

English ↕

## Survey Content



(Para la versión en español, haga clic en el cuadro en la esquina superior derecha)

### City of Hillsboro Workplace Climate Survey

This survey, being conducted by the Local Government Workplaces Initiative at the University of North Carolina at Chapel Hill, seeks to **help Hillsboro leaders better understand the perspectives of employees** on a range of workplace-related items. It also produces **data for academic scholarship** on topics that include employee morale and organizational climate.

**At Hillsboro, every employee's opinion counts.** Hillsboro leaders want to know **what issues are important to you** and if there are any issues to resolve, so this is your **opportunity to make your voice heard**. In addition to answering the questions listed, please feel free to add comments that better explain your thoughts after each section.



Local Government  
Workplaces Initiative

Before we get started, it is important for you to understand your rights as a research participant. These include:

**\*\*Your participation in this workplace climate survey is voluntary.** No one can make you participate;

**\*\*Your survey results are confidential** and will never be linked to you as an individual; survey results will only be reviewed by the UNC team and reports to CoH will not include individual identifiers;

The link below opens a document that outlines **your rights and protections as a survey participant**. Once

you have downloaded and read this document, please **click the Next button** below to indicate that you understand its contents and are willing to participate in the survey:

[UNC Survey Consent Form](#)

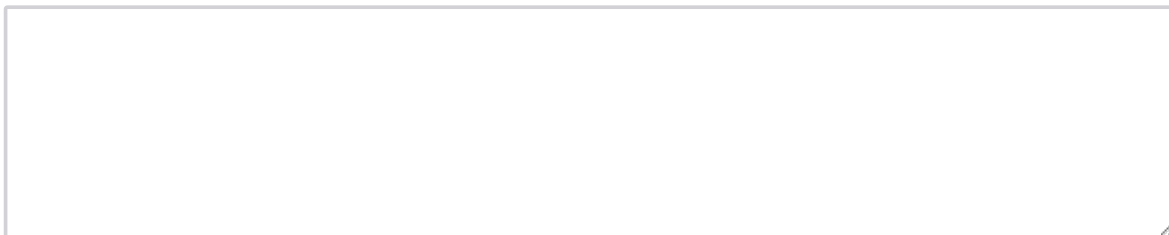
By clicking Next below, **you acknowledge that you understand your rights and protections as a survey participant** as listed in the UNC Survey Consent Form.

### Resources For Your Job

In thinking about your job, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
The City provides the <b>physical resources</b> (technology, equipment, materials) I need <b>to do my job effectively.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The City provides the <b>training to do my job effectively.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The City provides the <b>time to do my job effectively.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any comments about **resources for your job** that you would like to share? If so, type them in the space below.



## Teamwork in Your Workplace

How much do you agree or disagree with the following statements about **teamwork in your department?** Examples of departments include the Police Department, the Human Resources Department, the Community Development Department, etc.

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
Employees in my department <b>work together as a team.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department <b>works well with other departments.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees in my department often <b>collaborate with employees from other departments.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you agree or disagree with the following statements **about your workplace team?** Your team is made up of the employees you work most regularly with.

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
Our team's <b>work climate is positive.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

On our team, **relationships are harmonious.**

On our team, **we get along** with each other.

On our team, we **help and support each other** when needed.

How much do you agree or disagree with the following statements **about your workplace team?**  
Your team is made up of the employees you work most regularly with.

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
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If you make a mistake on this team, it is often **held against you.**

People on this team sometimes **reject others for being different.**

It is **difficult to ask** other members of this team **for help.**

Do you have any comments about **teamwork** that you would like to share? If so, please type them in the space below.

## Communications

On a scale from inadequate to adequate, how would you characterize communications from the following sources?

	Extremely Inadequate	Somewhat Inadequate	Neither Adequate nor Inadequate	Somewhat Adequate	Extremely Adequate
From your <b>supervisor</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From your <b>department head</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From the <b>city manager</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When it comes to **your opinions**, how often do you do the following?

	Never	Rarely	Sometimes	Frequently	Always
I <b>keep quiet</b> instead of asking questions when I want to get more information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Although I have ideas for improvement, I <b>do not speak up</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I <b>choose to remain silent</b> when I have concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any comments about **communications** that you would like to share? If so, please type them in the space below.



