

Directions: Please read the following statements and decide if you strongly disagree, disagree, somewhat disagree, somewhat agree, agree, or strongly agree with that statement. Please circle the corresponding number.

Part I: Your profession and work environment...						
Statement	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Please tell us about your work:						
1. I chose this profession because I want to help others.	1	2	3	4	5	6
2. I would delay personal plans in order to help a client who needs assistance.	1	2	3	4	5	6
3. I often find myself worrying about specific families or children.	1	2	3	4	5	6
4. It bothers me that some clients don't receive the services they deserve.	1	2	3	4	5	6
5. My work offers me opportunities to affect the safety and well-being of children.	1	2	3	4	5	6
6. At times, I find myself not really caring about what happens to some of the children.	1	2	3	4	5	6
7. I have become more callous towards people since I took this job.	1	2	3	4	5	6
8. I worry that this job is hardening me emotionally.	1	2	3	4	5	6
9. It's hard to feel close to the children I serve.	1	2	3	4	5	6
10. I feel I'm working hard on my job but rarely see results.	1	2	3	4	5	6
11. I remain motivated and persist in helping children and families overcome obstacles.	1	2	3	4	5	6
12. My job is important to the attainment of my long-range professional goals.	1	2	3	4	5	6

Statement	Strongly Disagree	Disagree	Somewhat disagree	Somewhat Agree	Agree	Strongly Agree
13. I rebound and persist after setbacks in efforts to accomplish work goals.	1	2	3	4	5	6
14. I effectively provide social work interventions with families.	1	2	3	4	5	6
15. I am proud of my work.	1	2	3	4	5	6
16. I have the opportunity to perform a broad range of tasks.	1	2	3	4	5	6
17. I am satisfied with the level of flexibility in my work schedule.	1	2	3	4	5	6
18. My college education prepared me well for this job.	1	2	3	4	5	6
19. This job offers me the opportunity to put to use what I learn in continuing education.	1	2	3	4	5	6
20. There are clear job expectations and performance standards for my work.	1	2	3	4	5	6
21. Sometimes I wonder if I know enough to do this job well.	1	2	3	4	5	6
Comments About Your Work						
<i>Please tell us about your supervision</i>						
22. My supervisor encourages co-workers in my unit to spend time mentoring new employees.	1	2	3	4	5	6
23. My supervisor encourages co-workers in my unit to help each other with work related problems.	1	2	3	4	5	6
24. My supervisor cares about me as a person.	1	2	3	4	5	6
25. My supervisor provides emotional support to me in difficult case situations.	1	2	3	4	5	6

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
26. My supervisor is appropriately flexible when it comes to applying rules.	1	2	3	4	5	6
27. My supervisor's attitude helps me be enthusiastic about being a child welfare worker.	1	2	3	4	5	6
28. My supervisor supports me in balancing the demands of my job with my personal life.	1	2	3	4	5	6
29. My supervisor provides the expert help I need to do my job.	1	2	3	4	5	6
30. My supervisor knows effective ways to work with children and families.	1	2	3	4	5	6
31. My supervisor is willing to help me complete difficult tasks.	1	2	3	4	5	6
32. My supervisor encourages creative solutions.	1	2	3	4	5	6
33. My supervisor reinforces the training I receive.	1	2	3	4	5	6
34. My supervisor is supportive of any training I attend.	1	2	3	4	5	6
35. My supervisor helps me learn and improve.	1	2	3	4	5	6
36. My supervisor is available to me when I ask for help.	1	2	3	4	5	6
37. My supervisor's expectations for my work are challenging but reasonable.	1	2	3	4	5	6
38. My supervisor gives me clear feedback on my job performance.	1	2	3	4	5	6
39. My supervisor has helped my unit develop into an effective work team.	1	2	3	4	5	6
40. My supervisor shows approval when I succeed.	1	2	3	4	5	6
Comments About Your Supervision						

Statement	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
<i>Tell us about your agency:</i>						
41. The mission of this agency is clear to me.	1	2	3	4	5	6
42. My work reflects the agency's purpose.	1	2	3	4	5	6
43. This agency inspires my very best job performance.	1	2	3	4	5	6
44. I feel good about what my agency does for children and families.	1	2	3	4	5	6
45. In my agency, there is more emphasis on the quality of services than on the number of clients served.	1	2	3	4	5	6
46. Supervisors and the administration appear to be in agreement when implementing new policies.	1	2	3	4	5	6
47. Overall I receive sufficient recognition for my work.	1	2	3	4	5	6
48. I am satisfied with the salary I receive from my agency.	1	2	3	4	5	6
49. I am satisfied with the non-salary or fringe benefits I receive through my job.	1	2	3	4	5	6
50. I am paid fairly considering my education and training.	1	2	3	4	5	6
51. I am paid fairly considering the responsibilities that I have.	1	2	3	4	5	6
52. I am satisfied with the physical work environment of this agency.	1	2	3	4	5	6
53. I am proud to tell others that I am part of this agency.	1	2	3	4	5	6
54. The administration shows concern for staff.	1	2	3	4	5	6
55. Child welfare employees of this agency are respected by other community professionals (lawyers, doctors, teachers, judges, etc.).	1	2	3	4	5	6

