



For the health of correctional agencies, staff and families

TOTAL: 122 ITEMS

CORRECTIONS FATIGUE ASSESSMENT

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Section 1: Demographics

16 items

Dem1. What is your gender:

1. Female
2. Male
3. Other

Dem2. What is your age group:

1. 18-29
2. 30-39
3. 40-49
4. 50-59
5. 60-69
6. 69+

Dem3. What is your race/ethnicity:

1. Two or more races
2. American Indian or Alaskan Native
3. Asian
4. Black or African American
5. Latino/a or Hispanic
6. Native Hawaiian or other Pacific Islander
7. White

Dem4. How many years have you worked in corrections:

1. Less than 1 year
2. 1-5
3. 6-10
4. 11-15
5. 16-20
6. 21-25
7. 26-30
8. 31 or more

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Dem5. What state or Territory do you reside in?

1. Drop-down list

Dem6. What is the incarcerated/treated population gender in the facility where you currently work?

1. Male
2. Female

Dem7. What is the incarcerated/treated population age group in the facility where you currently work?

1. Adult
2. Juvenile

Dem8. What type of facility do you currently work in?

1. Alcohol and Drug Treatment Facility
2. Adult Prison – Maximum/High Security/Level 4
3. Adult Prison – Medium Security/Level 3
4. Adult Prison – Minimum/Low Security/Level 2
5. Adult Prison – Work Camp/Level 1
6. Adult Prison – Super Maximum Security (23-hour lockdown)
7. Correctional Diagnostic/Reception Center
8. Correctional Psychiatric Facility
9. Felony Probation
10. Halfway House
11. Jail (Detention Center, County Correctional Facility)
12. Juvenile/Youth Corrections Facility
13. Juvenile Community Corrections
14. Juvenile Diversion Program
15. Military Correctional Facility
16. Misdemeanor Probation
17. Parole or Post-facility Supervision
18. Pre-release Center (including work and/or school release)
19. Other: _____

Dem9. Which of the following best describes your current job?

1. Administrative (Department head, Division head, Warden)
2. Case Manager/Correctional Counselor (not mental health)
3. Classification Staff (assesses for or determines inmate/offender security level, placement, and related functions)
4. Clerical
5. Crew supervisor
6. Custody/Security
 - a) Corrections Officer
 - b) Corporal
 - c) Sergeant
 - d) Lieutenant
 - e) Captain
7. Executive (Agency head, Commissioner, Sheriff, Secretary, Director)
8. Fiscal/Budget

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9. Food service
10. Human Resources
11. IT
12. Janitorial
13. Laundry
14. Maintenance/Physical plant
15. Medical and Dental Services
16. Mental/Behavioral Health Care
17. Mid-level Manager
18. Offender Mail
19. Parole Officer/Agent
20. Probation Officer/Agent
21. Program Staff— Chaplain/Religious Services
22. Program Staff— Educator
23. Program Staff— Librarian
24. Program Staff— Recreation Specialist
25. Program Staff— Reentry Specialist
26. Program Staff— Vocational Trainer
27. Records
28. Shop supervisor
29. Supervisor (manages direct service staff)
30. Other: _____

Dem10: Who lives with you:

1. No one; I live by myself
2. Friend or roommate
3. Spouse or partner
4. Children (yours, spouse's/partner's, or other)
5. Other family members
6. Pets

Dem_11. Approximately how many hours of mandatory overtime did you work during the past **month**? (write-in or drop-down)

Dem_12. Approximately how many hours of voluntary overtime did you work during the past **month**? (write-in or drop-down)

Dem_13. Approximately how many hours of sick leave did you take during the last **2 months**?

Dem_14. Approximately how many hours of vacation leave did you take during the last **2 months**?

Dem_15. Approximately how many days of FMLA leave did you take for personal health reasons during the past **12 months**?

Dem_16. Approximately how many days were you off of work due to Worker's Compensation during the past **12 months**?

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Section 2: Operational factors

12 items

The following set of statements describes opinions about work conditions that—on the average—you may or may not agree with. Please indicate how strongly you agree or disagree with each of those opinions.

<i>Facility quality</i>								
It is my opinion that:								
Ops_1	My work area needs maintenance work.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_2	My work area is noisy.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_3	The temperature in my work area can be too hot or too cold.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_4	The offender population in my work area is overcrowded.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_5	There are several blind spots in my work area.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_6	In general, my work area is sufficiently clean.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_7	Our maintenance department fixes issues brought to its attention in a timely manner.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_8	Our administration is attentive to suggestions for safety and security improvements.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_9	Equipment needed to enhance staff safety is present and in good working condition (radios, alarms, mirrors, cameras, pepper spray canisters, etc.).	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
<i>Staffing practices</i>								
Ops_10	When I work mandatory overtime, I rarely get 7 or more hours of sleep.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	I don't work mandatory overtime
Ops_11	Because of shift work schedules, I rarely get 7 or more hours of sleep.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Ops_12	I cut corners at work because there is no other way I can finish my work on time.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	

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Section 3: Organizational factors

37 items

The following set of statements describes opinions about training that —on the average— you may or may not agree with. Please indicate how strongly you agree or disagree with each of those opinions.

