

Design Team Questionnaire

The purpose of this survey is to gain knowledge about the design team process and its outcomes. Specifically, we want to learn about the quality of your experiences on the team, including any benefits you have experienced as well as problems you identify. This questionnaire will require no more than 20 minutes of your time.

Knowledge gained from this survey will be used to improve the design team process and its outcomes. This knowledge also will be shared with other child welfare professionals who are trying to improve recruitment, retention, and workforce development.

1. Please state your position title: _____

2. Please indicate the amount of time you've been involved with the design team

_____ Less than 6 months

_____ one year to two years

_____ 6 months to one year

_____ more than two years

3. Please circle the number that best represents the extent to which you've been actively engaged in the design team process (as opposed to "just going through the motions"):

Minimal Involvement

Involvement

Active Engagement

1

2

3

4

5

Use the scale below to indicate the extent to which you agree or disagree with the following statements:

	Strongly Agree				Strongly Disagree
4. Participation in our design team has been a valuable experience for me.	1	2	3	4	5
5. Our design team has identified new strategies to improve retention.	1	2	3	4	5
6. I have encouraged co-workers to help implement these new retention strategies.	1	2	3	4	5
7. Our design team has identified new strategies to improve recruitment.	1	2	3	4	5
8. I have encouraged co-workers to help implement these new recruitment strategies.	1	2	3	4	5
9. Our design team caused me to change my thinking about my agency.	1	2	3	4	5
10. Our design team has enabled me to acquire new knowledge and skills.	1	2	3	4	5
11. I have shared my new knowledge and skills with co-workers in my agency.	1	2	3	4	5
12. Thanks to our design team, I am more satisfied with my job.	1	2	3	4	5
13. Thanks to our design team, I enjoy better working conditions.	1	2	3	4	5
14. Thanks to our design team, I am doing my job better.	1	2	3	4	5
15. Thanks to our design team, retention is improving in my agency.	1	2	3	4	5
16. Thanks to our design team, recruitment is improving in my agency.	1	2	3	4	5
17. All in all, my participation in the design team has been worthwhile.	1	2	3	4	5

18. Thanks to our design team, I enjoy better interpersonal relationships with other team members.	1	2	3	4	5
19. Our team would not be able to function effectively without our outside facilitator.	1	2	3	4	5
20. Our team facilitator has been effective in dealing with the different personalities on our team.	1	2	3	4	5
21. Our team facilitator has done a good job of making it safe to speak my mind.	1	2	3	4	5
22. Our team made it possible for us to discuss issues that used to be "undiscussable."	1	2	3	4	5
23. Our team facilitator has done a good job of balancing team building activities and concrete problem solving.	1	2	3	4	5
24. Our team facilitator has done a good job of keeping us "on track" and "on task."	1	2	3	4	5
25. Thanks to our design team, my practice has improved.	1	2	3	4	5
26. I feel that our team should continue to meet after this grant project ends.	1	2	3	4	5

I. In the space below, identify the main accomplishments of your design team:

II. Identify any barriers or problems you have encountered in the design team:

III. What improvements do you recommend for this design team approach? In other words, if we could roll back the clock and start all over again, what changes would you recommend?

IV. Please provide below other important information about the design team process, the team facilitator, and its outcomes.