



U.S. DEPARTMENT OF COMMERCE  
Economics and Statistics Administration  
U.S. CENSUS BUREAU

**CENSUS  
FIELD REPRESENTATIVE (FR)  
EXIT QUESTIONNAIRE**

**A. Field Representative Information**

<b>1. RO</b>	<b>2. FR Code</b>
<b>3. FR Name</b>	
<b>4. Telephone Number(s)</b>	
<b>5. Effective Date of Separation</b>	
<b>6. Reason for Separation (See Section F)</b>	

**B. Record of Contact**

Date/Time of Contact (1)			Interviewer (2)	Result of Contact (See Section C) (3)	Interview Type (See Section D) (4)	Comments (5)
Date	Start Time	Stop Time				

**C. Result of Contact** – Use to fill in column 3 above.

1 = Ring, no answer  
 2 = Line was busy  
 3 = Number was a FAX line  
 4 = Telephone disconnected  
 5 = Left message on answering machine/  
 Voice Mail  
 6 = Spoke with someone other  
 than respondent  
 a = left message for respondent  
 b = respondent not accepting calls

7 = Spoke with respondent  
 a = conducted interview  
 b = he/she will call back  
 c = asked to call back on different  
 phone number  
 d = respondent refused interview

8 = Other – Specify \_\_\_\_\_

**D. Interview type** – Use to fill in Column 4 above.

1 = Complete Interview  
 2 = Partial/Incomplete Interview  
 3 = Non-Interview, Refusal  
 4 = Non-Interview, Other

**E. If final interview type is Non-interview, Other** – please explain reason for noninterview.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**F. Reason for Separation** – Use to fill item A6 above.

1 = Resignation  
 2 = Lack of work  
 3 = Term Expired  
 4 = Unsatisfactory Performance  
 5 = Misconduct  
 6 = Retired  
 7 = Other

**Script for Answering Machines/Nonrespondent:** Hello, I'm [Your name] from the U.S. Census Bureau in Washington, D.C. I'm calling to talk to [field representative's first and last name] to ask a few questions about your employment with the Census Bureau. Please call me back at the following toll free number: 1-877-560-7370. Thank you. I look forward to hearing from you.

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[Telephone introduction]: Hello, I would like to speak with [FR's first and last name]. Hello, I'm \_\_\_\_\_ from the U.S. Census Bureau in Washington, D.C. We are concerned with the job satisfaction among our Field Representatives so we are interviewing a sample of FRs who have recently left the Census Bureau. I would like to ask you a few questions about why you quit working for the Census Bureau. This information is being collected to determine the reasons for turnover among Field Representatives, and will be used to develop effective policies and procedures designed to retain Field Representatives and reduce turnover. Routine uses of this information will be in accordance with the System of Records Notice that applies to this collection of information. The information will be protected from disclosure under the Freedom of Information Act (5 U.S.C. section 552) and the Privacy Act (5 U.S.C. section 552a) to the extent provided by law. This survey is voluntary and will only take about seven minutes. The OMB control number, 0607-0404 expires on 08/31/2015. The Census Bureau may not conduct or sponsor, and a person is not required to respond to, the information collection unless it displays a currently valid OMB control number.

**Section 1 - BACKGROUND**

**1. How long did you work for the Census Bureau?**  
(Mark (X) one box only.)

- 1  Less than 3 months
- 2  3 months to less than 6 months
- 3  6 months to less than one year
- 4  One year to less than 3 years
- 5  3 years to less than 6 years
- 6  6 years to less than 10 years – Go to 3
- 7  10 years or more – Go to 3
- 8  Quit during or right after training

**2. Before you were hired, you conducted a Mock Interview during the interview phase of the FR testing process. Do you feel the Mock Interview gave you a complete picture of the job of a Field Representative?** (Mark (X) one box.)

- 1  Yes
- 2  No – Explain \_\_\_\_\_

**3. What was it about this job that appealed to you and made you apply initially?** (Mark (X) all that apply.)

- 1  Like interacting with people/like that job involves working with and talking to people
- 2  Like that job allows you to work in your own community
- 3  Like setting own hours
- 4  Like flexibility of job
- 5  Like that job allows you to work independently
- 6  Like pay scale
- 7  Like that job is not an office job
- 8  Wanted to work for government
- 9  Nothing in particular, just needed a job
- 10  Other – Specify \_\_\_\_\_

**4a. Did you participate in a pre-training observation of actual interviewing before going to initial training?**  
(Mark (X) one box only.)

