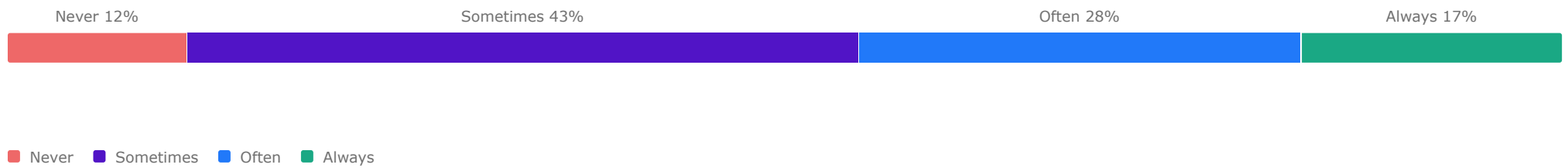


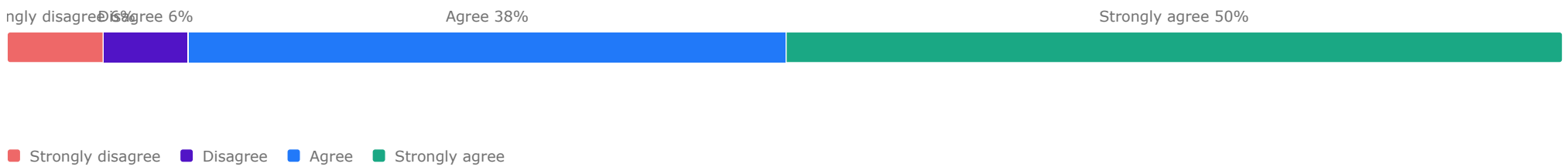
# HCSOC Correctional Staff Climate Survey / HCSOC Climate Survey Results (ORIGINAL - NO TOUCHIES) (copy)

## Job Satisfaction

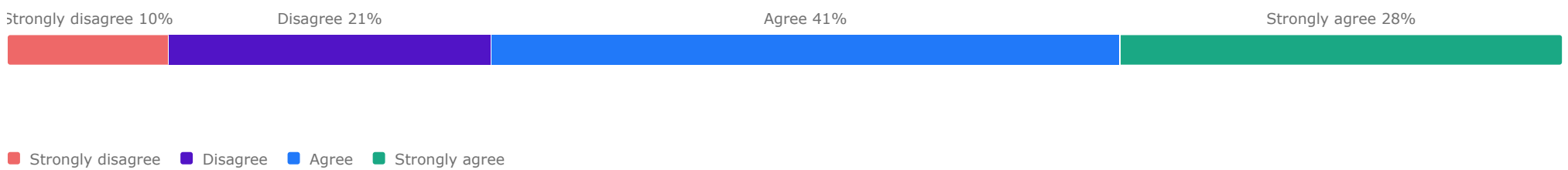
1) I look forward to coming to work.



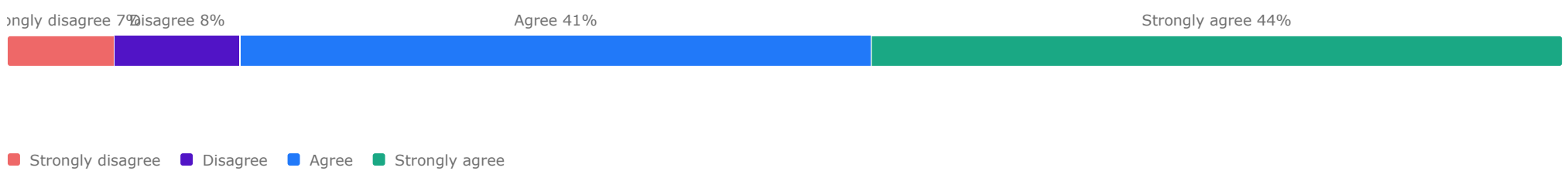
2) I take pride in my job.



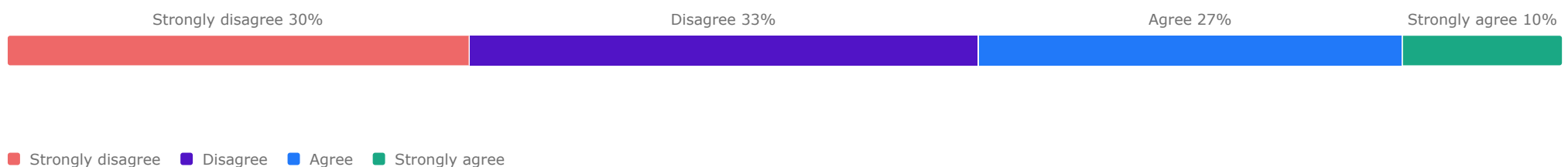
3) It is clear what it means to be successful in my job.



4) I have the skills I need to do my job well here.



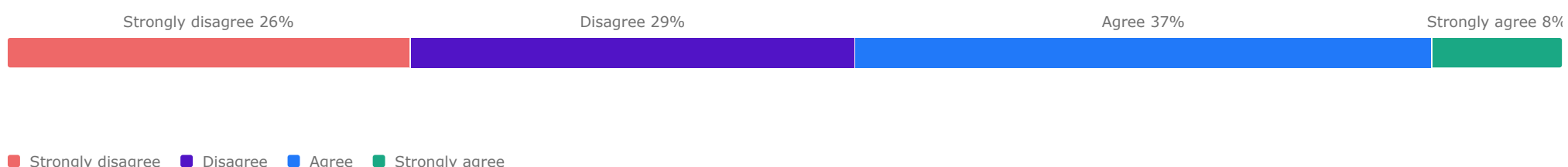
5) Leadership in this correctional facility show appreciation for staff in meaningful ways.



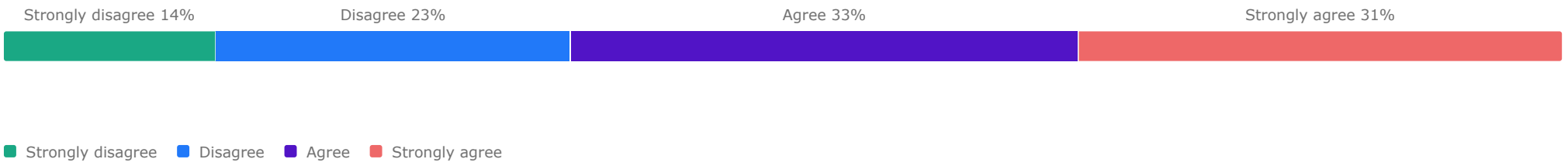
6) My supervisors are invested/interested in my career path and help me achieve my career goals.



