



Get a snapshot of your shelter’s health by answering the following questions honestly, then compare your guesstimates to real-time averages from 80+ shelters across the country in the table below.

1. What percentage of your staff would agree they are satisfied with...
 - a. The organization in general? _____%
 - b. Teamwork across departments? _____%

2. What percentage of your staff would agree that senior management considers employee input? _____%

3. What percentage of your staff would agree that their direct supervisor provides clear and timely feedback? _____%

4. Concerning their work specifically, what percentage of your staff would agree that their job is emotionally draining? _____%

5. Concerning volunteers, what percentage of your staff would agree that volunteers are appropriately trained? _____%

Now, compare your answers to the normative or “average” percentage agreement below:

Question	National Averages
1a	On average, 71% of shelter staff are satisfied w/the organization in general.
1b	On average, 38% of staff are satisfied with teamwork across departments.
2	On average, 37% of staff feel senior mgmt. considers their input.
3	On average, 56% of staff feel their direct supervisors provide clear & timely feedback.
4	On average, 57% of shelter staff feel their job is emotionally draining.
5	On average, 48% of shelter staff feel volunteers are appropriately trained.

Ready to find out more?
 Email us (seeds@uncc.edu) or visit our website: seeds.uncc.edu

