

1. Supervisory Support

When answering the questions below, please refer to the supervisor (e.g. the charge nurse) who is most often in charge when you work your shift. Fill in the circle that corresponds to your feelings about your supervisor

	Never	Seldom	Sometimes	Often	Always
a) My supervisor tries to meet my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) My supervisor knows me well enough to know when I have concerns about resident care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) My supervisor tries to understand my point of view when I speak to them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) I can rely on my supervisor when I ask for help, for example, if things are not going well between myself and my coworkers or between myself and residents and/or their families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) My supervisor keeps me informed of any major changes in the work environment or organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) My supervisor strikes a balance between clients/families' concerns and mine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) My supervisor encourages me even in difficult situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) My supervisor makes a point of expressing appreciation when I do a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i) My supervisor respects me as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j) My supervisor recognizes my strengths and areas for development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Leadership Practices

The following questions ask about your Home's Administrator or Senior management team. Fill in the circle that corresponds to your feelings about the **Senior Management at this Home.**

	Never	Seldom	Sometimes	Often	Always
a) Talks about future trends that affect how our work gets done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Promotes cooperation among staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Praises people for a job well done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Challenges people to try out new and innovative approaches to their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Describes a convincing vision of what our future could be like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Actively listens to different points of view.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Makes sure people we work with stick to the principles and standards that we have agreed on.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) Follows through on promises and commitments that are made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i) Publicly recognizes people who demonstrate support for the Home's values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j) Communicates clearly with staff about what it is trying to achieve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k) Expresses a commitment to providing high-quality care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Involvement in Planning and Practice

We are interested in knowing how much you participate in planning how your work gets done and the future plans for the Home as a whole. Please fill in the circle that most closely matches your agreement with each of the following statements

	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
a) I am involved in setting the goals for this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) I am asked for my input when changes are planned.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) I have the freedom to decide how to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) I am involved in decisions that affect me on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) I am involved in creating our vision of the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) My ideas and inputs are valued at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Communication

The following questions ask about communication in this Home including the accuracy and timeliness of information. Please fill in the circle that most closely matches your level of agreement with the following statements

	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
a) It is easy for me to talk openly with all workers in this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) It is often necessary for me to go back and check the accuracy of information I have received.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) I find it enjoyable to talk with other workers in this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) When people talk to each other in this Home, we understand each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) The accuracy of information passed among the workers in this Home leaves much to be desired.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) It is easy to ask advice from any worker in this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) I feel certain that others don't completely understand the information they receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) The information I receive is often inaccurate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i) I get information on the status of residents when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j) When a resident's status changes, I get relevant information regarding their care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k) There are needless delays in relaying information regarding resident care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l) In matters pertaining to resident care, nurses call physicians in a timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Quality Improvement

The following questions ask about how quality improvement happens at this Home. For each statement, show how much you agree or disagree that the statement is true for this Home (fill in the corresponding oval). You should think about what the Home is like now, not how you think it might be in the future or how you wish it to be

	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
a) Staff are encouraged to develop new ways to deliver resident care and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) We work with staff from different units and teams to solve problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) There is a commitment to education and training in this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Job expectations are understood by all members of the care team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) A system to monitor quality is in place in this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Our Home continuously evaluates our care and services to change future care and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Resident Care

Please fill in the circle that most closely matches your agreement with each of the following 5 statements

	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
a) This Home does a good job of assessing resident needs and wishes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Home employees promptly resolve resident complaints.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Residents' complaints are studied to identify patterns and prevent the same problems from recurring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) This Home uses reports about residents to improve services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) This Home uses the results of resident and family surveys when planning new services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Continuity of Care

These two questions ask about staffing practices related to continuity of care. Please indicate how you are assigned shifts at this Long-Term Care Home.

	Never	Seldom	Sometimes	Often	Always
a) In a typical month how often are you assigned to work on the same unit in the Home?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) When you are assigned to a unit, do you usually care for the same group of residents on the unit?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Emotional Health

Please read each statement carefully and decide if you ever feel this way about your job at this LTC Home. If you have never had this feeling, fill in the circle under "Never". If you have had this feeling, fill in the circle that best describes how often you feel this way.

	Never	Seldom	Sometimes	Often	Always
a) I feel emotionally drained from my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) I feel used up at the end of the workday.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) I feel tired when I get up in the morning and have to face another day on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Working with people all day is really a strain for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) I feel burned-out from my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) I feel frustrated by my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) I feel I'm working too hard on my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) Working directly with people puts too much stress on me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i) I feel like I am at the end of my rope.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Intent to Change Jobs

Please indicate your level of agreement with each of the following statements below by filling in the circle that most closely matches.

	Very Unlikely	Unlikely	Likely	Very Likely
a) I will likely actively look for a new job with another organization in the next 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree
b) I often think about quitting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Right now, I could find a job with another employer with about the same pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Rate Your Work Environment

Please rate how you feel about each part of your job listed below. On a scale from 1 to 10, fill in the circle that matches your rating where **1 is the lowest or worst and 10 is highest or best** score. In this section, sometimes 10 will mean that you're really happy with this aspect of your job and sometimes 10 means that you agree with the statement.

