Full Survey Map

Introduction

Learning Culture Assessment

The purpose of this survey is to assess your perception of the learning culture at Black Hawk County Public Health. Your feedback will help us determine next steps in cultivating a culture of learning at BHCPH.

This survey consists of 3 parts and will take 20-30 minutes to complete.

Your responses will remain anonymous. Only the UIowa Institute for Public Health Research & Policy will have access to responses, which will not be connected to your name.

We highly value your feedback. Thank you for taking the time to provide your thoughts on the learning culture at Black Hawk County Public Health.

Before continuing, what is your program area?
[Select from list: Administration, Public Health Center, Community Health, Disease Surveillance & Investigation, Environmental Health]
How long have you worked for Black Hawk County Public Health?
[Select from list: <1 year, 1-4, 4-10, 10+]

Dimensions of a Learning Organization Questionnaire (DLOQ)

Part 1/3: Dimensions of the Learning Organization Questionnaire

In this section, you are asked to think about how Black Hawk County Public Health supports and uses learning. Please indicate the extent to which you perceive that each statement is true of your organization.

If the item refers to a practice which rarely or never occurs, score it a one [1]. If it is almost always true of your organization, score the item a six [6].

There are no right or wrong answers. We are interested in your perception of how things are in BHCPH at this time.

[Scale of 1- Almost Never to 6-Almost Always]

Individual Level
To what extent is each statement accurate?
In my organization:

Continuous Learning
1. People openly discuss mistakes in order to learn from them.
2. People identify skills they need for future work tasks.
3. People help each other learn.
4. People can get money and other resources to support their learning.
5. People are given time to support learning.
6. People view problems in their work as an opportunity to learn.
7. People are rewarded for learning.

Inquiry & Dialogue
1. People give open and honest feedback to each other.
2. People listen to others' views before speaking.
3. People are encouraged to ask "why" regardless of rank.
4. Whenever people state their views, they also ask what others think.
5. People treat each other with respect.
6. People spend time building trust with each other.

Team/Group/Committee Level
To what extent is each statement accurate?
In my organization:

Collaboration & Team Learning
1. Teams/groups/committees have the freedom to adapt their goals as needed
2. Teams/groups/committees treat members as equals, regardless of rank, culture, or other differences
3. Teams/groups/committees focus both on the group's task and how well the group is working
4. Teams/groups/committees revise their thinking as a result of group discussions or information collected
5. Teams/groups/committees are rewarded for their achievements as a team/group/committee
6. Teams/groups/committees are confident that the organization will act on their recommendations

Organizational Level
To what extent is each statement accurate?
My organization:

Systems to Capture & Share Learning
1. Uses two-way communication on a regular basis, such as suggestion systems, electronic bulletin boards, or staff meetings
2. Enables people to get needed information at any time quickly and easily.
3. Maintains an up-to-date profile of employee skills.
4. Creates systems to measure gaps between current and expected performance.
5. Makes its lessons learned available to all employees.
6. Measures the results of the time and resources spent on training.

Empower People

1. Recognizes people for taking initiative.
2. Gives people choices in their work assignments.
3. Invites people to contribute to the organization's vision.
4. Gives people control over the resources they need to accomplish their work.
5. Supports people who take calculated risks.
6. Builds alignment of visions across different levels and work groups.

Connect the Organization

1. Helps employees to balance work and family.
2. Encourages people to think from a global (i.e. systems) perspective.
3. Encourages everyone to bring the client/community's views into the decision making process.
4. Considers the impact of decisions on employee morale.
5. Works together with the outside community to meet the mutual needs.
6. Encourages people to get answers from across the organization when solving problems.

Provide Strategic Leadership for Learning

1. Leaders generally support requests for learning opportunities and training.
2. Leaders share up-to-date information with employees about public health trends and organizational directions.
3. Leaders empower others to help carry out the organization's vision.
4. Leaders mentor and coach those they lead.
5. Leaders continually look for opportunities to learn.
6. Leaders ensure that the organization's actions are consistent with its values.

