



Background Information

All responses are anonymous and confidential. An aggregate summary with anonymous comments will be shared with staff and board. Department-specific results will be shared only if the department has four or more respondents. Thank you for your input!

1. What is your job role?

Manager (one or more direct reports)

Staff (no direct reports)

Other (please specify)

2. In what program do you work?

Administration

Counseling

Teen Court

Other (please specify)

3. I have worked at Reach for Youth for...

Less than one year

1-2 years

3+ years

Professional Development & Support

4. I feel challenged and stretched in my job in a way that results in personal growth.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

5. I have access to the things I need to do my job well.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

6. I know what I need to do to be successful in my role.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

7. I am satisfied with the job-related training my organization offers.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

8. Most of the systems and processes here support us getting our work done effectively.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

9. I am able to make decisions affecting my work.

Strongly agree

Disagree

Agree

Strongly disagree

Neither agree nor disagree

10. Please share any any comments or thoughts below:

Engagement

11. I would recommend Reach for Youth as a great place to work.

- Strongly agree Disagree
 Agree Strongly disagree
 Neither agree nor disagree

12. Reach for Youth motivates me to go beyond what I would in a similar role elsewhere.

- Strongly agree Disagree
 Agree Strongly disagree
 Neither agree nor disagree

13. The leaders at Reach for Youth have communicated a vision that motivates me.

- Strongly agree Disagree
 Agree Strongly disagree
 Neither agree nor disagree

14. I am determined to give my best effort at work each day.

- Strongly agree Disagree
 Agree Strongly disagree
 Neither agree nor disagree

15. Please share any any comments or thoughts below:

My Team

16. Employees proactively identify future challenges and opportunities.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

17. In my organization, employees adapt quickly to difficult situations.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

18. Employees here take the initiative to help other employees when the need arises.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

19. Employees here treat each other with respect.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

20. I have a friend at work.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

21. Please share any any comments or thoughts below:

Compensation & Recognition

22. I am satisfied with my overall compensation.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

23. I receive appropriate recognition when I do good work.

- Strongly agree Disagree
- Agree Strongly disagree
- Neither agree nor disagree

24. Please share any any comments or thoughts below:

Management & Organization

25. My supervisor and I have a good working relationship.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

26. My manager recognizes my full potential and capitalizes on my strengths.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

27. On a scale of 1 (Not at all) to 10 (Extremely comfortable), how comfortable do you feel giving feedback to your supervisor?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. The leaders at Reach for Youth keep people informed about what is happening.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

29. Communication between senior leaders and employees is good in my organization.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

30. My organization is dedicated to diversity and inclusiveness.

Strongly agree

Disagree

Agree

Strongly disagree

Neither agree nor disagree

31. I am satisfied with the culture of my workplace.

Strongly agree

Disagree

Agree

Strongly disagree

Neither agree nor disagree

32. My organization's fiscal well-being is stable.

Strongly agree

Disagree

Agree

Strongly disagree

Neither agree nor disagree

33. Please share any any comments or thoughts below:

Alignment with Mission

34. I believe in Reach for Youth's mission.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

35. My organization's work positively impacts people's lives.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

36. I understand the strategic goals of Reach for Youth.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

37. I can see a clear line between my work and Reach for Youth's goals and objectives.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

38. I always know what is expected of me when it comes to my goals and objectives.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

39. I am satisfied with my overall job security.

Strongly agree

Disagree

Agree

Strongly disagree

Neither agree nor disagree

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

Yes

No

Unsure

41. Do you foresee yourself working here two years from now?

Yes

No

Unsure

42. Please share any any comments or thoughts below:

Open-ended Feedback

Thank you for taking the time to share your feedback! Please comment on any or all of the questions below. All comments will be anonymous.

43. What are the greatest strengths of Reach for Youth?

44. What are the areas that need the most improvement at Reach for Youth?

45. Name something we should do more of, less of, and continue doing.

46. If you were the Executive Director, what is the first thing you would do?

47. Is there something else you think we should have asked you in this survey?