

Job Satisfaction Survey

1. DIRECTIONS: Please rate your overall job satisfaction level on the items listed below. Select the level that best represents your level of overall job satisfaction for each item below.

General	Strongly Satisfied	Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Dissatisfied	Strongly Dissatisfied
Autonomy	<input type="checkbox"/> Strongly Satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied
Climate/Work Conditions	<input type="checkbox"/> Strongly satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied
Communication	<input type="checkbox"/> Strongly Satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied
Performing Meaningful Work	<input type="checkbox"/> Strongly Satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied
Relationships (Supervisor/Colleague)	<input type="checkbox"/> Strongly Satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied
Stress/Work Pressure & Burnout	<input type="checkbox"/> Strongly Satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied
Support (Supervisor/Colleague)	<input type="checkbox"/> Strongly Satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied
Work Schedule	<input type="checkbox"/> Strongly Satisfied	<input type="checkbox"/> Satisfied	<input type="checkbox"/> Somewhat Satisfied	<input type="checkbox"/> Somewhat Dissatisfied	<input type="checkbox"/> Dissatisfied	<input type="checkbox"/> Strongly Dissatisfied

2. AUTONOMY:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
My position allows me to make independent decisions.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I choose how to perform my work.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
The majority of my position requires routine tasks.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I am rewarded for innovative approaches to improve patient care.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I participate in decisions for	<input type="checkbox"/>	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat	<input type="checkbox"/> Somewhat	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
company.	<input type="checkbox"/> Strongly Agree		<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree
I am encouraged to be self-sufficient.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My job requires that I learn new things.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My job encourages creativity/innovation.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I am given opportunities for professional growth and development.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I participate in institution wide committees.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree

3. CLIMATE/WORK CONDITIONS:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
My work conditions are acceptable.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I have adequate supplies/equipment necessary to complete my job.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I have adequate employee space (lockers, changing rooms, lounge).	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My work environment is pleasant.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I feel safe at work.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My employer employs a culturally diverse workforce.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My employer celebrates cultural diversity.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My work climate allows me to	<input type="checkbox"/> Strongly	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree

	Strongly Agree Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
contribute to joint decision-making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work climate encourages teamwork and support.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My work environment is neat and orderly.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My work climate encourages quality care and continuous improvement.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My work environment reduces my stress level.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I am allowed time to maintain competency in my primary area of specialization.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree

4. MEANINGFUL WORK:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
My employer values my work.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
Generational differences are recognized, respected and celebrated.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I receive feedback that my work contributes to the overall success of the company.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I receive feedback that my work contributes to the institution's overall success.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I am permitted to exercise	<input type="checkbox"/>	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
independent judgments that align with professional standards.	<input type="checkbox"/> Strongly Agree					<input type="checkbox"/> Disagree

I receive necessary training to maintain and improve my skill and competency levels.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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Work assignments are made based on competency, education and experience.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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I am rewarded for collaborative and multidisciplinary approaches to accomplish my job.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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5. SUPPORT/RELATIONSHIPS:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
My supervisor takes personal interest in me.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree

My supervisor listens to me.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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My supervisor "stands up" for me.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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My supervisor supports my professional development.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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I have a close friend at work.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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My co-worker(s) is competent at doing their job.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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My co-worker(s) is concerned about my well-being.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
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	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
My co-worker(s) support me.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My co-worker(s) help me with my job (when needed).	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My co-worker(s) is friendly.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My co-worker(s) acknowledge my accomplishments.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
Humor is incorporated into my workday.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I am an accepted member of the workgroup.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree

6. STRESS, WORK PRESSURE & BURNOUT:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
My workload is manageable.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My position is dominated by time sensitive urgent tasks.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My position involves a high degree of pressure.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
My work assignment changes regularly.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I have sufficient time to complete my responsibilities.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I encounter bureaucratic constraints at work.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I am asked to	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
work extra or changing shifts due to staff turnover.	<input type="checkbox"/> Agree					
I feel physically exhausted at the end of my workday.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
I feel emotionally exhausted at the end of my workday.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree
Staffing levels are appropriate.	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Agree	<input type="checkbox"/> Somewhat Agree	<input type="checkbox"/> Somewhat Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Strongly Disagree

7. Please share comments pertaining to this survey and/or factors that make your job satisfying (optional):