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?
   [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.

5) When my workload becomes excessive my performance is impaired
   [Circle appropriate response]

6) I am less effective at work when fatigued
   [Circle appropriate response]

7) I am more likely to make mistakes in tense or hostile situations
   [Circle appropriate response]

8) [Additional statement]
   [Circle appropriate response]
Fatigue impairs my performance during emergency situations

9) I feel burned out from my work

10) I dread getting up in the morning and having to face another day on the job

11) I feel emotionally drained from my work

12) I feel used up at the end of the work day

**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.

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

22) If you make a mistake in our workgroup, it is often held against you

23) The people in my workgroup value each others’ unique skills and talents

24) Members of my workgroup are able to bring up problems and tough issues

25) It is safe to take an interpersonal risk in our workgroup
### Section D: Your Manager/Supervisor

All statements in this section refer to your direct supervisor.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Very strongly disagree</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Very strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>26) In my workgroup we know where we stand with our supervisor</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>27) Our supervisor understands the needs of employees in my workgroup</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>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</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>29) Regardless of our supervisor's formal authority, he/she would support us at his/her expense</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>30) We have enough confidence in our supervisor to defend his/her decisions if he/she was not present to do so</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>31) In my workgroup, staff have a very effective relationship with our supervisor</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>32) Job decisions are made by my supervisor in an unbiased manner</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>33) My supervisor makes sure that all employee concerns are heard before job decisions are made</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>34) Compared to other supervisors in my work setting, my supervisor pays greater attention to the safety of children and families</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>35) My supervisor says a good word whenever a job is done with attention to the practices that keep children and families safe</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>36) My supervisor seriously considers staff suggestions for improving safety for children and families</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>37) My supervisor approaches employees during work to discuss safety issues that affect our children and families</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
</tbody>
</table>
As long as there is no harm to children and families, my supervisor does not care how the work is done

When pressure builds up, my supervisor wants us to work faster, rather than by the rules

My supervisor only keeps track of major safety problems that affect children and families and overlooks routine problems

Section E: Comments

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

_______________________________