

# Statements – Specific to Fire Departments

## ○ Compensation, Benefit & Resources

1. My organization is flexible with respect to my family responsibilities.
2. I receive appropriate recognition for my contributions.

## ○ Employee Commitment & Job Satisfaction

3. We do a good job retaining team members.
4. I would refer a friend to apply for a job at this organization.
5. I have a sense of accomplishment in my job.
6. My job does not cause stress or anxiety in my life.
7. My ideas and opinions count at work.

## ○ Organizational Values & Communications

8. This organization's policies and procedures make sense to me.
9. Individual differences are respected here (e.g. gender, race, age, etc.)
10. Leadership has made changes which are positive for me.
11. There are opportunities available to me to express my ideas to upper management.
12. Information and knowledge are shared openly within this organization.
13. People with different ideas are valued at this organization.
14. If I observe unethical behaviour I know how and where to report it.
15. I have never experienced any form of discrimination in this organization.

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## ○ Work Relationships

- 16. Overall, I am satisfied with the spirit of teamwork within this organization.
- 17. Overall I am satisfied with the job being done by my immediate supervisor.
- 18. My immediate supervisor gives me the feedback that helps me improve my performance.
- 19. I feel my job performance is fairly evaluated.
- 20. Management and non-management employees work well together.
- 21. I respect my supervisor.

## ○ Education & Training

- 22. Current training programs enable me to provide the level of service expected of me.
- 23. Training opportunities to maintain and improve my skills are important to me.
- 24. Senior Management allocates sufficient resources to establish effective training results.
- 25. Overall, Senior Management does a good job helping me improve my skill and knowledge.
- 26. Receiving my certification after proper training is important to me.
- 27. Whenever possible, I prefer online training because it can best fit my schedule