Please use this space to share additional information about your responses to Part 1. Please provide specific examples, where possible.
[Free Response Essay Text Box]

Sample climate survey
Part 2/3: Perceptions of Organization
The following questions ask you to reflect on your experience at Black Hawk County Public Health.
[Scale of 1 – Strongly disagree to 5 – Strongly agree]
Please rate how much you agree or disagree with the following statements

Mission/Vision
1. I understand the long-term mission and vision for our organization.
2. I am aware of the shared values that guide the workplace culture.
3. Our organization's culture reflects and supports our mission and values.
4. The definition of success for our organization is clear to me.
5. I am happy with the direction the organization is going.
6. Providing high quality service is a priority at our organization.
7. Our organization has a positive image with the community we serve.
8. Our work at our organization effectively reaches diverse communities.
9. I feel proud to work at our organization.
10. I would recommend our organization to others as a good place to work.

People Management

1. Our organization attracts qualified, competent, committed employees.
2. Our organization retains qualified, competent, committed employees.
3. Employees are clear on their roles and responsibilities.
4. Our organization has enough staff to do the work we set out to do.
5. I receive regular and timely reviews of my job performance.
6. The performance evaluation system provides me with useful information to support me in doing my job.
7. My colleagues hold me accountable for contributions and workplace culture values
8. Our organization has personnel policies which are followed consistently.
9. I have confidence and trust in my supervisor.
10. I feel comfortable taking suggestions to my supervisor.
11. My supervisor is fair in assigning work and dealing with members of my program area.

Rewards & Recognition

1. We celebrate success well at our organization.
2. I feel that I am recognized for my work performance here at our organization.
3. I feel valued and respected by management here.
4. I get enough feedback about how well I am doing my job.
5. I feel that my work makes a significant contribution to our organization's success.
6. I feel I am paid fairly.
7. I am happy with the health benefits offered through our organization (medical, dental, vision).
8. I am happy with the other benefits offered through our organization (403b, leave accruals, parental leave, remote work, etc.).
9. My job responsibilities have increased over the past year.
10. With any changes in my job classification, I have been compensated fairly.
11. My job keeps me challenged.
12. Overall I am happy with my job.

Opportunities for Growth

1. New staff members receive effective training orientations for their new position.
2. I have good opportunities for training and professional development in my job.
3. I feel there are opportunities for advancement here at our organization.
4. My supervisor seems interested in my career development.
5. I have been able to spend time this year learning and growing professionally.
6. I have enough contact with more experienced colleagues at our organization to learn from them.

Please use this space to share additional information about your responses to Part 2. Please provide specific examples, where possible.

[Free Response Essay Text Box]

STAR Organizational Capacity Framework

Part 3/3: Perceptions of Public Health Capacities

The following questions ask you to reflect on organizational capacities at Black Hawk County Public Health.

[Scale of 1-minimal to 7-strong + Don't know]

Rate your department's capacity to achieve public health impacts & outcomes through the following practices.

1. Maintaining a forward-thinking culture of innovation and change making.
2. Maintaining a culture that supports processes and practices that facilitate high performance.
3. Actively cultivating a culture of equity across all individual, group, and intersectional identities.
4. Fostering capacity to adapt and respond to change, including seizing critical opportunities for growth.
5. Recognizing each other for the work we do.
6. Having open and constructive conversations in support of each other and our mission.
7. Collaboratively reflecting and learning from each other and applying lessons to our work.
8. Working together to achieve extra outcomes.
9. Supporting personal satisfaction and fulfillment from work activities.
10. Working together to problem solve.

Please use this space to share additional information about your responses to Part 3. Please provide specific examples, where possible.

[Free Response Essay Text Box]

Thank you so much for your time. By clicking "next", your responses will be recorded.