

Survey Questions for LBJ EVS Survey

Morale/Culture

1. Using the scale below, how happy are you at work? Please tell us why you selected the rating in the space provided. Scale: very happy, happy, neither happy nor unhappy, unhappy, very unhappy.

2. Are there any key priorities, currently in the work that you perform, which you feel you are not making progress on?
 - a. Yes
 - b. No

If so, what do you need to make progress on? [open-end/textbox]

3. What do you feel is standing in the way of you being more engaged at work? [open-end/textbox]

4. Do you feel respected in your workplace? [open-end/textbox]

5. Have you seen any positive change in the workplace since the last EVS took place and/or have you seen any positive change over the last year? [open-end/textbox]

Recognition

6. Do you feel that you get appropriate recognition for the work that you perform? [open-end/textbox]

Team Building

7. Does your team help you to complete your work? [open-end/textbox]

8. Do you feel connected to your coworkers? [open-end/textbox]

Communication

9. Do you have the appropriate amount of information to make correct decisions about your work? [open-end/textbox]

10. What are some ways that your supervisor/management can improve communication at our organization? [open-end/textbox]

11. How satisfied are you with your involvement in decisions that affect your work? (Please rate using the following scale below: very satisfied, satisfied, neutral, dissatisfied, very dissatisfied.)

12. Do you feel that your supervisor keeps you well-informed about organizational changes and/or business processes? [open-end/textbox]

13. In general, how are meetings at your work going? (Please rate using the following scale below: excellent, good, average, poor, very poor.)

14. How do you think we can make meetings more productive and engaging? [open-end/textbox]

Management/Supervisors

15. Using the scale below, how comfortable do you feel giving feedback to your supervisor?

- a. Very comfortable
- b. Comfortable
- c. Neutral
- d. Uncomfortable
- e. Very uncomfortable

16. Management (managers and supervisors) in my organization communicates effectively.

- a. Yes
- b. No

17. How satisfied are you with the information you receive from management in regards to what is going on in your division? (Please rate using the following scale below: very satisfied, satisfied, neutral, dissatisfied, very dissatisfied.)

18. Do you feel that your supervisor supports, respects, motivates, trusts, and treats you fairly?

- a. Yes
- b. No

Please tell us why/why in the space provided.

Training

19. In general, do you believe you have received adequate training to fulfill your current job responsibilities?

- a. Yes
- b. No

20. What kind of training would you like to receive to help you accomplish your career goals? [open-end/textbox]

21. Which of the following (if any) would you consider helpful for performing your job more efficiently? Please check all that apply.

- a. Time-management training
- b. Consistent feedback from management (managers and supervisors)
- c. Clarification of priorities
- d. Flexible work schedule

22. In general, does your supervisor provide you with the tools, training and guidance you need to perform your job?

- a. Yes
- b. No

Retention

23. If you were given the chance, would you reapply to your current job?

- a. Yes
- b. No

24. Do you foresee yourself working here one year from now?

- a. Yes
- b. No

25. What do you like most about working at the Lyndon Baines Johnson Presidential Library and Museum? [open-end/textbox]

26. What do you like least about working at the Lyndon Baines Johnson Presidential Library and Museum?

General Feedback

27. What do you think is your organization's biggest strength that should be focused on, but is not being focused on currently?

28. What do you think is **one** process that we can improve upon? (i.e. Onboarding, performance reviews, management, etc.) [open-end/textbox]

29. Please use the space provided to highlight what is going well in your current role? [open-end/textbox]

30. What other issues not included in this survey need to be addressed in this organization? [open-end/textbox]

31. Please use the space provided to highlight what is working well, and how can we improve or expand that success? [open-end/textbox]

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32. Can you share up to **three** things our office can implement this year that will impact the office in a meaningful way? [open-end/textbox]

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