Admin Turnover Codebook

Table of Contents

[firstname 3](#_Toc109658185)

[lastname 3](#_Toc109658186)

[position\_start 3](#_Toc109658187)

[position\_end 3](#_Toc109658188)

[ccmu 3](#_Toc109658189)

[facility\_name 3](#_Toc109658190)

[facility\_beds 3](#_Toc109658191)

[facility\_turnover 3](#_Toc109658192)

[survey\_complete 3](#_Toc109658193)

[response\_id 3](#_Toc109658194)

[Survey Question 1 4](#_Toc109658195)

[Survey Question 2 4](#_Toc109658196)

[Survey Question 3 5](#_Toc109658197)

[Survey Question 4 6](#_Toc109658198)

[Survey Question 5 7](#_Toc109658199)

[Survey Question 6 8](#_Toc109658200)

[Survey Question 7 12](#_Toc109658201)

[Survey Question 8 13](#_Toc109658202)

[Survey Question 9 16](#_Toc109658203)

[Survey Question 10 19](#_Toc109658204)

[Survey Question 10a 24](#_Toc109658205)

[Survey Question 11 25](#_Toc109658206)

[Survey Question 12 26](#_Toc109658207)

[Survey Question 13 29](#_Toc109658208)

[Survey Question 14 30](#_Toc109658209)

[Survey Question 15 32](#_Toc109658210)

[Survey Question 16 35](#_Toc109658211)

[Survey Question 17 36](#_Toc109658212)

[Survey Question 18 37](#_Toc109658213)

[Survey Question 19 41](#_Toc109658214)

[Survey Question 20 46](#_Toc109658215)

[Survey Question 21 51](#_Toc109658216)

[Survey Question 22 52](#_Toc109658217)

[Survey Question 23 55](#_Toc109658218)

[Survey Question 24 56](#_Toc109658219)

[Survey Question 25 57](#_Toc109658220)

[Survey Question 26 58](#_Toc109658221)

## firstname

Respondent first name.

## lastname

Respondent last name.

## position\_start

Date respondent started most recent position.

## position\_end

Date respondent ended most recent position; NA if position had not ended by Oct. 01, 2021.

## ccmu

CCMU of facility.

## facility\_name

Facility name.

## facility\_beds

Number of beds in facility.

| Variable | Missing | Freq | Mean | SD | P0 | P25 | P50 | P75 | P100 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| facility\_beds | 16 | 92.1% | 56.4 | 32.6 | 10 | 30 | 53 | 75 | 180 |

## facility\_turnover

Turnover ratio for facility. Calculated by dividing number of administrators by time period years of facility operation. 1 indicates as many new administrators as years of operation, 0 = no new administrators over operation time period.

| Variable | Missing | Freq | Mean | SD | P0 | P25 | P50 | P75 | P100 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| facility\_turnover | 0 | 100.0% | 0.6 | 0.5 | 0 | 0.3 | 0.5 | 0.8 | 3 |

## survey\_complete

Flag for respondent survey completion.

## response\_id

Unique id for each survey respondent.

## Survey Question 1

What is your gender?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable | Option | Response | N | Freq |
| Q1 |  | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Male | 32 | 15.76% |
|  |  | [2] Female | 168 | 82.76% |
|  |  | [3] Prefer to self-describe | 0 | 0.00% |
|  |  | [4] Prefer not to answer | 2 | 0.99% |

Q1\_3\_TEXT [3] Prefer to self-describe:

No responses

## Survey Question 2

What is your age? Please enter in years.

| Variable | Missing | Freq | Mean | SD | P0 | P25 | P50 | P75 | P100 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Q2 | 2 | 99.0% | 44.7 | 11.6 | 23 | 36 | 44 | 52 | 69 |

## Survey Question 3

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable | Option | Response | N | Freq |
|  |  | [-99, NA] Missing | 1 | 0.47% |
| Q3\_1 |  | [1] American Indian or Alaska Native | 4 | 1.86% |
| Q3\_2 |  | [1] Asian | 10 | 4.65% |
| Q3\_3 |  | [1] Black or African American | 5 | 2.33% |
| Q3\_4 |  | [1] Hispanic or Latino | 11 | 5.12% |
| Q3\_5 |  | [1] Native Hawaiian or Other Pacific Islander | 4 | 1.86% |
| Q3\_6 |  | [1] White | 173 | 80.47% |
| Q3\_7 |  | [1] Other | 7 | 3.26% |

What is your race/ethnicity? Please select all that apply.

Q3\_7\_TEXT [1] Other:

prefer not to answer  
prefer not to answer  
Filipino  
Filipino American  
Brazilian  
European American

## Survey Question 4

What is the highest degree or level of school you have COMPLETED?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q4 |  | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] High school diploma or equivalent (such as GED) | 40 | 19.7% |
|  |  | [2] Some college credit, but not degree | 62 | 30.5% |
|  |  | [3] Associate's degree (for example: AA, AS) | 31 | 15.3% |
|  |  | [4] Bachelor's degree (for example: BA, BS) | 57 | 28.1% |
|  |  | [5] Master's degree (for example: MA, MS, MEng, MSW, MBA) | 11 | 5.4% |
|  |  | [6] Professional degree beyond a Bachelor's Degree (for example: MD, JD) | 0 | 0.00% |
|  |  | [7] Doctorate degree (for example: PhD, EdD) | 1 | 0.5% |

