



# Department of Employment Dispute Resolution

## GROUP MEDIATION ASSESSMENT SURVEY

Your agency has asked the Department of Employment Dispute Resolution for assistance in determining whether group mediation with your work unit would be appropriate. This survey is an opportunity for you to provide information in a confidential way.

Please check the item that best describes your opinion. The answers you provide will help the mediators identify areas that may require further exploration if group mediation is conducted. We ask that you not give any personally identifying information about yourself, but do write the name of your work unit at the bottom of page two. Your input is very important. Thank you!

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
1) I understand how to perform my job and what is expected of me.						
2) I have the knowledge, skills and resources to do my job.						
3) I find my job satisfying and rewarding.						
4) I receive the support I need from co-workers (or persons I supervise) to be successful in my job.						
5) I receive the support I need from management to be successful in my job.						
6) The staff in my office/department work well together.						
7) I am comfortable expressing my opinion on work-related issues even if it is contradictory to others' views.						
8) I feel I am heard when I express my opinion on work-related issues.						
9) There are personal issues in my workplace that interfere with my doing a good job.						
10) My supervisor works well with the employees under his/her supervision.						
11) I feel that my supervisor respects and trusts me.						
12) I respect and trust my supervisor/manager.						
13) My relationship with persons at, or near, my level is respectful and trusting.						

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
14) There are racial, sexual or ethnic comments or jokes made in my work unit.						
15) I feel that employees in my work unit receive the encouragement and recognition that is deserved.						
16) I am under unreasonable pressure at work.						
17) There is unresolved tension in my work unit.						
18) Morale is good in the office.						
19) I am hopeful that morale, productivity and satisfaction in my unit can improve.						
20) I am interested in working toward an improved work situation by participating in group mediation.						

**Please complete the following:**

**What I would most like to change in my work group is:**

**I would consider my supervisor/manager more effective if s/he:**

**My relationship with my co-workers would be better if:**

**I would be a better employee and happier in my job if:**

**My department/agency name is:**

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*Please return to:*  
 Department of Employment Dispute Resolution  
 830 East Main Street, Suite 400  
 Richmond, VA 23219  
 or  
 FAX to  
 EDR's Mediation Staff at (804) 786-0111