

## Hopeful Grounds Association: Employee Satisfaction Survey

This survey helps assess general job satisfaction and identifies areas for improvement in the workplace environment.

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### Hopeful Grounds Association: Employee Satisfaction Survey

*Please take a few moments to provide your feedback. Your responses are anonymous and will help us improve your work experience.*

**1. How satisfied are you with your overall job experience at Hopeful Grounds Association?**

(1 = Very Dissatisfied, 5 = Very Satisfied)

1  2  3  4  5

**2. How would you rate your relationship with your direct supervisor?**

1  2  3  4  5

**3. Do you feel that you have a clear understanding of your job expectations?**

Yes

No

Somewhat

**4. How satisfied are you with the level of communication within your team and the organization as a whole?**

1  2  3  4  5

**5. Do you feel that your work is recognized and appreciated by your supervisor and peers?**

Yes

No

Sometimes

**6. How would you rate the support you receive from the organization regarding your personal and professional well-being?**

1  2  3  4  5

**7. Do you have adequate resources to perform your job effectively?**

Yes

No

Sometimes

**8. What improvements or changes would make you feel more supported in your role?**

(Please be specific)

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## 2. Professional Development and Training Survey

This survey helps to evaluate employees' perceptions of training opportunities and areas for further professional growth.

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### **Hopeful Grounds Association: Professional Development and Training Survey**

*Your input is important to ensure that we offer meaningful professional growth opportunities that align with your needs and goals.*

#### **1. How satisfied are you with the professional development opportunities available to you at Hopeful Grounds Association?**

1  2  3  4  5

#### **2. Have you participated in any training or development programs in the past year?**

Yes

No

#### **3. If yes, how relevant was the training to your current role?**

Very relevant

Somewhat relevant

Not relevant

#### **4. What types of training or professional development would benefit you most?**

Leadership and management skills

Peer support and counseling techniques

Mental health and wellness

Community engagement and outreach

Other: \_\_\_\_\_

#### **5. Do you feel encouraged by your supervisor to pursue professional development opportunities?**

Yes

No

Sometimes

#### **6. How would you prefer to receive professional development training?**

In-person workshops/seminars

Online courses/webinars

- Mentorship or coaching
- Group discussions or team-based learning
- Other: \_\_\_\_\_

**7. What additional resources or support would help you in advancing your professional development?**

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### **3. Employee Well-Being and Self-Care Survey**

This survey helps gauge the effectiveness of support provided for staff well-being, especially in a high-stress environment like a recovery community center.

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#### **Hopeful Grounds Association: Employee Well-Being and Self-Care Survey**

*We care about your well-being! Please take a moment to share your feedback to help us improve support for staff health and self-care.*

**1. How would you rate your current level of stress at work?**

- Very low
- Low
- Moderate
- High
- Very high

**2. Do you feel you have a healthy work-life balance?**

- Yes
- No
- Sometimes

**3. How often do you take breaks or engage in self-care activities during your workday?**

- Regularly
- Occasionally
- Rarely
- Never

**4. How supportive is the organization in promoting self-care and well-being?**

- Very supportive
- Supportive

- Neutral
- Unsupportive
- Very unsupportive

**5. Do you feel comfortable discussing personal well-being concerns (mental health, stress, burnout) with your supervisor or colleagues?**

- Yes
- No
- Sometimes

**6. What additional resources or programs could improve your well-being at work?**

- Mindfulness training
- Mental health support services
- Physical health and wellness programs (e.g., yoga, gym access)
- Peer support groups
- Flexible scheduling
- Other: \_\_\_\_\_

**7. How can the organization improve its efforts to reduce employee stress and promote well-being?**

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## **4. Team Engagement and Collaboration Survey**

This survey evaluates team dynamics, communication, and overall collaboration within the organization.

### **Hopeful Grounds Association: Team Engagement and Collaboration Survey**

*Please provide your thoughts on teamwork, communication, and collaboration within your department and the organization.*

**1. How well do you feel the team works together to meet the goals of the organization?**

- Very well
- Well
- Neutral
- Poorly
- Very poorly

**2. Do you feel that team members communicate effectively with one another?**

- Yes
- No
- Sometimes

**3. How often do you collaborate with colleagues from other departments or teams?**

- Frequently
- Occasionally
- Rarely
- Never

**4. How inclusive is the team culture in terms of considering all perspectives and ideas?**

- Very inclusive
- Inclusive
- Neutral
- Exclusive
- Very exclusive

**5. What challenges, if any, do you face when working with your team?**

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**6. What suggestions do you have for improving team collaboration and communication?**

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## **5. Workplace Environment and Culture Survey**

This survey assesses the organizational culture, work environment, and staff's sense of belonging within the recovery community center.

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### **Hopeful Grounds Association: Workplace Environment and Culture Survey**

*We value your feedback on the workplace environment. This helps us ensure that Hopeful Grounds is a place where staff feel supported and valued.*

**1. How would you describe the overall work environment at Hopeful Grounds Association?**

- Very positive
- Positive
- Neutral

- Negative
- Very negative

**2. Do you feel that the values of Hopeful Grounds Association align with your personal values?**

- Yes
- No
- Somewhat

**3. How included do you feel in organizational decision-making processes?**

- Very included
- Included
- Neutral
- Excluded
- Very excluded

**4. Do you feel that diversity and inclusion are prioritized in the workplace?**

- Yes
- No
- Sometimes

**5. How confident are you in the organization's leadership team?**

- Very confident
- Confident
- Neutral
- Not confident
- Very unconfident

**6. What would improve your sense of belonging or engagement with the organization?**

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## **Hopeful Grounds Association: Employee Recovery Support Survey**

*Your well-being and recovery matter to us. This survey is designed to gather feedback on how well the organization supports staff members in their recovery and overall mental health. Your responses are confidential and will be used to improve support for all employees.*

### **1. Do you feel that Hopeful Grounds Association is supportive of employees in recovery?**

- Yes
- No
- Sometimes
- I am not in recovery

### **2. How comfortable do you feel discussing your recovery status or related challenges with your supervisor or HR?**

- Very comfortable
- Comfortable
- Neutral
- Uncomfortable
- Very uncomfortable

### **3. Does the organization provide adequate resources to support your personal recovery or mental health needs (e.g., counseling, peer support, flexibility)?**

- Yes
- No
- Somewhat
- Not sure

### **4. How often does the organization promote or encourage recovery-focused activities (e.g., recovery support groups, wellness programs, mental health resources)?**

- Frequently
- Occasionally
- Rarely
- Never

### **5. Does Hopeful Grounds Association offer flexible work schedules or accommodations for employees in recovery (e.g., time off for treatment or self-care)?**

- Yes
- No
- Sometimes
- Not sure

### **6. Do you feel that your privacy regarding recovery or health-related matters is respected by your colleagues and supervisors?**

- Yes

- No
- Sometimes
- Not applicable

**7. Has the organization provided any training or awareness programs on supporting employees in recovery?**

- Yes
- No
- Not sure

**8. How well do you feel your co-workers understand and respect the recovery process?**

- Very well
- Well
- Neutral
- Poorly
- Not at all

**9. What additional support could Hopeful Grounds Association offer to employees who are in recovery?**

(Please be specific)

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