

## Work-Environment Questionnaire

*To complete the questionnaire, read and then rate each statement according to the following scale:*

- 5 Strongly Agree
- 4 Agree
- 3 Neither Agree nor Disagree
- 2 Disagree
- 1 Strongly Disagree

*This survey will be kept entirely **confidential** and is designed to solicit honest and candid feedback that will be used as a baseline for further and on-going work that will be done to improve overall school/work climate.*

- \_\_\_\_\_ The culture and emotional climate of the school is generally positive and supportive.
- \_\_\_\_\_ I feel like I am a part of a team (shared mission, values, efforts and goals).
- \_\_\_\_\_ I feel challenged and am given assignments that inspire, test, and stretch my abilities.
- \_\_\_\_\_ My efforts are recognized and acknowledged in tangible ways.
- \_\_\_\_\_ I receive constructive feedback in a way that emphasizes positives, rather than negatives.
- \_\_\_\_\_ Innovation is expected of me, and I am encouraged to take the initiative.
- \_\_\_\_\_ I have clear-cut and non-contradictory policies and procedures in my school.
- \_\_\_\_\_ I am encouraged to solve as many of my own work-related problems as possible.
- \_\_\_\_\_ I believe in and take pride in my work and my workplace.
- \_\_\_\_\_ At work, I am accepted for the person I am.
- \_\_\_\_\_ I feel in control of my work and capable of competently carrying out my daily tasks.
- \_\_\_\_\_ I tend to see problems as challenges, rather than as obstacles.

- \_\_\_\_\_ The rewards for success are greater than the penalties for failure.
- \_\_\_\_\_ I am encouraged to give honest feedback to my supervisor.
- \_\_\_\_\_ I am able to keep encounters with other staff work-centered, rather than ego-centered.
- \_\_\_\_\_ I feel accepted and am treated with courtesy, listened to, and invited to express my thoughts and feelings by the students.
- \_\_\_\_\_ I feel accepted and valued by my colleagues.
- \_\_\_\_\_ I feel accepted and am treated with courtesy, listened to, and invited to express my thoughts and feelings by my principal.
- \_\_\_\_\_ I feel accepted and am treated with courtesy, listened to, and invited to express my thoughts and feelings by the upper administration.
- \_\_\_\_\_ The administrative team provides an environment in which I feel safe and secure.
- \_\_\_\_\_ The administrative team provides an environment in which honesty and openness are valued.
- \_\_\_\_\_ It is safe to go to members of the administrative team if I'm having difficulty with some aspect of my job (a particular student or class, an angry parent, improving learning in some particular area).
- \_\_\_\_\_ To the degree that it is possible, I believe that the administrative team considers my needs and preferences when making decisions that affect my work life.
- \_\_\_\_\_ My professional judgment is respected by my principal; I have adequate freedom to exercise my judgment and expertise.
- \_\_\_\_\_ I see my principal as a resource (rather than an obstacle).
- \_\_\_\_\_ I have a clear understanding of the expectations of my principal.
- \_\_\_\_\_ I trust my principal to be there for me and back me up.
- \_\_\_\_\_ I feel safe sharing my plans, programs and policies with my principal.
- \_\_\_\_\_ My principal is committed to finding win-win solutions to problems.

