

# Q4 2023 Staff Survey Questions

## Communication

1. Do you know who your direct supervisor is? (Yes/No) \*Use opportunity to inform
2. Do you feel your direct supervisor is communicating effectively? (Strongly Disagree ⇌ Strongly Agree)
3. Have you seen improvement in communication from your direct supervisor over the past year? (Strongly Disagree ⇌ Strongly Agree)
4. Do you feel your overall department/clinic leadership is communicating effectively? (Strongly Disagree ⇌ Strongly Agree)
5. Have you seen improvement in communication from your overall department/clinic leadership over the past year? (Strongly Disagree ⇌ Strongly Agree)
6. Do you know who is part of Southside's senior leadership? (Yes/No) \*use opportunity to inform
7. Do you feel Southside senior leadership is communicating effectively? (Strongly Disagree ⇌ Strongly Agree)
8. Have you seen improvement in communication from Southside senior leadership over the past year? (Strongly Disagree ⇌ Strongly Agree)
9. What information do you feel you are missing that would result in better job satisfaction? (Open Ended)
10. What form(s) of communication keeps you connected and informed at Southside? (Check all that apply: Email, Dept Meetings, All Staff Meetings, One on One/Face to Face, Newsletters)
  - a. How often do you check/read your emails?
  - b. Dept Meetings: Average Meeting rating 1-10; what would make it a good use of your time?
  - c. All Staff Meetings: Average Meeting rating 1-10; what would make it a good use of your time?
  - d. How often do you read the newsletters?

## DEI

1. How often does your direct supervisor meet with you for one on ones, not including your annual performance review? (Every 1-2 weeks, Every Month, Every other month, Every 6 months, Every year, Never)
2. My 1:1s and my April performance review results in the support and space required to feel safe and successful at work. (Strongly Disagree ⇌ Strongly Agree)
3. I feel I am included in the information I need to feel informed and connected to all of Southside. (Strongly Disagree ⇌ Strongly Agree)
4. I feel welcome and that I belong at Southside. (Strongly Disagree ⇌ Strongly Agree)

## Psychological Safety

1. I feel my direct supervisor coaches me in my job performance. (Strongly Disagree ⇌ Strongly Agree)
2. I feel safe admitting when I make an error. (Strongly Disagree ⇌ Strongly Agree)
3. I feel safe sharing ideas or making suggestions. (Strongly Disagree ⇌ Strongly Agree)
4. I trust that my ideas and suggestions are respected and considered, even if they do not come to full fruition. (Strongly Disagree ⇌ Strongly Agree)
5. I feel important and included in our organization. (Strongly Disagree ⇌ Strongly Agree)
6. I feel my skills and talents are valued and utilized. (Strongly Disagree ⇌ Strongly Agree)

## Referrals

1. Would you gladly refer a friend or family member to receive care at SCHS:
  - a. Medical (Strongly Disagree ⇌ Strongly Agree) /Why or Why not?
  - b. Dental (Strongly Disagree ⇌ Strongly Agree) /Why or Why not?
  - c. Vision (Strongly Disagree ⇌ Strongly Agree) /Why or Why not?
2. Overall, would you refer a friend or family to receive care at Southside in general? (Strongly Disagree ⇌ Strongly Agree) / Why or Why not?
3. Would you gladly refer Southside Community Health Services as a place of employment to a friend or family member? (Strongly Disagree ⇌ Strongly Agree) / Why or Why not?

## Additional Feedback

1. What should we keep in 2024?
2. What should we start or stop in 2024?