

Early Childhood Job Satisfaction Survey

This survey is designed to find out how you feel about different facets of your job. Please take some time to answer the questions thoughtfully and honestly. Your confidentiality and anonymity are ensured.

PART I. Check (✓) the corresponding space (from *strongly disagree* to *strongly agree*) to indicate how you feel about each of the statements in the categories below:

	<i>Strongly disagree</i>				<i>Strongly agree</i>
Co-worker Relations					
1. My co-workers care about me.	___	___	___	___	___
2. I feel encouraged and supported by my colleagues.	___	___	___	___	___
3. My co-workers share their personal concerns with me.	___	___	___	___	___
4. My colleagues are hard to get to know.	___	___	___	___	___
5. My co-workers are critical of my performance.	___	___	___	___	___
6. I feel my colleagues are competitive.	___	___	___	___	___
7. My co-workers are not very helpful.	___	___	___	___	___
8. My co-workers share ideas and resources with me.	___	___	___	___	___
9. I feel I can't trust my co-workers.	___	___	___	___	___
10. My colleagues are enjoyable to work with.	___	___	___	___	___
Supervisor Relations					
11. My supervisor respects my work.	___	___	___	___	___
12. My supervisor is too busy to know how I'm doing.	___	___	___	___	___
13. I feel I am supervised too closely.	___	___	___	___	___
14. I am given helpful feedback about my performance.	___	___	___	___	___
15. My supervisor asks for my opinion.	___	___	___	___	___
16. My supervisor is tactful.	___	___	___	___	___
17. My supervisor is not very dependable.	___	___	___	___	___
18. I feel I am encouraged to try new ideas.	___	___	___	___	___
19. My supervisor makes me feel inadequate.	___	___	___	___	___
20. My supervisor is unpredictable.	___	___	___	___	___
The Work Itself					
21. My work is stimulating and challenging.	___	___	___	___	___
22. I feel I am respected by the parents of my students.	___	___	___	___	___
23. My job involves too much paperwork and recordkeeping.	___	___	___	___	___
24. My job doesn't offer enough variety.	___	___	___	___	___
25. My job is not very creative.	___	___	___	___	___
26. I make an important difference in the lives of my students.	___	___	___	___	___
27. My job doesn't match my training and skills.	___	___	___	___	___
28. My work gives me a sense of accomplishment.	___	___	___	___	___
29. There is too little time to do all there is to do.	___	___	___	___	___
30. I have control over most things that affect my satisfaction.	___	___	___	___	___

Working Conditions

- 31. My work schedule is flexible. _____
- 32. The teacher-child ratio is adequate. _____
- 33. I always know where to find the things I need. _____
- 34. I feel too cramped. _____
- 35. I need some new equipment/materials to do my job well. _____
- 36. The decor of my center is drab. _____
- 37. This center meets my standards of cleanliness. _____
- 38. I can't find a place to carry on a private conversation. _____
- 39. This place is too noisy. _____
- 40. The center's policies and procedures are clear. _____

Pay and Promotion Opportunities

- 41. My pay is adequate. _____
- 42. My pay is fair considering my background and skills. _____
- 43. My pay is fair considering what my co-workers make. _____
- 44. I'm in a dead-end job. _____
- 45. My fringe benefits are inadequate. _____
- 46. I feel I could be replaced tomorrow. _____
- 47. I have enough time off for holidays and vacations. _____
- 48. I'm being paid less than I deserve. _____
- 49. Opportunities for me to advance are limited. _____
- 50. I expect to receive a raise during the next year. _____

PART II. If you could design your ideal job, how closely would your present position resemble your ideal job with respect to the following:

	<i>Not like my ideal at all</i>		<i>Somewhat resembles my ideal</i>		<i>Is my ideal</i>
	1	2	3	4	5
Relationship with co-workers	_____	_____	_____	_____	_____
Relationship with supervisor	_____	_____	_____	_____	_____
The work itself	_____	_____	_____	_____	_____
Working conditions	_____	_____	_____	_____	_____
Pay and promotion opportunities	_____	_____	_____	_____	_____

PART III. What are the two most satisfying things about your current job? What are the two most frustrating things about your current job?

Satisfactions	Frustrations
1. _____	1. _____
2. _____	2. _____

