

# CHANGES TO CORE SURVEY AND WELLBEING MODULE

PEOPLE MATTER SURVEY 2018

The core survey and wellbeing module have been significantly reduced to make them easier and quicker for employees to complete. These changes have been made following organisation feedback and survey analysis that indicated that the survey was too long.

The other five modules, which are already concise, remain unchanged.

The shortening of the survey has focussed on reducing duplication, redundancy and overly general or difficult questions, and has been informed by extensive statistical analysis to ensure survey reliability and review by our research partner ORIMA.

The survey should now take between 10 and 20 minutes to complete.

## CHANGES TO CORE SURVEY

### Part 1 – Promotion of organisational policies and processes

**DELETED WHOLE SECTION – Q1(a) moved to your experience section made into a standalone question**

In the last 12 months, have you seen or heard any communication/ information from your organisation about the following (if you think that your organisation does not have particular processes or policies, please select N/A (not applicable)):

	Yes	No	N/A
The Code of Conduct for Victorian public sector employees	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	
The Public Sector Values	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	
My organisation's values (if different from the public sector values)	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
My organisation's processes for reporting improper employee conduct	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
My organisation's processes in place to support the <i>Protected Disclosures Act (2012)</i>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
My organisation's policy regarding the giving and receiving of gifts or benefits	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
My organisation's policies and procedures to assist employees avoid conflicts of interest	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
The Charter of Human Rights and Responsibilities	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	

### Part 1 – Workplace behaviours

DELETED QUESTIONS	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<b>1. You and your job</b>					
I believe the work that I do is important	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
My job gives me the opportunity to work on the tasks I do best	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
I clearly understand what I am expected to do in this job	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

DELETED QUESTIONS	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
In my organisation, there are opportunities for me to develop my skills and knowledge	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
I understand how the <i>Charter of Human Rights and Responsibilities</i> affects me as an employee	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

DELETED QUESTIONS	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
<b>Your workgroup</b>						
In my workgroup, work is undertaken using best practice approaches	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
I have a clear understanding of how my workgroup's role contributes to my organisation's stated outcomes	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	

CHANGED TO "MY ORGANISATIONS VALUES" QUESTION (HEALTH SERVICES ONLY)	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
<b>Your manager</b>						
My manager encourages behaviours that are consistent with the public sector values	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>

DELETED QUESTIONS	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
<b>Senior managers</b>						
In times of change, senior managers provide sufficient information about the purpose of the change	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
Communications about change from senior managers are timely	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>

CHANGED TO "MY ORGANISATIONS VALUES" QUESTION (HEALTH SERVICES ONLY)	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
<b>Senior managers</b>						
Senior managers model the public sector values	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>

DELETED QUESTIONS	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
<b>2. Your organisation</b>						
My organisation provides high quality services to the Victorian community	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
In my organisation, behaviour consistent with the public sector values is acknowledged	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
In my organisation, employees are recruited on the basis of merit	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
In my organisation, avoiding conflict of interest is seen as important	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
In my organisation, behaving impartially is seen as important	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
In my organisation, there are clear procedures and processes for resolving grievances	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
Equal Employment Opportunity is provided in my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>

DELETED QUESTIONS	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
My organisation is committed to creating a diverse workforce (e.g. age, sex, gender, disability, cultural background)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
I rarely think about leaving this organisation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	

DELETED QUESTIONS	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
<b>3. Working in the Public Service</b>						
I am proud to work in the Victorian Public Service	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
I am committed to working in the Victorian Public Service for much of my career	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
I would recommend the Victorian Public Service 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	

## Part 3 – Engagement and Job Satisfaction

DELETED QUESTIONS	Very Dissatisfied	Dissatisfied	Neither Satisfied nor Dissatisfied	Satisfied	Very Satisfied
<b>Satisfaction</b>					
Frequency of feedback provided	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Level of autonomy in my job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Chance to be creative/ innovative	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Considering everything, how would you rate your overall satisfaction with your organisation as an employer?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Part 4 – Your experiences

Please indicate which of the following you have experienced within your organisation in the last 12 months.