### Decision-Making in Your Department

In thinking about how **decisions are made within your department**, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
In general, an employee wanting to <b>make their own decisions</b> within the scope of their role <b>would be quickly discouraged.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Even small matters</b> have to be referred to someone higher up for a final answer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I must check with my supervisor</b> before I do almost anything.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you agree or disagree with the following statements about **employee feedback**?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
I have opportunities to <b>provide my</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**opinion** on workplace issues.

When I provide my opinion on workplace issues, **I get a response.**

I am given the chance to **contribute to important decisions** made about my workplace.

**I hear about decisions** after they are made.

In thinking about your **rules (e.g., policies, practices and procedures)** in your department, how many or few of them can be described as follows?

	No Rules	Few Rules	Some Rules	Many Rules	All Rules
Written	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear Purposes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Logical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistently Applied	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any comments about **decision-making** that you would like to share? If so, please type them in the space below.

## Working with People

How much do you agree or disagree with the following statements about **relationships between people** in your workplace?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
People <b>care for, are interested in, and look out for one another</b> as friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People <b>provide support for one another</b> , including kindness and compassion when others are struggling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People <b>treat one another with respect and express appreciation</b> for one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Thinking back on the past year or so**, how often have you been in a situation where someone in your department:

	Never	Rarely	Sometimes	Often	Very Often
<b>Paid little attention</b> to your ideas or showed little interest in your opinion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Put you down</b> or was disrespectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



to you?

**Doubted your judgment** or ability on a matter over which you have responsibility?

**Thinking back on the past year or so**, how often have you experienced the following from community members:

	Never	Every few months	Every month	Every day	Several times a day	I do not interact with community members.
Community members <b>yell at you</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community members are <b>rude to you</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community members are <b>disrespectful to you</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any general comments about **interacting with people** in your workplace? If so, please type them in the space below.

### Supervisory Practices in Your Department

How often does your **direct supervisor** do the following?

Never Rarely Sometimes Frequently Always

**Praises good performance** by department employees

Encourages employees to **look for better ways** to get the job done

**Asks employees for their ideas and suggestions** when making important work decisions

How often does your **direct supervisor** do the following?

Never Rarely Sometimes Frequently Always

**Explains expected results** for a task or assignment

**Talks about** how our work affects the community

**Makes me feel** like a valued employee

How much do you agree or disagree about how your **direct supervisor evaluates your performance?**

Strongly Disagree Disagree Somewhat Disagree Neither Agree nor Disagree Somewhat Agree Agree Strongly Agree

Gives me **helpful performance feedback**

**Accurately evaluates**

my performance

**Understands what I do** in my job

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Do you have any comments about your **direct supervisor** that you would like to share? If so, please type them in the space below.

### Your Morale

This section asks about how you feel about your job.

How much do you agree or disagree with the following statements about why you work for the City of Hillsboro?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
Because it provides a <b>steady paycheck.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because my <b>work is personally satisfying.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I want to have a <b>positive impact on others.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because I see how <b>my work affects the community.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Because **my values are the same as the city's values.**

Because of the **workplace culture.**

Because of **the people I work with.**

**Over the past 30 days, how often have you felt the following way about your work?**

	Not at All	Very Little	Some	A lot	Extremely
Felt <b>emotionally drained from my work</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt <b>used up at the end of the workday</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Felt fatigued</b> when I got up in the morning and had to <b>face another day on the job</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt <b>burned out from my work</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thinking about **how you feel about working for the City of Hillsboro**, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
The City of Hillsboro <b>values me</b> as an employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would <b>feel guilty if I left</b> the City of Hillsboro now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I would be very **happy to spend the rest of my career** with the City of Hillsboro.

I am **thinking about leaving** the City of Hillsboro.

How much do you agree or disagree that you see the **City of Hillsboro's values** in your workplace?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
Excellence in <b>Public Service</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respect for <b>Diverse Voices and Ideas</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Responsiveness</b> in Customer Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tradition of <b>Reliability</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Stewardship</b> of the Public Trust	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership with <b>Ethics and Integrity</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Culture of <b>Teamwork and Communication</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emphasis on <b>Innovation</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any comments about how you feel about your job?



## Diversity and Inclusion in the Workplace

To what extent do you agree or disagree with the following statements about diversity and inclusion in your workplace?

