

Staff Thriving Quotient

Please rate your level of agreement with each item below, thinking about how you feel most of the time in your role at this institution.

- 1=strongly disagree
- 2=disagree
- 3=somewhat disagree
- 4=somewhat agree
- 5=agree
- 6=strongly agree

Thriving:

1. I feel energized by my work at this institution.
2. The vision established by the senior leadership of this institution is motivating to me.
3. I tend to become so absorbed in my work that I lose track of time.
4. I enjoy my work.
5. I tend to achieve the meaningful goals I set for myself in my work at this institution.
6. I am able to do what I love much of the time at this institution.
7. My immediate supervisor has given me positive feedback about my work in the last month.
8. I feel good about what I have accomplished so far in my role at this institution.
9. I have a positive working relationship with the administrators with whom I interact at this institution.
10. I have good friends at this institution.
11. My immediate supervisor cares about me as a person.
12. I receive the support I need from my co-workers at this institution.
13. My work gives me a sense of meaning or purpose in my life.
14. I believe I make a difference in the lives of students at this institution.
15. I feel valued by my colleagues.
16. My values are aligned with the mission of this institution.
17. I look for the best in situations, even when things seem hopeless.
18. I really enjoy being a staff member here.
19. I am optimistic about this institution's ability to weather the challenges facing higher education.
20. I tend to believe that things will eventually work out for me, if I invest enough effort.

Additional Scales:

Psychological Sense of Community

21. I am proud to represent this institution in the broader academic community.
22. I feel like I belong here.
23. I feel supported by the administration of this institution.
24. There is a solid sense of trust between the faculty, staff, and administration here.
25. I have an opportunity to participate in institutional decision-making processes at this institution.
26. My opinions matter to the leadership of this institution.
27. There is a spirit of collegiality among the faculty, staff, and administration.
28. There is effective communication across this institution.

Spirituality:

29. My spiritual or religious beliefs provide me with a sense of strength when life is difficult.

- 30. My spiritual or religious beliefs are the foundation of my approach to my work at this institution.
- 31. My spiritual or religious beliefs give meaning/purpose to my life.

Institutional Integrity:

- 32. Overall, the actions of faculty, staff, and administrators on this campus are consistent with the mission of the institution.
- 33. My experiences at this institution so far have met my expectations.
- 34. This institution was accurately portrayed to me during the hiring process.

Commitment to Employee Welfare:

- 35. The leadership of this institution is committed to the well-being of its employees.
- 36. This institution provides me with the resources I need to succeed in a multicultural environment.
- 37. This institution treats staff equitably, regardless of their race, ethnicity, or gender.
- 38. Diverse perspectives are valued within this institution.

Outcome Variables:

- 39. My workload allows me to maintain a healthy work/life balance.
- 40. I believe I am paid fairly by this institution.
- 41. This institution provides adequate benefits for its employees.
- 42. I feel secure about my job at this institution.
- 43. If offered an equivalent position at another university, I would stay at my current institution.
- 44. If I had to make the choice again, I would still choose my current position at this university.
- 45. My work at this institution is negatively affecting my physical and/or psychological well-being.

How often do you...

Scale:

1 = Never 2 = Rarely 3 = Occasionally 4 = Often 5 = Frequently 6 = Always

- Feel joyful about your work?
- Feel positive emotions when you are at work?
- Enjoy coming to work?

Demographics:

Gender

- Female
- Male
- Non-binary [optional for CCCU]

Race/Ethnicity

- African American/Black
- American Indian/Native American
- Asian/Asian American
- White
- Hispanic/Latino/a
- Native Hawaiian/Pacific Islander
- Multiethnic
- Other: _____
- Prefer not to respond

Age

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or over

Marital Status

- Single
- Domestic Partner
- Married
- Separated or Divorced
- Widowed

Children living in your home

- None
- One
- Two
- Three
- Four or more

Number of years at this institution

- Less than a year
- 1-3 years
- 4-6 years
- 7-9 years
- 10-12 years
- 13-15 years
- 16-18 years
- 19-21 years
- More than 21 years

Position at this institution

- Student life: Residence life, campus organizations, student activities, etc.
- Student services: academic support, advising, student success, library, career center, counseling center
- Services: Building and grounds/cleaning/maintenance/food service/campus safety
- Admissions/Financial Aid/Registrar
- Business, Financial, Advancement, Legal support
- Athletics
- Research support
- Healthcare support
- Office and administrative support
- Information technology
- Diversity/Equity/Inclusion
- Other: _____

Do you supervise other employees as part of your job description? no yes

Highest degree earned

- Bachelor's degree
- Master's degree
- Doctoral degree

Other: _____

How many hours per week do you typically spend in paid obligations external to this university (consulting, private practice, clinical work, teaching at other institutions, etc.)?

None

5 hours or less

6-10 hours

11-15 hours

16-20 hours

More than 20 hours

Thriving is defined as positive engagement in meaningful work, connecting to others at a deeper level, and being optimistic about one's present and future life. Using that definition, how would you rate your own level of thriving in your role at this institution?

1=not even surviving

2=barely surviving

3=surviving

4=somewhat thriving

5=mostly thriving

6=consistently thriving

What has happened this year that has shaped your assessment of your own thriving at this institution?