

WORKPLACE CLIMATE SURVEY

Instructions

Please circle the number on the scale that most accurately reflects your response to each question. **If you have any concerns about any question, please leave it blank.**

Questions

1. On a scale of 1-to-10, how satisfied are you with your job at Santa Barbara County?
not satisfied: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:satisfied**
2. To what extent do you feel your ideas are valued by your co-workers?
not valued: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:valued**
3. To what extent do you feel your ideas are valued by your supervisor?
not valued: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:valued**
4. To what extent do your working conditions motivate you to work hard?
do not motivate: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:motivate**
5. To what extent is your work environment better today than it was 2 years ago?
not better: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:better**
6. To what extent do you feel free to speak your mind on the job?
not free **free**
to speak: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:to speak**
7. To what extent does your department promote good relations among its staff?
does not promote: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:promotes**
8. To what extent do you feel the decisions your department makes are ethical?
not ethical: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:ethical**
9. To what extent do you feel isolated (inappropriately separated from others, alone) in the workplace?
not isolated: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:isolated**
10. To what extent do you feel involved (committed, engaged) in your work?
not involved: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:involved**
11. To what extent do you feel you are working toward specific goals and accomplishments at work?
no specific goals: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:specific goals**
12. To what extent do you receive quality feedback on your work performance?
no quality feedback: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:quality feedback**

13. To what extent are you provided opportunities to correct weaknesses in your job performance?
no opportunities: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:opportunities**
14. To what extent do budgetary instabilities make you question your job security?
not question **question**
job security: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:job security**
15. To what extent is your workplace free from tensions, so that you want to continue working at the County?
do not want **want to**
to continue: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:continue**
16. To what extent do you feel your work is fulfilling?
not fulfilling: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:fulfilling**
17. To what extent do inefficiencies in your workplace prevent you from meeting your work goals?
do not prevent: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:prevent**
18. To what extent are you aware of the processes in your department for handling co-worker disputes?
not aware: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:aware**
19. How fair do you feel your compensation is for your job?
not fair: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:fair**
20. To what extent do you feel varying opinions are respected within your department?
not respected: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respected**
21. To what extent do you feel people who look for new and innovative ways of doing things are respected within your department?
not respected: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respected**
22. To what extent do you feel supervisors in your department are approachable?
not approachable: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:approachable**
23. To what extent do you feel supervisors in your department lead by example?
do not lead **lead**
by example: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:by example**
24. To what extent are opportunities for professional growth available to you in the County organization?
not available: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:available**
25. To what extent are training opportunities for professional growth open to you in the County organization?
not open: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:open**
26. To what extent does your department inform all employees of policy changes in a timely manner?
not timely: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:timely**

27. To what extent does your department connect employees' work to the broader goals of the County?
does not connect work: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:connects work**
28. To what extent do you feel the department considers the needs of the staff overall?
does not consider needs: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:considers needs**
29. To what extent does departmental leadership in your workplace solicit your ideas and opinions?
does not solicit ideas: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:solicits ideas**
30. To what extent do supervisors in your department establish policies to create inclusive (feeling a part of the group) work environments?
does not establish inclusive policies: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **establishes :inclusive policies**
31. To what extent do you understand the meaning of your job in relation to overall departmental goals?
do not understand meaning: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **understand meaning**
32. Generally speaking, to what extent are you confident in the overall leadership in your department?
not confident: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:confident**
33. In general, to what extent do you respect your supervisor?
do not respect: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respect**
34. To what extent do you feel your supervisor recognizes the talents that employees bring to the workforce?
does not recognize: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:recognizes**
35. To what extent do you feel your supervisor has a clear understanding of your role and responsibilities?
no clear understanding: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **clear :understanding**
36. To what extent do you feel your supervisor has a clear understanding of your skills and abilities?
no clear understanding: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **clear :understanding**
37. To what extent do you feel your supervisor has a clear understanding of what you accomplish in your job?
no clear understanding: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **clear :understanding**
38. To what extent do you feel your supervisor treats all employees fairly?
not fairly: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:fairly**

