1. People are mostly out for themselves.
2. The major responsibility for people is to consider efficiency first.
3. People are expected to follow their own personal and moral beliefs.
4. People are expected to do anything to further the college’s interests.
5. People look out for each other’s good.
6. There is no room for one’s own personal morals or ethics in this College
7. It is very important to follow strictly the College’s rules and procedures here.
8. Work is considered sub-standard only when it hurts the College’s interests.
9. Each person decides for himself what is right and wrong.
10. People protect their own interest above other considerations.
11. The most important consideration in this College is each person’s sense of right and wrong.
12. The most important concern is the good of all the people in the College.
13. The first consideration is whether a decision violates any law.
14. People are expected to comply with the law and professional standards over and above other considerations.
15. Everyone is expected to stick by the College’s rules and procedures.
16. Our major concern is always what is best for the other person.
17. Successful people in this College go by the book.
18. The most efficient way is always the right way.
19. People are expected to strictly follow legal or professional standards.
20. Our major consideration is what is best for everyone in the College.
21. In this College, people are guided by their own personal ethics.
22. Successful people in this College strictly obey the College policies.
23. The law or ethical code of theft profession is the major consideration.
24. Each person is expected, above all, to work efficiently.
25. It is expected that you will always do what is right for the customer and public.
26. People in this College view team spirit as important.
27. People in this College have a strong sense of responsibility to the outside community.
28. Decisions here are primarily viewed in terms of contribution to profit.
29. People are actively concerned about customers and the public, interest.
30. People are very concerned about what is generally best for employees in the College.
31. What is best for each individual is a primary concern in this organization.
32. People in this College are very concerned about what is best for themselves
33. The effect of decisions on the customer and the public are a primary concern in this College.
34. It is expected that each individual is cared for when making decisions here.
35. Efficient solutions to problems are always sought here.
36. Ordinarily, we don't deviate from standard policies and procedures in my department
37. My supervisor encourages employees to act in an ethical manner.
38. I do not have to ask my supervisor before I do almost anything.
39. There is encouragement to improve individual and group performance continually.
40. Employees in my department demonstrate high standards of personal integrity.
41. My department has a defined standard of integrity.
42. Individuals in my department accept responsibility for decisions they make.
43. It is wrong to accept gifts from persons who do business with my jurisdiction, even if those gifts do not influence how I do my job.
44. It is not usual for members of my department to accept small gifts for performing their duties.
45. Members of my department do not use their positions for private gain.
46. Members of my department have not misused their positions to influence the hiring of their friends and relatives.
47. I would blow the whistle if someone in my department accepted a large gift from a person who does business with the College.
48. Promotions in my department are based on what you know or how you perform on the job, rather than on whom you know.
49. I trust my supervisor.
50. The jurisdiction has implemented a code of ethics.
51. There are no serious ethical problems in my department.
52. Coworkers in my department trust each other.
53. My superiors set a good example of ethical behavior.
54. I feel that I am a member of a well-functioning team.
55. All employees have equal opportunities for advancement.
56. Performance evaluations accurately reflect how employees have done their jobs.
57. Performance evaluations address ethical requirements as well as other measures.
58. Employees share negative information with supervisors without the worry of receiving a negative reaction from them.
59. Supervisors are concerned with how employees achieve successful results, rather than just with the results themselves.
60. When there is a disagreement between employees and supervisors on how best to solve a problem, the employees' ideas are listened to and considered.
61. When employees feel that they are being asked to do something that is ethically wrong, supervisors work with them on alternative ways to do the task.
62. In this organization, it is much better to report a problem or error than it is to cover it up.
63. When something goes wrong, the primary goal is to fix the problem and prevent it from happening again, rather than to find someone to blame.
64. The organization's decisions on how people are treated are clear and consistent.
65. The organization's expectations concerning productivity, quality, and ethics are consistent.
66. The same set of ethical standards is used in dealing with citizens, employees, and others.
67. You can rely on the accuracy of the organization's information about what will or won't happen.
68. The organization publicly recognizes and rewards ethical behavior by employees when it occurs.
69. Doing what is right around here is more important than following the rules.
70. Ethical standards and practices are routinely discussed in employee meetings.
71. If there is suspicion that some employees may be violating ethical standards, the situation is dealt with openly and directly.
72. Employees are aware of where to obtain assistance when they need to resolve an ethical dilemma.
73. If one employee is doing something unethical, the other employees in the group will usually try to correct the situation before management gets involved.
