

# 1. Welcome!

Creating Sanctuary in an organization is a process. However, as the results begin to unfold, an organization evolves into a community where commitments to emotional intelligence, non violence, social responsibility, growth and change, open communication, shared governance, and social learning are part of the culture.

We will be asking you to help us assess the progress in creating Sanctuary at your facility by filling out surveys like this, once a year, over the next two years. Completing this survey may take you anywhere from 10 to 15 minutes and we appreciate the time you take to fill it out.

Your responses to these questions are, and will remain, confidential. Please do not put your name on this survey. All responses will be examined and shared in aggregate - meaning we will not share any individual's personal answers, but everyone's answers together.

After completing the survey, you will not be able to enter additional responses.

If you have any questions regarding this survey, please feel free to contact your facility's Sanctuary Model Coordinator, Name, Phone, E-mail address.

Thank you.

## \* 1. Please indicate your gender

Male

Female

## 2. Please indicate your age range

18-24

25-34

35-44

45-55

55+

## 3. Please indicate your race/ethnicity

American Indian or Alaskan Native

Asian or Pacific Islander

Black (not Hispanic) origin

Hispanic

White (not Hispanic) origin

Mixed Racial Heritage

Other (please specify)

**4. Please indicate the highest level of education completed**

- Grade School (PreK through 12)
- High School graduate or GED
- Some College
- Vocational or Technical School
- Associates Degree
- Bachelors Degree
- Masters Degree or Above

**5. How long have you been working in the mental health/ human services field?**

- 1 year or less
- 2-4 years
- 5-9 years
- 10-15 years
- 16-20 years
- 21+ years

**6. How long have you worked in this facility? (Please include time spent in other positions within the same facility)**

- 1 year or less
- 2-4 years
- 5-9 years
- 10-15 years
- 16-20 years
- 21+ years

**\* 7. Please select the title that best characterizes your position in your facility**

- Direct Care Services
- Indirect Staff/Support Services (e.g., IT, HR, Facilities, Admin Support, etc...)
- Manager / Supervisor
- Executive Management

**8. How confident are you in your ability to perform your job in your current position?**

- Not confident
- Somewhat confident
- Confident
- Very Confident

**9. Do you work full-time or part-time in your current position?**

- Full-time
- Part-time

**10. Which of the following BEST describes your current exposure to the Sanctuary Model?**

- I am not familiar with the Sanctuary Model
- I am familiar with the Sanctuary Model but have not attended any presentations or had any training on it
- I am familiar with the Sanctuary Model but have not completed any of the Sanctuary staff training modules
- I am in the process of participating in the Sanctuary staff training modules
- I have completed all of the Sanctuary staff training modules
- I have attended and completed the 4 day Sanctuary leadership training

## 2. Environmental Assessment

These questions were designed to assess how adopting the core principles and commitments of the Sanctuary Model impacts your facility's environment. Using the following scale, select the number that best corresponds with your facility. There are no right or wrong answers, it is your opinion that matters.

### 11. Physical Environment: "Community space" refers to public spaces and gathering rooms, such as living rooms, dining areas, meeting or conference rooms

|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree       | Agree                            | Strongly Agree        | N/A                              |
|---|-----------------------|-----------------------|----------------------------------|----------------------------------|-----------------------|----------------------------------|
| Community spaces are clean, well-maintained and comfortable areas for learning, relaxing and socializing. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| There is enough community space for gathering with seating that can become a circle.                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Office spaces are comfortably furnished and contain personal items.                                       | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| There are adequate spaces for staff to gather for meetings (e.g., treatment planning).                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Client's rooms are clean, relatively neat and have client-friendly and appropriate furniture.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> |

### 12. General Social Environment: "Staff" refers to any of your co-workers

|   | Strongly Disagree     | Disagree                         | Neither Agree nor Disagree       | Agree                 | Strongly Agree        | N/A                   |
|---|-----------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|-----------------------|
| Staff welcome visitors immediately upon entry, introduce themselves and ask how they can help.              | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| When I walk through programs I often hear angry / tearful sounds.   | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Clients treat each other respectfully.  | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| When I walk through programs I often see and hear staff responding to clients in a calm and nurturing tone. | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Staff treat clients like they are bad.  | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### 13. Staff Social Environment: "Staff" refers to any of your co-workers

|   | Strongly Disagree     | Disagree                         | Neither Agree nor Disagree       | Agree                            | Strongly Agree        | N/A                   |
|---|-----------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|
| Staff treat clients respectfully.                                       | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Staff treat each other respectfully.                                    | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Staff often schedule different activities to take place simultaneously. | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Staff freely ask questions of each other and exchange information.      | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| I often feel my co-workers do not support me.                           | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |

### 3. Sanctuary Commitments

The Sanctuary Model is based on seven commitments. The following questions were designed to assess your perception of how your facility is progressing in adopting those commitments. Using the scale, select the response that best describes your facility. There are no right or wrong answers.

