

Leaders in Action 6: Pre-Training Survey - PARTICIPANT
REVISED 11/09

Instructions:

We are interested in learning about demographics for this training group as well as your professional development. Results from this survey will be used to assess trends within your training group as well as comparisons with future training groups.

Please answer each question carefully and honestly. The responses you provide will be held in strict confidence. Providing information is completely voluntary. Your responses will never be singled out individually, and you are free to leave blank any questions you do not wish to answer. The information you provide will be considered only after it is combined with the responses of others.

Your Name: _____

County: _____

1. What is your job classification? _____

2. What position do you currently hold in your agency?

- ☐ Program Manager (i.e. direct reports are supervisors) ☐ Deputy/Assistant Director
☐ Division Director (e.g. Director of Children's Services)
☐ Other (please specify): _____

**3. How many levels are there in the agency hierarchy between you and your agency director?
(do not count your own level) _____ levels**

4. Which, program(s), or unit(s) are you currently responsible for?

- ☐ Administrative Services (Contracting, Human Resources, Training & Development, etc.)
☐ Aging & Adult Services (APS, IHSS, etc.)
☐ Welfare to Work (Cal-Works, GAIN, Supportive Services, etc.)
☐ Child Welfare
☐ Indigent Services (Food Stamps, General Relief, etc.)
☐ Medi-Cal
☐ Other (please specify): _____

5. How many staff are you currently responsible for?

- ☐ 0-50 staff ☐ 51-100 staff ☐ 101-250 staff
☐ 251-500 staff ☐ 501-1,000 staff ☐ Over 1,000 staff

6. Please indicate your gender: ☐ Female ☐ Male

7. What is the highest level of your formal education? (Check appropriate space(s) below)

☐ High School

☐ Some college

☐ Bachelor's Degree(s) **8. Field of Bachelor's degree(s):** _____

☐ Some graduate coursework

☐ Master's Degree(s) **9. Field of Master's degree(s):** _____

☐ Doctoral Degree(s) **9a. Field of Doctoral degree(s):** _____

☐ Other: _____

10. What is your age?

☐ Under 30 Years

☐ 30-39 Years

☐ 40-49 Years

☐ 50-59 Years

☐ 60 Years and Over

11. Please indicate your race/ethnicity:

☐ African American

☐ American Indian/Alaska Native/Eskimo

☐ Asian/Pacific Islander

☐ Hispanic/Latino

☐ White/Caucasian

☐ Multi-racial (specify): _____

☐ Other (specify): _____

12. At which level of the county job hierarchy was your first position in the public human services arena?

☐ Line worker ☐ Specialist ☐ Program Manager

☐ Supervisor ☐ Analyst ☐ Division Director (e.g. Director of Children's Services)

☐ Other (please specify): _____

Q12a. Please indicate the program area, or unit(s) of this first position:

☐ Administrative Services (Contracting, Human Resources, Training & Development, etc.)

☐ Aging & Adult Services (APS, IHSS, etc.)

☐ Welfare to Work (Cal-Works, GAIN, Supportive Services, etc.)

☐ Child Welfare

☐ Indigent Services (Food Stamps, General Relief, etc.)

☐ Medi-Cal

☐ Other (please specify): _____

13. How many years of management experience (including past jobs and your present job) have you had? _____

14. What position within your agency do you aspire to (if any)? _____

INSTRUCTIONS: Please read the following statements and mark the response that most closely reflects your opinion about the statement.

Strongly Disagree = SD Disagree = D Agree = A Strongly Agree = SA

	SD	D	A	SA
SELF-REFLECTION				
14. I am receptive to feedback about my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I can always manage to solve difficult problems if I try hard enough.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. If someone opposes me, I can find the means and ways to get what I want.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. It is easy for me to stick to my aims and accomplish my goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I am confident that I could deal efficiently with unexpected events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Thanks to my resourcefulness, I know how to handle unforeseen situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I can solve most problems if I invest the necessary effort.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I can remain calm when facing difficulties because I can rely on my coping abilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. When I am confronted with a problem, I can usually find several solutions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. If I am in trouble, I can usually think of a solution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. I can usually handle whatever comes my way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. I am confident in my decision-making abilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I have developed relationships with agency and community partners that support my efforts in accomplishing agency goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I take initiative to increase my skills and address my career development needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AGENCY/WORK ENVIRONMENT				
28. In my organization...				
a. People and teams are rewarded for learning and helping others to learn.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. There is a climate that supports and recognizes the importance of learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Management is open to changing the way things are done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Staff members are supported when they attempt to make changes to improve the organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Management provides opportunities for professional growth and advancement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Pursuit of opportunities to increase skills and address career development needs is encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THANK YOU FOR YOUR PARTICIPATION!