

Uncommon Knowledge Team Climate Survey

1. AUTONOMY:						
	Strongly Agree	Agree	Somewhat Agree	N/A	Rating Average	Response Count
My position allows me to make independent decisions.	37.5% (3)	62.5% (5)	0.0% (0)	0.0% (0)	1.63	8
I choose how to perform my work.	62.5% (5)	25.0% (2)	12.5% (1)	0.0% (0)	1.50	8
The majority of my position requires routine tasks.	25.0% (2)	25.0% (2)	50.0% (4)	0.0% (0)	2.25	8
I am rewarded for innovative approaches to improve my work.	25.0% (2)	75.0% (6)	0.0% (0)	0.0% (0)	1.75	8
I participate in decisions for company.	37.5% (3)	50.0% (4)	0.0% (0)	12.5% (1)	1.57	8
I am encouraged to be self-sufficient.	75.0% (6)	25.0% (2)	0.0% (0)	0.0% (0)	1.25	8
My job requires that I learn new things.	75.0% (6)	12.5% (1)	12.5% (1)	0.0% (0)	1.38	8
My job encourages creativity/innovation.	62.5% (5)	25.0% (2)	12.5% (1)	0.0% (0)	1.50	8
I am given opportunities for professional growth and development.	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	1.13	8
	<i>answered question</i>					8
	<i>skipped question</i>					0

2. CLIMATE/WORK CONDITIONS:						
	Strongly Agree	Agree	Somewhat Agree	N/A	Rating Average	Response Count
My work conditions are acceptable.	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	1.13	8
I have adequate supplies/equipment necessary to complete my job.	62.5% (5)	25.0% (2)	0.0% (0)	12.5% (1)	1.29	8
I have adequate employee space (changing rooms, lounge, kitchen).	50.0% (4)	0.0% (0)	12.5% (1)	37.5% (3)	1.40	8
My work environment is pleasant.	87.5% (7)	0.0% (0)	0.0% (0)	12.5% (1)	1.00	8
I feel safe at work.	75.0% (6)	0.0% (0)	0.0% (0)	25.0% (2)	1.00	8
My employer employs a culturally diverse workforce.	50.0% (4)	0.0% (0)	12.5% (1)	37.5% (3)	1.40	8
My work climate allows me to contribute to joint decision-making.	62.5% (5)	37.5% (3)	0.0% (0)	0.0% (0)	1.38	8
My work climate encourages teamwork and support.	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	1.13	8
My work environment is neat and orderly.	25.0% (2)	37.5% (3)	12.5% (1)	25.0% (2)	1.83	8
My work climate encourages quality care and continuous improvement.	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	1.13	8
My work environment reduces my stress level.	37.5% (3)	25.0% (2)	12.5% (1)	25.0% (2)	1.67	8
I am allowed time to maintain competency in my primary area of specialization.	37.5% (3)	37.5% (3)	12.5% (1)	12.5% (1)	1.71	8
	<i>answered question</i>					8
	<i>skipped question</i>					0

3. Communication:						
	Strongly Agree	Agree	Somewhat Agree	N/A	Rating Average	Response Count
I know what is expected of me and my job.	75.0% (6)	25.0% (2)	0.0% (0)	0.0% (0)	1.25	8
I have clear information about how I am to do my job.	75.0% (6)	12.5% (1)	12.5% (1)	0.0% (0)	1.38	8
I feel comfortable with what I am asked to do in meeting my job expectations.	75.0% (6)	12.5% (1)	12.5% (1)	0.0% (0)	1.38	8
My manager and I maintain a clear understanding about what I am expected to do and how I am to carry it out.	62.5% (5)	37.5% (3)	0.0% (0)	0.0% (0)	1.38	8
Roger does a good job in communicating decisions to everyone.	62.5% (5)	37.5% (3)	0.0% (0)	0.0% (0)	1.38	8
Management allows me to execute my work responsibilities with little to no supervision.	62.5% (5)	37.5% (3)	0.0% (0)	0.0% (0)	1.38	8
When my team members and I work towards a solution to an issue, the problems stay resolved.	50.0% (4)	50.0% (4)	0.0% (0)	0.0% (0)	1.50	8
	<i>answered question</i>					8
	<i>skipped question</i>					0