<i>Staff training practices</i>								
It is my opinion that staff at our facility receive a sufficient amount of high-quality:								
Org_1	Safety training	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Org_2	On-the-job training	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Org_3	Interpersonal skills training to manage offenders	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Org_4	Training for dealing with mentally ill offenders	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Org_5	Self-defense and arrest/control training	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Org_6	Stress-management training	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
<i>Perceptions of senior-level leadership</i>								

The following set of statements describes opinions about senior leadership that —on the average— you may or may not agree with. Please indicate how strongly you agree or disagree with each of those opinions.

Org_7	Our administrators take time to walk around the facility.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	N/A
Org_8	We only see our administrators when there is serious staff misconduct or a critical incident.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	N/A
Org_9	Our administrators take the time to listen to the staff.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	N/A
Org_10	Our administrators share important information with staff on a regular basis.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	N/A

The following set of statements describes opinions about supervision that —on the average— you may or may not agree with. Please indicate for how often you tend to have the following opinions about your direct supervisor.

<i>Supervisor-staff relationships</i>							
Org_11	My direct supervisor is available to answer my questions.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	

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Org_12	When my direct supervisor answers questions, those answers are clear and informative.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_13	My direct supervisor seems to communicate messages from the administration to me and my coworkers.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_14	My direct supervisor explains to me the reasons behind policy changes.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_15	My direct supervisor gives me feedback without embarrassing or insulting me.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_16	I trust my direct supervisor's judgment.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_17	My direct supervisor keeps his/her emotions under control when there are confrontations.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_18	My direct supervisor genuinely cares about me as a person.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_19	My direct supervisor causes me more anxiety and stress than the offenders do.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_20	I am satisfied with my direct supervisor.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	
Org_21	Promotions in my department are done fairly.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	I have not heard about or had one
Org_22	Disciplinary procedures in my department are conducted with fairness.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	I have not heard about or had one
Org_23	The evaluations I receive provide specific and meaningful feedback that is reflective of my abilities.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	I have not heard about or had one

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Org_24	Staff investigations in my department are conducted with fairness.	Never or almost never	About 25% of the time	About 50% of the time	About 75% of the time	Always or almost always	I have not heard about or had one
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The following set of statements describes opinions about your coworkers that — on the average — you may or may not agree with. Please indicate for how many of your coworkers you usually have the following opinions.

<i>Staff-staff culture</i>							
Org_25	I can rely on my coworkers to respond quickly during an emergency.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_26	My coworkers behave professionally.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_27	My coworkers treat each other poorly.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_28	My coworkers work together well.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_29	My coworkers carry their own load and get their work done.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_30	In general, I trust my coworkers' judgment.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_31	My coworkers cause me more anxiety and stress than the offenders do.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_32	I am satisfied with my coworkers.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
<i>Staff-offender culture</i>							
Org_33	My coworkers regularly abuse their power with offenders.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	

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Org_34	My coworkers regularly provoke offenders on purpose.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_35	My coworkers consistently treat offenders respectfully.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_36	My coworkers usually have appropriate professional boundaries with offenders.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	
Org_37	I am satisfied with the way my coworkers typically treat offenders.	None or almost none of them	About 25% of them	About 50% of them	About 75% of them	All or almost all of them	

Section 4: Work Morale
14 items

The following list of statements describes attitudes you may or may not have about your current job. Please rate how strongly you agree or disagree with each of these statements.

WQ_1	I think about quitting my job.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_2	For the most part, I am satisfied with my job.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_3	Overall, I enjoy being a corrections professional.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_4	I don't care about doing well at work anymore.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_5	I take pride in being a corrections professional.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_6	It is hard to feel like I'm making a difference as a corrections professional.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_7	Sometimes I call in sick because I can't take one more day at work.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_8	I would not call EAP even if I needed to because I don't want people to think that I am weak.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_9	I feel that efforts to rehabilitate offenders are a waste of time, energy, and money.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree

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WQ_10	Because of this job, I don't think I fit in "normal" society anymore.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_11	By the end of the workday, I am mentally exhausted.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_12	By the end of the workday, I am physically exhausted	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_13	If I could get the same pay and benefits, I'd quit my corrections job immediately.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
WQ_14	If I could do it over, I'd pick corrections as my career again.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree

Section 5: Trauma Exposure
16 items

Below is a list of experiences you may have had while working as a corrections professional. Please indicate approximately how many times **in the past month** you experienced the following **at work**.