## Survey Question 5

Did any of your degrees include curriculum or course content related to the following subject areas?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable | Option | Response | N | Freq |
| Q5\_1 | Aging or older adults | [-99, NA] Missing | 58 | 28.6% |
|  |  | [1] Yes | 63 | 31.0% |
|  |  | [2] No | 82 | 40.4% |
| Q5\_2 | Disabilities | [-99, NA] Missing | 64 | 31.5% |
|  |  | [1] Yes | 56 | 27.6% |
|  |  | [2] No | 83 | 40.9% |
| Q5\_3 | Behavioral or mental health | [-99, NA] Missing | 61 | 30.0% |
|  |  | [1] Yes | 64 | 31.5% |
|  |  | [2] No | 78 | 38.4% |
| Q5\_4 | Long-term services and supports | [-99, NA] Missing | 65 | 32.0% |
|  |  | [1] Yes | 53 | 26.1% |
|  |  | [2] No | 85 | 41.9% |
| Q5\_5 | Healthcare administration | [-99, NA] Missing | 61 | 30.05% |
|  |  | [1] Yes | 59 | 29.06% |
|  |  | [2] No | 83 | 40.89% |

## Survey Question 6

Do you currently have or have you ever had any of the following certifications or licenses?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q6\_1 | Nursing home administrator | [-99, NA] Missing | 47 | 23.2% |
|  |  | [1] No, never | 112 | 55.2% |
|  |  | [2] Yes, previously | 4 | 2.0% |
|  |  | [3] Yes, currently | 40 | 19.7% |
| Q6\_2 | Registered nurse (RN) | [-99, NA] Missing | 61 | 30.0% |
|  |  | [1] No, never | 137 | 67.5% |
|  |  | [2] Yes, previously | 1 | 0.5% |
|  |  | [3] Yes, currently | 4 | 2.0% |
| Q6\_3 | Licensed practical/vocational nurse (LPN/LVN) | [-99, NA] Missing | 61 | 30.0% |
|  |  | [1] No, never | 134 | 66.0% |
|  |  | [2] Yes, previously | 1 | 0.5% |
|  |  | [3] Yes, currently | 7 | 3.4% |
| Q6\_4 | Certified nursing assistant (CNA) | [-99, NA] Missing | 45 | 22.17% |
|  |  | [1] No, never | 109 | 53.69% |
|  |  | [2] Yes, previously | 43 | 21.18% |
|  |  | [3] Yes, currently | 6 | 2.96% |
| Q6\_5 | Certified medication aide (CMA) | [-99, NA] Missing | 63 | 31.0% |
|  |  | [1] No, never | 125 | 61.6% |
|  |  | [2] Yes, previously | 13 | 6.4% |
|  |  | [3] Yes, currently | 2 | 1.0% |
| Q6\_6 | Other certification | [-99, NA] Missing | 97 | 47.8% |
|  |  | [1] No, never | 46 | 22.7% |
|  |  | [2] Yes, previously | 17 | 8.4% |
|  |  | [3] Yes, currently | 43 | 21.2% |

Q6\_6\_TEXT Other certification [1] Yes:

RCF Administrator  
Residential Care Facility Administrator License  
Assisted Living Administrator  
EMT California  
Resident Care Facility Administrator  
nursing assistant, need to take CNA test  
Residential Care Facility Administrator  
Administrator training  
PHR  
Oregon Administrator  
Minor in Gerontology Certificate OSU  
Residential Care Facility Administrator Certification  
Assisted Living Administrator  
ALF/RCF Administrator  
ALF Administrator  
RCF administrator  
ALF?RCF Licenses  
Registered Dietician  
Licensed RCF Administrator  
Administrators license  
LTC Administrator License  
Activities director  
CNA  
RESIDENTIAL CARE FACILITY ADMINISTRATION  
Assisted Living Administrator  
Medical Assistant  
Administrator Certification  
Residential Care Facility Administrator  
health records technology and medical transcription  
administrator license  
Service Coordinator  
RALF Administrator License  
HR  
EMT I  
alf administrator license  
RCF Administrator  
LTC Administrator  
Activities Director Certificate from California  
RCFA  
Alf/rcf administrator license  
Administrator Certificate AL and RC  
ALF admin License  
ALF Administrator  
Administrator ALF  
Long Term Care Administartor  
administrator  
Administrator License  
Assisted Living Administrator (OR)  
HCA trainer, Mental Health and Dementia trainer  
Long Term Care Administrator  
Assisted Living/RCF Administrators Certificate  
CMAA, CPC  
Residential Care Facility  
ALF administrator  
RCF administrator license  
Certified Medical Assistant  
Administrator  
CPI trainer  
Resident Assistant  
Certified Medical Assistant  
Licensed Administrator  
Community Base Administrator  
RCAL Administrator  
Administrator Training  
CPR-First Aid  
Activity director  
SLPA  
Speech Language Pathologist  
MC/AL Administrator Licenses  
ALF/RCF Administrator

## Survey Question 7

In what year did you last attend the state-approved 40-hour training offered by Leading Age Oregon or Oregon Health Care Association (OHCA)?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q7 |  | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] 2020 | 18 | 8.9% |
|  |  | [2] 2019 | 47 | 23.2% |
|  |  | [3] 2018 | 24 | 11.8% |
|  |  | [4] 2017 or before | 113 | 55.7% |

