

# Survey of Team Attitudes and Relationships (STAR)

The purpose of this survey is to find out how you feel about your work in hospice. Please read each item carefully, then select the response that matches your feelings most closely. Fill in one circle with blue or black ink. Your answers are anonymous and completing the survey is entirely voluntary.

## Part 1. Job Satisfaction

The first set of items asks about your feelings regarding your work in hospice.

1. My job enhances my personal life.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

2. My tasks are not clearly defined.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

3. My job challenges me to solve problems creatively.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

4. My work gives me as much variety as I want.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

5. I have the right skills to do my work.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

6. I have enough educational opportunities for me to develop professionally.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

7. I believe that health care providers outside of hospice value the work that we do to help patients.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

**These next items refer to your "team." In answering these items, please think about the people you work with on a daily basis. These people may be part of a clinical team, administrative team, work group, or office.**

8. My team members believe that my contributions are important.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

9. I have a good working relationship with my team members.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

10. I feel that my team members make every effort to work towards the same goals.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

11. My team members show respect for patients and colleagues from different cultural and ethnic backgrounds.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

12. Some of my team members try to do work that is better left to another discipline.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

13. My team members care about my emotional well being.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

14. Other people in the organization willingly help me when I need it.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

15. Overall, people from different disciplines in my hospice work well together.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

**The following items refer to the people you report to and the organization you work for.**

16. The person(s) who I report to knows what is happening on a day to day basis.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

17. I feel that I am supervised more closely than necessary.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

18. I have a good working relationship with the person(s) who I report to.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

19. My organization's primary focus is attending to patients' and families' needs.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

20. My organization offers enough opportunities for career advancement.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

21. My organization gives me useful feedback about my performance.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

22. My organization is concerned about my safety on the job.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

23. My organization does not appreciate the work that I do.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree



24. I feel that our organizational reporting structure is clearly defined.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

25. I feel that I contribute to the organization's success.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

26. I feel that organizational policies are enforced fairly.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

27. I am making a difference through my work for this organization.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

**The following items ask about your job and the work you do.**

28. I have the autonomy to do my job well.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

29. I have a manageable workload.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

30. I am often overwhelmed by the paperwork I have to do.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

31. I am being paid fairly for the work that I do.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree





32. My daily work hours are reasonable.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree

33. I have enough flexibility during work hours to attend to my personal needs.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree

34. I believe that my vacation time is adequate.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree

*If your job does not involve any contact with patients or family members, please skip ahead to item 40.*

35. I am able to work with patients as much as I would like.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree

36. I am able to voice my ethical concerns about a patient's plan of care.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree

37. Administrative decisions interfere too much with patient care.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree

38. I am given enough opportunities to process difficult patient deaths.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree

39. My job requires me to do too much driving.

- Strongly Disagree   
  Disagree   
  Neither Agree Nor Disagree   
  Agree   
  Strongly Agree





**Next, please think about your job overall.**

40. I like my job better than the average health care worker.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

41. I would not consider taking another job in health care.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

42. I feel quite satisfied with my job.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

43. I am seldom bored with my job.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

44. Most days I am passionate about my job.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree

45. I find real pleasure in my job.

- Strongly Disagree     Disagree     Neither Agree  
Nor Disagree     Agree     Strongly Agree





## Part 2. Biographical Information

**Last, please tell us about yourself.**

46. Gender:

- Male  Female

47. Age:

- Less than 20  31 to 40  51 to 60  
 20 to 30  41 to 50  Over 60

48. Race:

- White or Caucasian  Asian  Pacific Islander or Native Hawaiian  
 Black or African American  American Indian or Alaska Native  Other

49. What is your primary occupation in the organization?

- Nurse  Physician  
 Social Worker  Chaplain/Pastoral Counselor  
 Bereavement Counselor  Administration  
 Nursing Assistant  Physical Therapist  
 Volunteer Coordinator  Other

50. On average, how many hours per week do you usually work for this organization?

- Less than 20  30 to 39  50 to 59  
 20 to 29  40 to 49  Over 60

51. What is your approximate salary?

- Less than \$25,000  \$50,001 to \$75,000  Over \$100,000  
 \$25,001 to \$50,000  \$75,000 to \$100,000

52. How long have you worked for this organization?

- Less than 1 Year  3 to 5 Years  11 to 20 Years  
 1 to 2 Years  6 to 10 Years  Over 20 Years

**Thank you very much for participating!**

