



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 Agree Somewhat Agree Somewhat Disagree Disagree Disagree Strongly
1 2 3 4 5 6

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

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

- 37 Lastly, think about your overall satisfaction with your job. This includes all the different components of your work life, from your pay rate and benefits, to your management and the organization of your agency, to relationships with co-workers and supervisors, to your particular responsibilities. Circle the number on the scale from 1-10 where it best represents your overall degree of job satisfaction. On the second line, circle the number that you believe best depicts your co-workers degree of job satisfaction.**

(Yours)

1	2	3	4	5	6	7	8	9	10
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No Job Satisfaction

Greatest Possible Job Satisfaction

(Co-Workers)

1	2	3	4	5	6	7	8	9	10
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Any Additional Comments? (Feel free to explain the reasons behind your answers to these questions and/or tell us what specific things could be done to enhance your job satisfaction). If you have no additional comments, please draw an X across these lines. If you need more space, feel free to use the back of this page.

[illegible]

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