## Survey Question 8

How satisfied were you about the different subjects covered in the training program that you attended?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q8\_1 | Rules and regulations (e.g., health, fire) | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Very dissatisfied | 10 | 4.93% |
|  |  | [2] Dissatisfied | 3 | 1.48% |
|  |  | [3] Neither satisfied nor dissatisfied | 22 | 10.84% |
|  |  | [4] Satisfied | 98 | 48.28% |
|  |  | [5] Very satisfied | 69 | 33.99% |
| Q8\_2 | Finance, accounting | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Very dissatisfied | 5 | 2.5% |
|  |  | [2] Dissatisfied | 23 | 11.3% |
|  |  | [3] Neither satisfied nor dissatisfied | 76 | 37.4% |
|  |  | [4] Satisfied | 68 | 33.5% |
|  |  | [5] Very satisfied | 30 | 14.8% |
| Q8\_3 | Human resources and staffing | [-99, NA] Missing | 2 | 0.99% |
|  |  | [1] Very dissatisfied | 4 | 1.97% |
|  |  | [2] Dissatisfied | 22 | 10.84% |
|  |  | [3] Neither satisfied nor dissatisfied | 60 | 29.56% |
|  |  | [4] Satisfied | 82 | 40.39% |
|  |  | [5] Very satisfied | 33 | 16.26% |
| Q8\_4 | Physical environment (e.g., building/plant management) | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Very dissatisfied | 5 | 2.5% |
|  |  | [2] Dissatisfied | 14 | 6.9% |
|  |  | [3] Neither satisfied nor dissatisfied | 49 | 24.1% |
|  |  | [4] Satisfied | 97 | 47.8% |
|  |  | [5] Very satisfied | 37 | 18.2% |
| Q8\_5 | Leadership skills | [-99, NA] Missing | 2 | 1.0% |
|  |  | [1] Very dissatisfied | 6 | 3.0% |
|  |  | [2] Dissatisfied | 13 | 6.4% |
|  |  | [3] Neither satisfied nor dissatisfied | 55 | 27.1% |
|  |  | [4] Satisfied | 90 | 44.3% |
|  |  | [5] Very satisfied | 37 | 18.2% |

## Survey Question 9

Do you agree or disagree with the following statements?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q9\_1 | My training sufficiently prepared me for this position. | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Strongly disagree | 6 | 2.96% |
|  |  | [2] Disagree | 28 | 13.79% |
|  |  | [3] Neither agree nor disagree | 56 | 27.59% |
|  |  | [4] Agree | 82 | 40.39% |
|  |  | [5] Strongly agree | 30 | 14.78% |
| Q9\_2 | I received sufficient onboarding support (e.g., mentorship) when I started this position. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Strongly disagree | 9 | 4.4% |
|  |  | [2] Disagree | 33 | 16.3% |
|  |  | [3] Neither agree nor disagree | 40 | 19.7% |
|  |  | [4] Agree | 72 | 35.5% |
|  |  | [5] Strongly agree | 48 | 23.6% |
| Q9\_3 | There are sufficient ongoing training opportunities for me. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Strongly disagree | 7 | 3.4% |
|  |  | [2] Disagree | 11 | 5.4% |
|  |  | [3] Neither agree nor disagree | 29 | 14.3% |
|  |  | [4] Agree | 93 | 45.8% |
|  |  | [5] Strongly agree | 62 | 30.5% |
| Q9\_4 | The existing opportunities for continuing education are relevant to my work. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Strongly disagree | 5 | 2.5% |
|  |  | [2] Disagree | 9 | 4.4% |
|  |  | [3] Neither agree nor disagree | 26 | 12.8% |
|  |  | [4] Agree | 107 | 52.7% |
|  |  | [5] Strongly agree | 55 | 27.1% |
| Q9\_5 | My employer makes it possible for me to attend training (e.g., paid time for training). | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Strongly disagree | 5 | 2.46% |
|  |  | [2] Disagree | 3 | 1.48% |
|  |  | [3] Neither agree nor disagree | 19 | 9.36% |
|  |  | [4] Agree | 79 | 38.92% |
|  |  | [5] Strongly agree | 96 | 47.29% |

## Survey Question 10

What is your current job title at this organization (e.g., administrator, CEO, executive director)?

Administrator  
Executive Director  
Health & Wellness Director  
Executive Director  
Administrator & President of Operations  
Executive Director  
Executive Director  
Regional Administrator  
Senior Admin  
administrator  
Administrator  
Administrator  
administrator  
Executive Director  
administrator  
Administrator  
Administrator  
Executive Director  
Memory Care Administrator  
Senior Executive Director  
Reflections Care Administrator  
Executive Director  
Executive Director  
ED  
Administrator  
administrator  
Administrator  
Executive Director  
Administrator  
administrator  
Executive Director  
Executive Director  
Senior Executive Director  
Executive Director  
Administrator  
Campus Administrator  
Administrator  
Administator  
Executive Director  
Administrator  
Administrator  
Executive Director  
Executive Director  
Executive Director  
Executive Director  
Memory Cara Director  
Executive Director  
Executive Director  
Administrator  
Administrator  
Administrator  
Executive Director  
Executive Director  
administrator ,ceo ,  
Interim Administrator  
Administrator  
Administrator  
Administrator  
Executive Director  
Executive Director  
Administrtor  
Admin/DOO  
Executive Director  
Administrator  
Administrator  
Administrator  
Administrator  
Administrator  
Executive Director  
Administrator, Executive Director  
Executive Director  
Administrator  
Executive Director  
Executive Director  
ADMINISTRATOR  
Executive Director  
Executive Director  
Executive Director  
Executive Director  
Executive Director  
Executive Director  
Administrator  
Administrator  
Administrator  
Administrator  
Director of Health Services, RCF Administrator  
Administrator  
Executive Director  
ED  
administrator  
Memory Care Coordinator/ Administrator  
Administrator  
Health Services Administrator  
Administrator and Owner  
administrator  
Administrator  
Executive Director  
Executive Director  
Administrator  
Administrator  
administrator  
Community Administrator  
Executive Director  
General Manager  
Executive Director of memory care  
Executive Director  
administrator  
Executive Director  
Executive Director  
Executive Director  
Executive Director  
Executive Director  
Memory Care Director  
Administrator  
Executive Director  
executive director  
Executive Director  
Administrator  
Administrator  
Administrator  
Healthcare Administrator  
Administrator  
Administrator  
Administrator  
Administrator  
Executive Director  
Owner/Administrator  
Administrator  
Admi  
Administrator  
Administrator  
Administrator  
Executive administrator  
Executive director  
Executive Director  
Regional Director Operations  
Executive Director  
administrator  
Administrator  
Executive DIrector  
Administrator  
Executive Director  
Executive Director  
Executive Director  
Administrator  
Administrator  
Executive Director  
Executive Director  
Interim Administrator, President & COO  
Executive Director  
administrator  
Administrator  
Executive Director  
Executive Director  
ECU Administrator  
Executive Director  
Executive Director  
Executive Director  
Administrator  
executive director  
Administrator  
Administrator  
Executive Director  
Administrator  
Executive Director  
Administrator  
Administrator  
administrator  
Adminitrator  
Executive Director  
Memory Care Program Manager  
Executive Director in Training  
RCF Administrator/ NH Assistant Administrator  
Executive Administrator  
Administrator  
Executive Director  
Executive Director  
Executive Director  
Administrator  
President/Administrator  
Executive Director  
Administrator  
Executive Director  
Director of Health Services  
Administrator  
Executive Director  
Administrator  
Executive Director  
Administrator  
Administrator/ Health Services Director  
Administrator at Turner Retirement Homes, Inc.  
Executive Director  
Executive Director  
Administrator  
Executive Director  
Executive Director  
Administrator  
Executive Director  
Administrator  
Administrator  
Administrator

