

TCU Organizational Readiness Survey

Instructions

This survey asks questions about how you see yourself as a team member and how you see your health clinic. It begins on the next page with a short demographic section that is for descriptive purposes only. The *Anonymous Linkage Code* is requested so that information you give now can be “linked” to your responses to similar questions you may be asked later.

To complete the form, please mark your answers by marking the appropriate circles. If you do not feel comfortable giving an answer to a particular statement, you may skip it and move on to the next statement.

CDC estimates the average public reporting burden for this collection of information as 10 minutes per response, including the time for reviewing instructions, searching existing data/information sources, gathering and maintaining the data/information needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to CDC/ATSDR Information Collection Review Office, 1600 Clifton Road NE, MS D-74, Atlanta, Georgia 30333; ATTN: PRA (0920-XXXX).

TCU/Medical ORC Survey

The anonymous linkage code below will be used to match data from different evaluation forms without using your name or information that can identify you.

Please complete the following items for your anonymous code:

First letter in mother's first name:

First letter in father's first name:

First digit in your social security number:

Last digit in your social security number:

Today's Date: |||||
MO DAY YR

Are you: Male Female

Your Birth Year: 19 |

Are you Hispanic or Latino?

No Yes

Are you: [MARK AS MANY AS APPLY]

- American Indian or Alaska Native
- Asian
- Native Hawaiian or other Pacific Islander

- Black or African American
- White

Highest Degree Status: [MARK ONE]

- No high school diploma or equivalent
- High school diploma or equivalent
- Some college, but no degree
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral degree or equivalent
- Other (medical assistant, RN, post-doctorate)

Discipline/Profession: [MARK ALL THAT APPLY]

- Physician
- Physicians Assistant
- Nurse Practitioner
- Nursing (LVN, RN)
- PCT, NA
- Social Work/LCDC
- Other Human Services
- Resident
- Intern
- Student
- Administration
- Manager
- Clerk
- RT, PT, EKG
- Pharmacy
- Interpreter
- Other (specify) _____

If Appropriate, List Area of Specialization:

(Ex. Internal Medicine, OB-GYN, etc.) _____

How long have you been in your present job?

less than 1 year 1 to 3 years over 3 years

TCU/ORC Survey

PLEASE FILL IN THE CIRCLE THAT SHOWS YOUR ANSWER TO EACH ITEM.

| <i>Strongly Disagree</i> | <i>Disagree</i> | <i>Undecided</i> | <i>Agree</i> | <i>Strongly Agree</i> |
|--------------------------|-----------------|------------------|--------------|-----------------------|
| <i>(1)</i> | <i>(2)</i> | <i>(3)</i> | <i>(4)</i> | <i>(5)</i> |

My unit needs guidance in –

- | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. identifying patients who need alcohol and drug services. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. matching patient needs with alcohol and drug services. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. measuring patient progress relating to alcohol and drug use. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. developing services to address alcohol and drug behaviors presented by our patients . . | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. raising overall quality of screening and brief interventions for patients with alcohol and drug problems. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Current pressures to make changes to identify, advise, and refer patients with alcohol and drug behaviors come from-

- | | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 6. patients. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. staff members. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. supervisors or managers. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. agency board members. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. community action groups. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. funding and oversight agencies. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. accreditation or licensing authorities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. professional associations/colleagues. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. self. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How strongly do you agree or disagree with each of the following statements?

- 15. I have the skills needed to effectively identify and address patients with alcohol and drug problems.
- 16. The leadership here fully trusts my professional judgment.
- 17. There is too much friction among staff members.
- 18. Ideas and suggestions from staff get fair consideration by administrative leaders.
- 19. My duties are clearly related to addressing the needs of patients who use alcohol and drugs.
- 20. I consistently plan ahead and carry out my plans.
- 21. I am under too many pressures to do my job effectively.
- 22. Clinicians here are given broad authority in treating their own clients.
- 23. Staff here are always quick to help one another when needed.

| <i>Strongly Disagree</i> | <i>Disagree</i> | <i>Undecided</i> | <i>Agree</i> | <i>Strongly Agree</i> |
|-------------------------------------|------------------------|-------------------------|---------------------|----------------------------------|
| <i>(1)</i> | <i>(2)</i> | <i>(3)</i> | <i>(4)</i> | <i>(5)</i> |

- | | | | | | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 24. Mutual trust and cooperation among staff in this unit are strong. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. I am willing to try new ideas even if some staff members are reluctant. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. Learning and using new procedures are easy for me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. This medical facility operates with clear goals and objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. Staff members often show signs of stress and strain. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. I usually accomplish whatever I set my mind on. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. It is difficult to change procedures here to meet new conditions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. Clinicians here often try out different techniques to improve their effectiveness. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. The formal and informal communication channels here work very well. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. I am sometimes too cautious or slow to make changes. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. Staff members are given too many rules here. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. Program staff are always kept well informed. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. More open discussions about program and clinical issues are needed here. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| <i><u>Strongly Disagree</u></i> | <i><u>Disagree</u></i> | <i><u>Undecided</u></i> | <i><u>Agree</u></i> | <i><u>Strongly Agree</u></i> |
|---------------------------------|------------------------|-------------------------|---------------------|------------------------------|
| <i>(1)</i> | <i>(2)</i> | <i>(3)</i> | <i>(4)</i> | <i>(5)</i> |

- 37. I frequently hear staff discussing ideas for improving procedures or treatment.
- 38. I am effective and confident in doing my job.
- 39. Some staff here do not do their fair share of work.
- 40. The general attitude here is to use new and changing technology.
- 41. Staff members always feel free to ask questions and express concerns in this medical facility.
- 42. Staff frustration is common here.
- 43. The leadership here has a clear plan for implementing alcohol and drug services for our patients.
- 44. I am encouraged here to try new and different techniques.
- 45. I am able to adapt quickly when I have to shift focus.

Thank you for your time and thoughtful responses. We value your input.