

Instructions

The following survey contains 40 statements. After reading each statement, indicate how strongly you *agree* or *disagree* with the statement by placing an “X” in the appropriate box. **Check one and only one box per statement.**

This survey is being conducted by a consulting firm external to your organization. Your responses are completely anonymous and will be combined with many others from your organization. No one in your organization will have access to the raw data of individually completed surveys.

If you have any questions or concerns, please contact Dr. Paul Marciano – President, Whiteboard, LLC (Phone: 908-268-7272, Email: Marciano@whiteboardllc.com).

	Statement	Strongly Disagree	Mostly Disagree	Somewhat Disagree	Somewhat Agree	Mostly Agree	Strongly Agree
1.	Employees are appropriately recognized for their efforts and contributions						
2.	I have the tools and resources necessary to be successful in my job						
3.	My supervisor regularly gives me feedback on my performance						
4.	Team members and management collaborate to achieve common goals						
5.	My supervisor does a good job setting clear performance expectations						
6.	Management actively seeks to understand employees’ opinions and concerns						
7.	My supervisor has confidence in my skills and abilities						
8.	I respect this organization						
9.	My supervisor regularly gives “pats on the back” to deserving team members						
10.	I am encouraged to make decisions and act on them as appropriate						
11.	Team members regularly provide each other with supportive feedback						
12.	I consider my supervisor an ally and advocate for furthering my career						
13.	The organization sets reasonable expectations for my position						
14.	My supervisor is very understanding and supportive when employees have personal problems						



	Statement	Strongly Disagree	Mostly Disagree	Somewhat Disagree	Somewhat Agree	Mostly Agree	Strongly Agree
15.	I trust the leadership of this organization						
16.	I respect my supervisor						
17.	This organization does a good job recognizing and rewarding its employees						
18.	Employees are encouraged to take risks and try new ways of doing things						
19.	My supervisor gives me straightforward, sincere and honest feedback						
20.	There is a good sense of collaboration and teamwork in my department						
21.	I know precisely the standards by which my performance is evaluated						
22.	This organization consistently demonstrates caring and consideration of its employees						
23.	This organization keeps its promises and commitments to its employees						
24.	I respect my team members						
25.	I am made to feel a valued part of this organization						
26.	I have a lot of say and flexibility in deciding how to do my job						
27.	When I fail to meet my supervisor's expectations, he/she gives me feedback quickly						
28.	My supervisor actively supports my development and career path						
29.	Employees are held accountable for meeting their performance expectations						
30.	Team members demonstrate kindness and consideration toward one another						
31.	I trust my supervisor to do right by me						
32.	I respect the work that I do and view it as meaningful						
33.	People are rewarded based on their work performance						
34.	My supervisor regularly asks me how he/she can help me do my job better						
35.	My supervisor gives me corrective feedback in a constructive, helpful and positive manner						
36.	Departments actively communicate and share information with one another						
37.	I am given clear and consistent direction regarding my work priorities						
38.	Management asks employees for their thoughts before making decisions that will affect their jobs						
39.	This organization trusts and believes in its employees						
40.	I am treated with respect by my supervisor and this organization						