

Q1 What best describes the nature of your job?

Answered: 306 Skipped: 3

Answer Choices	Responses	
Upper-level executive	7.52%	23
Mid-level manager	17.65%	54
Supervisor	6.21%	19
Professional/skilled/technical	50.65%	155
Clerical or support	12.09%	37
Facilities/Maintenance	1.96%	6
Other (please specify)	3.92%	12
Total		306

Q2 What division do you work in?

Answered: 304 Skipped: 5

Answer Choices	Responses	
Administrative support	17.11%	52
Collective bargaining	2.30%	7
Equal opportunity	3.29%	10
General services	26.32%	80
Human resources	15.46%	47
Information technology	35.53%	108
Total		304

Q3 How would you rate your level of expertise compared to others in a similar position?

Answered: 308 Skipped: 1

Answer Choices	Responses	
Novice	0.32%	1
Beginner	2.92%	9
Competent	15.91%	49
Proficient	45.13%	139
Expert	35.71%	110
Total		308

Q4 Choose the statement that best describes your level of knowledge in your current job:

Answered: 305 Skipped: 4

Answer Choices	Responses
Minimal knowledge	0.98% 3
Working knowledge of key aspects of my profession	4.26% 13
Good working knowledge and background knowledge of my profession	20.33% 62
Depth of understanding of my discipline and my profession	38.69% 118
Authoritative knowledge of my discipline and deep understanding across areas of my profession	35.74% 109
Total	305

Q5 Choose the statement that best describes the quality of your work:

Answered: 306 Skipped: 3

Answer Choices	Responses
Unlikely to be satisfactory unless closely supervised	0.00% 0
Basic tasks are likely to be completed to an acceptable standard	0.65% 2
Acceptable, but may need refinement	10.13% 31
Fully acceptable work product is routinely achieved	53.27% 163
Excellence achieved with relative ease	35.95% 110
Total	306

Q6 How do you solve complex problems?

Answered: 304 Skipped: 5

Answer Choices	Responses
I tend to see simple steps to solve problems.	1.32% 4
I view solutions as a series of steps.	5.26% 16
I view solutions partly as a series of steps and partly in terms of longer term goals.	19.41% 59
I see the overall "picture" and how individual actions fit within it.	34.87% 106
I see alternative approaches to what is possible and have a vision of what may be possible.	39.14% 119
Total	304

DAS Quality of Worklife Survey

Q7 I think the following about my organization:

Answered: 308 Skipped: 1

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Total	Weighted Average
I am given appropriate recognition for my work.	11.36% 35	15.26% 47	19.81% 61	35.71% 110	17.21% 53	0.65% 2	308	3.34
The mission of my work unit is clear.	7.14% 22	10.71% 33	12.99% 40	34.74% 107	34.09% 105	0.32% 1	308	3.79
I feel that I am part of the office's team.	9.77% 30	9.45% 29	10.42% 32	37.46% 115	32.90% 101	0.00% 0	307	3.74
I understand the role and responsibilities of other DAS offices.	4.22% 13	13.64% 42	15.91% 49	41.23% 127	24.35% 75	0.65% 2	308	3.70
There is a spirit of teamwork and cooperation at DAS.	12.34% 38	15.58% 48	24.35% 75	36.69% 113	10.71% 33	0.32% 1	308	3.19
I feel I am part of the DAS team.	10.78% 33	8.82% 27	25.82% 79	36.93% 113	17.32% 53	0.33% 1	306	3.42
I am able to share my opinions with DAS senior management.	13.44% 41	14.10% 43	21.97% 67	26.89% 82	21.97% 67	1.64% 5	305	3.35
I have a clear understanding of the mission of DAS.	3.26% 10	4.89% 15	13.68% 42	47.23% 145	30.29% 93	0.65% 2	307	3.98
What I do contributes to the DAS mission.	1.62% 5	1.95% 6	10.71% 33	46.10% 142	37.99% 117	1.62% 5	308	4.22
I have confidence in the decisions made by DAS senior leadership.	10.82% 33	12.13% 37	23.61% 72	32.79% 100	19.02% 58	1.64% 5	305	3.42
I like working for DAS.	3.90% 12	4.55% 14	19.16% 59	37.99% 117	32.79% 101	1.62% 5	308	3.96
I feel proud to be working for DAS.	4.29% 13	7.92% 24	23.43% 71	32.34% 98	30.36% 92	1.65% 5	303	3.82
I would recommend DAS to friends as a good organization to work for.	4.90% 15	9.80% 30	23.86% 73	33.01% 101	26.14% 80	2.29% 7	306	3.73