- 1  Yes – Go to 4b.
- 2  No – Go to 5a
- 3  Don't know/Don't remember – Go to 5a

**b. Did participation in the pre-training observation help provide you with a more realistic understanding of the demands of the job?**  
(Mark (X) one box only.)

- 1  Yes
- 2  No

**5a. Did the job meet your expectations?** Mark (X) one box only.

- 1  Yes – Go to 6.
- 2  No – Go to 5b

**b. Which expectations were not met?**

\_\_\_\_\_

\_\_\_\_\_

**6. [In the last five years,] on what surveys did you work? Please answer "Yes or "No" after I read each survey name.** (Note if the respondent quit right after or during training, ask which survey he/she was being trained on when he/she decided to quit.) (Mark (X) one box for each item.)

	Yes	No
<b>a. ACS – HU</b> (American Community Survey – Housing Units)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>b. ACS – GQ</b> (American Community Survey – Group Quarters)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>c. AHS</b> (American Housing Survey)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>d. CE</b> (Consumer Expenditure)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>e. CPS</b> (Current Population Survey)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>f. NAMCS</b> (National Ambulatory Medical Care Survey)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>g. NCVS</b> (National Crime and Victimization Survey)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>h. NHAMCS</b> (National Hospital Ambulatory Medical Care Survey)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>i. NHIS</b> (National Health Interview Survey)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>j. SIPP</b> (Survey of Income and Program Participation)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>k. SOC</b> (Survey of Construction)	1 <input type="checkbox"/>	2 <input type="checkbox"/>
<b>l. Other – Specify</b> _____	1 <input type="checkbox"/>	2 <input type="checkbox"/>

**7a. On average how many hours did you work per month on all surveys?** (Enter a whole number.)

\_\_\_\_\_ Hours

**b. How many hours would you have liked to work per month on all surveys?** (Enter a whole number.)

\_\_\_\_\_ Hours

**Section 2 – REASONS FOR TURNOVER**

**8. What was/were the reason(s) you left your job?** (Do not read the lists below. Mark "Yes or "No" for each reason that best describes the response given by the former FR. When reasons are too broad and/or vague, probe to clarify and/or explain the reason so you can check the appropriate box.)

- |  | Yes                        | No                         |
|--|----------------------------|----------------------------|
| <b>A. AUTOMATION</b>   |                            |                            |
| a1. Hardware problems – Specify                                | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| a2. Software problems – Specify                                | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| a3. Did not like using laptops                                 | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| a4. Other – Specify _____                                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>B. BENEFITS (Health, Life, Retirement, Leave)</b>           |                            |                            |
| b1. Not enough coverage provided                               | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| b2. Cost too much  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| b3. Unreasonable criteria to qualify/takes too long to qualify | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| b4. Other – Specify _____                                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>C. HOURS</b>  |                            |                            |
| c1. Wanted more hours  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| c2. Wanted less hours  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| c3. Wanted a full time job                                     | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| c4. Disliked working nights, weekends, holidays                | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| c5. Other – Specify _____                                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>D. NATURE OF THE JOB</b>                                    |                            |                            |
| d1. Worked in unsafe neighborhoods                             | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| d2. Disliked working alone                                     | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| d3. No chance for advancement                                  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| d4. Disliked interviewing (personal visit & telephone)         | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| d5. Disliked traveling   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| d6. Other – Specify _____                                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>E. PAY</b>  |                            |                            |
| e1. Pay per hour was too low – go to 9a                        | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| e2. Supervisor would not approve overtime                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| e3. Mileage and expense reimbursement was insufficient         | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| e4. Other – Specify _____                                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>F. PERFORMANCE</b>  |                            |                            |
| f1. Too much pressure to improve response rates                | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| f2. Too much pressure to improve production rates              | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| f3. Too difficult to meet deadlines                            | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| f4. Too much pressure to improve quality                       | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| f5. Unfair appraisal   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| f6. Other – Specify _____                                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>G. PERSONAL</b>   |                            |                            |
| g1. Health problems (personal and/or family)                   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| g2. Conflicted with other personal/family obligations          | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| g3. Got new job/conflicted with other employment               | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| g4. Went back to school/conflicted with school schedule        | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| g5. Lack of Transportation                                     | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| g6. Other – Specify _____                                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