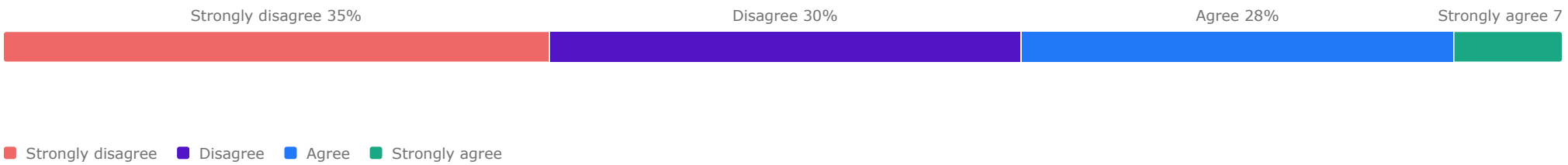
7) Promotions in this facility are done fairly.



8) If I have a chance, I will change to some other job outside of corrections at the same rate of pay.

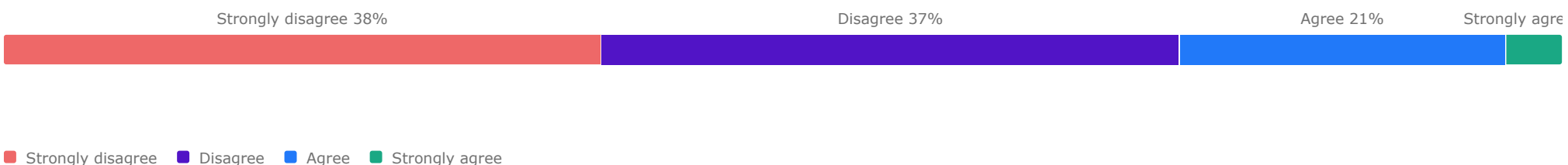


9) Staff in this facility are fairly compensated for the duties and tasks they are required to perform.



**Consider the Dept of Public Safety/Corrections & Rehabilitation overall (“Downtown”)**

10) Downtown communicates a clear vision (mission) for Corrections.



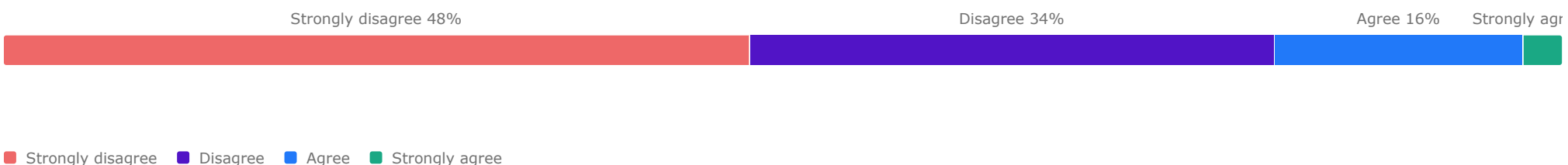
11) There are discussions involving all staff about the vision for Corrections and rehabilitation and ways to achieve it.



12) Downtown has a clear understanding of what it’s like for staff to work in this facility.



13) Downtown takes the things I say seriously and treats me and my ideas with respect.



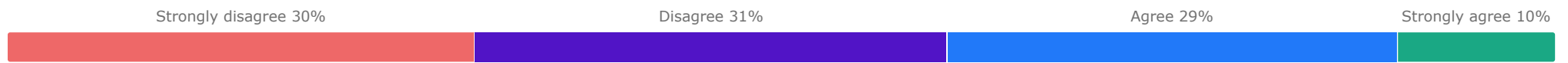
## Views on Workplace Culture

14) I feel that I can rely on other staff in this facility.



Strongly disagree Disagree Agree Strongly agree

15) This facility's leadership does everything possible to keep staff safe here.



Strongly disagree Disagree Agree Strongly agree

16) I can rely on my coworkers to respond quickly during an emergency.



Strongly disagree Disagree Agree Strongly agree

17) Staff in this facility make newer employees feel welcome.



Strongly disagree Disagree Agree Strongly agree

18) Overall, I feel this is a safe facility.



Strongly disagree Disagree Agree Strongly agree

19) There is a strong sense of trust among staff in this facility.



Strongly disagree Disagree Agree Strongly agree

20) Staff in this facility operate as a real team.



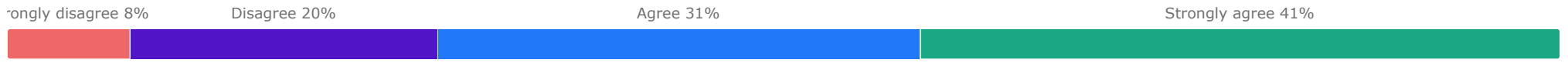
Strongly disagree Disagree Agree Strongly agree

21) Frequent staff turnover is a problem at this facility.



Strongly disagree Disagree Agree Strongly agree

22) Mandatory overtime is a problem at this facility.



Strongly disagree Disagree Agree Strongly agree

23) Staff in this facility enforce the rules consistently.



Strongly disagree Disagree Agree Strongly agree

24) Staff in this facility behave professionally.



Strongly disagree Disagree Agree Strongly agree

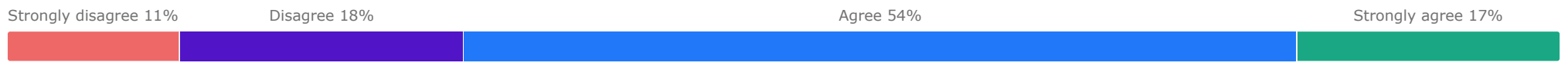
25) There are enough staff to meet the current needs of this facility.



