

# **Town of Chapel Hill-UNC School of Government Employee Perspectives Survey**



**UNC**  
SCHOOL OF GOVERNMENT

Thank you for participating in the Town of Chapel Hill-UNC School of Government Workplace Survey! Your participation gives you the chance to voice your opinions to the Town of Chapel Hill about your workplace. Please read the attached document that outlines your rights and protections as a human subject participating in research before completing the survey.

**I. Your Job. This section asks questions about your job at the Town of Chapel Hill.**

1. How would you rate your job between the following opposite characteristics?

Relaxed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Pressured
Slow-paced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Fast-paced
Stress Free	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stressful
Engaging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Boring
Nonroutine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Routine

2. In thinking about your job, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have the resources (e.g., equipment, materials) to do my job effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the training to do my job effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have opportunities for advancement in this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. In thinking about your job, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Generally, I'm allowed to work independently in my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that I am my own boss in most matters.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am certain how much authority I have.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I could do a better job if I had more authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**II. Communications in Your Workplace. This section asks about communications between Town employees and managers.**

1. How would you describe information communicated *downwards*, from department head to employees, between the following opposite characteristics?

Accurate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Inaccurate
Timely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Late
Complete	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Incomplete
Open	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Hidden
Adequate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Inadequate
Written	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Unwritten

2. How would you describe information communicated *upwards*, from employees to department heads, between the following opposite characteristics?

Accurate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Inaccurate
Timely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Late
Complete	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Incomplete
Open	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Hidden
Adequate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Inadequate
Written	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Unwritten

3. Which ways of receiving work-related communications do you prefer or not prefer?

	Prefer	Do Not Prefer	Not Available
Town Work Email	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Email	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mailings to Home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff Meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Verbal Updates from Superiors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Internal Intranet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOWNTalk Newsletter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**III. Change in the Town of Chapel Hill. This section asks your opinion about the organizational changes going on in the Town of Chapel Hill.**

1. How familiar are you with the following Town of Chapel Hill Initiatives?

	Very Familiar	Somewhat Familiar	Not Familiar
Personnel Policies and Procedures Improvement Project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ombuds Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation and Classification Study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Performance Management and Development System	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. In your opinion, how likely are the following Town of Chapel Hill Initiatives to produce positive change?

	Very Likely	Somewhat Likely	Not at all Likely	Don't Know
Personnel Policies and Procedures Improvement Project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ombuds Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation and Classification Study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Performance Management and Development System	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. To what extent do the following Town of Chapel Hill Initiatives address a problem in the workplace?

	Clearly Addresses	Partially Addresses	Does Not Address a	Don't Know
Personnel Policies and Procedures Improvement Project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ombuds Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation and Classification Study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Performance Management and Development System	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**IV. Town of Chapel Hill Mission and Values. This section asks your opinion of the Town of Chapel Hill mission statement and the values of RESPECT.**

1. Listed below are the values of the Town of Chapel Hill. How clear are these values to you?

	Unclear	Somewhat Clear	Clear
Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. How often do you see the following Town of Chapel Hill values in your workplace?

	Never	Rarely	Sometimes	Often	Always
Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**IV. Town of Chapel Hill Mission and Values (cont.)**

3. How much improvement does your workplace need in demonstrating the Town of Chapel Hill values?

	No Improvement Needed	Some Improvement Needed	Major Improvement Needed
Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. How much do you agree or disagree with the following statements about the Town’s mission and values?

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Strongly Agree
The Town’s mission statement makes me excited to do my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Town’s values make me excited to do my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Below is the Town of Chapel Hill mission statement. How effective is your workplace in achieving the mission on a scale from 1 to 5 stars with 1 star representing complete ineffectiveness and 5 stars representing complete effectiveness?

The Town of Chapel Hill Mission is “*Learning, serving, and working together to build a community where people thrive.*”



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**V. Workplace Rules. This section asks questions about rules in your workplace.**

1. As far as you know, how many or few of your workplace rules can be described as follows?

	No Rules	Few Rules	Some Rules	Many Rules	All Rules
Written	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clear Purposes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Logical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistently Applied	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Helpful	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effective	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. As far as you know, how many or few of your workplace rules can be described as follows?

	No Rules	Few Rules	Some Rules	Many Rules	All Rules
Inefficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Burdensome	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Illegitimate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unfair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Violated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Biased	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. How much do you agree or disagree with the following statements on rule bending?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Even if I dislike a rule, I usually obey it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I figure that rules are there for a purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I think a rule is pointless, I will find a way around it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## VI. Decision Making in Your Workplace (cont.)

1. In thinking about decision making in your workplace, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
In general, an employee wanting to make their own decisions in my workplace would be quickly discouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Even small matters have to be referred to someone higher up for a final answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I must check with my supervisor before I do almost anything.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. In thinking about your input into workplace decisions, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have a lot of say in the development of rules that affect my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a lot of say in developing Town rules.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am given the chance to contribute to important decisions made about my workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. How would you describe your chain of command (department head on down) between the following opposite characteristics?