## Survey Question 10a

Do you or a member of your immediate family have partial or full ownership of this community?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q10a |  | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Yes | 14 | 6.9% |
|  |  | [2] No | 188 | 92.6% |

## Survey Question 11

How long have you been an administrator at this community? Please enter in years.

| Variable | Missing | Freq | Mean | SD | P0 | P25 | P50 | P75 | P100 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Q11 | 5 | 97.5% | 3.9 | 4.6 | 0 | 1 | 2 | 5 | 27 |

## Survey Question 12

Have you worked in any other position at this community prior to becoming an administrator?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q12 |  | [-99, NA] Missing | 1 | 0% |
|  |  | [1] Yes, I worked at this community as [blank] | 87 | 43% |
|  |  | [2] No, I worked at this community as an administrator only | 115 | 57% |

Q12\_1\_TEXT [1] Yes, I worked at this community as [blank]:

Medication Aide/Caregiver  
Executive Director  
MCM  
assistant, caregiver, med tech  
care giver, assist admin  
Caregiver, Med Tech, RCC, LPN  
Medical Records, Human Resources  
Resident Care Coordinator  
MC Admin, RCC  
Medication Manager  
Assistant Administrator  
12  
Caregiver, med tech, restorative aid, activities coordinator, EVS Director  
HR Assistant  
Marketing director, resident services director  
Health Services Director and Memory Care Director  
Caregiver, med aid, resident care coordinator  
Business Office Manager  
owner 37yrs all positions  
Assistant Director  
med aid/Resident services coordinator  
Activity Coordinator  
Resident care manger  
Direct Care staff, QA coordinator, shift supervisor  
rcc  
Consultant  
RCC  
CAREGIVER/ACTIVITIES DIRECTOR  
Business Office Manager  
Courtyard Fountains  
Resident Care Coordinator  
Caregiver, MT, Office Manager  
Admin. Assistant  
activitys derector  
Med Tech and Resident Services Coordinator  
Resident Services Coordinator  
Assistant Admin/Activities Director  
Director of Operations  
caregiver, rcm, med tech  
Office Manager  
Dining Manager & Assistant Manager  
RCC  
Med Tech, RCC  
Shower aide, caregiver, medtech, RCC, Assistant Administrator  
ED  
RCC, Activity director, admin assistant  
Resident Services Coordinator  
Community Relations Director  
Community Relations  
Admin. Assistant  
Med Aid, Caregiver, Assistant Administrator  
Director of memory care  
Med aide and RCC  
Business Office Director  
Office Manager  
caregiver and med aid  
Nurse  
Memory Care Director  
President & COO  
Med Tech, RCC, Memory Care Director  
I've been with this community for 40 years Activity Director, HR director, Payroll, Transportation  
Administrator/Marketing  
I started as a NOC shift caregiver, than swing shift medication assistant, than resident care coordinator and currently the administrator for enhanced care unit.  
Chef/Assistant Director  
RCC, BOM  
Resident care Manager / Medication Aide / Care Giver  
caregiver, med aide and business office manager  
Program Assistant, Caregiver, Medaide, Business Office Manager, Community Relations Director  
RCM  
caregiver  
Community Relations/Caregiver  
Resident care coordinator  
RSC  
I grew up working in the facility  
caregiver, resident care manager, marketer, assistant administrator  
RN and Administrator  
caregiver, med tech, resident service director  
Community Relations  
HR  
Caregiver med Tech  
Assisted Living RN  
Foster Home Administrator  
Office manager  
Business Office Manager  
Resident Care Coordinator  
RCC, Medication Tech, Caregiver

## Survey Question 13

Have you ever been an administrator at another assisted living, residential care, or memory care community? Please select all that apply.

