



Comprehensive Organizational Health Assessment Instrument Summary

Measure	Subscales	Authors	Reliability	Number of items	Sample Items
Job Satisfaction:		TCU Institute of Behavioral Research, Fort Worth	.869	6	<ul style="list-style-type: none"> ➤ <i>In my work, I have a feeling of success and accomplishment</i> ➤ <i>I feel appreciated for the work that I do</i>
Supervision (Knowledge, Support & Skill)		Butler Institute for Families	.973	18	<ul style="list-style-type: none"> ➤ <i>My supervisor knows current intervention practices in child welfare</i> ➤ <i>My supervisor supports me in difficult case situations</i> ➤ <i>My supervisor helps me apply clinical knowledge to cases</i>
Professional Sharing and Support		Ellett, A. J., Ellett, C. D., & Rugutt, J. K. (2003). A study of personal and organizational factors contributing to employee retention and turnover in child welfare in Georgia. Unpublished manuscript.	.936	4	<ul style="list-style-type: none"> ➤ <i>Co-workers in my unit are willing to provide support and assist each other when problems arise.</i>
Team Cohesion		University of New York, Albany: McCarthy	.932	9	<ul style="list-style-type: none"> ➤ <i>It is clear what the team is supposed to accomplish together.</i> ➤ <i>Team members believe that we can make teaming work.</i>
Shared Vision		Ellett, A. J. (2009). Intentions to remain employed in child welfare: the role of human caring, self-efficacy beliefs, and professional organizational culture. <i>Children and Youth Services Review</i> , 31(1), 78-88.	.858	4	<ul style="list-style-type: none"> ➤ <i>Co-workers in my unit clearly understand the agency vision for child welfare programs.</i>
Leadership (Distributive, Adaptive, Inclusive, & Outcome-focused)		Butler Institute for Families	.964	18	<p>Our leaders:</p> <ul style="list-style-type: none"> ➤ <i>Encourage staff to make our own decisions in our work.</i> ➤ <i>Actively seek to improve programs or services</i> ➤ <i>Build diversity throughout the organization</i> ➤ <i>Hold others accountable for results</i>
Readiness for Change (Response to Change, Learning Culture, & Change Management)		Lehman, W. K., Greener, J. M., & Simpson, D. (2002). Assessing organizational readiness for change. <i>Journal of Substance Abuse Treatment</i> , 22(4), 197. Retrieved from EBSCOhost.	.897	24	<p>In my agency:</p> <ul style="list-style-type: none"> ➤ <i>Agency changes are intended to make our jobs more manageable</i> ➤ <i>Staff regularly discuss new evidence-based practice</i> ➤ <i>Management provides a clear plan for implementing the change</i>





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Professional Development and Preparation for Work		Butler Institute for Families	.901	14	<ul style="list-style-type: none"> ➤ <i>Training is highly valued by my agency.</i> ➤ <i>Supervisors encourage staff who are involved in social work education or other professional development activities.</i>
Inclusivity		Butler Institute for Families	.878	4	<ul style="list-style-type: none"> ➤ <i>We have policies that promote a range of inclusive service models.</i> ➤ <i>We use procedures that enhance inclusivity in decision-making.</i>
Systems of Care Practices		Butler Institute for Families	.896	4	<ul style="list-style-type: none"> ➤ <i>To meet the multiple needs of families, services are coordinated across providers.</i>
Cultural Competence		Butler Institute for Families	.905	8	<ul style="list-style-type: none"> ➤ <i>Resources are in place to support initial and ongoing training for personnel to develop cultural competence.</i> ➤ <i>Cultural bias of assessment tools is considered when interpreting data and making recommendations.</i>
Addressing Disproportionality		Butler Institute for Families	.866	4	<ul style="list-style-type: none"> ➤ <i>Policies have been implemented to address racial disparities.</i>
Physical Environment		University of New York, Albany: McCarthy	.889	15	<p>At my agency, I have:</p> <ul style="list-style-type: none"> ➤ <i>Access to e-mail</i> ➤ <i>Access to other office equipment (copiers, fax, cameras, etc.)</i>
Community Resources		Butler Institute for Families	.855	8	<ul style="list-style-type: none"> ➤ <i>There are strong, positive relationships between my agency and community resource providers.</i> ➤ <i>In my community, families have access to:</i> <ul style="list-style-type: none"> • <i>Substance abuse intervention</i> • <i>Mental health intervention</i>
Public Perception		Butler Institute for Families	.803	4	<ul style="list-style-type: none"> ➤ <i>Child welfare work is valued by the community.</i> ➤ <i>Child protection workers are held in high esteem.</i>
Intent to Stay		Mixed sources	.880	4	<ul style="list-style-type: none"> ➤ <i>I am actively seeking other employment.</i>





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Time Pressure		Butler Institute for Families	.948	5	<ul style="list-style-type: none"> ➤ <i>I don't have enough time to do my job effectively</i> ➤ <i>I am too busy at work</i> ➤ <i>My workload is too high</i>
Self-Efficacy		TCU Institute of Behavioral Research, Fort Worth, Texas	.826	6	<ul style="list-style-type: none"> ➤ <i>I have the skills that I need to do my job effectively.</i>
Coping Strategies		Butler Institute for Families	.812	10	<ul style="list-style-type: none"> ➤ <i>I use humor as a coping tool</i> ➤ <i>I debrief with colleagues as part of my self care.</i>
Vicarious Traumatization Scale (VTS)		Butler Institute for Families	.887	5	<ul style="list-style-type: none"> ➤ <i>My work leaves me feeling emotionally numb.</i>
Historical Trauma (Tribal Sites Only)		Native American Training Institute and Butler Institute	.898	12	<ul style="list-style-type: none"> ➤ <i>My colleagues and I have shared stories of traumatic historical events while at work.</i>
Secondary Trauma Scale		Bride, B. E., Robinson, M. M., Yegidis, B., & Figley, C. R. (2004). Development and Validation of the Secondary Traumatic Stress Scale. <i>Research on Social Work Practice</i> , 14(1), 27-35.	.943	17	<ul style="list-style-type: none"> ➤ <i>My heart started pounding when I thought about my work with clients.</i> ➤ <i>It seemed as if I was reliving the trauma(s) experienced by my client(s).</i>

