

Staff Practice Survey

Direct Care Staff #2

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	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			