



DSP Job Satisfaction Questionnaire

1. What are the last four digits of your social security number? _____.
2. Name of Agency where you work: _____.
3. Today's Date: _____.
4. How many years have you worked for this agency? (Circle one)
<1 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15+
5. How many years have you worked in the Direct Support Industry? (Circle one)
<1 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15+
6. How many hours (on average) do you work per week? _____.
7. Do you have another job in addition to this one (circle answer)? YES NO
8. If yes, how many hours do you work at your other job per week? _____.

For the Following Questions, Please Circle the Answer that Best Describes Your Views:

9. I had a good idea of what this position involved before I began.
 Agree Strongly 1 Agree 2 Somewhat Agree 3 Somewhat Disagree 4 Disagree 5 Disagree Strongly 6

10. I feel that I am valued by this agency.
 Agree Strongly 1 Agree 2 Somewhat Agree 3 Somewhat Disagree 4 Disagree 5 Disagree Strongly 6

11. I receive adequate training to do my job well.
 Agree Strongly 1 Agree 2 Somewhat Agree 3 Somewhat Disagree 4 Disagree 5 Disagree Strongly 6

12. I feel overwhelmed by my responsibilities at work.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

13. My work activities are personally meaningful to me.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

14. Other people view my job as a valuable profession.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

15. The orientation I received prepared me well for this work.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

16. I am satisfied with the way that this agency is managed.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

17. I am confident of my abilities to succeed at my work.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

18. I regularly think/worry about work issues when I am at home.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

19. I believe that my position at work is a professional position.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

20. I am satisfied with my income.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

21. I have mastered the skills necessary to perform my work.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

22. For the work I do, the pay is good.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

23. Prior to accepting this position, I understood my job.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

24. I make a difference in the lives of other people.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

25. I have ample opportunities for advancement in this profession.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

26. This job demands too much (physically, emotionally, mentally).

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

27. I am fully able to use my skills in this position.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

28. I make pretty good money compared to others in this field.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

29. If I felt that I needed extra training, it would be made available for me.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

30. I believe that my supervisors care deeply for me and for our clients.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

31. The work I do is interesting.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

32. This job adds significant pressure and anxiety to my life.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

33. I am satisfied with the benefits offered to me through this job.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

34. I am generally satisfied with the kind of work I do in this job.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

35. I understood very little about my current position prior to being hired.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

36. I receive adequate support from my supervisors.

Agree Strongly	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Disagree Strongly
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>

Subscale Test Areas & Their Respective Questions:

M = Meaning Subscale-----	13, 24, 31, 34
P = Professionalization Subscale-----	14, 19, 25, 27
F = Financial Subscale-----	20, 22, 28, 33
C = Competence/Training Subscale-----	11, 17, 21, 29
O = Orientation Subscale-----	9, 15, 23, 35
S = Stress (Work-Related) Subscale-----	12, 18, 26, 32
A = Agency Management/Supervision Subscale-----	10, 16, 30, 36