Strongly disagree Disagree Agree Strongly agree

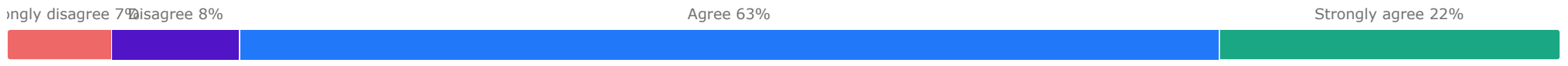
**Staff are treated the same in this facility regardless of their:**

26) Age



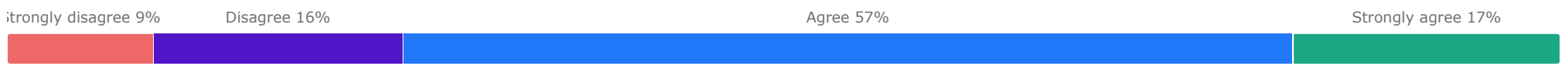
Strongly disagree Disagree Agree Strongly agree

27) Religion



Strongly disagree Disagree Agree Strongly agree

28) Disability or ability



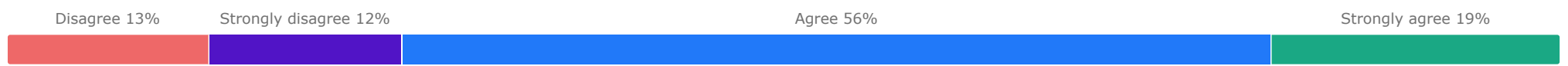
Strongly disagree Disagree Agree Strongly agree

29) Gender identity or sexual orientation



Strongly disagree Disagree Agree Strongly agree

30) Race or ethnicity



Disagree Strongly disagree Agree Strongly agree

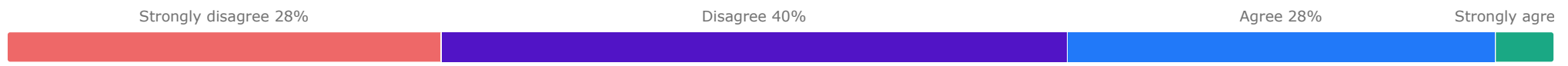
**Views on Workplace Culture, cont.**

31) This facility has a high level of coordination across departments when it comes to delivering services and programs to incarcerated people.



Strongly disagree Disagree Agree Strongly agree

32) Communication in this facility works well - I have the information I need, when I need it, to do my job.



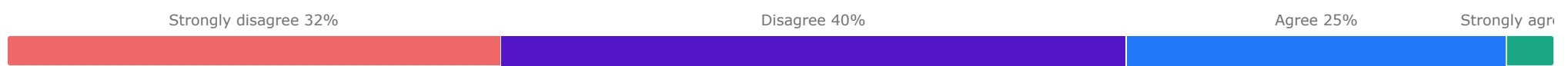
Strongly disagree Disagree Agree Strongly agree

33) When changes are made in this facility that affect me, I am included in the process.



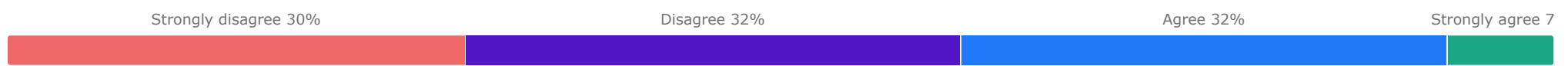
Strongly disagree Disagree Agree Strongly agree

34) When changes are made in this prison, we assess the impact to see how they worked.



Strongly disagree Disagree Agree Strongly agree

35) Staff generally feel comfortable discussing mistakes, errors, or problems with supervisors.



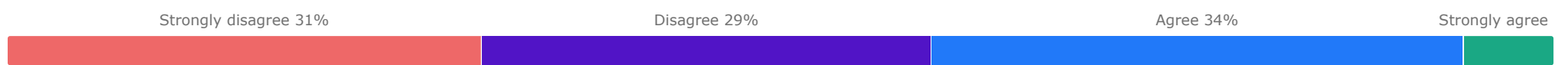
Strongly disagree Disagree Agree Strongly agree

36) I feel safe speaking up about staff misconduct.



Strongly disagree Disagree Agree Strongly agree

37) Staff investigations are conducted with fairness.



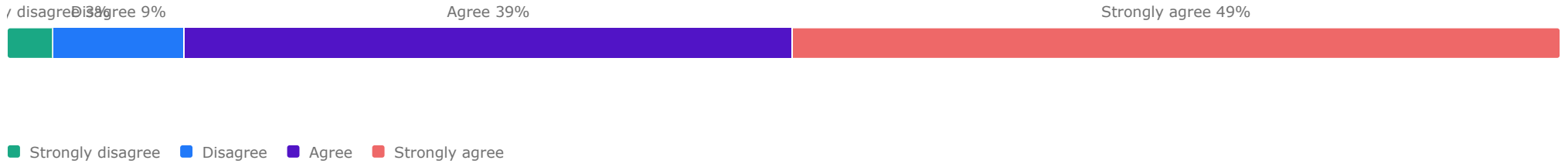
Strongly disagree Disagree Agree Strongly agree

38) This facility's policies and practices support staff well-being.

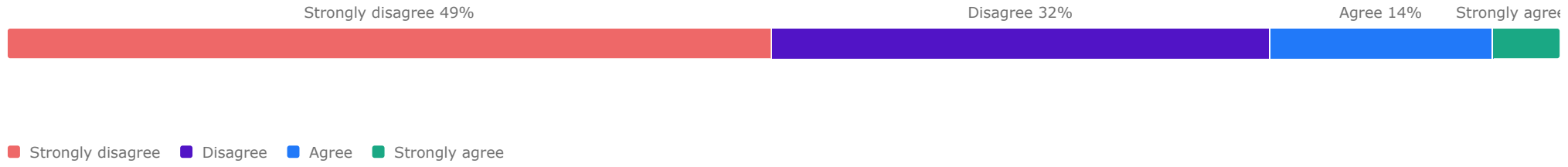


Strongly disagree Disagree Agree Strongly agree

39) My coworkers show signs of stress.



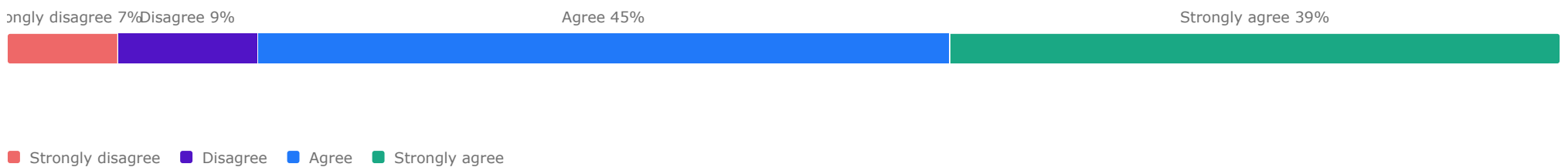
40) Generally, staff morale is high.



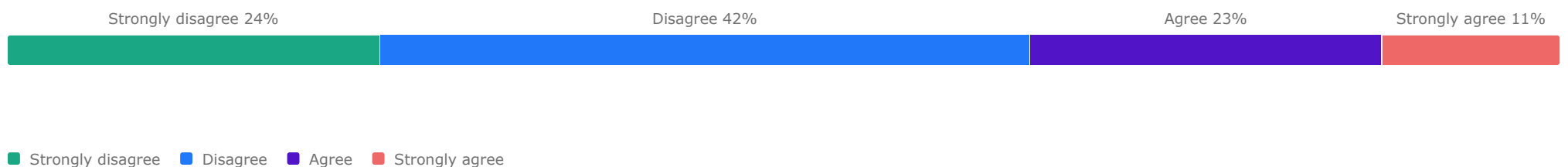
41) My work schedule causes conflict at home.



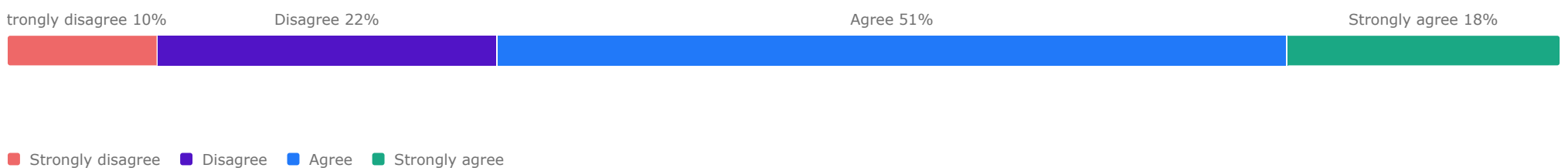
42) I like having the option to work overtime as a helpful way to increase my paycheck when I need it.



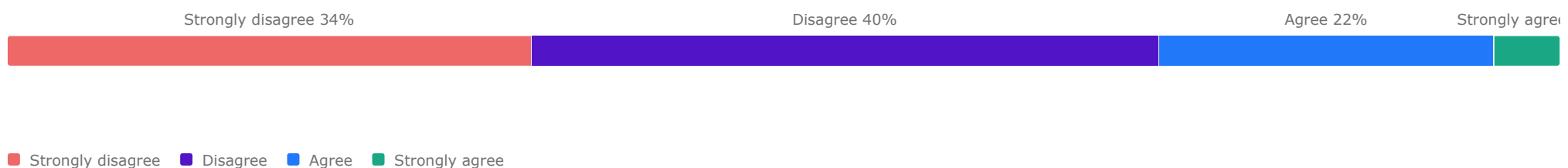
43) Because of this job, I don't think I fit in "normal" society anymore.



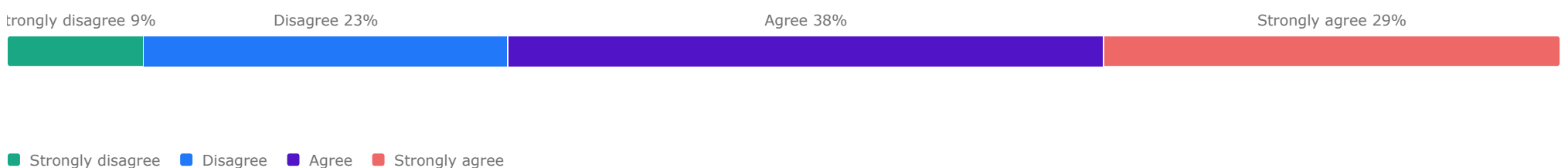
44) I have healthy coping mechanisms to help me manage the stress of the job.



45) I feel there are enough employee wellness and support resources I can access if I need them.

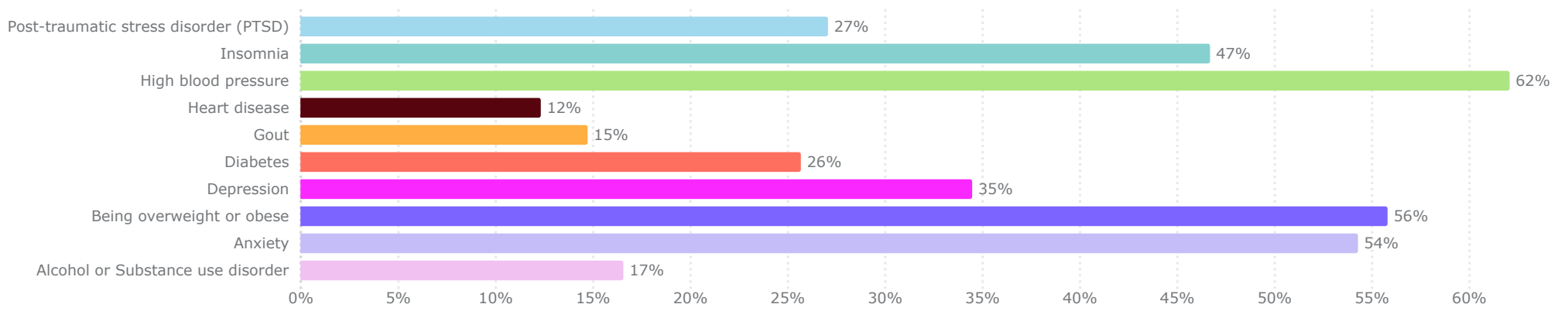


46) I feel emotionally drained from my work.



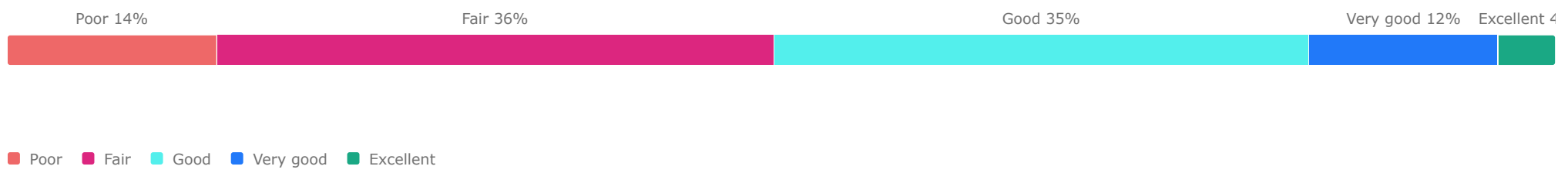
## Staff Health

47) Since starting work in corrections, I have developed the following health conditions.

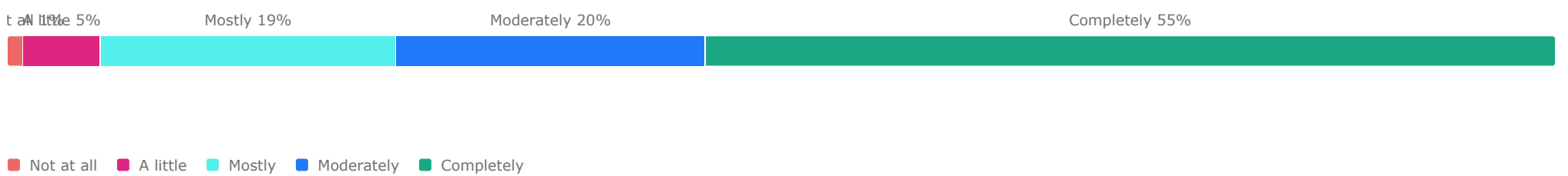


## Staff Physical Health

48) In general, how would you rate your physical health?

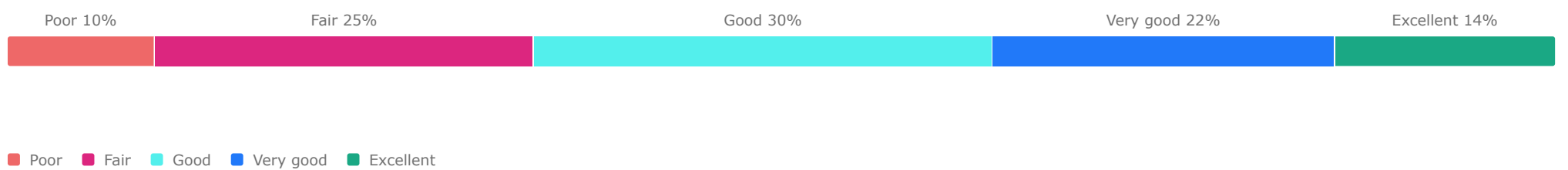


49) To what extent are you able to carry out your everyday physical activities such as walking, climbing stairs, carrying groceries, or moving a chair?

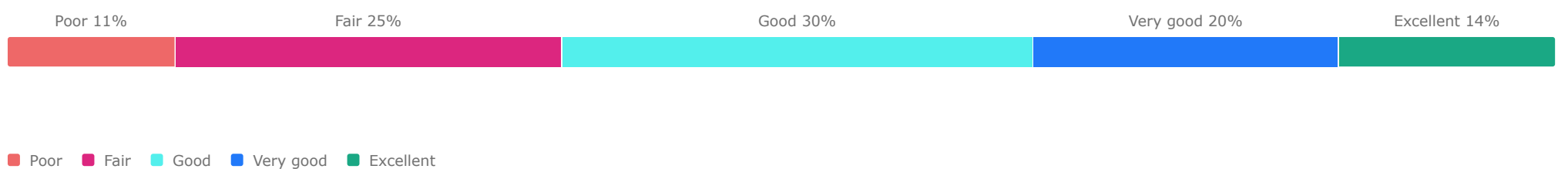


## Staff Mental Health

50) In general, how would you rate your mental health, including your mood and your ability to think?



51) In general, how would you rate your satisfaction with your social activities and relationships?





**In the past 7 days...**

52) I felt worthless.



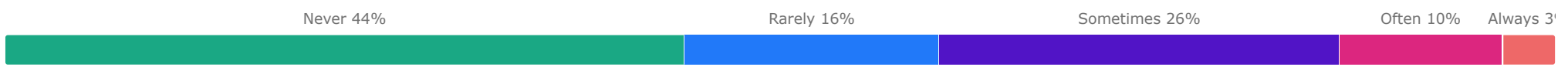
■ Never ■ Rarely ■ Sometimes ■ Often ■ Always

53) I felt helpless.



■ Never ■ Rarely ■ Sometimes ■ Often ■ Always

54) I felt depressed.



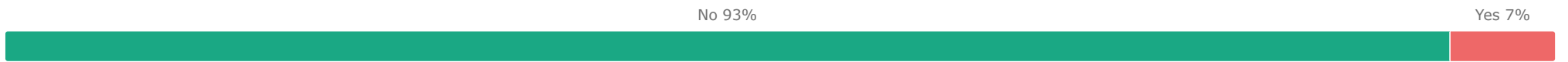
■ Never ■ Rarely ■ Sometimes ■ Often ■ Always

55) I felt hopeless.



■ Never ■ Rarely ■ Sometimes ■ Often ■ Always

56) At any time in the last 12 months, did you seriously think about trying to kill yourself?

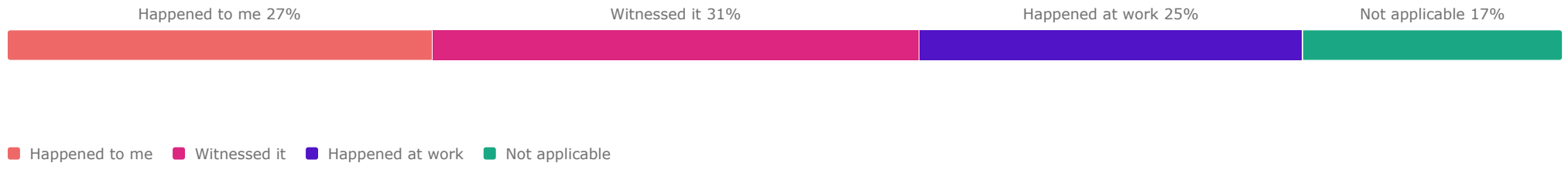


■ No ■ Yes

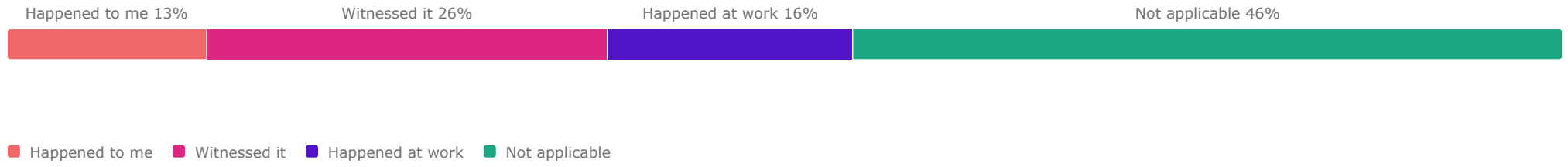
## Traumatic Experiences

Listed below are a number of difficult or stressful events or experiences. For each event check one or more of the bubbles to the right. Be sure to consider your entire life as you go through this list of events.

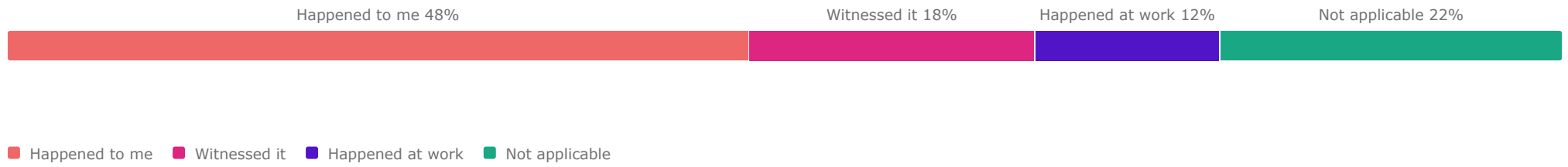
57) Physical assault.



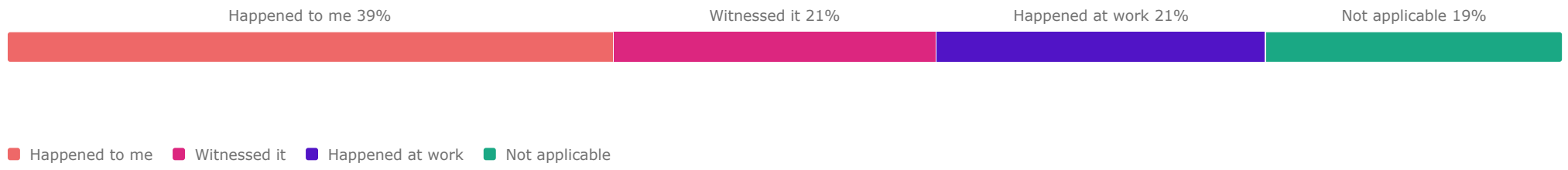
58) Assault with a weapon. 589



59) Sudden or unexpected death of someone close to you.



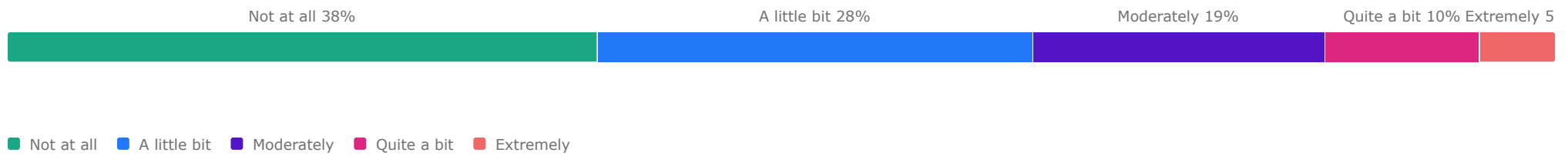
60) Any other very stressful event or experience.



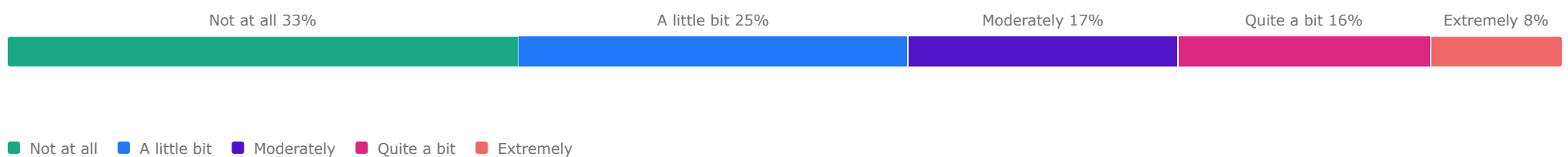
## Post-Traumatic Stress

Below is a list of problems and complaints that people sometimes have in response to stressful life experiences. Please read each one carefully and mark one bubble per row to indicate how much you have been bothered by that problem in the past month.

61) Having physical reactions (e.g. heart pounding, trouble breathing, or sweating) when something reminded you of a stressful experience from the past.

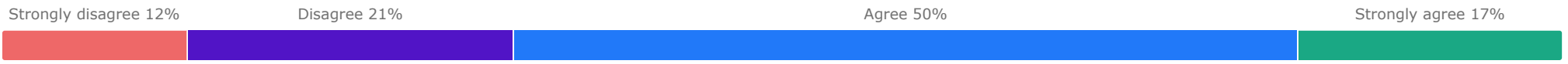


62) Having emotional reactions (e.g. feeling numb or distant from people; trouble with sleep; avoiding thoughts, memories, or activities; feeling irritable, jumpy, or "super alert") when something reminded you of a stressful experience from the past.



**Purpose of Incarceration**

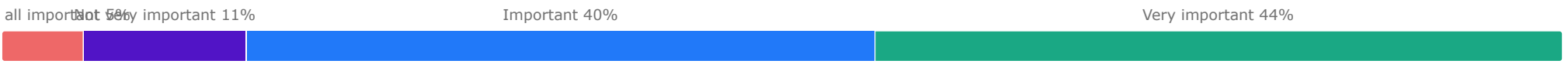
63) I believe rehabilitation is possible for the people incarcerated here.



Strongly disagree Disagree Agree Strongly agree

**It is important that prisons and jails:**

64) Punish people for the crimes they have committed.



Not at all important Not very important Important Very important

65) Ensure public safety.



Not at all important Not very important Important Very important

66) Prevent people from committing future crimes.



Not at all important Not very important Important Very important

67) Help people make changes for a better life.



Not at all important Not very important Important Very important

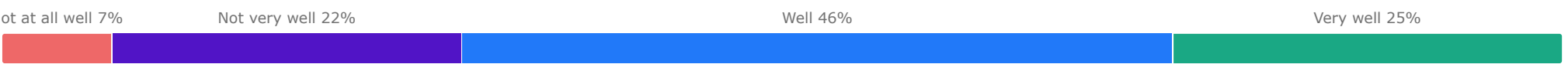
**How well does this facility do these things?**

68) Punish people for the crimes they have committed.



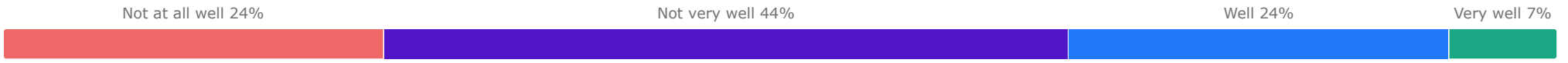
Not at all well Not very well Well Very well

69) Ensure public safety.



Not at all well Not very well Well Very well

70) Prevent people from committing future crimes.



Not at all well Not very well Well Very well

71) Help people make changes for a better life.



Not at all well Not very well Well Very well

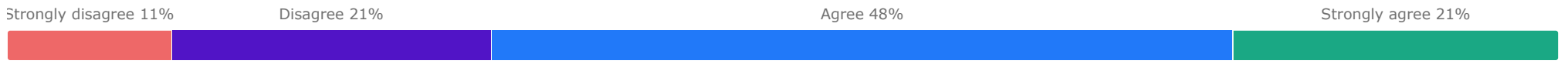
72) \*\*\*Which of these things do you think should be the most important purpose of incarceration? Choose one.



To punish people for the crimes they have committed. To ensure public safety. To prevent people from committing future crimes. To help people make changes for a better life.

## Facility Conditions

73) Incarcerated people get enough to eat here.



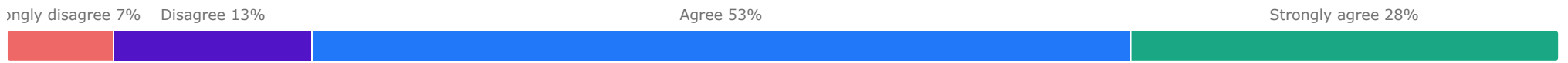
Strongly disagree Disagree Agree Strongly agree

74) The quality of food provided to incarcerated people here supports a healthy lifestyle.



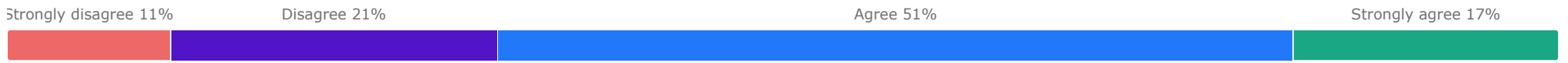
Strongly disagree Disagree Agree Strongly agree

75) This facility gives incarcerated people what they need (e.g. soap, regular showers, sanitary products) for good personal hygiene for free.



Strongly disagree Disagree Agree Strongly agree

76) Incarcerated people are usually able to get a good night's sleep here.



Strongly disagree Disagree Agree Strongly agree

77) It's easy for incarcerated people with physical disabilities to get around in this facility.



Strongly disagree Disagree Agree Strongly agree

78) Incarcerated people get enough natural light in this facility.



Strongly disagree Disagree Agree Strongly agree

79) This facility is clean.



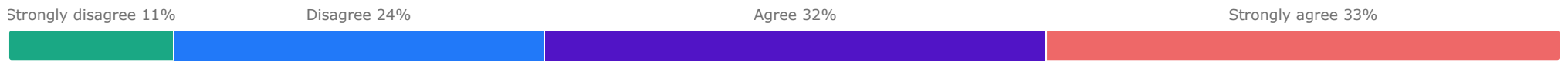
Strongly disagree Disagree Agree Strongly agree

80) The quality of incarcerated people's living space is good here.



Strongly disagree Disagree Agree Strongly agree

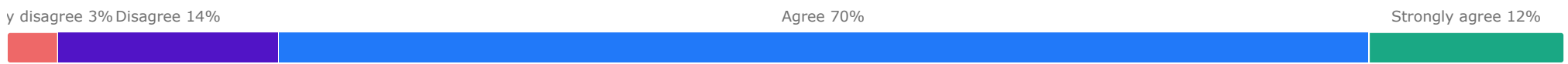
81) Working in this facility makes me feel like I am "doing time" too.



Strongly disagree Disagree Agree Strongly agree

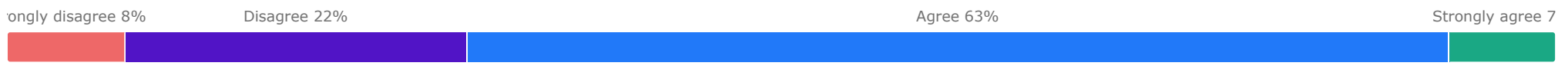
## Staff – Incarcerated People Interactions

82) Staff in this facility treat incarcerated people with respect.



Strongly disagree Disagree Agree Strongly agree

83) Most incarcerated people treat staff with respect.



Strongly disagree Disagree Agree Strongly agree

84) People who work in this facility have appropriate professional boundaries with people incarcerated here.



Strongly disagree Disagree Agree Strongly agree

85) I positively influence incarcerated people's lives through my work.



Strongly disagree Disagree Agree Strongly agree

86) Staff in this facility have empathy for incarcerated people and their problems.



Strongly disagree Disagree Agree Strongly agree

87) Staff in this facility have the resources to help incarcerated people with their problems.



Strongly disagree Disagree Agree Strongly agree

88) \*\*\*Staff behavior influences the behavior of those incarcerated in the unit.



Strongly disagree Disagree Agree Strongly agree

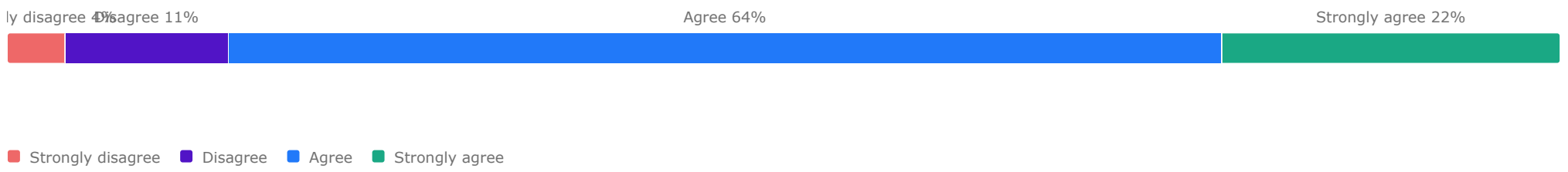
89) I try to urge incarcerated people to take part in activities.



