

## **Employee Survey Part 1**

Thank-you for your co-operation and enthusiasm in working with the MIT Team on this project to continue to develop Dr. Nesbitt and Associates into a world-class pediatric clinic. As you are a critical team member at the clinic, it is extremely important that we gather your concerns, idea, comments, and feedback as part of this process. We would appreciate your participation by completing this brief survey.

**All questions are completely optional.**

### **Job satisfaction**

**How adequately do you feel you have been trained to do your job?**

Not very well    Somewhat    Very well

**How well do you feel you know the requirements of your job and what is expected of you?**

Not very well    Somewhat    Very well

**How stressed do you feel on the job?**

Not very    Somewhat    Very

**How strongly do you feel management listens to your opinions and concerns?**

Not very    Somewhat    Very

**How adequately do you feel you are recognized for your efforts on the job?**

Not very    Somewhat    Very

**How adequately do you feel you get feedback on your job performance?**

Not very    Somewhat    Very

**How well do you feel management respects your need to balance work and personal life?**

Not very    Somewhat    Very

**How much are you encouraged to take creative steps to make your job more efficient?**

Not very    Somewhat    Very

**Employee Survey Part 2**

As you are a critical team member at the clinic, it is extremely important that we gather your concerns, idea, comments, and feedback as part of this process. We would appreciate your participation by completing this brief survey.

**All questions are completely optional.**

**What about the clinic makes it a great place to work?**

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**Why do you think patients choose to come to your clinic?**

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**What general concerns do you have about the clinic (e.g. patient experience, employee satisfaction, growth opportunities, etc)?**

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**What specific aspects of your job do you find most frustrating (e.g. paperwork or lack of empowerment in certain processes)?**

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**What tools or equipment do you need to do your job more effectively (e.g. computer equipment, medical equipment etc.)? Please do not include items currently on order.**

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**Please share your ideas for improving the patient's experience at the clinic.**

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**Please share your ideas for improving your job satisfaction.**

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**Please share your ideas for improving camaraderie and team culture at the clinic.**

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