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Shift Schedule Lifestyle Survey

**Prepared for:**

#### NAME

**Location**

# Date

**Directions:**

Your answers are anonymous, so please do not write your name or identify yourself on the questionnaire.

Shiftwork Solutions LLC personnel will process these questionnaires. The results will be summarized and made available to you and management.

For each question, completely fill in the circle next to the answer that matches your preference. Please mark only one response for each question. **If you mark more than one answer, your response will not be counted!**

Do not use check marks. The survey results will be tallied using a scanning system. Marks that extend outside the circle can be misread and may invalidate your responses. See examples below:

* Right
* Wrong
* Wrong
* Wrong

Shiftwork Survey

Schedule Concepts

1. **How would you rate the rotating 8-hour schedule (Concept #1)?**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

1. **How would you rate the 2-3-2 pattern as a fixed Day shift (Concept #2A)**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

1. **How would you rate the 2-3-2 pattern as a fixed Night shift (Concept #2B)**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

1. **How would you rate the Dupont rotating schedule (Concept #3)?**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

1. **How would you rate the 4-on-4-off as a Fixed Day Shift schedule (Concept #4A)?**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

1. **How would you rate the 4-on-4-off as a Fixed Night Shift schedule (Concept #4B)?**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

1. **How would you rate the 5&2 as a Fixed Day Shift schedule (Concept #5A)?**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

1. **How would you rate the 5&2 as a Fixed Night Shift schedule (Concept #5B)?**

* Perfect!
* It’s okay
* I prefer something else
* Not great
* Never show this to me again!

Demographic Information

1. **What department do you work in?**

* Production
* Logistics
* Quality
* Maintenance
* Other

1. **How long have you worked for this company?**

* Less than 6 months
* 6 months to 1 year
* 1 to 5 years
* 6 to 10 years
* 11 to 15 years
* 16 to 20 years
* Over 20 years

1. **What schedule are you currently working?**

* 12-hour Day shift
* 12-hour Night shift
* Other

1. **Do you have a second job?**

* Yes
* No

1. **Which best describes you?**

* Hourly
* Salaried

1. **Are you a student?**

* Yes
* No

1. **Do you have children or elder family members at home that require childcare or eldercare when you are at work?**

* Yes
* No

1. **What is your gender?**

* Female
* Male

1. **What is your age group?**

* 25 and under
* 26 to 30
* 31 to 35
* 36 to 40
* 41 to 45
* 46 to 50
* 51 to 55
* Over 55

1. **Which best describes your spouse or domestic partner’s work status?**

* No spouse or domestic partner
* Does not work outside the home
* Works a different schedule than I do in this company
* Works a different schedule than I do outside this company
* Works the same schedule as I do in this company
* Works the same schedule as I do outside this company

1. **Are you a single parent?**

* Yes
* No

1. **How do you normally get to work?**

* Drive by myself
* Carpool
* Public transportation
* Walk or bike

1. **How far do you commute to work (one way)?**

* Less than 1 mile
* 1 to 5 miles
* 6 to 10 miles
* 11 to 20 miles
* 21 to 30 miles
* 31 to 40 miles
* More than 40 miles

1. **How many hours of sleep do you get every 24-hour period when you are working Day shift?**

* I never work the Day shift
* Less than 5 hours
* 5 or more hours but less than 6 hours
* 6 or more hours but less than 7 hours
* 7 or more hours but less than 8 hours
* 8 or more hours but less than 9 hours
* 9 or more hours

1. **How many hours of sleep do you get every 24-hour period when you are working Night shift?**

* I never work the Night shift
* Less than 5 hours
* 5 or more hours but less than 6 hours
* 6 or more hours but less than 7 hours
* 7 or more hours but less than 8 hours
* 8 or more hours but less than 9 hours
* 9 or more hours

1. **How many hours of sleep do you get every 24-hour period on days off?**

* Less than 5 hours
* 5 or more hours but less than 6 hours
* 6 or more hours but less than 7 hours
* 7 or more hours but less than 8 hours
* 8 or more hours but less than 9 hours
* 9 or more hours

1. **How many hours of sleep do you need every 24-hour period to be fully alert?**

* Less than 5 hours
* 5 or more hours but less than 6 hours
* 6 or more hours but less than 7 hours
* 7 or more hours but less than 8 hours
* 8 or more hours but less than 9 hours
* 9 or more hours

1. **How often do you notice you are having problems with safety or performance due to sleepiness?**

* Never
* Rarely
* Once a month
* Once a week
* Almost daily

# Working Conditions

1. **Overall, this is a safe place to work.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **Which best describes your opinion?**

* The company can do a lot more to improve safety at this site
* The employees can do a lot more to improve safety at this site
* Both of the above
* Neither of the above, this is a very safe place to work

1. **This company places a high priority on communication.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **Communication is important to me.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **How much time is needed to communicate daily plant conditions between shifts?**

* Less than 10 minutes
* 10 minutes
* 15 minutes
* 20 minutes
* 25 minutes
* 30 minutes
* More than 30 minutes

1. **Management welcomes input from the workforce.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **I enjoy the work that I do.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **The pay here is good compared to other jobs in the area.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **I feel like I am a part of this company.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **Which best describes how you feel (check as many as you wish)?**

* There is no problem with last minute absenteeism at this site.
* Covering other people’s last minute absenteeism disrupts my family and social life.
* The company needs to crack down on those few employees that are taking advantage of the existing absentee policy.

