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?