| Variable | Option | Responses | N | Freq |
| --- | --- | --- | --- | --- |
| Q13\_1 |  | [1] Assisted living/residential care (not endorsed for memory care) | 81 | 32.3% |
| Q13\_2 |  | [1] Memory care community | 72 | 28.7% |
| Q13\_3 |  | [1] No, this is the first community of which I am the administrator. | 98 | 39.0% |

## Survey Question 14

What was the reason for leaving your administrator position at that last community?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q14 |  | [-99, NA] Missing | 99 | 48.8% |
|  |  | [1] I transferred to this community in the same organization | 23 | 11.3% |
|  |  | [2] I quit | 34 | 16.7% |
|  |  | [3] I was laid off | 5 | 2.5% |
|  |  | [4] It closed | 0 | 0.00% |
|  |  | [5] Other | 42 | 20.7% |

Q14\_5\_TEXT [5] Other:

New job w/o travel  
Too long of a drive  
Moved  
I resigned  
distance  
Sold the facility  
Moved to different city  
Dissatisfactory with supervisor  
Closer to home  
Mother's Health Issues  
Moved to the East Coast  
Recruited to the Waterford, 30 day resignation was provided  
Closer to home; Autonomy  
Location  
Changed jobs do to traveling  
no management support  
I merged the two buildings, I am still the administrator for that building  
Building culture  
wanted new position  
hostile work environment  
Offered the position  
better pay & support  
Promotion  
moved from out of state  
Moved  
closer to home/Assited living  
I choose not to disclose information but it was mostly my disagreement with their operations.  
built on RCF  
Was Not an Administrator at another Community.. Was Resident Care Manager only  
Opportunity for a larger bed community.  
Interim position/laid off  
Transferred to Home Health and Hospice Admin  
New opportunity  
I was laid off before I could quit. Horrible management and work culture!  
to stop commuting  
They did not care about the residents, I could not work for them due to this.

## Survey Question 15

Have you ever worked in any of the following settings prior to your current job?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q15\_1 | Adult foster/care home | [-99, NA] Missing | 24 | 12% |
|  |  | [1] Yes | 53 | 26% |
|  |  | [2] No | 126 | 62% |
| Q15\_2 | Nursing home | [-99, NA] Missing | 21 | 10.3% |
|  |  | [1] Yes | 84 | 41.4% |
|  |  | [2] No | 98 | 48.3% |
| Q15\_3 | Home health agency (including hospice agency) | [-99, NA] Missing | 32 | 15.8% |
|  |  | [1] Yes | 29 | 14.3% |
|  |  | [2] No | 142 | 70.0% |
| Q15\_4 | Home care | [-99, NA] Missing | 27 | 13% |
|  |  | [1] Yes | 53 | 26% |
|  |  | [2] No | 123 | 61% |
| Q15\_5 | Hospital | [-99, NA] Missing | 30 | 14.8% |
|  |  | [1] Yes | 33 | 16.3% |
|  |  | [2] No | 140 | 69.0% |
| Q15\_6 | Adult day care | [-99, NA] Missing | 35 | 17% |
|  |  | [1] Yes | 12 | 6% |
|  |  | [2] No | 156 | 77% |
| Q15\_7 | Other | [-99, NA] Missing | 77 | 37.93% |
|  |  | [1] Yes | 50 | 24.63% |
|  |  | [2] No | 76 | 37.44% |

Q15\_7\_TEXT Other [1] Yes:

memory care  
Hospice  
ALF  
Independent Living. ALF and Memory Care  
mental health  
Assisted Living  
Assisted Living  
Assisted Living and Skill Rehab  
Assisted Living  
Assisted Living  
Rcf  
CCRC  
memory care  
Assisted Living/ Memory Care  
ShelterCare - For Homeless Housing & Rehab  
CCRC  
assisted Living  
Mental Health  
Clinical Dietician  
Assisted Living  
AL Management Company  
State of Nevada-Dept of Aging Svcs  
Memory Care  
Childcare  
Child care  
clinic  
MD offices  
Community social worker  
Assisted living, Memory care, and independent Living  
Private care, assistant admin in dementia  
Long time parental care  
20 years navy hospital corpsman  
Independent Living  
RCF/Memory Care  
Dr office/medical records  
Memory Care and Assisted Living. Mental Health and I/DD  
Internal Medicine  
Assisted Living/ Memory Care  
rehab  
LTC  
ALF  
Medical Clinics, Urgent Care  
Marketing Director at Memory Care and Assisted Living  
Assisted Living  
memory care / RCF  
Caregiver/Center Manager for DME Company  
Medical Assistant  
ACS  
doctors office  
Assisted Living  
Independent and Assited Living Community  
Skilled facility  
Other Assisted and Living, Retirement  
Assisted living  
Early Head Start  
DDA  
ALF and Memory Care

## Survey Question 16

Considering your past work experience, how long have you worked in the long-term care or health settings listed above in total? Please include all prior jobs, even if you left and then came back. Please enter in years.

| Variable | Missing | Freq | Mean | SD | P0 | P25 | P50 | P75 | P100 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Q16 | 6 | 0.9704433 | 17.24112 | 9.729583 | 0 | 10 | 16 | 22 | 50 |

## Survey Question 17

What is your current annual salary in your position as an administrator?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q17 |  | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Less than or equal to $24,999 | 0 | 0.00% |
|  |  | [2] $25,000 to $49,999 | 27 | 13.3% |
|  |  | [3] $50,000 to $74,999 | 59 | 29.1% |
|  |  | [4] $75,000 to $99,999 | 85 | 41.9% |
|  |  | [5] $100,000 or greater | 23 | 11.3% |
|  |  | [6] Prefer not to answer | 7 | 3.4% |
|  |  | [7] Other | 1 | 0.5% |

Q17\_7\_TEXT [7] Other

No responses

## Survey Question 18

Which of the following fringe benefits does your current employer offer to you? For each benefit, please indicate whether you are offered the benefit even if you choose not to receive or use it.