39. To what extent are you satisfied with your opportunities for advancement within your department?
not satisfied: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:satisfied**
40. To what extent do you feel varying opinions are respected within the County organization?
not respected: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respected**
41. To what extent do you feel people who look for new and innovative ways of doing things are respected in the County organization?
not respected: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respected**
42. To what extent do you feel people from all backgrounds are treated fairly in your immediate work area?
not fairly: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:fairly**
43. To what extent do you feel people from all backgrounds are treated fairly in your overall department?
not fairly: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:fairly**
44. To what extent do you feel co-workers in your department represent a diverse workforce?
not diverse: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:diverse**
45. To what extent do you feel co-workers in your department respect diverse opinions?
do not
respect: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respect**
46. To what extent do you feel the departmental leadership in your workplace respects cultural differences among its staff?
does not
respect: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respects**
47. To what extent do you feel the County organization as a whole respects cultural differences among its staff?
does not
respect: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:respects**
48. In your department, to what extent do you feel you have been treated negatively because of your race?
not negatively: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:negatively**
49. In your department, to what extent do you feel you have been treated negatively because of your gender?
not negatively: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:negatively**
50. In your department, to what extent do you feel you have been treated negatively because of your sexual orientation?
not negatively: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:negatively**
51. In your department, to what extent do you feel you have been treated negatively because of your age?
not negatively: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:negatively**

52. In your department, to what extent do you feel you have been treated negatively because of your religion?
not negatively: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:negatively**
53. In your department, to what extent do you feel you have been treated negatively because of your actual or perceived disability?
not negatively: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:negatively**
54. To what extent are you aware of the processes that protect your rights as an employee of the County?
not aware: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:aware**
55. Overall, how high a rating would you give Santa Barbara County as a place to work?
not high: 1 : 2 : 3 : 4 : 5 : 6 : 7 : 8 : 9 : 10 **:high**

Demographic Questions

Note this information will only be used in combination with all the other respondents' information to determine whether different groups have different judgments of the work climate. No member of the County will ever see individual questionnaires. (The data will be locked at UCSB, entered into a statistical computer program, and then shredded.) Only aggregated data will be reported for each group.

Instructions: Please circle or check the appropriate description of your group membership. If you do not wish to give particular information, leave that question blank.

1. Age range? 18-25, 26-35, 36-45, 46-55, 56-65, 66 and above
2. How many years have you been employed by Santa Barbara County?
 0-5, 6-10, 11-15, 16-20, 20+ yrs.
3. Gender? Male Female
4. Race/ethnicity?
 White
 Black or African American
 Mexican American
 Hispanic or Latino
 Asian American or Pacific Islander
 American Indian or Alaskan Native,
 Other (please specify) _____
5. Are you a single parent raising your child? Yes No
6. Are you a sole caregiver for an adult? Yes No
7. Where is your worksite located?
 South County Central County North County

8. How many minutes does it generally take you to get to work? _____ minutes

9. For what department do you work?

- | | | |
|--|--|--|
| <input type="checkbox"/> Agriculture & Cooperative Extension | <input type="checkbox"/> Fire | <input type="checkbox"/> Public Defender |
| <input type="checkbox"/> Alcohol, Drug & Mental Health | <input type="checkbox"/> General Services | <input type="checkbox"/> Public Health |
| <input type="checkbox"/> Auditor Controller | <input type="checkbox"/> Housing & Comm. Development | <input type="checkbox"/> Public Works |
| <input type="checkbox"/> Child Support Services | <input type="checkbox"/> Human Resources | <input type="checkbox"/> Retirement System |
| <input type="checkbox"/> Clerk Recorder Assessor | <input type="checkbox"/> Parks | <input type="checkbox"/> Sheriff – Coroner |
| <input type="checkbox"/> County Administrator | <input type="checkbox"/> Planning & Development | <input type="checkbox"/> Social Services |
| <input type="checkbox"/> County Counsel | <input type="checkbox"/> Probation | <input type="checkbox"/> Treasurer Tax Collector,
Public Admin. |
| <input type="checkbox"/> District Attorney | | |

10. For what Division do you work? _____

10. Which one best describes your position?

- | | | |
|--|---|---|
| <input type="checkbox"/> Service Maintenance/Skilled Craft | <input type="checkbox"/> Technical/Specialist | <input type="checkbox"/> Paraprofessional |
| <input type="checkbox"/> Professional | <input type="checkbox"/> Supervisor | <input type="checkbox"/> Manager |
| <input type="checkbox"/> Executive | | |
| <input type="checkbox"/> Other (please specify) _____ | | |

Thank you for completing the survey.