- |  | Yes                        | No                         |
|--|----------------------------|----------------------------|
| <b>8. Continued</b>  |                            |                            |
| <b>H. RESPONDENTS</b>  |                            |                            |
| h1. Disliked interacting with hostile and/or unfriendly people     | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| h2. Disliked trying to convince people to participate              | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| h3. Difficult to find someone at home to interview                 | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| h4. Other – Specify _____  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>I. RO REALIGNMENT</b>   |                            |                            |
| i1. New structure made my job more difficult to do – Go to 10a     | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| i2. New supervisor (FS/FL) was too demanding/difficult to work for | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| i3. FS/FL did not have enough time for me/my questions             | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| i4. FS/FL could not adequately answer my questions – Go to 10b     | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| i5. FS/FL increased/decreased my workload                          | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| i6. FS/FL gave me new/different surveys to work on                 | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| i7. FS/FL was too involved in how I do my work/felt micromanaged   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| i8. Other – Specify _____  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>J. SECURITY</b>   |                            |                            |
| j1. Data security procedures were too burdensome                   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| j2. Increased pressure to safeguard laptop                         | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| j3. Increased pressure to protect PII and Title 13 Data            | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| j4. Other – Specify _____  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>K. SUPERVISOR</b>   |                            |                            |
| K1. Did not provide the support needed                             | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| k2. Too demanding  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| k3. Difficult to work with   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| k4. Other – Specify _____  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>L. SURVEYS/SURVEY QUESTIONS</b>                                 |                            |                            |
| l1. Disliked asking personal/sensitive questions – Go to 11        | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| l2. Thought survey(s) was/were too long                            | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| l3. Didn't believe respondent data was kept confidential           | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| l4. Other – Specify _____  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>M. TRAINING</b>   |                            |                            |
| m1. Initial training was overwhelming                              | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| m2. Training did not prepare me for the job                        | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| m3. Not enough refresher training                                  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| m4. Too many different training materials                          | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| m5. Other – Specify _____  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| <b>N. WORKLOAD/ASSIGNMENTS</b>                                     |                            |                            |
| n1. Workload was too light   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| n2. Workload was too heavy   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| n3. Locations were too dispersed                                   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| n4. Did not like working on multiple surveys                       | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| n5. Other – Specify _____  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

**Section 2 – REASONS FOR TURNOVER – Continued**

Ask question 9a and question 9b only if question (8e1) was answered "Yes".

**9a. Would an increase in pay per hour have caused you to continue working for the Census Bureau?** (Mark (X) one box.)

- 1  Yes – Go to 9b
- 2  No

**b. What increase in pay per hour would have been enough for you to continue working for the Census Bureau? Please answer yes or no after I read each item.** (Mark (X) one box for each item.)

- |                                   | Yes                        | No                         |
|-----------------------------------|----------------------------|----------------------------|
| 1. Less than one dollar           | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 2. Between one and two dollars    | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 3. Between two and three dollars  | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 4. Between three and four dollars | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 5. More than four dollars         | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

Ask question 10a only if question (8i1) was answered "Yes".

**10a. You reported that the realignment made it more difficult for you to do your job. Please tell me how the realignment made your job more difficult?** (Do not read the list. Mark "yes" or "no" for each reason that best describes the response given by the FR. When the response is too broad/general, probe to clarify and/or explain so you can check the appropriate box.)

- |  | Yes                        | No                         |
|--|----------------------------|----------------------------|
| 1. It took too long to get respondent letters/materials and supplies | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 2. It took too long to get answers to questions                      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 3. When the FS/FL was not available, I had to wait to get help       | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 4. The new RO changed the performance measures/standards             | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 5. The new RO changed the survey response/production rates           | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 6. Other – Specify _____   | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

Ask question 10b only if question (8i4) was answered "Yes".

**b. You reported that your Field Supervisor's/Field Leader's inability to adequately answer your questions was a reason/the reason why you left your job. What did you ask your FS/FL about that he/she could not adequately answer?** (Do not read the list. Mark "yes" or "no" for each reason that best describes the response given by the FR. When the response is too broad/general, probe to clarify and/or explain so you can check the appropriate box.)

