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:

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

From: Bloom, P. J. (2010). *Measuring work attitudes in the early childhood setting: Technical manual for the Early Childhood Job Satisfaction Survey and the Early Childhood Work Environment Survey.* Wheeling, IL: McCormick Center for Early Childhood Leadership, National Louis University.

Wor	king 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 t	o do my job well.						
36.	The decor of my center is drab.					-		
37.	This center meets my standards of clea	nliness.	-			<u> </u>		
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 ar	e clear.	_	_			_	
Pay	and Promotion Opportunities							
41.	My pay is adequate.							
42.	My pay is fair considering my backgroun	nd and skills.						
43.	My pay is fair considering what my co-w	orkers 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 lim	ited.				<u> </u>		
50.	I expect to receive a raise during the ne	xt year.						
	T II. If you could design your ideal job, h respect to the following:	ow closely would		esent pos		esemble	your ideal	 I job
		Vot like my		resemble			Is my	
		ideal at all 1	2	my ideal		4	ideal 5	
R	elationship with co-workers	· · · · · · · · · · · · · · · · · · ·	2	3	,	•	5	
Relationship with supervisor								
The work itself				_				
Working conditions					_			
Pa	ay and promotion opportunities		_		-			
	T III. What are the two most satisfying the rating things about your current job?				at are ti	he two n		
	Satisfactions					rations		
1.		1						_
2.		2						

From: Bloom, P. J. (2010). *Measuring work attitudes in the early childhood setting: Technical manual for the Early Childhood Job Satisfaction Survey and the Early Childhood Work Environment Survey.* Wheeling, IL: McCormick Center for Early Childhood Leadership, National Louis University.

PART IV. Different people value different aspects of their work. Below is a list of some of the ways that jo can be rewarding and contribute to personal and professional fulfillment. Put a check (✓) next to the thr job characteristics that you value the most.								
Colleagues—working with people I like Altruism—helping others Achievement—that feeling of accomplishment from doing a job well Pay—earning a good living to pay for the things I need Intellectual stimulation—learning new things Variety—the opportunity to do different kinds of things Challenge—the opportunity to master new skills Security—the assurance that my position is secure Creativity—developing new ideas, creating new things Autonomy—being independent in making decisions Recognition—getting respect and acknowledgement from others Environment—working in pleasant surroundings Leadership—having the opportunity to guide and influence the work of others Promotion—having the opportunity for advancement Other:								
PART V. This section asks questions that relate to your commitment to your center and to the early childhood field. Check <i>all</i> that describe how you feel about your organization: 1. I intend to work here at least two more years. 2. I often think of quitting.	-							
3. I'm just putting in time. 4. I take pride in my center. 5. I put a lot of extra effort into my work. 6. I feel very committed to this center. 7. I don't care what happens to this place after I leave. 8. It would be difficult for me to find another job as good as this one. 9. It's hard to feel committed to this place.								
On a scale of 1 (not committed) to 10 (very committed), please rate your level of commitment to early childhood education as your life's vocation.								
Not committed Committed Very committee 1 2 3 4 5 6 7 8 9 10	I							
If you could do it all over again, would you choose a career in early care and education? yes no Why?								
Thank you for taking the time to answer the questions on this survey. If you have any additional comments you would like to add feel free to do so in the space below.								

From: Bloom, P. J. (2010). *Measuring work attitudes in the early childhood setting: Technical manual for the Early Childhood Job Satisfaction Survey and the Early Childhood Work Environment Survey.* Wheeling, IL: McCormick Center for Early Childhood Leadership, National Louis University.