encouraged?

7. My feedback seems to _____ matter to those making decisions.
- almost always
 - usually
 - sometimes
 - rarely

Please tell us what happened the last time you have feedback.

8. I feel like my work _____ makes a difference.

- almost always
- usually
- sometimes
- rarely

Why or why not?

9. _____ of my coworkers seem committed to doing their jobs well.

- Almost all
- Most
- Some
- Few

How would you describe your coworkers' commitment to quality.

10. I can _____ depend on my coworkers.

- almost always
- usually
- sometimes
- rarely

Please tell us about a time when you needed help. What happened?

11. My supervisor and I meet _____ to discuss my progress.

- often
- monthly
- occasionally
- rarely

Please tell us about the last time your supervisor discussed your progress.

12. At the Coalition, I feel like I have _____ opportunities to learn and grow.

- almost daily
- many
- some
- few

Please tell us what you hope to learn more about.

13. The Coalition _____ cultural diversity in its staff and those we serve.

- actively pursues
- welcomes and respects
- is not concerned with
- creates barriers to

Please tell us about something you've done concerning diversity and inclusiveness.

14. I'm _____ satisfied with my pay, benefits and time-off.

- very
- generally
- somewhat
- not

What suggestions do you have for improving pay, benefits and/or time-off?

15. Rate your level of satisfaction with the Coalition's support services. Mark "No Contact" if you had no contact with this area.

[Staff are asked to rate their satisfaction with various support areas, such as accounting, HR, IT, facilities.]

16. What do you like most about working at the Coalition?

17. What can Leadership do to make the Coalition more successful?

18. What can you do to help make the Coalition more successful?