

# Staff Practice Survey

- SUPERVISORS RESPONSES

	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				<del>X</del>	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				