- |                                  | Yes                        | No                         |
|----------------------------------|----------------------------|----------------------------|
| 1. Your workload                 | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 2. Survey concepts or procedures | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 3. A difficult respondent        | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 4. Respondent letters            | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 5. Problem referrals             | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 6. Automation                    | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 7. Payroll                       | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 8. Leave                         | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 9. Safety issues                 | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 10. Supplies and materials       | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 11. PII and confidentiality      | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 12. Personal matters             | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 13. Other – Specify _____        | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

Ask question 11 only if question (8i1) was answered "Yes".

**11. You reported that asking sensitive or personal questions was one of the reasons you left your job. Which questions did you feel uncomfortable asking the respondent? Please answer "Yes" or "No" after I read each one.** (Mark (X) one box for each item.)

- |                          | Yes                        | No                         |
|--------------------------|----------------------------|----------------------------|
| 1. Income                | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 2. Drugs and alcohol     | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 3. Health                | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 4. Race/ethnicity        | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| 5. Other – Specify _____ | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

**12a. In addition to the reasons already given, were there any other aspects of the field representative's position that you really disliked which contributed to your decision to leave the Census Bureau?** (Mark (X) one box.)

- 1  Yes
- 2  No – Go to 13a

**b. What were they?** (Enter letter/number of additional reasons using the letters/numbers from the question 8 series.)

\_\_\_\_\_

**13a. Ask question 13a only if more than one reason was checked in question 8. Of the reasons you gave for leaving your job, what was the most important reason? If you like, I can read the reasons you gave back to you.** (Enter reason letter/number as appropriate from question 8 on the line below.)

\_\_\_\_\_ Most important reason

**b. Ask question 13b only if more than two (2) reasons were checked in question 8. What was the second most important reason? If you like, I can read the reasons you gave back to you.** (Enter reason letter/number as appropriate from question 8 on the line below.)

\_\_\_\_\_ Second most important reason

**Section 3 – GENERAL ATTITUDE TOWARDS JOB**

**14. What did you like best about the job?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Section 3 – GENERAL ATTITUDE TOWARD JOB – Continued**

**15. The next set of questions ask about your first line supervisor. Although you may have had more than one supervisor and your satisfaction may have varied for different supervisors, in general, would you say that you were very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with . . .** *(Please read each item. Circle one response for each item.)*

	VERY SATISFIED	SOMEWHAT SATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED
<b>a. The availability of your first line supervisor</b>	1	2	3	4
<b>b. Your first line supervisor's ability to help you solve work-related problems</b>	1	2	3	4
<b>c. Communication between you and your first line supervisor</b>	1	2	3	4
<b>d. Monitoring of your performance by your first line supervisor</b>	1	2	3	4
<b>e. Your first line supervisor's knowledge of survey concepts</b>	1	2	3	4
<b>f. Your first line supervisor's knowledge of interviewing techniques</b>	1	2	3	4
<b>g. Your first line supervisor's knowledge of the laptop computer</b>	1	2	3	4

**16. How often did you have contact, either by phone or in person, with your first line supervisor? For each item I read, please tell me whether your contact with your first line supervisor was daily, several times a week, once a week, less than once a week or never.** *(Please read each item. Circle one response for each item.)*

	DAILY	SEVERAL TIMES A WEEK	ONCE A WEEK	LESS THAN ONCE A WEEK	NEVER
<b>1. Prior to going to classroom training</b>	1	2	3	4	5
<b>2. During classroom training</b>	1	2	3	4	5
<b>3. Following classroom training, but before completing your 1st assignment</b>	1	2	3	4	5
<b>4. During your first month's assignment</b>	1	2	3	4	5
<b>5. During your second and third month's assignment</b>	1	2	3	4	5

**17. Overall, do you think your contact with your first line supervisor was too much, too little, or just right?** *(Mark (X) one box only.)*

- 1  Too much
- 2  Too little
- 3  Just right

**18a. To what extent did the amount of contact you had with your first line supervisor impact your decision to leave the Census Bureau. Did the amount of contact you had with your first line supervisor have a little, a lot or no impact on your decision to leave?** *(Mark (X) one box only.)*

- 1  A little – Go to 18b
- 2  A lot – Go to 18b
- 3  No impact – Go to 19

**b. How did the amount of contact you had with your first line supervisor impact (either a little or a lot) your decision to leave?** *Please specify.*

