Please tell us a little bit about yourself.

1. What is your date of birth? (mm/dd/yyyy) __________________________________________

2. How would you describe your race? You may choose more than one.
   ○ Black / African American
   ○ Hispanic / Latino
   ○ Asian or Pacific Islander
   ○ Caucasian / White
   ○ American Indian or Alaskan Native

3. Indicate your highest level of education:
   ○ High school degree or equivalent (e.g. GED)
   ○ Some college credit, no degree
   ○ Associate's degree
   ○ Bachelor's degree
   ○ Some graduate school credit, no degree
   ○ Completed graduate school

Now we have some questions about your job activities.

4. Please select the choice from the list below that best describes your role.
   ○ Family assessment worker
   ○ Home visitor or Family support worker
   ○ Supervisor
   ○ Administrator
   ○ Other
   If other, please describe. ____________________________________________________________

5. Do you currently supervise any home visitors, nurses, or family assessment workers?
   ○ Yes. Please indicate how many __________________
   ○ No

6. Length of time (years and/or months) you have worked in your current position:
   □□ Years □□ Months

7. Length of time (years and/or months) you have worked in your agency:
   □□ Years □□ Months
8. Total length of time (years and/or months) you have worked in social or human services:
   [ ]  _____ Years [ ]  _____ Months

9. Do you receive supervision?
   ○ Yes
   ○ No

10. On average, how many hours do you work per week?
   ○ Less than 20
   ○ 20-29
   ○ 30-39
   ○ 40
   ○ More than 40

11. What is your current caseload of families?
   ○ 1-5
   ○ 6-10
   ○ 11-15
   ○ 16-20
   ○ More than 20
   ○ NA - I don't have a caseload

12. If you have more than 20 families, please indicate how many. ____________________________

13. If you receive supervision: What is the average number of supervision meetings you attend per month? (As a supervisee receiving supervision)

   0 1 2 3 4 5 6 7 8 or more
   ○ ○ ○ ○ ○ ○ ○ ○ ○

14. If you receive supervision: In total, about how much time do you spend receiving supervision per month?

   None Less than 1 hour 1-2 hours 3-4 hours 5-6 hours 7-8 hours More than 8 hours
   ○ ○ ○ ○ ○ ○ ○
15. **If you receive supervision:** Overall, how satisfied are you with the quality of the supervision you receive?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

16. **If you currently supervise any home visitors, nurses, or family assessment workers:** What is the average number of supervision meetings you have with your supervisees per month?

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8 or more

17. **If you currently supervise any home visitors, nurses, or family assessment workers:** On average, about how much time do you spend with each of your supervisees in supervision per month?

- None
- Less than 1 hour
- 1-2 hours
- 3-4 hours
- 5-6 hours
- 7-8 hours
- More than 8 hours

18. **Overall, how satisfied are you with your job?**

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

19. **How likely is it that you will leave your agency in the next 12 months?**

- Not at all likely
- Unlikely
- Somewhat likely
- Likely
- Very Likely
The next questions relate to your workplace environment.

20. Please indicate how much you agree or disagree with the following statements about your workplace.

<table>
<thead>
<tr>
<th>At my workplace...</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>People take pride in their work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People support each other.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People communicate well.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People are friendly.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Leaders value input from staff.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Leaders communicate effectively with staff.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Leaders treat staff with respect.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Leaders care about staff as people.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Staff receive praise or recognition for good work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Staff treat leaders with respect.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Staff get along well with each other.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Staff morale is high.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>There are opportunities for career advancement.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Hard work is rewarded.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The pay and benefits are good.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This is a good place to work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

The next questions relate to how you feel on a day-to-day basis:

21. | | Never | Seldom | Sometimes | Often | Always |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>How often do you feel tired?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>How often are you physically exhausted?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>How often are you emotionally exhausted?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>How often do you think: “I can't take it anymore”?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>How often do you feel worn out?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>How often do you feel weak or susceptible to illness?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Do you feel worn out at the end of the working day?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Are you exhausted in the morning at the thought of another day at work?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Do you feel that every working hour is tiring for you?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Do you have enough energy for family and friends during leisure time?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
22. 