74. Employees are encouraged to report their work results accurately even when the results are less than satisfactory.
75. Employees maintain the same ethical standards even when no one is observing their actions.
76. How satisfied are you with your job at Madison College?
77. To what extent do you feel your ideas are valued by your co-workers?
78. To what extent do you feel your ideas are valued by your supervisor?
79. To what extent do your working conditions motivate you to work hard?
80. To what extent is your work environment better today than it was 2 years ago?
81. To what extent do you feel free to speak your mind on the job?
82. To what extent does your department promote good relations among its staff?
83. To what extent do you feel the decisions your department makes are ethical?
84. To what extent do you feel isolated (inappropriately separated from others, alone) in the workplace?
85. To what extent do you feel involved (committed, engaged) in your work?
86. To what extent do you feel you are working toward specific goals and accomplishments at work?
87. To what extent do you receive quality feedback on your work performance?
88. To what extent are you provided opportunities to correct weaknesses in your job performance?
89. To what extent do budgetary instabilities make you question your job security?
90. To what extent is your workplace free from tensions, so that you want to continue working at Madison College?
91. To what extent do you feel your work is fulfilling?
92. To what extent do inefficiencies in your workplace prevent you from meeting your work goals?
93. To what extent are you aware of the processes in your department for handling co-worker disputes?
94. How fair do you feel your compensation is for your job?
95. To what extent do you feel varying opinions are respected within your department?
96. To what extent do you feel people who look for new and innovative ways of doing things are respected within your department?
97. To what extent do you feel supervisors in your department are approachable?
98. To what extent do you feel supervisors in your department lead by example?
99. To what extent are opportunities for professional growth available to you at Madison College?
100. To what extent are training opportunities for professional growth open to you at Madison College?
101. To what extent does your department inform all employees of policy changes in a timely manner?
102. To what extent does your department connect employees’ work to the broader goals of Madison College?
103. To what extent do you feel the department considers the needs of the staff overall?
104. To what extent does departmental leadership in your workplace solicit your ideas and opinions?
105. To what extent do supervisors in your department establish policies to create inclusive (feeling a part of the group) work environments?
106. To what extent do you understand the meaning of your job in relation to overall departmental goals?
107. Generally speaking, to what extent are you confident in the overall leadership in your department?
108. In general, to what extent do you respect your supervisor?
109. To what extent do you feel your supervisor recognizes the talents that employees bring to the workforce?
110. To what extent do you feel your supervisor has a clear understanding of your role and responsibilities?
111. To what extent do you feel your supervisor has a clear understanding of your skills and abilities?
112. To what extent do you feel your supervisor has a clear understanding of what you accomplish in your job?
113. To what extent do you feel your supervisor treats all employees fairly?
114. To what extent are you satisfied with your opportunities for advancement within your department?
115. To what extent do you feel varying opinions are respected within Madison College?
116. To what extent do you feel people who look for new and innovative ways of doing things are respected in Madison College?
117. To what extent do you feel people from all backgrounds are treated fairly in your immediate work area?
118. To what extent do you feel people from all backgrounds are treated fairly in your overall department?
119. To what extent do you feel co-workers in your department represent a diverse workforce?
120. To what extent do you feel co-workers in your department respect diverse opinions?
121. To what extent do you feel the departmental leadership in your workplace respects cultural differences among its staff?
122. To what extent do you feel Madison College as a whole respects cultural differences among its staff?
123. To what extent do you feel you have been treated negatively because of your race?
124. To what extent do you feel you have been treated negatively because of your gender?
125. To what extent do you feel you have been treated negatively because of your sexual orientation?
126. To what extent do you feel you have been treated negatively because of your age?
127. To what extent do you feel you have been treated negatively because of your religion?
128. To what extent do you feel you have been treated negatively because of your actual or perceived disability?
129. To what extent are you aware of the processes that protect your rights as an employee of Madison College?
130. Overall, how high a rating would you give Madison College as a place to work?
131. Management demonstrates the importance of integrity and ethical behavior to their employees.
132. Management is open to employee suggestions to improve productivity and quality.
133. Management sometimes overrides University policies, procedures or work place rules (e.g. takes shortcuts that are contrary to policy).
134. Management has the right knowledge, skills, and training to effectively perform their duties.
135. Non-management (support) staff has the right knowledge, skills, and training to effectively perform their duties.
136. Management effectively monitors and provides oversight and direction for the activities in my unit.
137. Management is concerned with and responsive to customer feedback or suggestions.
138. I understand workplace policies and rules, and have an effective resource for obtaining clarification of policies when needed.
139. Management has not effectively communicated my job duties and responsibilities to me.
140. Management would take appropriate corrective action if policy, procedure, or work place rule violations were detected.
141. I believe I would be protected from retaliation if I report a suspected violation.
142. I am familiar with how to report violations of law or policy, including the University’s confidential reporting line.