

Please indicate the extent you agree with each of the following statements by ticking one box on each row. This tool is intended to encourage self reflection, so take your time to consider each statement. When you have finished thinking about the statements, please consider if you need to take any action or talk to anyone.

	<i>Strongly disagree</i>	<i>Disagree</i>	<i>Neither</i>	<i>Agree</i>	<i>Strongly agree</i>
1) I have the resources I need to do a good job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2) I feel respected by my co-workers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3) I have sufficient time to do my job well	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
4) I am proud to work in this Trust	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5) My line manager treats me with respect	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
6) The Trust values the service we provide	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
7) I would recommend this Trust as a good place to work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8) I feel well supported by my line manager	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9) I am able to influence the way things are done in my team	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
10) I feel part of a well managed team	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11) I know who my line manager is	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
12) Unacceptable behaviour is consistently tackled	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
13) There is strong leadership at the highest level in the Trust	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
14) When things get difficult, I can rely on my colleagues	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
15) Trust managers know how things really are	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
16) I feel able to ask for help when I need it	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
17) I know exactly what is expected of me in my job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
18) I feel supported to develop my potential	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
19) A positive culture is visible where I work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
20) The people I work with are friendly	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
21) My line manager gives me constructive feedback	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
22) Staff successes are celebrated by the Trust	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
23) The Trust listens to staff views	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
24) I get the training and development I need	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
25) I am able to influence how things are done in the Trust	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
26) The Trust has a positive culture	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
27) I am kept well informed about what is going on in our team	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
28) I have positive role models where I work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
29) I feel well informed about what is happening in the Trust	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
30) My concerns are taken seriously by my line manager	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

What, if any, action needs taking to improve the culture of the care environment where you work?

Background: about you and where you work...

B1 Which site do you work at?

Site 1 Site 2 Site 3

B2 Which setting do you spend most time in?

Community 1 Ward/Inpatient units 3 Office 5
 Clinics/outpatients services 2 Residential 4 Other (please specify) 6
 Other setting:

B3 Which directorate or service line do you work in?

Service 1 1 Service 3 3 Service 5 5
 Service 2 2 Service 4 4 Other (please specify) 6
 Other service (please specify):

B4 Which of the following best describes your staff group?

Registered nursing and health visiting staff 1 Medical including dental 5
 Healthcare assistant/Support worker 2 Administrative and clerical 6
 Allied health professionals 3 Central functions and corporate services 7
 Estates and facilities 4 Other (please specify) 8
 Other staff group:

B5 What is your pay band?

Band 1 1 Band 4 4 Band 7 7
 Band 2 2 Band 5 5 Band 8 8
 Band 3 3 Band 6 6 Band 9 9

B6 What are your working hours?

Full-time 1 Part-time 2

B7 How do you identify your gender?

1 Prefer not to disclose 2

B8 What is your age group?

16–20 1 40–49 4 65 plus 7
 21–29 2 50–59 5
 30–39 3 60–64 6

B9 Which of the following best describes your ethnic background?

White:
 English/Welsh/Scottish/Northern Irish/British 1
 Irish 2
 Gypsy or Irish Traveller 3
 Any other White background 4
 (please describe)

Mixed/Multiple ethnic groups:
 White and Black Caribbean 5
 White and Black African 6
 White and Asian 7
 Any other Mixed/Multiple ethnic background 8
 (please describe)

Asian/Asian British:
 Indian 9
 Pakistani 10
 Bangladeshi 11
 Chinese 12
 Any other Asian background 13
 (please describe)

Black/African/Caribbean/Black British:
 African 14
 Caribbean 15
 Any other Black/African/Caribbean background 16
 (please describe)

Other ethnic group:
 Arab 17
 Any other ethnic group 18
 (please describe)

B10 Would you consider English to be your first or main language?

Yes 1 No 2

Thank you for taking the time to share your experiences and views.