	Lowest 1	2	3	4	5	6	7	8	9	Highest 10
a) Rate whether you feel part of a team effort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) Rate whether you have enough staff to handle the workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Rate the level of co-operation among staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Rate your overall impression of the people you work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Rate whether you have had enough training to do your job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Rate whether you get support from others when doing your job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Rate whether you have chances to talk about your concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) Rate how much you enjoy working with residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i) Rate how close you feel to residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j) Rate how much you like your work schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k) Rate whether residents' demands on you are reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l) Rate whether family members' demands on you are reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m) Rate whether you have enough time to do your job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n) Rate whether your skills are good enough to do your job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o) Rate your chances for more training supported by the Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p) Rate the care given to residents in this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q) Rate whether you have an effect on residents' lives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r) Rate how fairly you are paid.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s) Rate your chances for advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t) Overall, rate how satisfied you are with your current job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u) Rate how highly you would recommend working at this facility to a friend.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v) If this type of care were required for a family member or friend, rate how highly you would recommend this Home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
w) Overall, rate this Home as a place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Training

In the last 12 months have you taken any training, learning or development provided by or paid for by your employer? **Fill in all that apply.**

- | | |
|---|--|
| <input type="radio"/> No | <input type="radio"/> Yes - Training outside of the workplace paid for by the employer |
| <input type="radio"/> Yes - Training in the workplace | <input type="radio"/> Yes - Training outside of the workplace not paid for by the Home |

12. Workplace Safety

Please indicate whether or not you have experienced any of the following by filling in the corresponding circle.

a) During the last 12 months, have you been injured or felt unwell as a result of the following problems at work:

Yes No N/A

i. Moving or handling residents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ii. Needlestick and sharps injuries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
iii. Slips, trips or falls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
iv. Exposure to dangerous substances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

b) During the last 12 months, have you personally experienced verbal abuse at work from:

i. Residents / family members / other members of the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ii. Managers / co-workers / other staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

c) During the last 12 months, have you personally experienced physical abuse at work from:

i. Residents / family members / other members of the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ii. Managers / co-workers / other staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

d) Does your employer take effective action if staff are:

i. Physically attacked by residents, their relatives or other members of the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ii. Physically attacked by managers, co-workers or other staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
iii. Bullied, harassed or abused by residents, their relatives or other members of the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
iv. Bullied, harassed or abused by managers, co-workers or other staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. In general, how would you rate your overall happiness?

Very Unhappy Unhappy Neither Happy nor Unhappy Happy Very Happy

14. In general, how would you rate your overall health?

Poor Fair Good Very Good Excellent

15. How many LTC Homes do you currently work at?

1 2 3 4 or more

16. At this home are you

Part Time Full Time Casual

17. Which shift do you usually work?

Weekday nights Weekday evenings Weekday days Weekends On call No regular time

18. What is your age range (in years)?

Under 30 30-39 40-49 50-59 60+

19. What is your gender?

Female Male

	Yes	No
20. Do most residents and staff in this LTC Home speak the same language that you speak at home?	<input type="radio"/>	<input type="radio"/>
21. Do you consider yourself an ethnic / racial / religious minority at this home?	<input type="radio"/>	<input type="radio"/>

22. Do you think that you face racism or other forms of discrimination in this home...	Yes	No
a) ...From management or a supervisor?	<input type="radio"/>	<input type="radio"/>
b) ...From staff?	<input type="radio"/>	<input type="radio"/>
c) ...From residents?	<input type="radio"/>	<input type="radio"/>
d) ...From families?	<input type="radio"/>	<input type="radio"/>

23. Do you belong to a union as part of your employment in this home?	<input type="radio"/>	<input type="radio"/>
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<p>24. How long have you been working in LTC Homes?</p> <p><input type="radio"/> Less than 1 year</p> <p><input type="radio"/> 1-2 years</p> <p><input type="radio"/> 3-4 years</p> <p><input type="radio"/> 5 or more</p>	<p>25. How long have you been working at this LTC Home?</p> <p><input type="radio"/> Less than 1 year</p> <p><input type="radio"/> 1-2 years</p> <p><input type="radio"/> 3-4 years</p> <p><input type="radio"/> 5 or more</p>
<p>26. What is your current position in <u>this Home</u>? (list primary position)</p> <p><input type="radio"/> Management (non-clinical role including Director of Care and Medical Director)</p> <p><input type="radio"/> Physician or Registered Nurse in the Extended Class or Nurse Practitioner</p> <p><input type="radio"/> Pharmacist</p> <p><input type="radio"/> Registered Nurse</p> <p><input type="radio"/> Registered Practical Nurse</p> <p><input type="radio"/> Personal Support Worker/Health Care Aide</p> <p><input type="radio"/> Other Direct Care Staff (e.g. Therapist, Recreation or Activation, Social Worker)</p> <p><input type="radio"/> Other (e.g. Dietary, Nutrition, Food Service, Housekeeping, Maintenance, Clerical/Administrative)</p>	<p>27. What is the highest level of school that you have <u>completed</u>?</p> <p><input type="radio"/> Elementary School</p> <p><input type="radio"/> High School</p> <p><input type="radio"/> College Diploma</p> <p><input type="radio"/> Undergraduate University Degree</p> <p><input type="radio"/> Masters (Business, Nursing or Health Admin)</p> <p><input type="radio"/> Other Masters</p>