



## **STAFF/EMPLOYEE SATISFACTION SURVEY**

Gathering information on employee satisfaction, this survey focuses on how employees feel about their job description, position within You Turn Behavioral Health Services (hereinafter “YBHS”), relationships with colleagues and superiors, advancement opportunities, and overall satisfaction.

This survey asks questions about your experience working for YBHS. It starts and ends with some questions about your satisfaction with various aspects of work and contains other questions about how you think and feel about YBHS. Thank you for sharing your opinions.

### **1. Overall, how satisfied are you working for YBHS?**

- ☐ Extremely Dissatisfied
- ☐ Very Dissatisfied
- ☐ Somewhat Dissatisfied
- ☐ Neutral
- ☐ Somewhat Satisfied
- ☐ Extremely Satisfied

### **2. To what extent do you agree with the following statement: I would recommend this company as a good place to work?**

- ☐ Disagree Completely
- ☐ Strongly Disagree
- ☐ Somewhat Disagree
- ☐ Somewhat Agree
- ☐ Strongly Agree
- ☐ Agree Completely

### **3. Things that YBHS should do to make it a better workplace are...**

### **4. Please indicate the extent to which you agree with the following statements.**

| Query                                                    | Strongly Disagree | Somewhat Disagree | Neutral | Somewhat Agree | Strongly Agree |
|----------------------------------------------------------|-------------------|-------------------|---------|----------------|----------------|
| (a) YBHS clearly conveys YBHS mission to YBHS employees. |                   |                   |         |                |                |
| b) YBHS clearly conveys the mission to YBHS clients.     |                   |                   |         |                |                |
| (c) I agree with YBHS' overall mission.                  |                   |                   |         |                |                |
| (d) I understand how my job aligns with YBHS's mission.  |                   |                   |         |                |                |



|                                                                        |  |  |  |  |  |
|------------------------------------------------------------------------|--|--|--|--|--|
| (e) I feel like I am a part of YBHS.                                   |  |  |  |  |  |
| (f) There is good communication between employees to managers in YBHS. |  |  |  |  |  |
| g) There is good communication between managers to employees in YBHS.  |  |  |  |  |  |

**5. Overall, how satisfied are you working in your department?**

- ☐ Extremely Dissatisfied  
☐ Very Dissatisfied  
☐ Somewhat Dissatisfied  
☐ Neutral  
☐ Somewhat Satisfied  
☐ Extremely Satisfied

**6. What I like best about working for this agency...**

**7. Things that the agency should do to make it a better place to work are...**

**8. Please indicate the extent to which you agree with the following statements.**

| Query                                                                       | Strongly Disagree | Somewhat Disagree | Neutral | Somewhat Agree | Strongly Agree |
|-----------------------------------------------------------------------------|-------------------|-------------------|---------|----------------|----------------|
| (a) My job gives me the opportunity to learn.                               |                   |                   |         |                |                |
| (b) I have the tools and resources I need to do my job.                     |                   |                   |         |                |                |
| (c) I have the training I need to do my job.                                |                   |                   |         |                |                |
| (d) I receive the right amount of recognition for my work.                  |                   |                   |         |                |                |
| (e) I am aware of the advancement opportunities that exists in YBHS for me. |                   |                   |         |                |                |
| (f) My knowledge, skills, and abilities are utilized in my job.             |                   |                   |         |                |                |
| (g) The amount of work expected of me is reasonable.                        |                   |                   |         |                |                |



|                                                                        |  |  |  |  |  |
|------------------------------------------------------------------------|--|--|--|--|--|
| (h) It is easy to get along with my colleagues.                        |  |  |  |  |  |
| i) The morale in my department is high.                                |  |  |  |  |  |
| (j) People in my department communicate sufficiently with one another. |  |  |  |  |  |

**9. Which of the above factors most strongly affects your satisfaction with your work? Why?**

**10. Please indicate the extent to which you agree with the following statements:**

|                                                                                        | <b>Strongly Disagree</b> | <b>Somewhat Disagree</b> | <b>Neutral</b> | <b>Somewhat Agree</b> | <b>Strongly Agree</b> |
|----------------------------------------------------------------------------------------|--------------------------|--------------------------|----------------|-----------------------|-----------------------|
| (a) Overall, my supervisor does a good job.                                            |                          |                          |                |                       |                       |
| (b) My supervisor actively listens to my suggestions.                                  |                          |                          |                |                       |                       |
| (c) My supervisor enables me to perform at my best.                                    |                          |                          |                |                       |                       |
| (d) My supervisor promotes an atmosphere of teamwork.                                  |                          |                          |                |                       |                       |
| (e) It is clear to me what my supervisor expects of me regarding my job performance.   |                          |                          |                |                       |                       |
| (f) My supervisor evaluates my work performance on a regular basis.                    |                          |                          |                |                       |                       |
| (g) My supervisor provides me with actionable suggestions on what I can do to improve. |                          |                          |                |                       |                       |
| (h) When I have questions or concerns, my supervisor is able to address them.          |                          |                          |                |                       |                       |

**11. What else about your supervisor affects your job satisfaction?**



**12. Are there any additional comments or recommendations you would like to offer that were not covered in this survey?**