

Lead the Change



SAMPLE Experiences Survey

Through the HV CollIN, our organization is committing to testing proven methods for creating a positive work environment. The following survey will help us better understand your experience. There are no right or wrong answers. What we ask is that you complete the survey honestly so that we know where we need to do better. Your responses will help inform the strategies we test throughout this improvement collaborative.

The survey should take between 5 and 10 minutes to complete. Participation is voluntary, and your responses will not impact your employment status. Your responses are completely private and will be analyzed by an outside agency; your name will not be recorded.

I worked at least 50% of my planned days in the last two weeks.

- Yes (1)
- No (2)

What is your role? Please select all that apply.

- Home visitor (1)
- Supervisor (2)
- Program Manager (3)
- Other (please specify): _____ (4)

How long have you been employed at your agency?

- <6 months (1)
- 6 months to 1 year (2)
- 1 year to 5 years (3)
- >5 years (4)

Please choose your agency.
(drop down field)

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Please tell us the extent to which the following statements have occurred over the past 2 weeks. Select N/A for any statement that does not apply to you.

	Never (1)	Rarely (2)	Occasionally (3)	Often (4)	Always (5)	N/A (0)
I felt supported to manage my work and still be present for the families I serve.						
I felt supported to manage my work and still be present for the staff I support.						
I felt like I was part of a team working towards something meaningful.						
I felt satisfied with my work/life balance.						
I was able to manage the stress associated with my job.						
My leader(s) showed that they knew about the work that I do.						
My leader(s) showed that they care about the work that I do.						
My leader(s) acknowledged me for what I do.						
My colleagues acknowledged me for what I do.						
We celebrated success within our team.						

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	Never (1)	Rarely (2)	Occasionally (3)	Often (4)	Always (5)	N/A (0)
I had an opportunity to engage in self-care.						
I received reflective supervision that played a role in motivating me in my work.						

Have you provided at least one reflective supervision session in the last 2 weeks?

- Yes (1)
- No (2)

(If “yes”) During reflective supervision sessions over the past 2 weeks, I felt I had the ability to...

	Never (1)	Rarely (2)	Occasionally (3)	Often (4)	Always (5)	N/A (0)
Properly prepare						
Greet my supervisee(s)						
Invite supervisee(s) to help set priorities for our time together						
Invite dialogue to allow my supervisee(s) to share their story						
Seek to understand my supervisee(s)' perspectives by summarizing with concrete observations						
Engage with supervisee(s) throughout the entire session						
Work with supervisee(s) to develop concrete next steps						

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Are you the assigned data manager for your team?

- Yes (1)
- No (2)

(if “yes” to data manager) How many staff members do you have in your home visiting program?

(if “yes” to data manager) How many home visiting staff members have been trained in cultural competence, trauma-informed practice, courageous conversations on equity and oppression, and psychological safety? (The number entered here should be less than or equal to the number of staff members in your home visiting program that you entered above.)

(if “yes” to data manager) How many home visiting positions were filled last month?

(if “yes” to data manager) For each home visiting position filled last month, how many days were there from the time the position was posted to when it was filled?

- Position title
- Date filled (mm/dd/yyyy)
- Number of days between when the position was posted and when it was filled (numeric value only)

The following questions will be used to help us identify important differences in staff experiences based on education, language, race, ethnicity, and age. If you choose to provide demographic information, please consider doing so each time you complete the survey. Your responses are confidential and will be analyzed in aggregate by an outside agency. We will not receive any individual responses.

What is the highest degree or level of school you have completed?

- High school diploma, GED, or alternative credential
- Some college credit or Associate’s degree (for example: AA, AS)
- Bachelor’s degree (for example: BA, BS)
- Post graduate education (for example: Master’s degree, professional degree)

What is your primary language?

- English
- Spanish
- Other (please specify): _____

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Are you of Hispanic, Latino, or Spanish origin?

- No
- Yes, Mexican, Mexican American, or Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, another Hispanic, Latino, or Spanish origin (for example: Salvadoran, Colombian, Dominican) Please specify: _____
- Prefer to self-describe: _____

I identify as (select all that apply):

- American Indian or Alaska Native
- Asian Indian
- Black or African American
- Chamorro
- Chinese
- Filipino
- Japanese
- Korean
- Native Hawaiian
- Samoan
- Vietnamese
- White
- If you do not identify with any of the provided categories, please enter how you identify:

What is your age?

- Less than 20 years old
- 20-29 years old
- 30-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- Over 64 years old