TN DCS SAFETY CULTURE SURVEY 2017

Please complete the survey below. Thank you! **Background** How long have you worked for DCS? O Less than 1 year 1 to 5 years ○ 6 to 10 years 11 to 15 years 21 years or more What is your current role? Supervisor (CPS,SS, JJ) ○ CPS Investigator CPS Assessment Blended (CPS Assessment and Investigation) Special Investigations JJ Community O JJ Residential JJ Custody Worker Resource Parent Support/Placement Services Social Services Other How long have you worked in your current role? O Less than 1 year 1 to 5 years 6 to 10 years 11 to 15 years 16 to 20 years 21 years or more 0 40 Typically, how many hours per week do you work? 100 (Place a mark on the scale above) **Organizational Culture and Climate Stress Recognition** Very Strongly Disagree Neutral Agree Strongly Very Strongly Disagree Agree Strongly Disagree Agree Fatigue impairs my performance during emergency situations. \bigcirc \bigcirc \bigcirc \bigcirc \bigcirc \bigcirc

Confidential

	Very Strongly Disagree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Very Strongly Agree
I am less effective At work when fatigued.	0	0	0	0	0	0	\circ
I am more likely to make mistakes in tense or hostile situations.	0	0	0	0	0	0	0
When my workload becomes excessive my performance is impaired.	0	0	0	0	0	0	0
Emotional Exhaustio	on						
	Very Strongly Disagree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Very Strongly Agree
I feel burned out from my work.	\circ	0	\circ	0	0	0	0
I dread getting up in the morning and having to face another day on the job.	0	0	0	0	0	0	0
I feel emotionally drained from my work.	0	0	0	0	0	0	0
I feel used up at the end of the work day.	\bigcirc	\circ	\circ	\bigcirc	\bigcirc	\bigcirc	\bigcirc

Safety Organizing

	Not At All	To A Very Limited Extent	To A Limited Extent	To A Moderate Extent	To A Considerable Extent	To A Great Extent	To A Very Great Extent
When giving a report to another employee, we usually discuss what to look out for.	0		O	O	O	O	O
My team spends time identifying activities we do not want to go wrong.	0	0	0	0	0	0	0
My team discusses alternatives to improve how we go about our normal work activities.	0	0	0	0	0	0	0
My team has a good understanding of each other's skills and talents. We discuss our unique skills with each other so we know who has relevant specialized skills and knowledge.	0	0	0	0	\circ	0	0
My team talks about mistakes and ways to learn from them.	0	0	0	0	0	0	0
When errors happen, my team discusses how we could have prevented them.	0	0	0	0	0	0	0
When we attempt to solve a problem in my team, we take advantage of the unique skills of our colleagues.	0	0	0	0	0	0	0
When a child and/or family related problem occurs in my team, we all get together to figure out the solution.	0	\circ	\circ	0	0	\circ	0

Psychological Safety							
	Very Strongly Disagree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Very Strongly Agree
If you make a mistake in our team, is it often held against you?	0	0	0	0	0	0	0
The people on my team value each other's unique skills and talents.	0	0	0	0	0	0	0
Members of my team are able to bring up problems and tough issues.	0	0	0	0	0	0	0
It is safe to take an interpersonal risk in our team.	0	0	0	0	0	0	0
Safety Climate							
	Very Strongly Disagree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Very Strongly Agree
Compared to other supervisors in my work setting, my supervisor pays greater attention to the safety of children and families.	0	0	0	0	0	0	0
My supervisor says a good word whenever a job is done with attention to the practices that keep children and families							
safe.	\circ	\bigcirc	\bigcirc	\circ	\circ	\bigcirc	\bigcirc

Confidential

	Very Strongly Disagree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Very Strongly Agree
My supervisor seriously considers staff suggestion for improving safety for children and families.	ns	0	0	0	0	0	0
My supervisor approache employees during work to discuss safety issues that affect our children and families.	es O	0	0	0	0	0	0
As long as there is no harm to children and families, my supervisor does not care how the work is done.	0	0	0	0	0	0	0
Whenever the pressure Builds up, my supervisor Wants us to work faster, Rather than by the rules.	0	0	0	0	0	0	0