



Eden Alternative Warmth Survey - Employee Questionnaire

Please take a moment to complete the following form and return it to us. Your input is extremely valuable and will be appreciated. Data from this survey will be used to evaluate the warmth of this organization. Thank you for your assistance. Please answer according to the following key:

SA = Strongly Agree A = Agree N = Neutral D = Disagree SD = Strongly Disagree

	SA	A	N	D	SD
1. My work has meaning and purpose.					
2. I regularly hear co-workers make negative remarks about other employees.					
3. My immediate manager/supervisor is interested in me and in my development as a person.					
4. Management values money more than people.					
5. I am an important part of the care team.					
6. My work is boring.					
7. Management is leading us in the right direction.					
8. I rarely see the administrator.					
9. I know and understand the mission of this organization.					
10. My work contributes to the overall philosophy and goals of the organization.					
11. I can be creative in completing my tasks and working in my team.					
12. My working conditions are safe.					
13. I have an opportunity to grow.					
14. My immediate manager/supervisor listens to me and takes my opinions seriously.					
15. The administrator knows my name.					
16. I feel like a number, nobody here really cares about me.					
17. My work is recognized by my team members as worthwhile.					
18. My work provides me with adequate pay and benefits.					
19. I feel free to ask questions.					
20. I have the resources I need to be effective in my job.					
21. I am kept up-to-date on changes occurring that affect my job.					
22. When I try to do my work, I run into obstacles.					
23. I have a clear understanding of what is expected of me.					
24. I work under a great deal of tension.					
25. I spend too much time in unnecessary activities.					
26. I can voice my concerns without risking my job.					

27. I am given opportunities to use my talents for the organization's benefit.					
28. There is opportunity to advance here.					
29. I have to follow procedures that prevent me from doing my job well.					
30. My immediate manager/supervisor actively encourages cooperation and teamwork.					
31. If you start doing favors for people, they will just walk all over you.					
32. There is good in everybody.					
33. People usually tell me the truth.					
34. I enjoy helping my team members.					
35. I do not blame anyone for trying to grab all he/she can get in this world.					
36. People pretend to care more about one another than they really do.					
37. At the end of a typical day, I feel I have contributed to the quality of life of the residents I serve.					
38. I can trust the people I work with to lend me a hand if I need it.					
39. I would leave this organization if offered the same job with another organization.					
40. I would recommend a close friend to join our staff.					
41. I only do my job because I need the money.					
42. There is a happy atmosphere in the place I work.					
43. The administrator is fair to everyone.					
44. What would make the quality of work life better in this organization?					
45. My role is:					
<input type="checkbox"/> Formal leader (Department leader, administrator, director of nursing, CEO, CFO) <input type="checkbox"/> Manager/Supervisor (nurse, therapist, social worker) <input type="checkbox"/> Hands-on employee (nursing assistant, housekeeper, laundry, activity aide, dining service aide) <input type="checkbox"/> Other:					
46. How long have you worked at this organization?					
<input type="checkbox"/> Less than 6 months <input type="checkbox"/> 6 months to less than 1 year <input type="checkbox"/> 1-5 years <input type="checkbox"/> 6-10 years <input type="checkbox"/> 11-15 years <input type="checkbox"/> More than 15 years					