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**19. Next I'm going to read you a list of field representative tasks. For each task I read, please tell me if the training you received to help you perform the task was outstanding, very good, good, fair or poor.** *(Circle one response for each item.)*

	OUTSTANDING	VERY GOOD	GOOD	FAIR	POOR
<b>a. Introducing and explaining the purpose of the survey</b>	1	2	3	4	5
<b>b. Answering respondents' questions</b>	1	2	3	4	5
<b>c. Selling the survey</b>	1	2	3	4	5
<b>d. Getting respondents to cooperate</b>	1	2	3	4	5
<b>e. Completing a survey for an occupied unit</b>	1	2	3	4	5
<b>f. Determining when to take a proxy</b>	1	2	3	4	5
<b>g. Dealing with vacant and out of scope units</b>	1	2	3	4	5
<b>h. Converting a refusal</b>	1	2	3	4	5
<b>i. Probing for accurate answers</b>	1	2	3	4	5
<b>j. Completing a payroll</b>	1	2	3	4	5
<b>k. Using the laptop</b>	1	2	3	4	5
<b>l. Using ALMI (Address Listing and Mapping Instrument)</b>	1	2	3	4	5
<b>m. Resolving address and listing problems</b>	1	2	3	4	5
<b>n. Using CHI (Contact History Instrument)</b>	1	2	3	4	5
<b>o. Using GPS (Global Positioning System)</b>	1	2	3	4	5

**Section 3 – GENERAL ATTITUDE TOWARD JOB – Continued**

**20.** [Read these instructions to the FR]: **Lastly we would also like to get your overall opinion of the job you had with the Census Bureau, your training, your pay and your first line supervisor. I will read a statement and afterwards I want you to tell me to what extent you agree or disagree with the statement. There are five possible responses: Strongly Agree, Agree, Disagree, Strongly Disagree, and if the statement does not apply to you, you can respond by saying not applicable. Now I'm going to read you the list of statements. For each statement, tell me if you strongly agree, agree, disagree, strongly disagree, or if it is not applicable. (Please read each item. Circle one response for each item.)**

**STRONGLY  
AGREE    AGREE    DISAGREE    STRONGLY  
DISAGREE    N.A.**

<b>a. My job was adequately described before I began work.</b>	1	2	3	4	5
<b>b. The initial training I received adequately prepared me on the concepts and procedures of the survey I worked.</b>	1	2	3	4	5
<b>c. My initial training adequately prepared me to do my job using a computer.</b>	1	2	3	4	5
<b>d. The refresher training I received adequately reinforced the concepts and procedures of the survey(s) I worked.</b>	1	2	3	4	5
<b>e. My pay was adequate for the type of work I did</b>	1	2	3	4	5
<b>f. My first line supervisor usually let me know when I did a good job.</b>	1	2	3	4	5
<b>g. I usually felt safe in the areas that I worked</b>	1	2	3	4	5
<b>h. I was given adequate opportunity to share my experiences with and learn from peers and fellow interviewers.</b>	1	2	3	4	5

**21a. Are you currently working?** (Mark (X) one box only.)

- 1  Yes – Go to 21b.
- 2  No – Go to 22.

**b. Are you currently working as an interviewer?** (Mark (X) one box only.)

- 1  Yes
- 2  No

**c. Is your current job part-time or full-time?** (Mark (X) one box only.)

- 1  Full-time (more than 32 hours per week)
- 2  Part-time (32 or fewer hours per week)

**22. Would you work for the Census Bureau again?** (Mark (X) one box only.)

- 1  Yes
- 2  No – Explain \_\_\_\_\_
- 3  Depends/Maybe – Explain \_\_\_\_\_

*Read the following to the FR . . .*

**As I said at the beginning of this interview, we estimated that this interview would take about seven minutes. Send comments regarding the burden or any other aspect of this collection of information, including suggestions for reducing this burden to the:**

**Paperwork Project 0607-0404  
U.S. Census Bureau  
4600 Silver Hill Rd., Room 3K138  
Washington, DC 20233**

**You may e-mail comments to**

**Paperwork@census.gov; use "Paperwork Project 0607-0404" as the subject**

**Thank you very much for your time.**

**NOTE TO INTERVIEWER:**

Remember to specify on the front cover, whether this was a complete interview.

Notes