#### 14. Commitment to Nonviolence

|  | Strongly Disagree                | Disagree              | Neither Agree nor Disagree       | Agree                 | Strongly Agree        | N/A                              |
|--|----------------------------------|-----------------------|----------------------------------|-----------------------|-----------------------|----------------------------------|
| The community has a clear set of boundaries, limits or rules understood by all members.              | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Destructive or violent incidents are addressed nonviolently and openly reviewed as soon as possible. | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| I often feel unsafe at the facility.   | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Destructive or violent incidents are viewed as problems of and for the entire community.             | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Staff are quick to physically restrain a client.   | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

#### 15. Commitment to an Emotionally Intelligent Environment

|  | Strongly Disagree                | Disagree                         | Neither Agree nor Disagree | Agree                 | Strongly Agree                   | N/A                   |
|--|----------------------------------|----------------------------------|----------------------------|-----------------------|----------------------------------|-----------------------|
| When staff members discuss a client, there is always emphasis on thoughtful exploration of complicated issues. | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Regular team meetings are held with representatives from all levels of staff.                                  | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Staff members usually do not recognize or understand clients' nonverbal communication.                         | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| My supervisor talks with me about work-related stress and helps me manage that stress in appropriate ways.     | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Most staff do not have regularly scheduled supervision.  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

#### 16. Commitment to Inquiry and Social Learning

|   | Strongly Disagree     | Disagree                         | Neither Agree nor Disagree       | Agree                 | Strongly Agree        | N/A                   |
|---|-----------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|-----------------------|
| There is an expectation that leaders, staff and clients will learn from everyday experience and from each other.            | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| All major decisions are made using a team approach.   | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Educational materials (e.g., books, handouts and videos) are easily available to clients and staff.                         | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Problem solving involves parties affected by the problem and is generally done by consensus.                                | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Destructive or violent incidents are viewed as opportunities for new learning and information gained contributes to change. | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## 17. Commitment to Shared Governance

|  | Strongly Disagree     | Disagree                         | Neither Agree nor Disagree       | Agree                            | Strongly Agree        | N/A                   |
|--|-----------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|
| Clients are not involved in their treatment planning.  | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| I feel I can openly question or disagree with decisions made by administrators, managers or other staff if needed.           | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Managers and administrators regularly take time to listen to what I have to say and respond in meaningful ways.              | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Policies, procedures and practices are reviewed regularly by staff at all levels.  | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Important community/facility decisions (e.g., hiring, program changes, etc...) are often made without warning or discussion. | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## 18. Commitment to Open Communication

|   | Strongly Disagree                | Disagree                         | Neither Agree nor Disagree | Agree                            | Strongly Agree        | N/A                   |
|---|----------------------------------|----------------------------------|----------------------------|----------------------------------|-----------------------|-----------------------|
| The schedule of program activities and events are available and accessible to clients and staff.                              | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| There is regular and helpful communication between staff in different shifts or groups (e.g., direct care, clinical, etc...). | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| We are a team in name only, treatment decisions are made by a select few.   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>      | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| All staff are aware of decisions made around policies and procedures.   | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Difficult topics can be discussed openly and directly within the community.   | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |

## 19. Commitment to Social Responsibility

|   | Strongly Disagree                | Disagree                         | Neither Agree nor Disagree | Agree                            | Strongly Agree        | N/A                   |
|---|----------------------------------|----------------------------------|----------------------------|----------------------------------|-----------------------|-----------------------|
| Problems between staff are usually ignored.   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>      | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Longer-term clients take responsibility for mentoring newer clients.  | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Most administrators, managers and staff do not model positive behavior.   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>      | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Staff and leaders are able to challenge each other, disagree, collaborate, resolve conflicts and learn from the process.                            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Relationships problems (e.g., between clients, clients and staff, or staff and leadership) are addressed and viewed as an opportunity for learning. | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |

## 20. Commitment to Growth and Change

|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree       | Agree                            | Strongly Agree        | N/A                   |
|---|-----------------------|-----------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|
| Administrators, managers and staff truly believe in the potential for positive change in the clients we serve.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Clients are routinely encouraged to think about, plan and work on goals for the immediate, short-term and long-term future.                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Activities of creative expression (e.g., the arts, games, etc...) are a regular part of our environment and are often tied to clients' therapeutic goals. | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Change is often discouraged and not supported.  | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Inspiration in any form is sought after, appreciated and supported.   | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |