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## Workplace Survey

### Instructions:

*Using the scale opposite as your guide, please circle the number that best describes how you feel about each of the statements below*

RESPONSE SCALE	
1.	= Strongly Agree
2.	= Somewhat Agree
3	= Neutral
4.	= Somewhat Disagree
5.	= Strongly Disagree
N	= Not Applicable
RESPONSE	

Culture and Values						
1. I feel I am working for a successful organisation	1	2	3	4	5	N
2. This organisation sets and demands high standards of performance	1	2	3	4	5	N
3. This organisation delivers on the promises it makes to its customers	1	2	3	4	5	N
4. We celebrate success in this organisation	1	2	3	4	5	N
5. This organisation is a fun place to work	1	2	3	4	5	N
6. This organisation cares about the well being of its people	1	2	3	4	5	N
7. This organisation is an equal opportunity employer	1	2	3	4	5	N
8. The person I report to behaves in a way that is consistent with the values of this organisation	1	2	3	4	5	N
9. I feel my manager 'walk and talk'	1	2	3	4	5	N
10. I feel the CEO takes ownership when it comes to communicating the organisations values	1	2	3	4	5	N
11. I feel the Dept Directors share ownership when it comes to communicating the organisations values	1	2	3	4	5	N
12. Overall, I am proud to work for this organisation	1	2	3	4	5	N

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<b>Common Purpose</b>						
13. This organisation has a clear vision of where it is going and how it is going to get there	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
14. I believe in what this organisation is trying to accomplish	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
15. I have an understanding of how the Environmental Services fits into the wider business objectives of the organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
16. I know how my work contributes to the success of this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
17. I feel the organisation has the right balance between its internal monitoring (measuring performance) and operation (getting on and doing the job) functions	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
18. I feel a sense of belonging to this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
19. I feel there is a future for me at this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
20. I have confidence in the leadership of this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
21. I feel inspired to go the extra mile to help this organisation succeed	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
22. I am unlikely to leave this organisation within the next 12 months	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
23. Overall, there is a sense of 'common purpose' in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
<b>Communication and Cooperation</b>						
24. Communication in this organisation is open and honest	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
25. I feel informed about this organisation and its activities	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
26. People share their knowledge and ideas freely in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
27. Cooperation between teams is encouraged in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
28. Teams in this organisation work well together	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
29. I can rely on the support of others in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
30. Overall, communication and cooperation in this organisation is good	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>

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<b>My Team</b>						
31. The person I report to communicates the goals and objectives of our team effectively	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
32. Roles and responsibilities are clearly defined in my team	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
33. The person I report to encourages, and is willing to act on suggestions and ideas from my team	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
34. The person I report to treats people with respect	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
35. People in my team work well together	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
36. I have confidence in the ability of the people in my team	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
37. Overall, I feel part of an effective team	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
<b>My Job</b>						
38. I understand what is expected of me in my job	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
39. I have the freedom and flexibility I need to do my job effectively	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
40. I have the tools and resources I need to do my job effectively	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
41. The information I require to do my job is readily accessible in a convenient format	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
42. I am sufficiently involved in decisions that affect the way I do my job	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
43. The level of work-related stress I experience in my job is acceptable	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
44. I am able to maintain a balance between my personal and working life	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
45. I am satisfied with my physical work environment	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
46. My job gives me a sense of personal achievement	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
47. Overall, my job meets my current needs and expectations	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>

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<b>Learning and Development</b>						
48. This organisation ensures I am adequately trained for the work I do	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
49. The work I do makes full use of my knowledge and skills	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
50. I am encouraged to develop my knowledge, skills and abilities in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
51. The feedback and coaching I get helps me improve my performance	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
52. There are opportunities for advancement for me in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
53. feel that staff are open to change (e.g. performance improvement initiatives) in the organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
54. Overall, I am satisfied with my learning and development opportunities in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
<b>Performance and Recognition</b>						
55. I understand the criteria against which my performance is assessed	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
56. I get regular feedback on my performance (formal and informal)	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
57. My performance is fairly assessed	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
58. Poor performance is not tolerated in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
59. This organisation rewards outstanding performers	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
60. The pay and benefits I receive are fair for the work I do	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
61. I get recognition when I do a good job	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
62. Overall, I feel my contribution is valued in this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>

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<b>Overall Perceptions of the Organisation</b>						
Consider how you feel about the culture and values, common purpose, communication and cooperation, your team, your job, learning and development, and performance and recognition then answer the following:						
63. Overall, I'm satisfied with my job	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
64. Overall, I feel a sense of commitment to this organisation	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>
65. Overall, this organisation is a great place to work	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>N</b>

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**Open-ended questions**

The one thing, MORE THAN ANYTHING ELSE, that makes this organisation a great place to work is:

The one thing, MORE THAN ANYTHING ELSE, that detracts from this organisation being a great place to work is

**Demographics**

The demographic information will be used for statistical purposes only. It will not be used to identify any individual.

66. Please tell us where you work in this organisation

- |                                 |                          |                            |                          |
|---------------------------------|--------------------------|----------------------------|--------------------------|
| Directors and CEO Group         | <input type="checkbox"/> | Engineering Dept           | <input type="checkbox"/> |
| Governance and Monitoring Dept: | <input type="checkbox"/> | Information Services Dept: | <input type="checkbox"/> |
| Customer Care and Area Offices  | <input type="checkbox"/> | EDMS/Library/Admin         | <input type="checkbox"/> |
| Governance and Admin            | <input type="checkbox"/> | Finance and Accounts       | <input type="checkbox"/> |
| Regulatory and Consents         | <input type="checkbox"/> | Info Technology and GIS    | <input type="checkbox"/> |
| Strategic/Resource Planning     | <input type="checkbox"/> |                            |                          |

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67. Please select your position Level in this organisation			
Senior/Executive Management Team	<input type="checkbox"/>	Team Member	<input type="checkbox"/>
Other Management/Team Leader	<input type="checkbox"/>		
68. Please select the length of service closest to your current length of service at this organisation			
Less than 12 months	<input type="checkbox"/>	5 to 9 years	<input type="checkbox"/>
1 to 2 years	<input type="checkbox"/>	10 to 14 years	<input type="checkbox"/>
3 to 4 years	<input type="checkbox"/>	15 years and over	<input type="checkbox"/>
69. Please select the age range closest to your current age			
Less than 20 years	<input type="checkbox"/>	40 to 49 years	<input type="checkbox"/>
20 to 24 years	<input type="checkbox"/>	50 to 59 years	<input type="checkbox"/>
25 to 29 years	<input type="checkbox"/>	60 years and over	<input type="checkbox"/>
30 to 39 years	<input type="checkbox"/>		
70 Please select your gender			
<input type="checkbox"/>	Male	<input type="checkbox"/>	Female

Thanks for taking part!

Please send your completed survey to:

[Addressee]