Few Layers of Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Many Layers of Management
Values My Opinion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Does Not Value My Opinion
Fair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Unfair
Gets Out of the Way	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Gets In the Way

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**VII. Trust. This section asks about trust in your workplace.**

1. Thinking about trust in your workplace, how much do you agree or disagree with the following state-

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Employees here trust supervisors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor does not trust me to get work done on my own.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employees do not trust supervisors to do the right thing on their behalf.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When supervisors here say something, you can believe it's true.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Thinking about your workplace, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Around here it is important to protect yourself or you will be blamed for problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People here are afraid to express their views to supervisors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**VIII. Teamwork. This section asks about how employees and departments work together as a team in the Town.**

1. How much do you agree or disagree with the following statements about teamwork in your workplace?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Employees in my department work as a team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor encourages employees to work together to solve problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My department works with other Town departments to accomplish organizational goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Town departments work with our department to accomplish organizational goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employees function as a team Town-wide.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**IX. Job Satisfaction. This section asks how satisfied you are with different parts of your job.**

1. How satisfied or dissatisfied are you with the following parts of your job at the Town?

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Not Applicable
The amount of job security I have	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traditional benefits, like health insurance and retirement package	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The monetary compensation I receive for my work at the Town	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nontraditional benefits like flextime and vacation time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**IX. Job Satisfaction (cont).**

2. How satisfied or dissatisfied are you with the following parts of your job at the Town?

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Not Applicable
The opportunities I have for professional development (training, learning opportunities)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The feeling that I have accomplished worthwhile work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The access I have to new technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The extent to which my work environment embraces new ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. How satisfied or dissatisfied are you with the following parts of your job at the Town?

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Not Applicable
The verbal recognition that I receive from my supervisor or my co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The clarity of expectations that I receive from my supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The extent to which my supervisor has high expectations for my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The amount of guidance that I receive from my supervisor throughout a work assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## IX. Job Satisfaction (cont.)

4. What are the **five** factors that are most important to you in a job?

- Friendly co-workers
- Guidance throughout a work assignment from my supervisor
- Traditional benefits (retirement/ health insurance)
- Nontraditional benefits (vacation, flextime)
- Professional development opportunities
- A work environment that embraces new ideas
- High expectations from my supervisor
- Regular opportunities for promotions
- Monetary compensation
- Job security
- Verbal recognition from my supervisor or co-workers
- Clear expectations from my supervisor
- Access to technology
- Autonomy
- A sense of worthwhile accomplishment
- Clear rules and a defined reporting structure

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**IX. Job Satisfaction (cont.)**

5. What are the **three** factors that are least important to you in a job?

- Friendly co-workers
- Guidance throughout a work assignment from my supervisor
- Traditional benefits (retirement/ health insurance)
- Nontraditional benefits (vacation, flextime)
- Professional development opportunities
- A work environment that embraces new ideas
- High expectations from my supervisor
- Regular opportunities for promotions
- Monetary compensation
- Job security
- Verbal recognition from my supervisor or co-workers
- Clear expectations from my supervisor
- Access to technology
- Autonomy
- A sense of worthwhile accomplishment
- Clear rules and a defined reporting structure

**X. You and the Town. This section asks about you as a Town employee.**

1. In thinking of yourself as a Town employee, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
When someone criticizes the Town, it feels like a personal insult.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am very interested in what others think about the Town.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When I talk about the Town, I usually say “we” rather than “they”.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**X. You and the Town (cont.)**

2. How much do you agree or disagree with the following statements about how you feel about working for the Town?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I would feel guilty if I left the Town now.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I wouldn't leave the Town right now because I have a sense of obligation to the people in it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would be very happy to spend the rest of my career with the Town.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. In thinking of yourself as a Town employee, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The Town's successes are my successes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When someone praises the Town, it feels like a personal compliment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If a story in the media criticized the Town I would feel embarrassed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I often think about myself as an employee of the Town of Chapel Hill.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. How much do you agree or disagree with the following statements about working for the Town?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Each workday seems like it will never end.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
As soon as I find a better job, I'll leave the Town.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I often think of quitting my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not feel emotionally attached to the Town.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All in all, I am satisfied with my job with the Town.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**XI. About You. This section of the survey asks basic demographic and personality information about you.**

1. Have you ever held a position in the private sector similar to the one you hold now?

- Yes       No

2. In thinking about your professional identity, how much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I am proud to be a public servant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am enthusiastic about public service.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not identify myself as a public servant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Where would you place yourself between the following personality characteristics?

Going Along with the System	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Bucking the System
Accepting Authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Questioning Authority
Conforming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Rebelling

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**XI. About You (cont.)**

4. Which of the following represents your highest level of education? (Please select one.)

High School or GED

Some Graduate School

Some College

Graduate Degree

Bachelor's Degree

Other (Please Specify): \_\_\_\_\_

**Thank you for your participation in the Town of Chapel Hill Workplace Study. If you have any additional thoughts about your experiences as a Town employee, please use the space below to share them.**