Statement	Strongly Disagree	Disagree	Somewhat disagree	Somewhat Agree	Agree	Strongly Agree
56. My agency is committed to my personal safety in the office.	1	2	3	4	5	6
57. My agency is committed to my personal safety in the field.	1	2	3	4	5	6
58. I would recommend my agency to others seeking employment in child welfare.	1	2	3	4	5	6
59. My professional opinions are respected in this agency.	1	2	3	4	5	6
60. I have sufficient input in formulating policies that govern my work.	1	2	3	4	5	6
61. My agency is often "under fire" by the community.	1	2	3	4	5	6
62. There are strong, positive relationships between my agency and community resource providers.	1	2	3	4	5	6
63. I have the support to make work-related decisions when appropriate.	1	2	3	4	5	6
64. Management shares leadership roles with staff in this agency.	1	2	3	4	5	6
65. I am comfortable expressing my professional views even if these views are opposed by others.	1	2	3	4	5	6
66. I have opportunities to improve my knowledge and skills in this agency	1	2	3	4	5	6
67. Media attention to my agency is often negative.	1	2	3	4	5	6
68. Professional development opportunities arranged by my agency are relevant to my job.	1	2	3	4	5	6
69. This agency provides support for those working toward a social work degree.	1	2	3	4	5	6
70. I am encouraged to provide leadership for new projects.						
71. My agency effectively responds to public criticism when it occurs.	1	2	3	4	5	6

Statement	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
72. I have the opportunity for advancement in this agency.	1	2	3	4	5	6
73. Continuing Education Training is highly valued by my agency.	1	2	3	4	5	6
74. I am encouraged to participate in work-related community activities and collaborations.	1	2	3	4	5	6
75. Administrators provide visible, ongoing support for innovations and ideas.	1	2	3	4	5	6
76. I am encouraged to use new information that will improve services.	1	2	3	4	5	6
Comments About Your Agency						

<i>Please tell us about you:</i>						
77. The level of challenge in my job appeals to me.	1	2	3	4	5	6
78. I am in a dead-end job.	1	2	3	4	5	6
79. I enjoy tackling more complicated tasks that use my advanced skills.	1	2	3	4	5	6
80. The size of my caseload is manageable.	1	2	3	4	5	6
81. The amount of paperwork is manageable.	1	2	3	4	5	6
82. It is difficult to stop thinking about some of the hard things I see at work.	1	2	3	4	5	6
83. I enjoy the opportunity to perform different tasks.	1	2	3	4	5	6

Statement	Strongly Disagree	Disagree	Somewhat Disagree	Some what Agree	Agree	Strongly Agree
84. I am able to renegotiate work assignments when I feel the need for a change.	1	2	3	4	5	6
85. When I took this job, the expectations I had about my professional responsibilities match my actual responsibilities.	1	2	3	4	5	6
86. Interviewers for the agency give job applicants an accurate picture of the work and the agency.	1	2	3	4	5	6
87. My job is more difficult than I originally expected it would be.	1	2	3	4	5	6
88. I was given enough information to make an informed decision about the reality of this job.	1	2	3	4	5	6
89. There is a good match between the duties of this job and my skills and interests.	1	2	3	4	5	6
90. There is a good fit between my family life and work life.	1	2	3	4	5	6
91. The work I'm doing now suits me.	1	2	3	4	5	6
92. Job security is a primary factor in my decision to stay in this job.	1	2	3	4	5	6
93. I intend to remain in public child welfare as my long-term professional career.	1	2	3	4	5	6
94. I am actively seeking other employment.	1	2	3	4	5	6
95. If I could do it all over again, I would still choose social work as my profession.	1	2	3	4	5	6
96. Most days I don't look forward to going to work.	1	2	3	4	5	6
97. I am committed to working in child welfare even though it can be quite stressful at times.	1	2	3	4	5	6
Statement	Strongly Disagree	Disagree	Somewhat Disagree	Some what Agree	Agree	Strongly Agree

98. It is likely that I will make a genuine effort to find a new job with another employer within the six (6) months	1	2	3	4	5	6
99. I would recommend public child welfare services to others looking for employment in social work.	1	2	3	4	5	6
100. Other people in this community appreciate the kind of work I do.	1	2	3	4	5	6
101. There are few other jobs available in this area.	1	2	3	4	5	6
102. I am confident in my ability to perform this job.	1	2	3	4	5	6
103. My work offers opportunities to make a difference.	1	2	3	4	5	6
104. I feel a sense of personal accomplishment through my work.	1	2	3	4	5	6
105. I remain motivated and persist in helping children and families overcome obstacles.	1	2	3	4	5	6
Comments About Yourself						

Please continue on to the next page for Part II.