In the past month at work:

	<i>Direct exposure</i>						
Texp_1	I was physically assaulted by offenders.	Never	1	2	3	4	5+
Texp_2	I was sexually assaulted by offenders.	Never	1	2	3	4	5+
Texp_3	I witnessed other staff being assaulted by offenders.	Never	1	2	3	4	5+
Texp_4	I witnessed other staff being killed by offenders.	Never	1	2	3	4	5+
Texp_5	I responded to offender murders, fights, physical assaults, sexual assaults, riots, self-mutilation, suicide attempts, or completed suicides.	Never	1	2	3	4	5+
Texp_6	I was nearly killed by offenders.	Never	1	2	3	4	5+
Texp_7	I saw offenders exposing their genitals or masturbating in front of me.	Never	1	2	3	4	5+
Texp_8	I was threatened with physical and/or sexual violence by offenders.	Never	1	2	3	4	5+
Texp_9	Offenders threatened to assault my family members physically and/or sexually.	Never	1	2	3	4	5+
	<i>Indirect exposure</i>						

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Texp_10	I saw videos or photos of staff being assaulted by offenders.	Never	1	2	3	4	5+
Texp_11	I saw videos or photos of staff being murdered by offenders.	Never	1	2	3	4	5+
Texp_12	I saw videos or photos of offenders being assaulted by offenders.	Never	1	2	3	4	5+
Texp_13	I saw videos or photos of offenders being murdered by offenders.	Never	1	2	3	4	5+
Texp_14	I read case files or other documents that contained details about violent incidents.	Never	1	2	3	4	5+
Texp_15	I heard about offender-on-staff assaults in my own facility, or in other facilities.	Never	1	2	3	4	5+
Texp_16	I heard about offender-on-offender assaults in my own facility, or in other facilities.	Never	1	2	3	4	5+

Section 6: Physical Health

4 items

	<i>Health diagnosis items</i>				
Health_1	<p>Since starting work in corrections, I have been diagnosed with the following health conditions (check all that apply):</p> <ul style="list-style-type: none"> High blood pressure High cholesterol Heart attack Stroke Type 2 diabetes Acid reflux Stomach ulcers Irritable bowel Skin problems Asthma Allergies Cancer Sleep apnea Insomnia Clinical depression Anxiety PTSD Panic attacks 	<p><i>Note:</i> During data analyses, Health_1 items can be divided between physical and mental health diagnoses, if desired. They were retained together in this list to reduce respondent fatigue.</p>			

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	Being overweight Being obese Fatty liver Other: (write-in)						
Health_2	Since starting work in corrections, I have had surgeries due to injuries suffered on the job.	Yes/No					
Health_3	(If “yes” to HEALTH_2): How many times over the course of your entire corrections career? <i>Conditional display item</i>	(write-in or drop-down)					
Health_4	I am satisfied with my health.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree

Section 7: Home Life
22 items

Gate item: Home_gate. Do you currently live with family (domestic partner, spouse, children, relatives, etc.)?
If Yes, present questions below.

Home_1	No matter how hard I try, I bring some of my work stress home.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_2	When I get home from work I'm irritable and impatient.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_3	Work gets most of my energy; my family gets the leftovers.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_4	When I get home from work, I feel like I've got nothing more to give.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_5	When I get home from work, I don't feel like talking to anyone.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_6	When I get home from work, I don't want to have to do anything.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_7	I try to avoid going to social events that my family members want to attend.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_8	My work schedule causes conflict at home.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_9	My family members don't understand how work affects me.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_10	Because of work, I don't have enough time to do fun things with my family.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	

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Home_11	Because of work, I am not sufficiently involved in my family members' lives.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_12	Because of work, my concerns about safety limit my family's social or outdoor activities.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_13	Since I started working in corrections, I find it harder to express affection to my family.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_14	I've been told by my family members that I treat them like offenders.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_15	I've been harsher with my family members since I started working in corrections.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_16	I've been less trusting of my family members since I started working in corrections.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_17	I am satisfied with my family life.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_18	My family has told me I should find a job outside of corrections.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	
Home_19	Arranging for childcare is challenging for me and/or my children's other caretakers.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	Not applicable
Home_20	I and/or my children's other caretakers have trouble finding childcare when I am required to work mandatory overtime.	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree	Not applicable

Home_21. If you have a spouse or domestic partner, how many times have you been separated from your spouse/domestic partner since you started working in corrections? If you do not have a spouse or domestic partner, please answer "not applicable." (Write-in or drop-down that includes the option "not applicable")

Home_22. How many times have you been divorced since you started working in corrections? If you have not had a spouse while working in corrections, please answer "not applicable." (write-in or drop-down that includes the option "not applicable")

Section 8: Open Comments

1 item

OPEN_1. Please provide any comments you would like to share: (write-in with no character limits)

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