<table>
<thead>
<tr>
<th>Question</th>
<th>To a Very Low Degree</th>
<th>To a Low Degree</th>
<th>Somewhat</th>
<th>To a High Degree</th>
<th>To a Very High Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is your work emotionally exhausting?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Do you feel burnt out because of your work?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Does your work frustrate you?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

23. **If you currently have a caseload of families:**

<table>
<thead>
<tr>
<th>Question</th>
<th>To a Very Low Degree</th>
<th>To a Low Degree</th>
<th>Somewhat</th>
<th>To a High Degree</th>
<th>To a Very High Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you find it hard to work with clients?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Do you find it frustrating to work with clients?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Does it drain your energy to work with clients?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Do you feel that you give more than you get back when you work with clients?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

24. **If you currently have a caseload of families:** Are you tired of working with clients?

○ Always
○ Often
○ Sometimes
○ Seldom
○ Never

25. **If you currently have a caseload of families:** Do you sometimes wonder how long you will be able to continue working with clients?

○ Always
○ Often
○ Sometimes
○ Seldom
○ Never

26. Stress means a situation in which a person feels tense, restless, nervous or anxious or is unable to sleep at night because his/her mind is troubled all the time. Do you feel this kind of stress these days?

1 – Not at all 2 3 4 5 – Very much

○ ○ ○ ○ ○

27. On a scale of 0 (none) to 10 (very high), indicate the amount of stress on your job.

0 1 2 3 4 5 6 7 8 9 10

○ ○ ○ ○ ○ ○ ○ ○ ○ ○
28. *If you have a current caseload of families:* The following is a list of statements made by persons who have been impacted by working with traumatized clients. Read each statement then indicate how frequently the statement was true for you in the past seven (7) days.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Never</th>
<th>Rarely</th>
<th>Occasionally</th>
<th>Often</th>
<th>Very Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>I felt emotionally numb</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My heart started pounding when I thought about my work with clients</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It seemed as if I was reliving the trauma(s) experienced by my client(s)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I had trouble sleeping</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I felt discouraged about the future</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Reminders of my work with clients upset me</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I had little interest in being around others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I felt jumpy</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I was less active than usual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I thought about my work with clients when I didn't intend to</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I had trouble concentrating</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I avoided people, places, or things that reminded me of my work with clients</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I had disturbing dreams about my work with clients</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I wanted to avoid working with some clients</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I was easily annoyed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I expected something bad to happen</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I noticed gaps in my memory about client visits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

29. Please rate how strongly you agree or disagree with each statement below.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I tend to bounce back quickly after hard times</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have a hard time making it through stressful events</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It does not take me long to recover from a stressful event</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>It is hard for me to snap back when something bad happens</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I tend to take a long time to get over setbacks in my life</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The following questions ask about events that happened during your childhood. This information will allow us to better understand how certain childhood experiences may affect people later in life.

These are sensitive questions that may make some people feel uncomfortable. Please keep in mind you can skip any questions you do not want to answer.

All of the following questions refer to the time period before you were 18 years of age.

30. As a child, how often did your family experience serious financial problems?
   - Never
   - Rarely
   - Sometimes
   - Often
   - Very Often

31. How often were you hungry because your family could not afford food?
   - Never
   - Rarely
   - Sometimes
   - Often
   - Very Often

32. How often were you homeless when you were growing up?
   (Note: This means having to stay somewhere like a transitional housing program, a shelter, a hotel/motel paid by voucher, someone else’s home, a car or other vehicle, an abandoned building, anywhere outside, or anywhere else not meant for people to live.)
   - Never
   - Rarely
   - Sometimes
   - Often
   - Very Often

33. How often did a parent or adult in your home ever swear at you, insult you, or put you down?
   - Never
   - Rarely
   - Sometimes
   - Often
   - Very Often
34. How often were you bullied or severely teased by other children or adolescents?

