

Revised Casey-Fink Nurse Retention Survey

©2009 Kathy Casey and Regina Fink. All rights reserved.

I. Please answer each of the following questions by placing a mark inside the circles:

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
1. My work challenges me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I feel that my talents are appreciated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I feel that I make a difference with patient care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I feel that I am a respected member of the healthcare team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I feel supported by my team on my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I feel supported by my charge nurse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Other nurses are available to assist me during new situations and procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. My charge nurse provides encouragement and feedback about my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My educator provides encouragement and feedback about my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My manager provides encouragement and feedback about my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I enjoy socializing with other team members outside of working hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I feel comfortable communicating with patients and families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I feel overwhelmed by my patient care responsibilities and workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I feel the expectations of me in this job are realistic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I feel supported by the physicians I work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I have been in my position about as long as I want to be.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. If the economy was better, I would think about finding another job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
18. I feel that my contributions to this organization are acknowledged.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I feel that my charge nurse is approachable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I feel that my educator is approachable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I feel that my manager is approachable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I feel that my manager follows through with my concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. There are positive role models for me to observe on my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. My manager is helping me to develop confidence in my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. My manager places a high value on the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. My preceptor(s) provided me with a sound foundation to begin my practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. I have a mentor I look to for continued guidance and mentoring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. I am satisfied with my chosen nursing specialty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. I would encourage other nurses to work at UCH.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. I believe nurses should be rewarded based on seniority rather than clinical performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. I would like to be working here 5 years from now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. I would consider staying here if offered the option of working shorter shifts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. I would like the option of working some shorter shifts (i.e. 4, 6, 8, 10 hours).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. If you agree to question 33, what is your preference of shift length				
a. 4 hour				
b. 6 hour				
c. 8 hour				
d. 10 hour				
35. I am experiencing stress in my personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. If you chose agree or strongly agree, to #35, please indicate what is causing your stress. (You may circle more than once choice).

- a. Finances
- b. Child care
- c. Student loans
- d. Graduate school
- e. Living situation
- f. Personal relationships
- g. Job performance
- h. Other: _____

II. How *satisfied* are you with the following aspects of your job:

	VERY DISSATISFIED	MODERATELY DISSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	MODERATELY SATISFIED	VERY SATISFIED
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting out of work on time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurse to patient ratios	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
# Weekends off per month	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rotating day/night shifts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to work straight shifts (straight days or nights)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Timeliness of the schedule being available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schedule is flexible to my needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of encouragement and feedback from manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Orientation was adequate for my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of care that I am able to provide	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

1. Please list or describe ways in which you have received praise or recognition for a job well done:

2. How would you like to receive recognition for a job well done?

III. Professional Development

1. What are your professional goals for the next:

One year? _____

Five years? _____

2. Is there someone assisting (mentoring) you to achieve these goals?

a. yes

b. no

3. What activities have you participated in during the past two years to enhance your professional development and/or support achievement of your career goals? Please check all that apply.

a. unit/hospital committee(s)

b. certification in your specialty area

c. member of a professional organization

d. subscribe to a nursing journal

e. enrolled in an advanced degree program

f. other _____

IV. Demographics: Circle the response that represents the most accurate description of your individual professional profile.

1. Age: _____ years

2. Gender:

a. female

b. male

3. Number of years as a Registered Nurse: _____

4. Number of years in your area of specialty: _____

5. Number of years at UCH: _____

6. I am currently employed:

a. full time

b. part time

c. flex

7. I work in the following setting:

a. inpatient

b. ambulatory

8. The unit I work: _____

9. UXCEL Level: I II III IV

10. Highest Degree Recd: AD: ____ Diploma: ____ BSN: ____ ND: ____ Master's: ____ DNP: ____

11. Have you functioned as a charge nurse?

a. yes

b. no

12. Have you functioned as a preceptor?

- a. yes
- b. no

13. What is your scheduled work pattern?

- a. Straight days
- b. Straight nights
- c. Rotating days/nights
- d. Weekends

14. What keeps you working in your current job? (choose the one most important reason)

- a. nurses you work with
- b. patient care or making a difference
- c. autonomy
- d. manager
- e. educator
- f. charge nurses
- g. other nurses
- h. salary
- i. time off
- j. benefits
- k. opportunities for career advancement
- l. types of patients in my care area
- m. continuing education opportunities
- n other, please specify _____

15. What might cause you to leave UCH? _____**16. What do you think UCH can do to improve registered nurse retention? _____**
