

Nurse satisfaction survey

Please do not write your name. Answer about your own unit over the past three months.

Unit _____ Date _____

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
1 Overall, I am satisfied with my job on this unit.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
2 On most shifts we have enough nurses to care for patients safely.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
3 I am proud of the care patients get on this unit.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
4 I can make the nursing decisions my license allows without waiting for permission.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
5 My nurse manager is easy to reach when I need help.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
6 Physicians here take it seriously when a nurse raises a concern about a patient.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
7 When I fall behind, other nurses on my shift step in without being asked.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
8 In the past year I have had real chances to grow my clinical skills.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
9 I can report an error or a near miss without fear of blame.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
10 If leaders could fix one thing first, what should it be? ☐ Staffing ☐ Schedules and time off ☐ Supplies and equipment ☐ Support from leaders ☐ Pay and benefits					
11 Where do you expect to be working a year from now? ☐ On this unit ☐ Another unit here ☐ Another employer ☐ Leaving nursing ☐ Not sure					
12 What one change would make your next shift better?					

Thank you. Your answers are anonymous.

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Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Staffing and your last shift

13 On your last shift, how many patients were you assigned?

- ☐ 1 to 2 ☐ 3 to 4 ☐ 5 to 6 ☐ 7 or more ☐ No patient assignment

14 On your last shift, what did you have to leave undone or rush for lack of time? (tick all that apply)

- ☐ Talking with patients ☐ Patient or family teaching ☐ Care plans ☐ Mouth or skin care
☐ Documentation ☐ Nothing

15 In the past month, how often did you stay past the end of your shift?

- ☐ Never ☐ Once or twice ☐ About once a week ☐ Most shifts

16 In the past month, how many times were you floated to another unit?

- ☐ Never ☐ Once ☐ 2 to 3 times ☐ 4 or more times

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
17 The supplies and equipment I need are on hand.	1	2	3	4	5

Leadership and having a say

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
18 My manager fixes what I raise or tells me why not.	1	2	3	4	5
19 Nurses on this unit help decide how our practice changes.	1	2	3	4	5
20 Senior nurse leaders are regularly seen on this unit.	1	2	3	4	5
21 Good work on this unit gets noticed and thanked.	1	2	3	4	5

Safety at work

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
22 I feel physically safe from patients and visitors at work.	1	2	3	4	5
23 I hear back after I report a safety problem.	1	2	3	4	5
24 Shift handoffs give me what I need to start my shift safely.	1	2	3	4	5
25 In the past 12 months, has a patient, visitor or coworker verbally abused or threatened you at work?					
	☐ No	☐ Yes, once	☐ Yes, more than once	☐ Prefer not to say	

Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Growth and career

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
26 I get support to earn a degree or certification.	1	2	3	4	5
27 I can see a next step for my career here.	1	2	3	4	5
28 Which of these would you most like to do in the next two years?					
☐ Earn a certification ☐ Go back to school ☐ Precept or teach ☐ Move into leadership					
☐ Change specialty ☐ Stay in my current role					

Your first year as a nurse

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
29 Orientation got me ready for a full patient load.	1	2	3	4	5
30 My preceptor had time to teach me on shift.	1	2	3	4	5
31 After hours, I know who to call about a patient.	1	2	3	4	5
32 What do you wish someone had told you in your first month on this unit?					

Thinking about staying

33 If you left this job, what would be the main reasons? Pick up to three. (tick all that apply)

☐ Staffing or workload ☐ Pay ☐ Schedule ☐ My manager ☐ Exhaustion ☐ Career move

☐ Family or relocation

34 How often do you finish a shift too worn out to enjoy your time off?

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always

35 How likely are you to recommend this unit to a nurse friend as a place to work?

Not at all likely Extremely likely

Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

About you

36 What is your role?

- ☐ Staff RN ☐ Charge RN ☐ LPN or LVN ☐ Advanced practice RN ☐ Other nursing role

37 How long have you worked as a nurse?

- ☐ Under 1 year ☐ 1 to 2 years ☐ 3 to 5 years ☐ 6 to 10 years ☐ Over 10 years

38 Which shift do you usually work?

- ☐ Days ☐ Evenings ☐ Nights ☐ Rotating

39 What is your employment status?

- ☐ Full time ☐ Part time ☐ Per diem ☐ Agency or travel

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