

Staff Practice Survey

Direct Care Staff #1

Questions	Check the Appropriate Box					
	Does not Apply	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
1. I worry about my safety when I come to work			X			
2. I feel I have a lot of choice in how I do my job		X				
3. Staff here are encouraged to take care of themselves		X				
4. I believe I understand the impact of trauma on the people I work with					X	
5. I think many of our clients are so damaged that they have no chance of creating satisfying lives for themselves			X			
6. I often point out or remind clients of their accomplishments and strengths					X	
7. There are areas in the facilities in which I do not feel safe			X			
8. When I encounter a problem at work, I can count on my supervisor to help me find a solution					X	
9. Staff input is usually ignored when making decisions about the program						X
10. Showing your dedication by putting in a lot of overtime is a good way to get appreciated in this program					X	
11. I understand the negative impact the work can have on me and what helps prevent that			X			
12. I do not think that everyone can recover from a substance use disorder			X			
13. I try to avoid arguing with my clients					X	
14. I do not have the skills to help clients calm down when they are agitated				X		
15. The way the facilities are decorated does not feel welcoming or soothing			X			
16. People here behave responsibly and professionally			X			

Questions	Check the Appropriate Box					
	Does not Apply	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
17. I don't think that my supervisors know my strengths					X	
18. We have procedures for maintaining safety when a place or client makes one of us feel unsafe				X		
19. I do not feel comfortable having conversations with clients about how trauma may be affecting them			X			
20. I can identify the strengths of each of my clients					X	
21. I don't often ask clients if they feel safe				X		
22. I believe that educating clients about trauma, substance use, mental illness and how they are connected to homelessness is an important part of my job						X
23. I often find myself lecturing my clients			X			
24. My co-workers treat me respectfully				X		
25. There are meetings where we can discuss our work and work together to develop solutions for problematic situations			X			
26. My supervisors do not treat me with respect					X	
27. We do not have time to talk about the impact the work has on us					X	
28. I am comfortable helping clients identify the kinds of things that upset them					X	
29. My co-workers often say disrespectful things about clients					X	
30. I believe that I know what is best for my clients more than they do			X			

Questions	Check the Appropriate Box					
	Does not Apply	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
31) I believe that giving out information is an important part of my job				X		
32) I often tell clients what they should do			X			
33) I know what kinds of things "push my buttons" and I am alert to the impact that might have on my response to a client				X		
34) When I am working, there is no place I can go where I can relax and de-stress					X	
35) I pay attention to my own triggers and use my own calming strategies			X			
36) I do not feel safe expressing my opinions and concerns at work						X
37) My privacy is valued and respected by the program			X			
38) I do not know how to help clients identify things that might help them calm down				X		
39) I rarely feel angry, impatient or disappointed in a client					X	
40) When I am upset at work, I know my supervisors will be understanding			X			
41) I help clients with the things that I think are most important				X		
42) I try to help clients evaluate the safety of different choices					X	
43) When I am upset at work, very few of my co-workers will be understanding			X			
44) I am supported in learning new things that will make me better at my job			X			
45) I rarely find opportunities to help clients connect choices to outcomes					X	

Questions	Check the Appropriate Box					
	Does not Apply	Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree
46 I do not believe that encouraging change is part of my job			X			
47 I feel supported by my supervisors			X			
48 I believe too much is expected of me at work					X	
49 I know that my supervisor would support me in leaving a situation that felt unsafe to me				X		
50 I do not think my supervisors know how hard it is to do my job					X	
51 I am comfortable having conversations with clients about the pros and cons of different ways of coping with upsetting situations					X	
52 I often give clients "pep talks" so they will be motivated to change					X	
53 Procedures for handling emergencies are well-thought out, learned and practiced				X		
54 I do not feel comfortable having conversations with clients about ways they might make their current situation safer			X			
55 I try to help clients find calming strategies that work for them					X	
56 I believe I know what is expected of me at work				X		
57 I believe that many problematic behaviors were developed as strategies for coping with difficult experiences					X	
58 I almost never find opportunities to talk to clients about their triggers			X			
59 I feel supported by my co-workers				X		