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q18\_1 | Health insurance for you | [-99, NA] Missing | 4 | 2.0% |
|  |  | [1] Yes | 182 | 89.7% |
|  |  | [2] No | 17 | 8.4% |
| Q18\_2 | Health insurance that includes family coverage | [-99, NA] Missing | 8 | 3.9% |
|  |  | [1] Yes | 152 | 74.9% |
|  |  | [2] No | 40 | 19.7% |
| Q18\_3 | Paid personal time off or vacation time | [-99, NA] Missing | 2 | 1.0% |
|  |  | [1] Yes | 196 | 96.6% |
|  |  | [2] No | 5 | 2.5% |
| Q18\_4 | Paid sick leave | [-99, NA] Missing | 6 | 3.0% |
|  |  | [1] Yes | 182 | 89.7% |
|  |  | [2] No | 15 | 7.4% |
| Q18\_5 | Paid holidays | [-99, NA] Missing | 4 | 2.0% |
|  |  | [1] Yes | 178 | 87.7% |
|  |  | [2] No | 21 | 10.3% |
| Q18\_6 | Pension | [-99, NA] Missing | 31 | 15.3% |
|  |  | [1] Yes | 16 | 7.9% |
|  |  | [2] No | 137 | 67.5% |
| Q18\_7 | A 401(k) or 403(b) account | [-99, NA] Missing | 6 | 3.0% |
|  |  | [1] Yes | 152 | 74.9% |
|  |  | [2] No | 42 | 20.7% |
| Q18\_8 | Life insurance | [-99, NA] Missing | 8 | 3.9% |
|  |  | [1] Yes | 144 | 70.9% |
|  |  | [2] No | 48 | 23.6% |
| Q18\_9 | Bonus or incentive pay for (e.g., census/occupancy, incident reports). Please describe | [-99, NA] Missing | 30 | 15% |
|  |  | [1] Yes | 95 | 47% |
|  |  | [2] No | 72 | 35% |

Q18\_9\_TEXT Bonus or incentive pay for (e.g., census/occupancy, incident reports). Please describe [1] Yes:

Budget, occupancy  
Bonus  
NOI  
HIgh Occupancy Bonus  
budget related  
occupancy, NOI  
Bonus for census  
Census/occupancy  
Performance bonus  
census/occupancy  
depends on meeting the financial goals.  
Bonus for EBITDAR yr. over year growth  
Annual revenue bonuses  
bonus for roi  
2,000 every quarter if reach census.  
census  
Occupancy bonus  
NOI, associate turnover, Census  
10-15% base annually  
annually based on performance  
census, NOI YOY, expense management, revenue  
Bonuses every quarter  
random bonuses  
NOI bonuses  
Financial management bonus. Occupancy bonus  
move in bonus  
Move in Bonus  
NONE  
marketing and NOI bonus  
up to 15% Annual Salary  
HARD WORK  
census/occupancy  
NOI bonus  
NOI bonus  
Bonus  
Quarterly bonuses if hitting benchmarks  
year end  
Profit sharing  
1500  
Bonus in December net operations income determined by occupancy, budget, overtime, survey, etc  
Census Bonus  
complex bonus structure; never met  
stabilized occupancy - NOI  
Occupancy  
Occupancy and NOI  
Bonus  
meeting budget monthly  
NOI  
Just a christmas bonus  
Marketing  
percentage of annual NOI  
10% of positive NOI every six months  
quarterly bonus available  
Census bonus  
Performance based  
based on private pay move ins  
Census/occupancy  
n/a  
Bonus  
bonus for occupancy  
census bonus  
Bonus for reaching and maintaining NOI/Census  
occupancy and overall of year performance  
Quarterly and annual bonus bases on occupancy, budget  
Census  
Occupancy and Revenue  
performance bonus  
based on NOI and survey results  
Marketing Bonus  
Quarterly bonus plan based on meeting financial goals  
based on census  
move in bonus  
Census bonus  
NOI  
Occupancy Bonus

## Survey Question 19

This next question asks about how satisfied you are with each aspect of your current job listed below. To what extent are you satisfied or dissatisfied with each aspect of your job? Please select Not Applicable if a particular statement is not applicable to you or your position.

