

### Adapted Perception of Workplace Change Schedule (POWCS): Post *(Adjusted for the MY HOME LIFE PROGRAMME from Nolan et al (1998)<sup>1</sup>/Patterson et al 2010* **For use with Managers**

Below, are a number of statements about the possible changes to you, or to the place in which you work that may have happened during the last 12 months. Please look at the statements and circle the number that best reflects your opinion.

<b>During the last 12 months:</b>	<b>Decreased a lot</b>	<b>Decreased a little</b>	<b>Stayed about the same</b>	<b>Increased a little</b>	<b>Increased a lot</b>
The sense of personal achievement I get from work has	5	4	3	2	1
The levels of stress I feel has	5	4	3	2	1
My feeling of being valued has	5	4	3	2	2
Staff morale has	5	4	3	2	1
The quality of management and leadership I am able to offer has	5	4	3	2	1
My job satisfaction has	5	4	3	2	1
The quality of my engagement with staff has	5	4	3	2	1
My understanding of how to improve the culture of care has	5	4	3	2	1
My satisfaction with the relationship I have with my line manager/ owner has	5	4	3	2	1
My own quality of life has	5	4	3	2	1
My ability to make sufficient time to support staff has	5	4	3	2	1
The quality of experience for people using this service appears to have	5	4	3	2	1
My leadership & communication skills have	5	4	3	2	1
My confidence as a professional has	5	4	3	2	1
My enthusiasm for working in care homes has	5	4	3	2	1
The quality of interaction between staff and residents has	5	4	3	2	1
The quality of interaction between staff and relatives has	5	4	3	2	1
My confidence in staff's ability to take initiative	5	4	3	2	1

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<sup>1</sup> M, Nolan, G, Grant, J.Brown and J. Nolan; Assessing Nurses Work Environment: old Dilemmas, New Solutions Clinical Effectiveness in Nursing (1998) 2, 145-156

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has					
Staff sickness levels have	5	4	3	2	1
Staff retention levels have	5	4	3	2	1
The overall level of quality of practice in this care setting has	5	4	3	2	1
My overall feeling of being a positive community for people using this service, relatives and staff has	5	4	3	2	1
Unplanned admissions to hospital appear to have	5	4	3	2	1

## **Post: Assessment of Work Environment Schedule (AWES)**

*Adapted for the MY HOME LIFE programme from Nolan et al (1998)<sup>2</sup>*

<b>Thinking about the place in which I work, I feel that</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree or Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
I currently get a positive sense of personal achievement from my work	5	4	3	2	1
I play an active role in decision-making about the care of people using this service	5	4	3	2	1
My manager provides space and time to listen to my views	5	4	3	2	1
I can try new ideas without criticism	5	4	3	2	1
I am encouraged to develop my skills	5	4	3	2	1
I typically experience high levels of stress	5	4	3	2	1
I am supported through difficult situations	5	4	3	2	1
I feel valued for the work I do	5	4	3	2	2
There is a positive feeling of morale among staff	5	4	3	2	1
I have a positive relationship with my manager	5	4	3	2	1
The quality of experience for people using this service is positive	5	4	3	2	1
This care setting feels like a positive place to be	5	4	3	2	1

<sup>2</sup> M, Nolan, G, Grant, J. Brown and J. Nolan; Assessing Nurses Work Environment: old Dilemmas, New Solutions Clinical Effectiveness in Nursing (1998) 2, 145-156