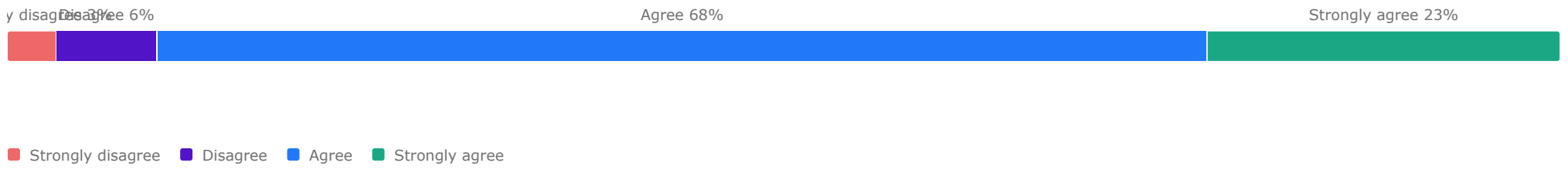
Strongly disagree Disagree Agree Strongly agree

**Staff in this facility treat incarcerated people the same regardless of the incarcerated person's:**

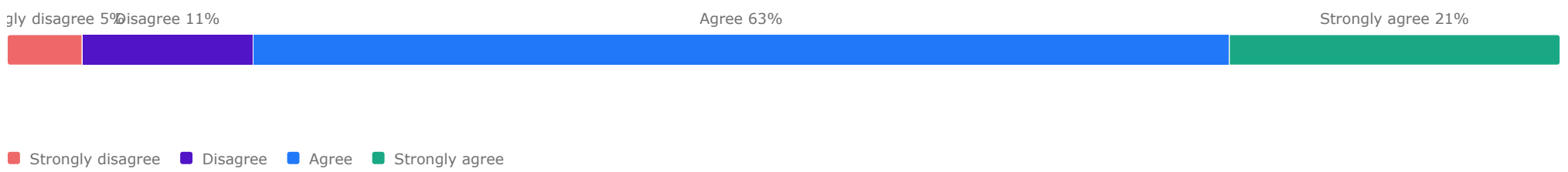
**90) Age**



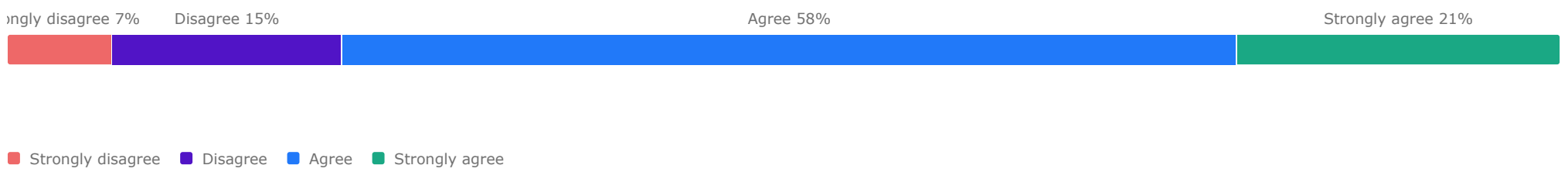
**91) Religion**



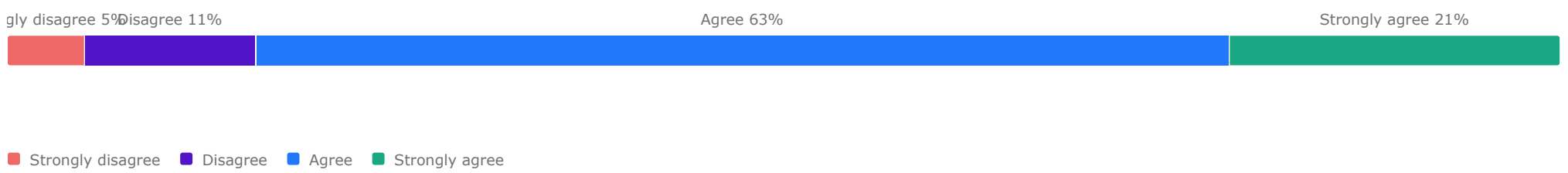
**92) Disability or ability**



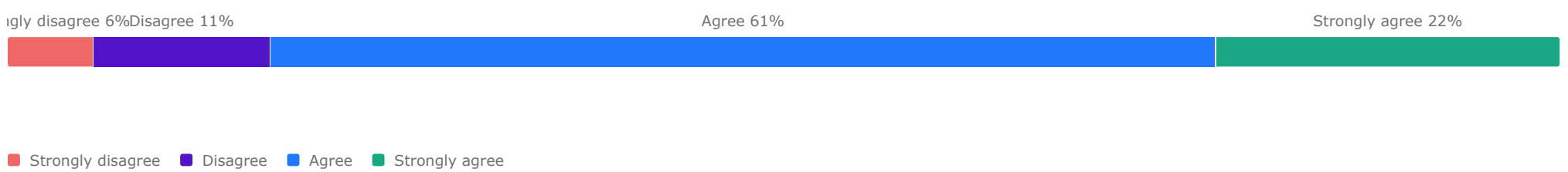
**93) Charge type or classification**



**94) Gender identity or sexual orientation**



**95) Race or ethnicity**





## Correctional Practices and Sanctions

96) This facility has adequate alternatives to segregation.



Strongly disagree Disagree Agree Strongly agree

97) Staff in this facility are more likely to use segregation over other disciplinary options.



Strongly disagree Disagree Agree Strongly agree

98) Incarcerated peoples' discipline procedures are applied fairly and consistently.



Strongly disagree Disagree Agree Strongly agree

99) Incarcerated peoples' discipline procedures are effective at holding them accountable.



Strongly disagree Disagree Agree Strongly agree

100) There are options for staff to reward incarcerated people for good behavior.



Strongly disagree Disagree Agree Strongly agree

101) This facility provides enough opportunities so incarcerated people can stay busy all day.



Strongly disagree Disagree Agree Strongly agree

102) People incarcerated in this facility can participate in activities that promote their health and well-being.



Strongly disagree Disagree Agree Strongly agree

103) \*\*\*When incarcerated people do not have enough to do they are more likely to engage in negative behavior.



Strongly disagree Disagree Agree Strongly agree

104) This facility does a good job preparing people for release.



Strongly disagree Disagree Agree Strongly agree

105) The programs in this facility give incarcerated people the skills they need to be successful in the community.



Strongly disagree Disagree Agree Strongly agree

106) Caseloads are manageable to adequately support incarcerated people as they get ready for release.



Strongly disagree Disagree Agree Strongly agree