DAS Quality of Worklife Survey

Q8 I think the following about my current position:

Answered: 308 Skipped: 1

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Total	Weighted Average
I view my job as a stepping stone to another job.	10.10% 31	20.85% 64	24.43% 75	29.32% 90	13.03% 40	2.28% 7	307	3.21
Providing I was financially secure, I would continue my current work even if I was no longer paid.	33.12% 102	24.68% 76	18.18% 56	16.56% 51	5.52% 17	1.95% 6	308	2.43
My work is one of the most important things in my life.	7.17% 22	22.15% 68	27.36% 84	31.60% 97	10.75% 33	0.98% 3	307	3.20
My main reason for working is financial to support my lifestyle.	1.62% 5	11.04% 34	20.13% 62	46.10% 142	20.45% 63	0.65% 2	308	3.75
I expect to be in a higher level job in five years.	7.82% 24	14.01% 43	20.52% 63	28.66% 88	25.41% 78	3.58% 11	307	3.61
My work makes the world a better place.	3.57% 11	6.17% 19	27.27% 84	41.88% 129	18.83% 58	2.27% 7	308	3.73
I enjoy talking about my work with others.	4.87% 15	9.74% 30	25.32% 78	42.86% 132	15.91% 49	1.30% 4	308	3.59
I am eager to retire.	8.82% 27	18.95% 58	36.93% 113	16.01% 49	13.73% 42	5.56% 17	306	3.24
I expect to be doing the same work in five years.	12.79% 39	26.56% 81	26.56% 81	22.30% 68	9.51% 29	2.30% 7	305	2.96
I view my job as a necessity of life, much like eating and sleeping.	4.23% 13	18.24% 56	26.06% 80	36.16% 111	13.68% 42	1.63% 5	307	3.42
If I had the opportunity, I would choose my current work life again.	8.79% 27	18.89% 58	23.13% 71	36.48% 112	11.07% 34	1.63% 5	307	3.27
I am very conscious of what day of the week it is and greatly anticipate weekends.	3.25% 10	14.29% 44	27.27% 84	35.06% 108	18.18% 56	1.95% 6	308	3.56
I like the work I do.	1.63% 5	3.27% 10	9.15% 28	55.88% 171	29.74% 91	0.33% 1	306	4.10
I receive my work assignments in a timely fashion, allowing me to do my best work every day.	10.06% 31	16.23% 50	19.16% 59	39.29% 121	12.99% 40	2.27% 7	308	3.36
I find my work rewarding.	4.23% 13	9.12% 28	15.96% 49	46.25% 142	23.78% 73	0.65% 2	307	3.78

DAS Quality of Worklife Survey

Q9 Indicate to what extent you have felt the way about your job in the past:

Answered: 305 Skipped: 4

	Very Little or Never	Rarely	Sometimes	Often	Very Often or Always	N/A	Total	Weighted Average
Interested	0.98% 3	2.95% 9	14.75% 45	42.95% 131	37.38% 114	0.98% 3	305	4.16
Distressed	6.91% 21	25.99% 79	40.13% 122	17.76% 54	7.89% 24	1.32% 4	304	2.98
Excited	3.28% 10	13.44% 41	39.02% 119	29.51% 90	13.77% 42	0.98% 3	305	3.40
Upset	12.79% 39	26.89% 82	40.33% 123	12.46% 38	6.56% 20	0.98% 3	305	2.76
Strong	3.37% 10	8.08% 24	32.32% 96	36.03% 107	15.15% 45	5.05% 15	297	3.67
Guilty	61.72% 187	24.09% 73	7.26% 22	1.65% 5	0.00% 0	5.28% 16	303	1.70
Scared	51.64% 157	22.70% 69	12.83% 39	6.58% 20	2.96% 9	3.29% 10	304	1.96
Hostile	56.81% 171	22.26% 67	11.96% 36	2.99% 9	1.99% 6	3.99% 12	301	1.83
Enthusiastic	3.29% 10	8.55% 26	30.59% 93	38.49% 117	17.43% 53	1.64% 5	304	3.63
Proud	2.30% 7	6.58% 20	25.66% 78	41.45% 126	22.70% 69	1.32% 4	304	3.80
Irritable	21.78% 66	33.99% 103	28.71% 87	10.23% 31	3.30% 10	1.98% 6	303	2.45
Alert	2.31% 7	4.95% 15	20.79% 63	46.86% 142	21.45% 65	3.63% 11	303	3.91
Ashamed	69.21% 209	15.89% 48	5.63% 17	2.98% 9	1.32% 4	4.97% 15	302	1.66
Inspired	6.91% 21	10.86% 33	38.16% 116	29.28% 89	13.16% 40	1.64% 5	304	3.36
Nervous	26.82% 81	29.47% 89	27.48% 83	10.26% 31	3.31% 10	2.65% 8	302	2.42
Determined	1.33% 4	2.99% 9	18.94% 57	44.85% 135	30.23% 91	1.66% 5	301	4.05
Attentive	1.32% 4	1.32% 4	13.82% 42	47.70% 145	34.21% 104	1.64% 5	304	4.17
Jittery	44.41% 135	28.95% 88	15.13% 46	4.93% 15	2.30% 7	4.28% 13	304	2.05
Active	1.99% 6	4.30% 13	20.53% 62	39.74% 120	30.79% 93	2.65% 8	302	4.01
Afraid	52.63% 160	25.00% 76	11.84% 36	4.28% 13	3.29% 10	2.96% 9	304	1.89

DAS Quality of Worklife Survey

Q10 What are your future job plans?

Answered: 306 Skipped: 3

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Total	Weighted Average
I will probably look for a new job in the near future.	18.03% 55	25.90% 79	23.93% 73	18.03% 55	12.13% 37	1.97% 6	305	2.86
I often think about quitting my job.	35.95% 110	31.05% 95	14.05% 43	9.15% 28	7.52% 23	2.29% 7	306	2.28
I intend to ask people about new opportunities.	15.36% 47	19.93% 61	23.20% 71	27.12% 83	11.76% 36	2.61% 8	306	3.08
I don't plan to work for the State of Ohio much longer.	38.03% 116	28.85% 88	20.00% 61	7.54% 23	4.59% 14	0.98% 3	305	2.15
I plan to retire within one year.	62.09% 190	18.63% 57	9.48% 29	2.29% 7	1.31% 4	6.21% 19	306	1.81
I plan to retire within one to three years.	58.03% 177	16.72% 51	7.21% 22	5.57% 17	5.25% 16	7.21% 22	305	2.05

Q11 Do you expect to spend the next five years of your career:

Answered: 302 Skipped: 7

	Definitely Not	Probably Not	Not Sure	Probably Yes	Definitely Yes	Total	Weighted Average
At the State of Ohio?	5.30% 16	7.28% 22	16.23% 49	33.77% 102	37.42% 113	302	3.91
In private industry	27.42% 82	38.13% 114	24.08% 72	9.36% 28	1.00% 3	299	2.18
In retirement	63.55% 190	17.39% 52	7.69% 23	8.03% 24	3.34% 10	299	1.70

DAS Quality of Worklife Survey

Q12 How satisfied are you with each of the following aspects of your job?

