Comprehensive Organizational Health Assessment Instrument Summary

Measure Subscales	Authors	Reliability	Number of items	Sample Items
Job Satisfaction:	TCU Institute of Behavioral Research, Fort Worth	.869	6	➤ *In my work, I have a feeling of success and accomplishment* ➤ *I feel appreciated for the work that I do*
Supervision (Knowledge, Support & Skill)	Butler Institute for Families	.973	18	➤ *My supervisor knows current intervention practices in child welfare* ➤ *My supervisor supports me in difficult case situations* ➤ *My supervisor helps me apply clinical knowledge to cases*
Professional Sharing and Support	Ellett, A. J., Ellett, C. D., & Rugutt, J. K. (2003). A study of personal and organizational factors contributing to employee retention and turnover in child welfare in Georgia. Unpublished manuscript.	.936	4	➤ *Co-workers in my unit are willing to provide support and assist each other when problems arise.*
Team Cohesion	University of New York, Albany: McCarthy	.932	9	➤ *It is clear what the team is supposed to accomplish together.* ➤ *Team members believe that we can make teaming work.*
Shared Vision	Ellett, A. J. (2009). Intentions to remain employed in child welfare: the role of human caring, self-efficacy beliefs, and professional organizational culture. Children and Youth Services Review, 31(1), 78-88.	.858	4	➤ *Co-workers in my unit clearly understand the agency vision for child welfare programs.*
Leadership (Distributive, Adaptive, Inclusive, & Outcome-focused)	Butler Institute for Families	.964	18	*Our leaders:* ➤ *Encourage staff to make our own decisions in our work.* ➤ *Actively seek to improve programs or services* ➤ *Build diversity throughout the organization* ➤ *Hold others accountable for results*
Readiness for Change (Response to Change, Learning Culture, & Change Management)	Lehman, W. K., Greener, J. M., & Simpson, D. (2002). Assessing organizational readiness for change. Journal of Substance Abuse Treatment, 22(4), 197. Retrieved from EBSCOhost.	.897	24	*In my agency:* ➤ *Agency changes are intended to make our jobs more manageable* ➤ *Staff regularly discuss new evidence-based practice* ➤ *Management provides a clear plan for implementing the change*

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Professional Development and Preparation for Work	Butler Institute for Families	.901	14	➢ *Training is highly valued by my agency.* ➢ *Supervisors encourage staff who are involved in social work education or other professional development activities.*
Inclusivity	Butler Institute for Families	.878	4	➢ *We have policies that promote a range of inclusive service models.* ➢ *We use procedures that enhance inclusivity in decision-making.*
Systems of Care Practices	Butler Institute for Families	.896	4	➢ *To meet the multiple needs of families, services are coordinated across providers.*
Cultural Competence	Butler Institute for Families	.905	8	➢ *Resources are in place to support initial and ongoing training for personnel to develop cultural competence.* ➢ *Cultural bias of assessment tools is considered when interpreting data and making recommendations.*
Addressing Disproportionality	Butler Institute for Families	.866	4	➢ *Policies have been implemented to address racial disparities.*
Physical Environment	University of New York, Albany: McCarthy	.889	15	***At my agency, I have:*** ➢ *Access to e-mail* ➢ *Access to other office equipment (copiers, fax, cameras, etc.)*
Community Resources	Butler Institute for Families	.855	8	➢ *There are strong, positive relationships between my agency and community resource providers.* ➢ *In my community, families have access to:* • *Substance abuse intervention* • *Mental health intervention*
Public Perception	Butler Institute for Families	.803	4	➢ *Child welfare work is valued by the community.* ➢ *Child protection workers are held in high esteem.*
Intent to Stay	Mixed sources	.880	4	➢ *I am actively seeking other employment.*

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Time Pressure	Butler Institute for Families	.948	5	➢ I don't have enough time to do my job effectively ➢ I am too busy at work ➢ My workload is too high
Self-Efficacy	TCU Institute of Behavioral Research, Fort Worth, Texas	.826	6	➢ I have the skills that I need to do my job effectively.
Coping Strategies	Butler Institute for Families	.812	10	➢ I use humor as a coping tool ➢ I debrief with colleagues as part of my self care.
Vicarious Traumatization Scale (VTS)	Butler Institute for Families	.887	5	➢ My work leaves me feeling emotionally numb.
Historical Trauma (Tribal Sites Only)	Native American Training Institute and Butler Institute	.898	12	➢ My colleagues and I have shared stories of traumatic historical events while at work.
Secondary Trauma Scale	Bride, B. E., Robinson, M. M., Yegidis, B., & Figley, C. R. (2004). Development and Validation of the Secondary Traumatic Stress Scale. Research on Social Work Practice, 14(1), 27-35.	.943	17	➢ My heart started pounding when I thought about my work with clients. ➢ It seemed as if I was reliving the trauma(s) experienced by my client(s).