4. MEANINGFUL WORK:						
	Strongly Agree	Agree	Somewhat Agree	N/A	Rating Average	Response Count
My employer values my work.	75.0% (6)	12.5% (1)	0.0% (0)	12.5% (1)	1.14	8
Generational differences are recognized, respected and celebrated.	50.0% (4)	25.0% (2)	0.0% (0)	25.0% (2)	1.33	8
I receive feedback that my work contributes to the overall success of the company.	75.0% (6)	12.5% (1)	12.5% (1)	0.0% (0)	1.38	8
I receive feedback that my work contributes to the institution's overall success.	62.5% (5)	12.5% (1)	0.0% (0)	25.0% (2)	1.17	8
I am permitted to exercise independent judgements that align with professional standards.	75.0% (6)	12.5% (1)	0.0% (0)	12.5% (1)	1.14	8
I receive necessary training to maintain/improve my skill and competency levels.	25.0% (2)	50.0% (4)	12.5% (1)	12.5% (1)	1.86	8
Work assignments are made based on competency, education and experience.	50.0% (4)	25.0% (2)	12.5% (1)	12.5% (1)	1.57	8
I am rewarded for collaborative approaches to accomplish my job.	37.5% (3)	62.5% (5)	0.0% (0)	0.0% (0)	1.63	8
	<i>answered question</i>					8
	<i>skipped question</i>					0


5. SUPPORT/RELATIONSHIPS:

	Strongly Agree	Agree	Somewhat Agree	N/A	Rating Average	Response Count
My manager takes personal interest in me.	75.0% (6)	12.5% (1)	0.0% (0)	12.5% (1)	1.14	8
My manager listens to me.	87.5% (7)	0.0% (0)	0.0% (0)	12.5% (1)	1.00	8
My manager "stands up" for me.	87.5% (7)	0.0% (0)	0.0% (0)	12.5% (1)	1.00	8
My manager supports my professional development.	87.5% (7)	0.0% (0)	0.0% (0)	12.5% (1)	1.00	8
My co-worker(s) is competent at doing their job.	62.5% (5)	25.0% (2)	0.0% (0)	12.5% (1)	1.29	8
My co-worker(s) is concerned about my well-being.	75.0% (6)	25.0% (2)	0.0% (0)	0.0% (0)	1.25	8
My co-worker(s) support me.	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	1.00	8
My co-worker(s) help me complete my job (when needed).	75.0% (6)	25.0% (2)	0.0% (0)	0.0% (0)	1.25	8
My co-worker(s) is friendly.	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	1.00	8
My co-worker(s) acknowledge my accomplishments.	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	1.13	8
Humour is incorporated into my workday.	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	1.00	8
I am an accepted member of the work-group.	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	1.00	8
	<i>answered question</i>					8
	<i>skipped question</i>					0

6. STRESS, WORK PRESSURE & BURNOUT:						
	Strongly Agree	Agree	Somewhat Agree	N/A	Rating Average	Response Count
My workload is manageable.	25.0% (2)	50.0% (4)	25.0% (2)	0.0% (0)	2.00	8
My position is dominated by time sensitive urgent tasks.	12.5% (1)	37.5% (3)	50.0% (4)	0.0% (0)	2.38	8
My position involves a high degree of pressure.	12.5% (1)	12.5% (1)	75.0% (6)	0.0% (0)	2.63	8
My work assignment changes regularly.	12.5% (1)	12.5% (1)	62.5% (5)	12.5% (1)	2.57	8
I have sufficient time to complete my responsibilities.	25.0% (2)	50.0% (4)	25.0% (2)	0.0% (0)	2.00	8
I encounter bureaucratic constraints at work.	0.0% (0)	0.0% (0)	25.0% (2)	75.0% (6)	3.00	8
I am asked to work extra or changing shifts due to staff turnover.	0.0% (0)	0.0% (0)	14.3% (1)	85.7% (6)	3.00	7
I feel physically exhausted at the end of my workday.	0.0% (0)	12.5% (1)	0.0% (0)	87.5% (7)	2.00	8
I feel emotionally exhausted at the end of my workday.	0.0% (0)	0.0% (0)	12.5% (1)	87.5% (7)	3.00	8
Staffing levels are appropriate.	37.5% (3)	50.0% (4)	12.5% (1)	0.0% (0)	1.75	8
	<i>answered question</i>					8
	<i>skipped question</i>					0

7. Please share comments pertaining this survey and/or factors that make your job satisfying (optional):	
	Response Count
	2
	<i>answered question</i>
	2
	<i>skipped question</i>
	6

8. Overall, I am satisfied working with Uncommon Knowledge

		Response Percent	Response Count
Strongly Agree		100.0%	8
Agree		0.0%	0
Somewhat Agree		0.0%	0
	<i>answered question</i>		8
	<i>skipped question</i>		0