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q19\_1 | The amount of job security I have. | [-99, NA] Missing | 5 | 2.5% |
|  |  | [1] Very dissatisfied | 1 | 0.5% |
|  |  | [2] Dissatisfied | 8 | 3.9% |
|  |  | [3] Neither satisfied nor dissatisfied | 25 | 12.3% |
|  |  | [4] Satisfied | 80 | 39.4% |
|  |  | [5] Very satisfied | 83 | 40.9% |
|  |  | [6] Not applicable | 1 | 0.5% |
| Q19\_2 | The amount of pay and fringe benefits I receive. | [-99, NA] Missing | 6 | 2.96% |
|  |  | [1] Very dissatisfied | 3 | 1.48% |
|  |  | [2] Dissatisfied | 34 | 16.75% |
|  |  | [3] Neither satisfied nor dissatisfied | 30 | 14.78% |
|  |  | [4] Satisfied | 83 | 40.89% |
|  |  | [5] Very satisfied | 45 | 22.17% |
|  |  | [6] Not applicable | 2 | 0.99% |
| Q19\_3 | The amount of personal growth and development I get in doing my job. | [-99, NA] Missing | 5 | 2.5% |
|  |  | [1] Very dissatisfied | 1 | 0.5% |
|  |  | [2] Dissatisfied | 11 | 5.4% |
|  |  | [3] Neither satisfied nor dissatisfied | 28 | 13.8% |
|  |  | [4] Satisfied | 88 | 43.3% |
|  |  | [5] Very satisfied | 69 | 34.0% |
|  |  | [6] Not applicable | 1 | 0.5% |
| Q19\_4 | The people I talk to and work with on my job. | [-99, NA] Missing | 5 | 2.46% |
|  |  | [1] Very dissatisfied | 0 | 0.00% |
|  |  | [2] Dissatisfied | 4 | 1.97% |
|  |  | [3] Neither satisfied nor dissatisfied | 14 | 6.90% |
|  |  | [4] Satisfied | 77 | 37.93% |
|  |  | [6] Not applicable | 0 | 0.00% |
|  |  | [5] Very satisfied | 103 | 50.74% |
| Q19\_5 | The degree of respect and fair treatment I receive from my boss. | [-99, NA] Missing | 5 | 2.46% |
|  |  | [1] Very dissatisfied | 4 | 1.97% |
|  |  | [2] Dissatisfied | 10 | 4.93% |
|  |  | [3] Neither satisfied nor dissatisfied | 22 | 10.84% |
|  |  | [4] Satisfied | 59 | 29.06% |
|  |  | [5] Very satisfied | 96 | 47.29% |
|  |  | [6] Not applicable | 7 | 3.45% |
| Q19\_6 | The feeling of worthwhile accomplishment I get from doing my job. | [-99, NA] Missing | 5 | 2.5% |
|  |  | [1] Very dissatisfied | 1 | 0.5% |
|  |  | [2] Dissatisfied | 5 | 2.5% |
|  |  | [3] Neither satisfied nor dissatisfied | 13 | 6.4% |
|  |  | [6] Not applicable | 0 | 0.00% |
|  |  | [4] Satisfied | 79 | 38.9% |
|  |  | [5] Very satisfied | 100 | 49.3% |
| Q19\_7 | The chance to get to know other people while on the job. | [-99, NA] Missing | 6 | 2.96% |
|  |  | [1] Very dissatisfied | 1 | 0.49% |
|  |  | [2] Dissatisfied | 4 | 1.97% |
|  |  | [6] Not applicable | 0 | 0.00% |
|  |  | [3] Neither satisfied nor dissatisfied | 14 | 6.90% |
|  |  | [4] Satisfied | 81 | 39.90% |
|  |  | [5] Very satisfied | 97 | 47.78% |
| Q19\_8 | The amount of support and guidance I receive from my supervisor. | [-99, NA] Missing | 5 | 2.46% |
|  |  | [1] Very dissatisfied | 7 | 3.45% |
|  |  | [2] Dissatisfied | 15 | 7.39% |
|  |  | [3] Neither satisfied nor dissatisfied | 27 | 13.30% |
|  |  | [4] Satisfied | 62 | 30.54% |
|  |  | [5] Very satisfied | 77 | 37.93% |
|  |  | [6] Not applicable | 10 | 4.93% |
| Q19\_9 | The degree to which I am fairly paid for what I contribute to this organization. | [-99, NA] Missing | 6 | 3.0% |
|  |  | [1] Very dissatisfied | 9 | 4.4% |
|  |  | [2] Dissatisfied | 20 | 9.9% |
|  |  | [3] Neither satisfied nor dissatisfied | 32 | 15.8% |
|  |  | [4] Satisfied | 86 | 42.4% |
|  |  | [5] Very satisfied | 49 | 24.1% |
|  |  | [6] Not applicable | 1 | 0.5% |
| Q19\_10 | The amount of independent thought and action I can exercise in my job. | [-99, NA] Missing | 6 | 2.96% |
|  |  | [1] Very dissatisfied | 2 | 0.99% |
|  |  | [6] Not applicable | 0 | 0.00% |
|  |  | [2] Dissatisfied | 7 | 3.45% |
|  |  | [3] Neither satisfied nor dissatisfied | 16 | 7.88% |
|  |  | [4] Satisfied | 82 | 40.39% |
|  |  | [5] Very satisfied | 90 | 44.33% |
| Q19\_11 | How secure things look for me in the future in this organization. | [-99, NA] Missing | 5 | 2.5% |
|  |  | [6] Not applicable | 0 | 0.00% |
|  |  | [1] Very dissatisfied | 0 | 0.00% |
|  |  | [1] Very dissatisfied | 1 | 0.5% |
|  |  | [2] Dissatisfied | 15 | 7.4% |
|  |  | [3] Neither satisfied nor dissatisfied | 29 | 14.3% |
|  |  | [6] Not applicable | 0 | 0.00% |
|  |  | [4] Satisfied | 86 | 42.4% |
|  |  | [5] Very satisfied | 67 | 33.0% |
| Q19\_12 | The chance to help other people while at work. | [-99, NA] Missing | 5 | 2.5% |
|  |  | [2] Dissatisfied | 1 | 0.5% |
|  |  | [3] Neither satisfied nor dissatisfied | 9 | 4.4% |
|  |  | [6] Not applicable | 0 | 0.00% |
|  |  | [4] Satisfied | 72 | 35.5% |
|  |  | [5] Very satisfied | 116 | 57.1% |
| Q19\_13 | The amount of challenges in my job. | [-99, NA] Missing | 6 | 3.0% |
|  |  | [1] Very dissatisfied | 3 | 1.5% |
|  |  | [2] Dissatisfied | 15 | 7.4% |
|  |  | [3] Neither satisfied nor dissatisfied | 23 | 11.3% |
|  |  | [4] Satisfied | 75 | 36.9% |
|  |  | [5] Very satisfied | 81 | 39.9% |
| Q19\_14 | The overall quality of the supervision I receive in my work. | [-99, NA] Missing | 6 | 2.96% |
|  |  | [1] Very dissatisfied | 2 | 0.99% |
|  |  | [2] Dissatisfied | 13 | 6.40% |
|  |  | [3] Neither satisfied nor dissatisfied | 33 | 16.26% |
|  |  | [4] Satisfied | 78 | 38.42% |
|  |  | [5] Very satisfied | 66 | 32.51% |
|  |  | [6] Not applicable | 5 | 2.46% |

