

Welcome to the 2017 Work Culture Survey! Your feedback as employees is highly valued and is critical to providing high quality, comprehensive health care and a positive experience for our community.

Your survey responses are completely anonymous, and individual respondents can not be identified in the results.

Raffle and Department Prizes

After submitting your survey, you will be redirected to a page where you can enter a raffle for one of 10 chances to win a \$25 Amazon.com gift card.

The department(s) with the highest rate of participation will win a Pizza Party Lunch - encourage your peers to participate!

The survey and raffle will close at 7 p.m. on Friday, July 21st. Raffle winners will be selected from all qualified entrants by Friday, July 28th.

Staff Working in Multiple Departments/Sites: please provide responses for the department/site where the majority of your time is dedicated. If you are 50/50, choose one department/site to report on consistently throughout the survey.

Contact [REDACTED], [REDACTED], at [REDACTED] or [REDACTED] with any questions or concerns about the survey process.

Please rate your level of agreement with the following statements.

*** 1. Participation**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
When appropriate, my work group is asked for opinions before decisions are made	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am allowed the proper amount of independence in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My suggestions are listened to and fairly evaluated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my involvement in decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

*** 2. Culture of Safety**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
The organization encourages and supports the recognition and reporting of errors and hazardous conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would not fear being criticized or reprimanded for reporting a safety incident or hazard	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The organization works to identify and remove hazards in the work place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know the steps to take if a person comes to me with a problem with sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would not fear retaliation for filing a complaint about sexual harassment or other interpersonal conflicts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

*** 3. Work Environment**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
I have access to the resources and equipment I need to get my job done well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical conditions in my area are good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

* 4. Mission

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
I know what Fenway's goals are as an organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work that I do is directly related to supporting Fenway's mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of Fenway's mission motivates my job performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

Please rate your level of agreement with the following statements:

*** 5. Supervisor**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
I am satisfied with the manner in which my supervisor handles complaints, grievances, and problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor communicates effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor demonstrates professionalism and models good employee behaviors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides coaching to help me achieve my goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy to talk to my supervisor about things that go wrong on my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor encourages and supports my professional development and/or training to enhance my role at Fenway	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment

*** 6. Teamwork**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Communications are healthy here, both among staff and between staff and management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My coworkers are cooperative and understanding; they pitch in and help each other out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees have a high degree of commitment to the work they do here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My coworkers treat me with respect and dignity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment

Please rate your level of agreement with the following statements:

*** 8. Recognition**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
My supervisor lets me know when he/she is pleased with my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions are handled fairly here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive sufficient recognition, acknowledgement or appreciation for the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive sufficient feedback regarding my job performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

*** 9. Organization Senior Leadership**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
I know which leaders make up the Fenway Senior Management Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Senior Management Team is aware of the major concerns of employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Senior Management Team does a good job of communicating major developments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Senior Management Team can be trusted to be straightforward and honest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

*** 10. Job Expectations**

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
Work assignments and performance criteria are well defined and understood by each employee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive clear instructions and directions regarding my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The expectations of my position are reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive sufficient training to do my work well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

* 11. Overall Satisfaction

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
I plan to be working for this organization 3 years from now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with my job here at Fenway	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 12. Compared to two years ago, working conditions in my work group are:

Better About the same Worse Not Applicable (employed <2 years)

Tell us more....

15. What do you like BEST about working at Fenway?

16. What suggestions do you have for improvement?

* 17. I try to attend All Staff meetings each month, either in person or through teleconference

- Agree
- Disagree

18. If you selected "Disagree" please indicate why (select all that apply):

- Inconvenient
- Topics are not of interest to me
- My job requires me to work at that time
- Not Applicable (I agree I try to attend All Staff)

Other (please specify)

19. Do you attend the Annual Fenway Holiday Party?

- Yes, I try to attend when I can
- No

Employee Demographics

The following questions are optional and is not used in any way to identify respondents.

24. How long have you worked for Fenway?

- Less than 2 years
- 2 - 5 years
- 6 - 9 years
- 10 or more years

25. Do you supervise other employees?

- Yes
- No

26. Race/Ethnicity

- African American/Black
- Asian
- Caucasian
- Hispanic/Latino/Latina
- Other

27. Do you think of yourself as:

- Lesbian, gay, or homosexual
- Heterosexual or straight
- Bisexual
- Something else
- Don't know

28. What is your gender?

- Male
- Female
- Genderqueer (non-binary or not exclusively male or female)
- Agender

29. What was your sex assigned at birth?

- Female
- Male
- Intersex

30. Do you identify as transgender or transsexual?

Yes

No

Don't Know