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
Employees here are <b>given feedback and evaluated fairly</b> regardless of individual characteristics such as race/ethnicity, gender identity, sexual preference, age, disability or veteran status.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The City of Hillsboro fosters a <b>positive work climate for female employees</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees here <b>are rewarded fairly</b> , regardless of individual characteristics such as race/ethnicity, gender identity, sexual preference, age, disability or veteran status.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial or ethnic minority employees are <b>not respected</b> in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This organization fosters a **positive environment for nonbinary employees.**

I can be my **authentic self** at the City of Hillsboro.

How much do you agree to disagree with the following statements about your workplace:

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree
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**I feel a sense of belonging** in my work group -- that is, the employees you work with in your department on a day-to-day basis.

**I feel connected** to my work group.

**I can share a perspective** on work issues that is **different** from my group members.

Do you have any comments about **diversity and inclusion in the workplace** that you would like to share? If so, please type them in the box below.

## Pay, Benefits and Satisfaction with Job Aspects

How **satisfied** or **dissatisfied** are you with the following parts of your job?

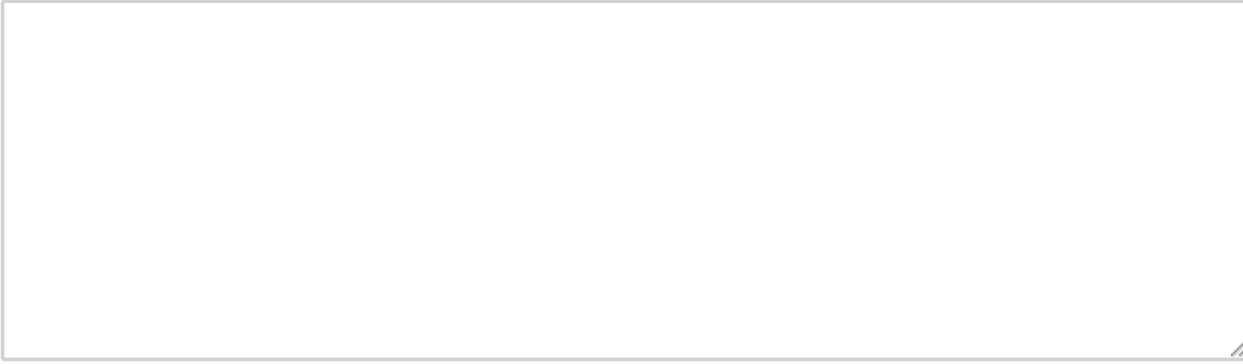
	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Very Satisfied
The amount of <b>job security</b> I have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Traditional benefits</b> , like health insurance and retirement package, and vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My <b>pay</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How **satisfied** or **dissatisfied** are you with the following parts of your job?

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Neutral	Somewhat Satisfied	Satisfied	Very Satisfied
The opportunity to <b>advance</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunity to do <b>meaningful work</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition for a <b>job well done</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

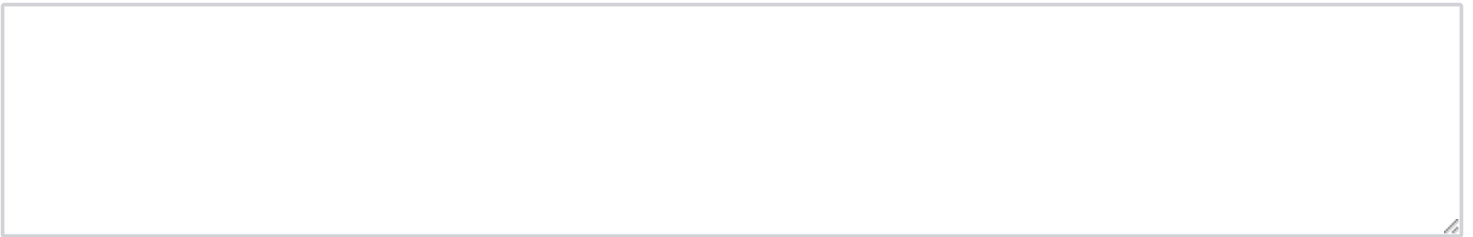
Do you have any comments on **pay, benefits**, or satisfaction or dissatisfaction with **different aspects of your job**?





## Final Comments

If you have any more thoughts to share, please do so in the space below.



## Survey End

**If you are done with the survey**, please click submit below. **If you are NOT done with the survey**, please do not click submit because doing so will submit your survey and close out your link.

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