

Chapter 4 Activity 5

Cultural Satisfaction Survey for Employees and Supervisees

Name: _____

Date: _____

There are several reasons to directly ask people about your supervisory practices in relation to cultural diversity. First, you get an idea of what supervisees and employees think about efforts. Second, you are fostering cultural responsiveness by asking at frequent and regular intervals how people feel about the environment. Finally, if done within a consistent framework, the responses can be used as measures for evaluating progress over time.

These questions can be asked individually through anonymous surveys, discussed individually, or discussed in focus groups. It might be helpful to use an anonymous survey initially, at which point you can ask how supervisees would like to respond in the future. If you have one person say that they would feel most comfortable with anonymous responses, it is probably best to consider why and address the overall climate (see Chapter 6 on Structured Problem Solving).

Do you feel your organization values diversity? Describe examples of how diversity is valued or how it is not valued.

What does your supervisor know about your culture? How do you think they know this?

Chapter 4 Activity 5

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Check all of the words that best describe your feelings during supervision. In the text box below, list a few examples that illustrate the two strongest feelings you have about supervision.

Excluded Demeaned Harassed Discriminated Against Devalued
Bullied Respected Included Valued Treated Fairly Cherished

In what ways does the physical environment reflect all members of your community? Give two examples.

In what ways are meeting and activity schedules arranged to support the needs of all cultural groups in your community? Give two examples.

Chapter 4 Activity 5

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Check the identity categories that represent differences between you and your supervisor.

Age Gender Race Culture Ethnicity National Origin Religion
Sexual Orientation Disability Language Socioeconomic Status

Other:

Check the identity categories that you feel create tension between you and your supervisor.

Age Gender Race Culture Ethnicity National Origin Religion
Sexual Orientation Disability Language Socioeconomic Status

Other:

What ideas do you have for improving cultural responsiveness?

Is there anything else you would like to discuss?