

Trauma Informed Care Team - Anonymous Staff Survey

All questions contained in this survey, and the survey itself, are optional. Please only answer the questions you feel comfortable answering.

We understand some of the terms used in this survey, such as "safety" and "aggression", are terms that individuals may perceive or define differently. We honor your experiences and your perception of how those terms are defined. Please answer based on your experiences.

Terms:

- Substance Abuse and Mental Health Services Administration (SAMHSA) defines trauma in the following way:

"Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or threatening and that has lasting adverse effects on the individual's functioning and physical, social, emotional, or spiritual well-being."

- Substance Abuse and Mental Health Services Administration (SAMHSA) defines compassion fatigue in the following way:

"Compassion fatigue is a combination of burnout and secondary traumatic stress."

Burnout includes three parts: feelings of exhaustion, negative or cynical attitudes toward work, and a sense of not doing well or being effective in your work.

Secondary traumatic stress may happen when you hear of trauma others have experienced, especially when many people tell you about their traumatic experiences. Symptoms of secondary traumatic stress may include avoiding things that remind you of the trauma you've heard about, or feeling very keyed up or on alert a lot of the time."

- Washington State University's Carson College of Business defines decision fatigue in the following way:

"In essence, decision fatigue is mental exhaustion resulting from the sheer number of decisions a person must make daily, leading to difficulty making -- or making good -- decisions."

1. I have not experienced workplace trauma, burnout, or compassion fatigue while working in a public library (please review the questions before selecting this option).

Mark only one oval.

This survey does not apply to my experiences in public library work.

2. 1. I feel physically safe in my current workplace location.

Mark only one oval.

1 2 3 4 5

Never Always

3. 2. I feel mentally and emotionally safe in my current workplace location.

Mark only one oval.

1 2 3 4 5

Never Always

4. 3. I felt physically safe in my previous public library workplace locations.

Mark only one oval.

1 2 3 4 5

Never Always

5. 4. My co-workers have experienced work-related trauma in a public library setting and they have discussed this with me.

Mark only one oval.

Yes

No

6. 5. The typical frequency at which I have traumatic experiences at my workplace is

Mark only one oval.

Annually

Monthly

Weekly

Daily

Never

7. 6. My last traumatic workplace experience was

Mark only one oval.

Last year

This year

Last month

This week

Never

8. 7. Have you experienced a very difficult or frightening situation/incident at work in which your colleagues interceded during or after and supported you?

Mark only one oval.

Yes

No

9. 8. If you answered yes to the previous question, was this helpful to you?

Mark only one oval.

Yes

No

10. 9. If it was helpful, what did they do that helped you?

11. 10. Have you interceded during or after a very difficult or frightening situation/incident at work and supported a colleague?

Mark only one oval.

Yes

No

12. 11. If you answered yes to the previous question, was this helpful to them?

Mark only one oval.

Yes

No

I don't know

13. 12. If it was helpful, what did you do that helped them?

14. 13. Have you ever needed to seek mental health support for a high degree of work-related stress and/or trauma?

Mark only one oval.

Yes

No

15. 14. If you answered yes to the previous question, was this helpful for you?

Mark only one oval.

Yes

No

16. 15. Have you ever received comments about your gender identity/expression (female, male, nonbinary, genderqueer) from customers or co-workers?

Mark only one oval.

Yes

No

17. 16. If you answered yes to the previous question, please explain.

18. 17. Have you ever been given unique responsibilities you believe were based on your gender identity/expression (female, male, nonbinary, genderqueer) and not on your professional knowledge and skills?

Mark only one oval.

Yes

No

19. 18. If you answered yes to the previous question, please explain.

20. 19. Do you feel there are specific stereotypes or notions that PCPL perpetuates of its workers?

Mark only one oval.

Yes

No

21. 20. If you answered yes to the previous question, please explain.

22. 21. Have you ever experienced workplace trauma as a result of being targeted as part of a marginalized community (some examples are BIPOC, LGBTQIA+, gender identity, neurodiverse status, disability status)?

Mark only one oval.

Yes

No

23. 22. If you answered yes to the previous question, please explain.

24. 23. Have you ever had a traumatic experience that had a direct negative impact on your work performance?

Mark only one oval.

Yes

No

25. 24. Have you ever had a traumatic experience that made you want to leave your job?

Mark only one oval.

Yes

No

26. 25. Have you ever had a traumatic experience that made you consider leaving public library service entirely?

Mark only one oval.

Yes

No

27. 26. If you are willing to share a traumatic experience you have had in your work environment in public libraries, please describe it below.

28. 27. Share five words you think of when you think of the cause of workplace trauma and burnout in the public library profession.

29. 28. Share five words you think of when you think of solutions to combatting workplace trauma and burnout in the public library profession.

30. 29. Are there strategies being implemented in your current work environment that help you manage the negative effects of intense or frightening incidents, high levels of stress, or combat burnout?

Mark only one oval.

Yes

No

31. 30. If you answered yes to the previous question, what are those strategies? Are they helpful and how so?

32. 31. What are three supports, not presently in place, that would aid you most when experiencing and working through workplace trauma? These work environment supports could be at a branch, department, or system-wide level.

33. 32. In your experience, what has been the most helpful in combating workplace burnout?

34. 33. In your experience, what has been the most helpful in combating compassion fatigue?

35. 34. In your experience, what has been the most helpful in working through workplace trauma?

36. Please share any additional comments, experiences at work in a public library setting, or ideas for additional staff supports below.

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