Please indicate the extent you agree with each of the following statements by ticking one box on each row. This tool is intended to encourage self reflection, so take your time to consider each statement. When you have finished thinking about the statements, please consider if you need to take any action or talk to anyone.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) I have the resources I need to do a good job</td>
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<td>2) I feel respected by my co-workers</td>
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<td>3) I have sufficient time to do my job well</td>
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<td>4) I am proud to work in this Trust</td>
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<td>5) My line manager treats me with respect</td>
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<td>6) The Trust values the service we provide</td>
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<td>7) I would recommend this Trust as a good place to work</td>
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<td>8) I feel well supported by my line manager</td>
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<td>9) I am able to influence the way things are done in my team</td>
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<td>10) I feel part of a well managed team</td>
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<td>11) I know who my line manager is</td>
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<td>12) Unacceptable behaviour is consistently tackled</td>
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<td>13) There is strong leadership at the highest level in the Trust</td>
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<td>14) When things get difficult, I can rely on my colleagues</td>
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<td>15) Trust managers know how things really are</td>
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<td>16) I feel able to ask for help when I need it</td>
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<td>17) I know exactly what is expected of me in my job</td>
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<td>18) I feel supported to develop my potential</td>
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<td>19) A positive culture is visible where I work</td>
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<td>20) The people I work with are friendly</td>
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<td>21) My line manager gives me constructive feedback</td>
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<td>22) Staff successes are celebrated by the Trust</td>
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<td>23) The Trust listens to staff views</td>
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<td>24) I get the training and development I need</td>
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<td>25) I am able to influence how things are done in the Trust</td>
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<td>26) The Trust has a positive culture</td>
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<td>27) I am kept well informed about what is going on in our team</td>
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<td>28) I have positive role models where I work</td>
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<td>29) I feel well informed about what is happening in the Trust</td>
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<td>30) My concerns are taken seriously by my line manager</td>
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</table>

What, if any, action needs taking to improve the culture of the care environment where you work?
### Background: about you and where you work...

**B1 Which site do you work at?**
- [ ] Site 1
- [ ] Site 2
- [ ] Site 3

**B2 Which setting do you spend most time in?**
- [ ] Community .................................. 1
- [ ] Clinics/outpatients services ........ 2
- [ ] Ward/Inpatient units .......................... 3
- [ ] Residential .................................. 4
- [ ] Office ........................................ 5
- [ ] Other (please specify) .................. 6

**B3 Which directorate or service line do you work in?**
- [ ] Service 1 ................................. 1
- [ ] Service 2 ................................. 2
- [ ] Service 3 ................................. 3
- [ ] Service 4 ................................. 4
- [ ] Service 5 ................................. 5
- [ ] Other (please specify) ............ 6

**B4 Which of the following best describes your staff group?**
- [ ] Registered nursing and health visiting staff .................. 1
- [ ] Healthcare assistant/Support worker .......................... 2
- [ ] Allied health professionals ........................................ 3
- [ ] Estates and facilities .................................................. 4
- [ ] Other (please specify) ........................................... 5

**B5 What is your pay band?**
- [ ] Band 1 ........................................ 1
- [ ] Band 2 ........................................ 2
- [ ] Band 3 ........................................ 3
- [ ] Band 4 ........................................ 4
- [ ] Band 5 ........................................ 5
- [ ] Band 6 ........................................ 6
- [ ] Band 7 ........................................ 7
- [ ] Band 8 ........................................ 8
- [ ] Band 9 ........................................ 9
- [ ] Band 10 ...................................... 10
- [ ] Other (please specify) .................. 11

**B6 What are your working hours?**
- [ ] Full-time .................................... 1
- [ ] Part-time ..................................... 2

**B7 How do you identify your gender?**
- [ ] Prefer not to disclose .................. 1
- [ ] [ ] Other (please specify) ............ 2

**B8 What is your age group?**
- [ ] 16–20 ........................................ 1
- [ ] 21–29 ........................................ 2
- [ ] 30–39 ........................................ 3
- [ ] 40–49 ........................................ 4
- [ ] 50–59 ........................................ 5
- [ ] 60–64 ........................................ 6
- [ ] 65 plus ..................................... 7

**B9 Which of the following best describes your ethnic background?**

**White:**
- [ ] English/Welsh/Scottish/Northern Irish/British ............ 1
- [ ] Irish ............................................. 2
- [ ] Gypsy or Irish Traveller ........................................ 3
- [ ] Any other White background .................................. 4
- [ ] Other (please describe) ........................................ 5

**Mixed/Multiple ethnic groups:**
- [ ] White and Black Caribbean .................................... 5
- [ ] White and Black African ......................................... 6
- [ ] White and Asian .............................................. 7
- [ ] Any other Mixed/Multiple ethnic background ........... 8
- [ ] Other (please describe) ........................................ 9

**Asian/Asian British:**
- [ ] Indian ............................................ 9
- [ ] Pakistani ........................................ 10
- [ ] Bangladeshi ...................................... 11
- [ ] Chinese .......................................... 12
- [ ] Other (please describe) ..................................... 13

**Black/African/Caribbean/Black British:**
- [ ] African .......................................... 14
- [ ] Caribbean ........................................ 15
- [ ] Other (please describe) ..................................... 16

**Other ethnic group:**
- [ ] Arab .............................................. 17
- [ ] Other (please describe) ..................................... 18

**B10 Would you consider English to be your first or main language?**
- [ ] Yes ............................................ 1
- [ ] No ............................................. 2

*Thank you for taking the time to share your experiences and views.*