

Thank you for taking the time to complete this survey. This survey is concerned with the *STEPS to Better Health among Immigrants and Refugees Program* **only**, not the previous STEPs to Better Health (general population) program.

Please note that your responses on this survey will be shared with persons at BIAS, including those who might be in direct supervisory roles. Additionally, we would like to use your responses for scientific research purposes, which means that we might use your responses in research presentations, such as conference or public information presentations and/or in publications. On the next page is the recruitment statement that provides an overview of the research procedures and to inform you that the information you provide on the survey might identify who you are. The decision to allow us to use your data for research is strictly voluntary. We will ask you if you are willing to allow us to use your data for research after you take a moment to review the recruitment statement.

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[RECRUITMENT STATEMENT]

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May we use your responses for research purposes? ☐ Yes ☐ No

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Please respond to the following questions to the best of your ability and with a level of detail you find appropriate.

This survey should take about 10 minutes to complete.

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Please rate your level of agreement with the following statements:

	1 – Strongly Disagree	2 - Disagree	3 – Neither Agree nor Disagree	4 - Agree	5 – Strongly Agree
I believe that the health coaching curriculum has effectively facilitated change in the lives of my clients.					
I feel able to connect with my clients in a way that enhances the health coaching process for us both.					
I have adequate resources to perform my job.					
I feel that my values align with the values of the agency.					
I have a supervisor who supports my work.					
I have opportunities to develop my professional skills in my work as a health coach.					
I am able to gain support for my work from my co-workers.					
The expectations of me as a health coach are clearly defined.					
I feel that my feedback is considered for program improvement.					
I consider my work to be rewarding.					
I feel valued by my clients.					
I feel able to achieve a healthy work-life balance working as a health coach.					

I have enough time to attend to my personal relationship responsibilities (e.g. family).					
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Would you like to elaborate on any of the responses you provided above (e.g., why you agree or disagree with any of the previous statements)? [open text]

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On average, how many hours do you work each week on business related to your position as a health coach? (Please only use numerals; e.g., 10) _____

Do you have any other jobs? Yes/No

[display logic] How many hours per week do you work at your other job(s)? _____

On average, how many hours per week do you spend commuting for your job as a health coach?

1 – 1 hour or less

2 – 1-5 hours

3 – 5-10 hours

4 – more than 10 hours

How long have you worked as a health coach? Please type in the number of months and/or years (numerals only; e.g., 3): Months ____ Years ____

How much longer do you expect to work as a health coach? Please type in the number of months and/or years (numerals only; e.g., 3): Months ____ Years ____

What factors influence how long you expect to continue working as a health coach? [open text]

Do you ever have to spend your personal money or resources on work-related expenses as a health coach? (yes/no)

[display logic] What types of resources and for what? [open text]

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What are your three most favorite activities that you do with clients? Please select only 3.

- Creating personalized health plans with each client
- Helping clients understand their medical diagnoses and symptoms
- Helping clients with their medical appointments
- Helping clients with their medical insurance
- Helping clients with their medicines
- Helping clients with following their doctor's recommendations
- Helping clients with stress management and relaxation
- Helping clients with increasing physical activity
- Helping clients improve their nutrition and diet
- Completing client assessments (given at baseline, middle, and the end)
- Other (please specify) [open text]
- None of the above

What are three activities that you do with clients that you find the most challenging? Please select only 3.

- Creating personalized health plans with each client
- Helping clients understand their medical diagnoses and symptoms
- Helping clients with their medical appointments
- Helping clients with their medical insurance
- Helping clients with their medicines
- Helping clients with following their doctor's recommendations
- Helping clients with stress management and relaxation
- Helping clients with increasing physical activity
- Helping clients improve their nutrition and diet
- Completing client assessments (given at baseline, middle, and the end)
- Other (please specify) [open text]
- None of the above

Would you like to elaborate on any of the responses you provided above (e.g., why you find certain activities more favorable or more challenging than others)? [open text]

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How much training did you receive specifically for the assessments used in this STEPs program?

- a. None
- b. Very little
- c. An adequate amount
- d. An excessive amount (too much)

How effective do you feel the training was for the assessments used in this STEPs program?

- a. Very ineffective
- b. Slightly ineffective
- c. Slightly effective
- d. Very effective

How do you feel about the overall effectiveness of the assessment given at baseline, middle, and the end? Check a number along the scale with 1 representing “not effective at all” and 7 representing “very effective.”

1 – not effective at all; 7 – very effective

Have you experienced any difficulties with the assessments given to your clients at baseline, middle, and/or the end? Yes/No

[display logic] What difficulties have you experienced with the assessments given at baseline, middle, and the end? [open text]

How much overall job training did you receive from this specific STEPs program?

- a. None
- b. Very little
- c. An adequate amount
- d. An excessive amount (too much)

How effective do you feel the overall job training was for this STEPs program?

- a. Very ineffective
- b. Slightly ineffective
- c. Slightly effective
- d. Very effective

How much support do you feel that you receive from this STEPs program for conducting your work as a health coach?

- a. None
- b. Not enough to perform my duties
- c. Enough to perform my duties

d. More than enough to perform my duties

Have you experienced any difficulties or challenges in your relationship with your clients?

Please explain. [open text]

Please rate your impression of the overall quality of the STEPs program for your clients? Check a number along the scale with 1 representing “Poor” and 7 representing “Excellent.”

1 – Poor, 7 – Excellent

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Overall, how would you rate your stress level as a health coach in this STEPs program?

1-no stress at all.....7-very stressful

Overall, how would you rate your level of satisfaction as a health coach in this STEPs program?

1-very unsatisfied.....7-very satisfied

Overall, how meaningful do you find your work as a health coach in this STEPs program?

1-not meaningful.....7-very meaningful

Overall, how effective do you feel you have been in serving you clients?

1-not effective.....7-very effective

How could the STEPs Program improve to help you to more effectively conduct your work as a health coach? [open text]

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Is there anything you would like to mention here that you did not discuss during your previous personal interview? [open text]

Do you have other comments or suggestions regarding the STEPs program? [open text]

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Demographics:

Gender Identity (select all that apply):

- Male
- Female
- Non-cis gender
 - Transgender
 - Gender non-binary
 - Intersexed
 - Other [open text]

Which race/ethnicity do you identify with? [open text]

What languages do you speak? [open text]

With which cultural communities do you work with most as a health coach? [open text]

What is your age? Please use only numerals (e.g., 45) _____

What is your highest level of education?

- High school diploma or equivalent
- Associate's or technical (2 year) degree
- Some college
- Bachelor's degree
- Graduate or professional degree