

QUESTIONNAIRE ON SPIRITUALITY IN THE WORKPLACE

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All responses to this questionnaire will be held and treated in strict confidence.
In no case will the names of individuals or organizations be disclosed.

Please give some background information about yourself: (Include a little bit about your work background and career choices and what role, if any, spirituality has played in the career choices you have made.)

1. Sex: Female _____ Male _____
2. Race _____
3. Marital Status: Single _____ Married _____ Divorced _____
Widowed _____
4. Number of children: _____
5. Current position/Job Title: _____
6. Industry _____
7. Highest Graduate degree: _____
8. Age: _____

9. What are the top 3 things that have the most meaning for you in your job? (Check only the top three)

- a. Realizing my full potential as a person___
- b. Being associated with an ethical organization___
- c. Interesting or meaningful work___
- d. Making money___
- e. Service to others___
- f. Being creative___
- g. Producing good products/services___
- h. Having good co-workers___
- i. Service to the community___
- j. Security___
- k. Bringing your whole self to work___

10. How much does your work add to the general meaning of your life?
Not at All 1 2 3 4 5 Contributes Very Much

11. How apprehensive are you of losing your job?
Not at All 1 2 3 4 5 Extremely Fearful

12. List the basic values that guide your life:

13. How often do you feel you are forced to compromise your basic values at work?
Never 1 2 3 4 5 Often

14. Please write in your current religious affiliation:

15. How often do you attend religious services?
Never Very Once or Twice 3 to 6 Times Once a 1 to 3 Times Every Day
Rarely a Year a Year Month a Week
1 2 3 4 5 6 7

16. How often do you pray or meditate?
Never Very Once or Twice 3 to 6 Times Once a 1 to 3 Times Every Day
Rarely a Year a Year Month a Week
1 2 3 4 5 6 7

17. How would you define the term religious?

18. How would you define the term spiritual?

19. How important is religion in your life?
Not important at all 1 2 3 4 5 Very important

20. How important is spirituality in your life?
Not important at all 1 2 3 4 5 Very important

21. Briefly describe the main differences between religion and spirituality:

22. What is the role of spirituality in the workplace?

Irrelevant	1	2	3	4	5	Relevant
An inappropriate topic for discussion at work	1	2	3	4	5	An appropriate topic for discussion at work
Should be dealt with outside of work	1	2	3	4	5	Should be dealt with at work

WHY? _____

23. What is the role of religion in the workplace?

Irrelevant	1	2	3	4	5	Relevant
An inappropriate topic for discussion at work	1	2	3	4	5	An appropriate topic for discussion at work
Should be dealt with outside of work	1	2	3	4	5	Should be dealt with at work

WHY? _____

24. What is the role of philosophical values in the workplace?

Irrelevant	1	2	3	4	5	Relevant
An inappropriate topic for discussion at work	1	2	3	4	5	An appropriate topic for discussion at work

Should be dealt
with outside
of work 1 2 3 4 5 Should be dealt
with at work

WHY? _____

25. Circle which of the following processes, if any, would you propose that organizations could use to encourage discussions of the role of spirituality in the workplace?

(use of outside facilitator, special team building exercises, workshops, listening circles, coaching, other (please explain _____))

26. Do you believe in God, a Deity or a Higher Power?
Strongly disbelieve 1 2 3 4 5 Strongly Believe

27. Have you ever felt the presence of God, a Deity or a Higher Power at work?
Never 1 2 3 4 5 Often

28. Describe the situations when you felt the presence of God, a Deity or a Higher Power at work:

29. Have you ever discussed issues of spirituality with co-workers?
Never 1 2 3 4 5 Often

What topics were discussed?

30. What gets you through hard times at work?

31. Does your organization have any of the following programs? (Check all that apply.)

- | | |
|--------------------------------------|-------------------------------------|
| a. Twelve-step programs _____ | g. Work/Life Balance Program _____ |
| b. Wellness Program _____ | h. Meditation groups _____ |
| c. Health Programs _____ | i. Prayer groups _____ |
| d. Counseling or Psychotherapy _____ | j. Stress Management Programs _____ |
| e. Employee Assistance Program _____ | k. Diversity Programs _____ |
| f. Flextime _____ | l. Other _____ |

32. How often do you pray or meditate at work?

Never	Very	Once or Twice	3 to 6 Times	Once a	1 to 3 Times	Every Day
	Rarely	a Year	a Year	Month	a Week	
1	2	3	4	5	6	7

33. For what, if anything, do you pray? (list all that apply)

- | | |
|---|--|
| a. to get through the day_____ | h. to help with feelings of loneliness_____ |
| b. to renew myself_____ | i. to fight of attacks to my esteem_____ |
| c. to overcome adversity_____ | j. to cope with an angry boss or co-workers_____ |
| d. to exist in a dysfunctional world_____ | k. to cope with an illness_____ |
| e. to prepare myself for difficult situations_____ | l. to give thanks for something good |
| f. for co-workers who are going
difficult times_____ | that has happened_____ |
| g. for guidance in making tough decisions_____ | m. to cope with a difficult personal loss_____ |
| | n. Other (please write in)_____ |

34. Please give the name of any organization which you would regard as a role model in encouraging spiritual values at work_____