

DCS Safety Climate 1

Please complete the survey below.

Thank you!

Section A: Your background

- 1) How long have you worked for DCS?
- Less than 1 year
 1 to 5 years
 6 to 10 years
 11 to 15 years
 16 to 20 years
 21 years or more
- 2) What is your current role?
- Supervisor (CPS, SS, JJ)
 CPS Investigator
 CPS Assessment
 Blended (CPS Assessment and Investigation)
 Special Investigations
 JJ Community
 JJ Residential
 FSS/FCIP
 JJ Custody Worker
 Resource Parent Support/ Placement Services
 Social Services
 Other
- 3) How long have you worked in your current role?
- Less than 1 year
 1 to 5 years
 6 to 10 years
 11 to 15 years
 16 to 20 years
 21 years or more
- 4) Typically, how many hours per week do you work?
- 0 40 100
- =====
- (Place a mark on the scale above)*

Section B: Your work demands

The following statements refer to you and the demands placed on you in your work. When answering these questions, please refer to your experiences on your current job.

- | | Very
strongly
disagree | Strongly
disagree | Disagree | Neutral | Agree | Strongly
agree | Very
strongly
agree |
|---|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| 5) When my workload becomes excessive my performance is impaired | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6) I am less effective at work when fatigued | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7) I am more likely to make mistakes in tense or hostile situations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8) | | | | | | | |

Fatigue impairs my performance during emergency situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9) I feel burned out from my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10) I dread getting up in the morning and having to face another day on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11) I feel emotionally drained from my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12) I feel used up at the end of the work day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section C: Practices in your workgroup

The following questions refer to safety practices in your workgroup. By workgroup, we refer to the set of peers (CPS, SS or JJ workers, placement staff, resource linkage, Health) that you work with during your typical shift.

	Not At All	To A Very Limited Extent	To A Limited Extent	To A Moderate Extent	To A Considerable Extent	To A Great Extent	To A Very Great Extent
13) When giving report to another employee, we usually discuss what to look out for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14) My workgroup spends time identifying activities we do not want to go wrong	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15) My workgroup discusses alternatives to improve how we go about our normal work activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16) My workgroup has a good understanding of each other's skills and talents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17) We discuss our unique skills with each other so we know who on has relevant specialized skills and knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18) My workgroup talks about mistakes and ways to learn from them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19) When errors happen, my workgroup discusses how we could have prevented them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20) When we attempt to solve a problem in my workgroup, we take advantage of the unique skills of our colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21)							

When a child and/or family related problem occurs in my workgroup, we all get together to figure out a solution

Section D: Communication in your Workgroup

The following questions refer to safety practices in your workgroup. By workgroup, we refer to the set of peers (CPS, SS or JJ workers, placement staff, resource linkage, Health) that you work with during your typical shift.

	Very strongly disagree	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Very strongly agree
22) If you make a mistake in our workgroup, it is often held against you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23) The people in my workgroup value each others' unique skills and talents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24) Members of my workgroup are able to bring up problems and tough issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25) It is safe to take an interpersonal risk in our workgroup	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section D: Your Manager/Supervisor

All statements in this section refer to your direct supervisor.

	Very strongly disagree	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Very strongly agree
26) In my workgroup we know where we stand with our supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27) Our supervisor understands the needs of employees in my workgroup	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28) Regardless of our supervisor's formal authority, he/she would use his/her power to help the employees in my workgroup solve problems in their work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29) Regardless of our supervisor's formal authority, he/she would support us at his/her expense	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30) We have enough confidence in our supervisor to defend his/her decisions if he/she was not present to do so	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31) In my workgroup, staff have a very effective relationship with our supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32) Job decisions are made by my supervisor in an unbiased manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33) My supervisor makes sure that all employee concerns are heard before job decisions are made	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34) Compared to other supervisors in my work setting, my supervisor pays greater attention to the safety of children and families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35) My supervisor says a good word whenever a job is done with attention to the practices that keep children and families safe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36) My supervisor seriously considers staff suggestions for improving safety for children and families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37) My supervisor approaches employees during work to discuss safety issues that affect our children and families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38)							

- | | | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| As long as there is no harm to children and families, my supervisor does not care how the work is done | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 39) Whenever pressure builds up, my supervisor wants us to work faster, rather than by the rules | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 40) My supervisor only keeps track of major safety problems that affect children and families and overlooks routine problems | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Section E: Comments

- 41) Please Share any comments you have about safety in your work setting.
