

Employee Information

1. What is your job role?

- | | |
|-------------------------------------------|---------------------------------------------|
| <input type="radio"/> Front Desk | <input type="radio"/> Direct Client Service |
| <input type="radio"/> Program Coordinator | <input type="radio"/> Volunteer |
| <input type="radio"/> Program Director | <input type="radio"/> Intern |
| <input type="radio"/> Department Head | <input type="radio"/> Other - Not Listed |
| <input type="radio"/> Case Manager | <input type="radio"/> Don't want to say |

2. What area of the agency do you work?

- Transportation
- Head Start
- Main Office
- Offsite

Career Development

3. I am satisfied with my opportunities for professional growth.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

4. I am pleased with the career advancement opportunities available to me.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

5. My organization is dedicated to my professional development.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

6. I am satisfied with the job-related training my organization offers.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

7. I am satisfied that I have the opportunities to apply my talents and expertise.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

8. I am satisfied with the investment my organization makes in training and education.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

Work Engagement

9. I am inspired to meet my goals at work.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

10. I feel completely involved in my work.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

11. I get excited about going to work.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

12. I am often so involved in my work that the day goes by very quickly.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

13. I am determined to give my best effort at work each day.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

14. When at work, I am completely focused on my job duties.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

15. In my organization, employees adapt quickly to difficult situations.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

16. Employees here always keep going when the going gets tough.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

17. Employees proactively identify future challenges and opportunities.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

18. Employees in my organization take the initiative to help other employees when the need arises.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

19. Employees here are willing to take on new tasks as needed.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

20. Employees in my organization willingly accept change.

- | | |
|----------------------------------------------------------|--------------------------------------|
| <input type="radio"/> Strongly Disagree | <input type="radio"/> Agree |
| <input type="radio"/> Disagree | <input type="radio"/> Strongly Agree |
| <input type="radio"/> Neutral/Neither agree nor disagree | |

Compensation

21. I am satisfied with my overall compensation.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

22. I am compensated fairly relative to my local market.

- Strongly Disagree Agree
- Disagree Strongly Agree
- Neutral/Neither agree nor disagree

Relationship Management

23. Communication between senior leaders and employees is good in my organization.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

24. I am able to make decisions affecting my work.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

25. Management within my organization recognizes strong job performance.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

26. My supervisor and I have a good working relationship.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

27. My coworkers and I have a good working relationship.

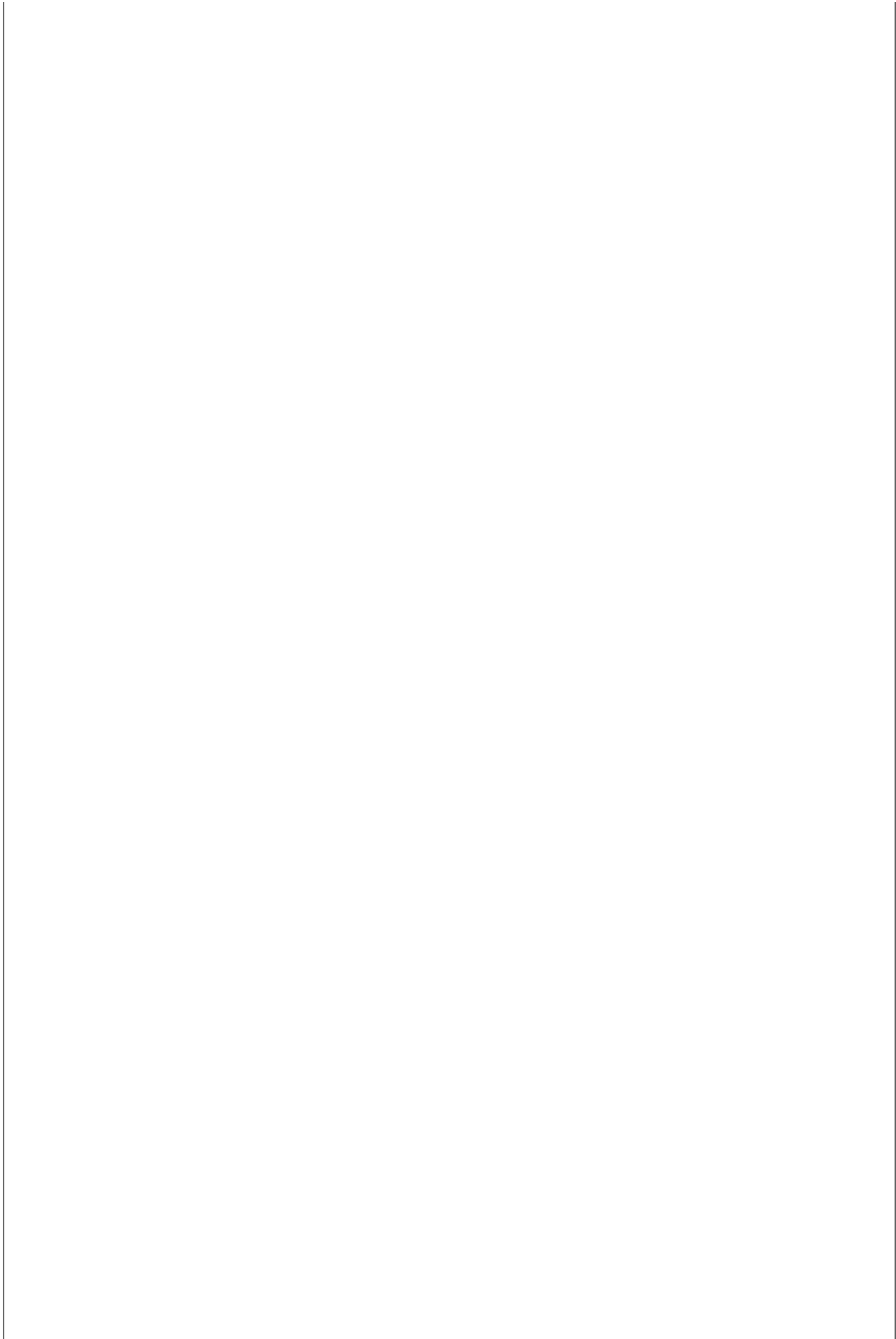
- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

28. Senior management and employees trust each other.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

29. Employees treat each other with respect.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree



Benefits

30. I am satisfied with my total benefits package.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

31. I am satisfied with the healthcare-related benefits offered by my organization.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

32. I am satisfied with the amount of paid leave offered by my organization.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

33. I am satisfied with the retirement plan offered by my organization.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

34. I am satisfied with the workplace flexibility offered by my organization.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

Work Environment

35. My organization has a safe work environment.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

36. I am satisfied with my overall job security.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

37. My organization's work positively impacts people's lives.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

38. My organization operates in a socially responsible manner.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

39. My organization's fiscal well-being is stable.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

40. I understand how my work impacts the organization's business goals.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

41. My organization is dedicated to diversity and inclusiveness.

- Strongly Disagree Agree
 Disagree Strongly Agree
 Neutral/Neither agree nor disagree

42. I am satisfied with the culture of my workplace.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

43. I have all the tools I need to do my job (work space, technology, budget)

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

44. What are the key things that you like the most about working at Community Action?

45. What key things are missing that would motivate you?