**CHANGE - WAS IN PART 1** Promotion of organisational policies and processes

Code of conduct	Yes	No
In the last 12 months, have you seen or heard any communication/information from your organisation about the Code of Conduct for Victorian public sector employees?	<input type="checkbox"/> 1	<input type="checkbox"/> 2

## Part 5 – Information about you

**CHANGED TO QUESTION ON GENDER**

Sex/ Gender

1 Female 2 Male 3 Transgender or gender diverse 4 Intersex 5 Prefer not to say

**CHANGED WITH UPDATED DEFINITION**

Do you have any sort of disability that restricts you in performing 1 Yes 2 No

everyday activities and which is long-term (lasting six months or more)?

*(For example, if you have a loss of sight that makes it difficult to read ordinary newsprint, even when wearing corrective lenses; or a loss of hearing not corrected even when wearing hearing aids; or mobility problems; or chronic or recurring pain; or any other physical, intellectual, psychiatric or psychological disability)*

---

## NEW QUESTION GROUP, ONLY ASKED OF PEOPLE WITH DISABILITY

Have you identified as a person with disability within your organisation e.g. to your manager or to human resources staff?

- <sub>1</sub> Yes                      <sub>2</sub> No                      <sub>3</sub> Prefer not to say

Which statement most accurately reflects your decision not to identify as a person with disability within your organisation?

- <sub>1</sub> I do not require any adjustments to be made to perform my role  
<sub>2</sub> My disability does not impact on my ability to perform my role  
<sub>3</sub> I feel that if I identify as a person with disability this will reflect negatively on me  
<sub>4</sub> Other (please specify \_\_\_\_\_)

Do you require reasonable adjustment(s) to your workplace?

*Adjustments allow employees to work safely and effectively. They can include adjustments to working hours, regular breaks or non-standard equipment (e.g. standing desk, screen reader, vertical mouse, Auslan interpreter, accessible lift, lighting, ramps).*

- <sub>1</sub> Yes                      <sub>2</sub> No (Go to Q.7)                      <sub>1</sub> Prefer not to say (Go to Q.7)

Have you requested adjustments to your workplace?

- <sub>1</sub> Yes                      <sub>2</sub> No (Go to Q.7)

What was your experience with adjustment(s)?

- <sub>1</sub> The adjustments I needed were made and the process was satisfactory  
<sub>2</sub> The adjustments I needed were made but the process was unsatisfactory  
<sub>3</sub> The adjustments I needed were not made

---

## CHANGED - NEW RESPONSE OPTIONS

Please select the term that best describes your sexual orientation

- <sub>1</sub> Heterosexual/opposite or other sex attracted  
<sub>2</sub> Same sex attracted, identify as female  
<sub>3</sub> Same sex attracted, identify as male  
<sub>4</sub> Bisexual  
<sub>6</sub> Prefer not to say

---

## NEW QUESTION

Have you ever served in the Australian Defence Force (permanent or reservist)?

- <sub>1</sub> Yes                      <sub>2</sub> No                      <sub>3</sub> Prefer not to say

## About your work

---

### CHANGED - NEW RESPONSE OPTIONS

What is your gross annual salary (non-executive) or total annual remuneration package (executive)?

*(Convert to full time equivalent if part time or on a 48/52 type arrangement)*

- |   |   |
|---|---|
| <input type="checkbox"/> <sub>1</sub> Less than \$35,000  | <input type="checkbox"/> <sub>7</sub> \$85,000- \$94,999    |
| <input type="checkbox"/> <sub>2</sub> \$35,000 - \$44,999 | <input type="checkbox"/> <sub>8</sub> \$95,000- \$104,999   |
| <input type="checkbox"/> <sub>3</sub> \$45,000 - \$54,999 | <input type="checkbox"/> <sub>9</sub> \$105,000- \$114,999  |
| <input type="checkbox"/> <sub>4</sub> \$55,000 - \$64,999 | <input type="checkbox"/> <sub>10</sub> \$115,000- \$124,999 |
| <input type="checkbox"/> <sub>5</sub> \$65,000 - \$74,999 | <input type="checkbox"/> <sub>11</sub> \$125,000- \$134,999 |
| <input type="checkbox"/> <sub>6</sub> \$75,000- \$84,999  | <input type="checkbox"/> <sub>12</sub> \$135,000+           |

# CHANGES TO WELLBEING MODULE

## DELETED QUESTIONS

### Your team leader/ managerial responsibilities

Do you currently have **direct** team leader/ managerial responsibility for any employee(s)?