Answered: 304 Skipped: 5

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	N/A	Total	Weighted Average
Your pay	6.25% 19	15.46% 47	19.41% 59	46.71% 142	11.51% 35	0.66% 2	304	3.44
Your benefits	0.66% 2	5.61% 17	14.19% 43	49.83% 151	28.05% 85	1.65% 5	303	4.04
Communication within the organization	14.52% 44	21.45% 65	25.74% 78	29.37% 89	8.58% 26	0.33% 1	303	2.97
Nature of the work you perform	1.64% 5	4.61% 14	14.80% 45	50.99% 155	27.30% 83	0.66% 2	304	4.00
Relationships with peers	3.29% 10	4.93% 15	15.79% 48	48.36% 147	26.97% 82	0.66% 2	304	3.93
Relationship with supervisor	8.88% 27	7.57% 23	14.80% 45	30.92% 94	36.51% 111	1.32% 4	304	3.83
Level of challenge	2.96% 9	8.88% 27	17.11% 52	47.70% 145	22.04% 67	1.32% 4	304	3.81
Your workload	5.61% 17	11.88% 36	24.42% 74	43.89% 133	13.20% 40	0.99% 3	303	3.50
Use of your skills and talents	7.24% 22	17.76% 54	14.14% 43	44.74% 136	15.13% 46	0.99% 3	304	3.46
Job security	5.92% 18	7.24% 22	21.05% 64	46.71% 142	17.11% 52	1.97% 6	304	3.68
Mentoring programs	17.88% 54	19.54% 59	36.75% 111	11.92% 36	2.32% 7	11.59% 35	302	2.96
Alternative work arrangements (flextime, non-standard schedule, etc)	14.19% 43	16.50% 50	16.83% 51	29.37% 89	20.46% 62	2.64% 8	303	3.33
Advancement and promotion opportunities	20.39% 62	18.42% 56	33.55% 102	18.42% 56	4.93% 15	4.28% 13	304	2.82
All things considered, I am satisfied with my current job situation.	6.25% 19	8.55% 26	20.72% 63	49.01% 149	15.13% 46	0.33% 1	304	3.59

DAS Quality of Worklife Survey

Q13 Workplace Environment

Answered: 305 Skipped: 4

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Total	Weighted Average
My work is purposeful and meaningful.	1.97% 6	4.92% 15	13.11% 40	52.13% 159	27.54% 84	0.33% 1	305	3.99
My relationships at work are supportive and rewarding.	5.92% 18	8.55% 26	21.71% 66	46.38% 141	16.78% 51	0.66% 2	304	3.62
I am engaged and interested in my daily work activities.	1.64% 5	6.58% 20	13.16% 40	55.92% 170	22.37% 68	0.33% 1	304	3.92
My work is valuable and worthwhile.	1.32% 4	3.62% 11	13.49% 41	51.97% 158	29.28% 89	0.33% 1	304	4.05
I contribute to the happiness and well-being of others at work.	0.98% 3	3.93% 12	11.80% 36	58.69% 179	24.26% 74	0.33% 1	305	4.02
I am competent and capable in my work activities. I have a sense of direction at work.	0.98% 3	1.31% 4	7.54% 23	50.82% 155	39.02% 119	0.33% 1	305	4.27
People respect me at work.	2.62% 8	2.95% 9	14.10% 43	57.70% 176	22.30% 68	0.33% 1	305	3.95
I feel a sense of accomplishment at my work.	2.96% 9	1.97% 6	19.41% 59	49.01% 149	26.32% 80	0.33% 1	304	3.95
I feel that I control my own destiny at my job.	12.17% 37	16.12% 49	22.04% 67	34.87% 106	13.82% 42	0.99% 3	304	3.25
I can handle my work responsibilities.	1.31% 4	0.66% 2	2.95% 9	46.23% 141	48.20% 147	0.66% 2	305	4.41
I am making progress towards accomplishing my career goals.	2.31% 7	7.59% 23	24.75% 75	41.91% 127	20.46% 62	2.97% 9	303	3.80
There is a high level of trust at my work environment.	13.53% 41	16.17% 49	20.13% 61	33.66% 102	16.17% 49	0.33% 1	303	3.24
I have been able to achieve goals I have set for myself.	3.30% 10	3.30% 10	18.48% 56	53.80% 163	19.47% 59	1.65% 5	303	3.88
I lose track of time as I work on projects.	5.96% 18	20.86% 63	26.49% 80	32.12% 97	12.91% 39	1.66% 5	302	3.30
I am satisfied with my work relationships.	5.59% 17	4.61% 14	24.34% 74	45.72% 139	18.75% 57	0.99% 3	304	3.70

Q14 Does your work hold meaning for you?

Answered: 304 Skipped: 5

Answer Choices	Responses	
Very meaningful	26.64%	81
Meaningful	44.41%	135
Somewhat meaningful	20.07%	61
Barely meaningful	7.24%	22
Meaningless	1.64%	5
Total		304