

Welcome

**At DePelchin, we strive to follow what we have identified as the CARING principles: Commitment to Excellence, Accountability, Respect, Integrity, Niceness and Generosity. The Culture of CARING steering committee is charged with advancing the CARING principles in our agency. In order to do that, we need to understand the unique perspectives of our coworkers.**

**The purpose of this survey is to gain an understanding of where we are as an agency in terms of our workplace climate. As you know, we strive to create a positive working environment. In order for us to support and nurture employees, we need to know how you think and feel about the organization. While we know we cannot meet the needs of everyone, we certainly want to do our best to provide a CARING environment where employees can thrive.**

**The questions you are being asked are anonymous and the responses will be kept confidentially by HR. Your supervisor and agency leadership will not see your individual response. We will not share any information or combination of data that will allow someone to determine your individual response.**

**Please take the time to consider these questions and provide honest responses. You may skip any questions you do not want to answer.**

**Thank you for participating in our Culture of CARING employee survey. We value your feedback and appreciate your candor.**

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About You

**In which part of the agency are you employed?**

- ☐ Prevention
- ☐ Child Welfare
- ☐ Support/Administration

**Where are you based? w 0**

- ☐ Memorial campus
- ☐ Houston area satellite office
- ☐ Greater Texas office
- ☐ Home based

**Please indicate how long you have been working at DePelchin Children's Center.**

- ☐ Less than one year
- ☐ At least 1 but less than 3
- ☐ At least 3 but less than 5
- ☐ At least 5 but less than 10
- ☐ 10 or more years

**Are you senior or executive level leadership?**

- ☐ Yes
- ☐ No

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Your Department

The following are ten questions about working in your department. Each question reflects an element for a workplace that is positive and productive.

For each question, indicate how important the issue is for you personally. Then indicate how satisfied you are with how things are going in your department. Answer on a scale of 1-5 with "1" being a low level of importance/satisfaction and "5" being a high level of importance/satisfaction.

	Importance	Satisfaction
Willingness of those with whom I work to cooperate	<input type="text"/>	<input type="text"/>
Clarity of roles and responsibilities	<input type="text"/>	<input type="text"/>
Resources to do my work well	<input type="text"/>	<input type="text"/>
Ample opportunities to do what I do best	<input type="text"/>	<input type="text"/>
Feeling appreciated for my work	<input type="text"/>	<input type="text"/>
Encouragement to grow professionally	<input type="text"/>	<input type="text"/>
Being cared about as a person	<input type="text"/>	<input type="text"/>
Differences among people are valued (including age, gender, race, ethnicity and sexual orientation)	<input type="text"/>	<input type="text"/>
Opportunities to provide feedback	<input type="text"/>	<input type="text"/>
Regular feedback on my job performance	<input type="text"/>	<input type="text"/>

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## Agency Leadership

The following are six questions about leadership in DePelchin as a whole, and for purposes of this survey, we are defining leadership as those persons with the title of Director or above.

For each question, indicate how important the issue is for you personally. Then indicate how satisfied you are with how things are going at the agency. Answer on a scale of 1-5 with "1" being a low level of importance/satisfaction and "5" being a high level of importance/satisfaction.

	Importance	Satisfaction
Leadership provides adequate information about significant issues	<input type="text"/>	<input type="text"/>
Leadership promotes a supportive environment	<input type="text"/>	<input type="text"/>
Leadership treats employees with respect regardless of their position	<input type="text"/>	<input type="text"/>
Leadership values differences among people (including age, gender, race, ethnicity and sexual orientation)	<input type="text"/>	<input type="text"/>
Leadership gives employees opportunities to provide feedback	<input type="text"/>	<input type="text"/>
Leadership wants what is best for its employees	<input type="text"/>	<input type="text"/>
Leadership is concerned about my physical safety	<input type="text"/>	<input type="text"/>
Leadership is receptive to ideas or concerns even when they disagree	<input type="text"/>	<input type="text"/>

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## CARING Principles

The following questions are about the agency as a whole. This includes your coworkers, supervisors and agency leadership.

Generally speaking, people at DePelchin...

(Rating box options: Agree a lot; Agree; Disagree; Disagree a lot; Don't know)

	Entire agency	People I work with directly	Agency leadership
are transparent	<input type="text"/>	<input type="text"/>	<input type="text"/>
are trustworthy	<input type="text"/>	<input type="text"/>	<input type="text"/>
are committed to excellence	<input type="text"/>	<input type="text"/>	<input type="text"/>
accept constructive criticism	<input type="text"/>	<input type="text"/>	<input type="text"/>
take responsibilities for their actions	<input type="text"/>	<input type="text"/>	<input type="text"/>
keep commitments	<input type="text"/>	<input type="text"/>	<input type="text"/>
are culturally competent	<input type="text"/>	<input type="text"/>	<input type="text"/>
are respectful of the needs of others	<input type="text"/>	<input type="text"/>	<input type="text"/>
are honest	<input type="text"/>	<input type="text"/>	<input type="text"/>
are sincere	<input type="text"/>	<input type="text"/>	<input type="text"/>
are inclusive of everyone	<input type="text"/>	<input type="text"/>	<input type="text"/>
are polite and courteous	<input type="text"/>	<input type="text"/>	<input type="text"/>
consider the needs of those around them	<input type="text"/>	<input type="text"/>	<input type="text"/>
offer assistance when needed	<input type="text"/>	<input type="text"/>	<input type="text"/>

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Your Feedback

**What two actions would you take to make DePelchin a better place to work?**

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**In your opinion, what is/are DePelchin's major strengths as an employer? How can we maximize those areas?**

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**Do you have any concerns about your physical or emotional safety?**

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**Do you have any other comments or suggestions for the Culture of CARING Committee?**

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Thank you for completing our survey. We appreciate the time and thought you put into your responses.

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