**Yes** <sub>1</sub>      **No** <sub>2</sub>      **Not sure** <sub>3</sub>  
*[Please go to q0]*      *[Please go to q0]*

Please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My organisation provides me with appropriate training and guidance to manage employees	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
I often have to manage difficult/ problematic employee behaviour	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
Managing employees has a negative effect on my other <b>work responsibilities</b>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
Managing employees has a negative effect on my <b>personal life</b> (e.g. causing stress)	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
My organisation has good procedures in place to support team leader/ managers who may experience stress in managing employees	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
My organisation has good procedures in place to support team leader/ managers managing staff absences	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

## DELETED QUESTIONS

### Dealing with clients

In the past 6 months, have you been directly involved in engaging with clients?  
 (Client(s) refers to the person(s) you provide advice or service to (internal or external to your organisation))

**Yes** <sub>1</sub>      **No** <sub>2</sub>  
*[Please go to q0]*

Based on your personal experience in dealing with clients, please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My organisation has appropriate systems and procedures in place to deal with difficult clients	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
My organisation has good procedures in place to support staff who may experience stress in dealing with clients	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

DELETED QUESTIONS

**Your workgroup**

Please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My workgroup encourages and supports employees to have a good work/life balance	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
Unplanned leave (e.g. sick leave, carer's leave, etc.) is very common in my workgroup	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

DELETED QUESTIONS

**Your workload**

Please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am often unable to take breaks during work hours due to my workload	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
In times of high workload, my manager provides the support I need to get the job done	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

DELETED QUESTIONS

**Dealing with stress**

Please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I often feel my work is mentally and emotionally draining	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
I often think about taking time out from work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
I often feel anxious and stressed about the prospect of going in to work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

How would you rate your current, overall stress level in relation to **personal/ non-work-related** stress?

<input type="checkbox"/> <sub>1</sub> Nil – not experiencing any non-work-related stress	<input type="checkbox"/> <sub>4</sub> High
<input type="checkbox"/> <sub>2</sub> Low/ mild	<input type="checkbox"/> <sub>5</sub> Very high
<input type="checkbox"/> <sub>3</sub> Moderate	<input type="checkbox"/> <sub>6</sub> Severe

## CHANGED QUESTION – NEW RESPONSE OPTIONS

If work-related stress not Nil -

Thinking about your work-related stress, what are the main causes of stress? (Please select up to three options):

<input type="checkbox"/> <sub>1</sub> Amount of work	<input type="checkbox"/> <sub>9</sub> Relationship/s with colleague/s
<input type="checkbox"/> <sub>2</sub> Time pressure	<input type="checkbox"/> <sub>10</sub> Relationship/s with subordinate/s
<input type="checkbox"/> <sub>3</sub> Work that requires skills and experience you don't have	<input type="checkbox"/> <sub>11</sub> Organisation or workplace change (e.g. restructure, change of work conditions etc.)
<input type="checkbox"/> <sub>4</sub> Unclear job expectations	<input type="checkbox"/> <sub>12</sub> Incivility, bullying or harassment
<input type="checkbox"/> <sub>5</sub> Inflexible working hours	<input type="checkbox"/> <sub>13</sub> Physical environment (e.g. seating, heating, cooling etc.)
<input type="checkbox"/> <sub>6</sub> Level of support from supervisor	<input type="checkbox"/> <sub>14</sub> Job security
<input type="checkbox"/> <sub>7</sub> Level of support from colleagues	<input type="checkbox"/> <sub>15</sub> Impact of non-work related circumstances
<input type="checkbox"/> <sub>8</sub> Relationship/s with supervisor/s	<input type="checkbox"/> <sub>16</sub> Other [please specify]...

## DELETED QUESTIONS

Please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I have control over the <b>personal issues</b> that cause me stress.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
<b>Non-work</b> related stress regularly has a negative impact on my ability to do my job	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

How often do you use each of the following approaches when dealing with stressful situations at work?

	Never	Rarely	Sometimes	Often	Always
Debrief informally with other work colleagues	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
Debrief informally with your Manager	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
Discuss with your Manager/ supervisor/ mentor/ coach during scheduled activities/ meetings	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
Employee Assistance Program (EAP)	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
Seek support from family/ friends	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>