1. **Overall, things are getting better at this facility.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **This is one of the best places to work in this area.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **Job training is important to me.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **I get enough training to do my job well.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **Which best describes how you feel?**

* We train way too much
* We train just the right amount
* We do not train nearly enough

1. **My direct supervisor responds to my concerns about working conditions.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **Upper management responds to my concerns about working conditions.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

## Shift Schedule Features

1. **A better schedule will really improve things here.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **I like my current schedule.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **I think there are better schedules available than our current schedule.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **My time off is predictable.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **My schedule allows me the flexibility to get time off when I really need it.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **If you were assigned to work a single shift for the next few years, which would be your preferred 8-hour shift?**

* Day Shift
* Afternoon Shift
* Night Shift

1. **If you were assigned to work a single shift for the next few years, which would be your preferred 12-hour shift?**

* Days
* Nights

1. **Assuming that you get the same amount of pay, which is more important to you?**

* Working fewer hours each day that I work, even though I will get fewer days off each week
* Working more hours each day so that I can have more days off each week.

1. **Which would you prefer?**

* Fixed or “steady” shifts
* Rotating shifts

1. **If you worked 8-hour shifts, what time would you like the day shift to start?**

* Before 5:30 a.m.
* 5:30 a.m.
* 6:00 a.m.
* 6:30 a.m.
* 7:00 a.m.
* 7:30 a.m.
* 8:00 a.m.
* Later than 8:00 a.m.

1. **If you worked 12-hour shifts, what time would you like the day shift to start?**

* Before 5:30 a.m.
* 5:30 a.m.
* 6:00 a.m.
* 6:30 a.m.
* 7:00 a.m.
* 7:30 a.m.
* 8:00 a.m.
* Later than 8:00 a.m. before noon
* Noon
* 3:00 p.m.

1. **If pay was not a factor, which would you prefer over an 8-week period?**

* Work 8 Saturdays and have 8 Sundays off
* Work 8 Sundays and have 8 Saturdays off
* Work 4 full weekends and have 4 full weekends off

1. **Which best describes you?**

* I like my weekends off to alternate
* I like to have several weekends off in a row and would be willing to work several in a row to make that happen

1. **Which best describes you?**

* I like to work several days in a row and then take a long break
* I like to work a couple of days in a row and then take a short break

1. **If you could only have 3 days off per week, which of the following would you prefer?**

* Friday-Saturday-Sunday
* Saturday-Sunday-Monday
* Sunday-Monday-Tuesday

1. **If your schedule requires you to take weekdays off, which day do you prefer to have off? (One answer only)**

* Monday
* Tuesday
* Wednesday
* Thursday
* Friday

1. **What percentage of time do you think you should be working at the same time as your supervisor?**

* 100%
* 90%
* 80%
* 70%
* 60%
* 50% or less

## Overtime

1. **I depend on overtime worked outside my schedule to help me make ends meet:**

* Never
* Sometimes
* Frequently
* Every week

1. **Over the last few months I have been:**

* Working too much overtime
* Working too little overtime
* Working just the right amount of overtime

1. **Overtime levels are just right the way they are.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **Overtime is predictable and can be planned for.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **If you had to choose between more time off or more overtime, what would you choose?**

* More time off
* More overtime

1. **When it comes to overtime, I generally want to get:**

* As much as possible
* Frequent overtime
* Occasional overtime
* Infrequent overtime
* I do not want any overtime

1. **I expect to get overtime whenever I want it.**

* 1 (Strongly Disagree)
* 2
* 3
* 4
* 5 (Strongly Agree)

1. **How much overtime would you like to have every week?**

* None
* Less than 2 hours
* Between 2 and 4 hours
* Between 4 and 6 hours
* Between 6 and 8 hours
* Between 8 and 12 hours
* I will take all that I can get

**Open Ended Questions**

* + 1. What do you like most about your current schedule?
    2. What do you like least about your current schedule?
    3. Please give 3 examples of things that the company is currently doing that contribute the most to your satisfaction with work-life balance.

4. Please list 3 examples of things the company should start doing to improve your work-life balance.