(Note: This refers to bullying or teasing by children or adolescents of any age. They could have been older than you, younger than you, or the same age. It does not include experiences with adults or with siblings.)

- Never
- Rarely
- Sometimes
- Often
- Very Often

35. Before age 18, how often was there an adult in your household who tried hard to make sure your basic needs were met?

(Note: By "basic needs" we mean food, shelter, clothing, and medical care. This could be any adult in the household, not just a parent.)

- Never
- Rarely
- Sometimes
- Often
- Always

36. How often was there an adult in your household who made you feel safe and protected?

- Never
- Rarely
- Sometimes
- Most of the time
- Always

37. How often did a parent or adult in your home ever hit, beat, kick, or physically hurt you in any way? Do not include spanking.

- Never
- Once
- More than once

38. How often did your parents or adults in your home ever hit, beat, kick, or physically hurt each other?

- Never
- Once
- More than once
39. How often did an adult or anyone at least 5 years older than you touch you sexually, try to make you touch them sexually, or force you to have sex?
- Never
- Once
- More than once

40. Did you live with anyone who was depressed, mentally ill, or suicidal?
- Yes
- No

41. Did you live with anyone who was a problem drinker or alcoholic?
- Yes
- No

42. Did you live with anyone who used illegal street drugs or who abused prescription medications?
- Yes
- No

43. Did you live with anyone who served time or was sentenced to serve time in a prison, jail, or other correctional facility?
- Yes
- No

44. Were your parents separated or divorced?
- Yes
- No - parents are married
- No - parents never married

45. Was either one of your parents absent from your life for a long period of time? Do not include absence due to death of parents.
- Yes
- No

46. Before the age of 18, did you experience the death of a parent, caregiver, or sibling?
- Yes
- No

47. Before age 18, were you ever the victim of a violent crime? This refers to any violent act that was perpetrated by someone other than a parent or household family member.
- Yes
- No
48. Overall, how uncomfortable did you feel answering the above questions about your childhood experiences?
   - Not at all
   - Slightly
   - Moderately
   - Very
   - Extremely

The next questions are related to your health.

49. Have you smoked at least 100 cigarettes in your entire life?
   - Yes
   - No

50. Do you NOW smoke cigarettes every day, some days or not at all?
   - Everyday
   - Some days
   - Not at all

51. In general, how would you rate your physical health?
   - Excellent
   - Very Good
   - Good
   - Fair
   - Poor

52. In general, how would you rate your mental health, including your mood and your ability to think?
   - Excellent
   - Very Good
   - Good
   - Fair
   - Poor

*If you have clients:* You will now complete a Brief Alliance Assessment for two of your clients.

*Please write in the name of a client you are currently serving.*

First name: ____________________________________________

Last name: ____________________________________________
53. How long have you worked with this client?  

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
</table>

54. The following statements describe how you might think or feel about your client and your relationship. Please indicate how strongly you agree or disagree with each statement.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My client and I have a good relationship.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I work together on setting her goals.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I appreciate my client as a person.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I understand what my client is trying to accomplish in this program.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client respects me.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I agree about what we should focus on when we meet.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I trust each other.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I agree on what is important for her to work on.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Please write in the name of another client you are currently serving.

First name: ___________________________________________________________________

Last name: ___________________________________________________________________

55. How long have you worked with this client?  

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
</table>

56. The following statements describe how you might think or feel about your client and your relationship. Please indicate how strongly you agree or disagree with each statement.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My client and I have a good relationship.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I work together on setting her goals.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I appreciate my client as a person.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I understand what my client is trying to accomplish in this program.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client respects me.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I agree about what we should focus on when we meet.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I trust each other.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My client and I agree on what is important for her to work on.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>