## Survey Question 20

Thinking about the community, management, and ownership where you work, to what extent do you agree or disagree with the following statements?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q20\_1 | I feel a strong sense of 'belonging' to my organization. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Strongly disagree | 1 | 0.5% |
|  |  | [2] Disagree | 9 | 4.4% |
|  |  | [3] Neither agree nor disagree | 25 | 12.3% |
|  |  | [4] Agree | 88 | 43.3% |
|  |  | [5] Strongly agree | 79 | 38.9% |
| Q20\_2 | My organization really cares about my wellbeing. | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Strongly disagree | 1 | 0.49% |
|  |  | [2] Disagree | 13 | 6.40% |
|  |  | [3] Neither agree nor disagree | 32 | 15.76% |
|  |  | [4] Agree | 77 | 37.93% |
|  |  | [5] Strongly agree | 79 | 38.92% |
| Q20\_3 | I feel like 'part of the family' at this organization. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Strongly disagree | 1 | 0.5% |
|  |  | [2] Disagree | 11 | 5.4% |
|  |  | [3] Neither agree nor disagree | 37 | 18.2% |
|  |  | [4] Agree | 74 | 36.5% |
|  |  | [5] Strongly agree | 79 | 38.9% |
| Q20\_4 | Help is available from my organization when I have a problem. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 1 | 0.5% |
|  |  | [2] Disagree | 10 | 4.9% |
|  |  | [3] Neither agree nor disagree | 21 | 10.3% |
|  |  | [4] Agree | 89 | 43.8% |
|  |  | [5] Strongly agree | 82 | 40.4% |
| Q20\_5 | My job at this organization is secure. | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Strongly disagree | 2 | 0.99% |
|  |  | [2] Disagree | 10 | 4.93% |
|  |  | [3] Neither agree nor disagree | 37 | 18.23% |
|  |  | [4] Agree | 89 | 43.84% |
|  |  | [5] Strongly agree | 64 | 31.53% |
| Q20\_6 | I feel 'emotionally attached' to this organization. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [2] Disagree | 12 | 5.9% |
|  |  | [3] Neither agree nor disagree | 27 | 13.3% |
|  |  | [1] Very dissatisfied | 0 | 0.00% |
|  |  | [4] Agree | 86 | 42.4% |
|  |  | [5] Strongly agree | 77 | 37.9% |
| Q20\_7 | I would feel guilty if I left this organization right now. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 1 | 0.5% |
|  |  | [2] Disagree | 14 | 6.9% |
|  |  | [3] Neither agree nor disagree | 26 | 12.8% |
|  |  | [4] Agree | 77 | 37.9% |
|  |  | [5] Strongly agree | 85 | 41.9% |
| Q20\_8 | My organization strongly considers my goals and values. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 3 | 1.5% |
|  |  | [2] Disagree | 14 | 6.9% |
|  |  | [3] Neither agree nor disagree | 46 | 22.7% |
|  |  | [4] Agree | 81 | 39.9% |
|  |  | [5] Strongly agree | 59 | 29.1% |
| Q20\_9 | I owe a great deal to this organization. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 4 | 2.0% |
|  |  | [2] Disagree | 20 | 9.9% |
|  |  | [3] Neither agree nor disagree | 62 | 30.5% |
|  |  | [4] Agree | 75 | 36.9% |
|  |  | [5] Strongly agree | 42 | 20.7% |
| Q20\_10 | I am confident that I will be able to work for this organization as long as I wish. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 2 | 1.0% |
|  |  | [2] Disagree | 13 | 6.4% |
|  |  | [3] Neither agree nor disagree | 28 | 13.8% |
|  |  | [4] Agree | 99 | 48.8% |
|  |  | [5] Strongly agree | 61 | 30.0% |
| Q20\_11 | I frequently think of quitting my current job. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 49 | 24.1% |
|  |  | [2] Disagree | 71 | 35.0% |
|  |  | [3] Neither agree nor disagree | 49 | 24.1% |
|  |  | [4] Agree | 26 | 12.8% |
|  |  | [5] Strongly agree | 8 | 3.9% |
| Q20\_12 | It would be very hard for me to leave my job right now even if I wanted to. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 9 | 4.43% |
|  |  | [2] Disagree | 14 | 6.90% |
|  |  | [3] Neither agree nor disagree | 49 | 24.14% |
|  |  | [4] Agree | 84 | 41.38% |
|  |  | [5] Strongly agree | 47 | 23.15% |
| Q20\_13 | Right now, staying with my job at this organization is a matter of necessity as much as desire. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 19 | 9.4% |
|  |  | [2] Disagree | 37 | 18.2% |
|  |  | [3] Neither agree nor disagree | 47 | 23.2% |
|  |  | [4] Agree | 77 | 37.9% |
|  |  | [5] Strongly agree | 23 | 11.3% |
| Q20\_14 | I will probably look for another job in the next year. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 68 | 33.5% |
|  |  | [2] Disagree | 55 | 27.1% |
|  |  | [3] Neither agree nor disagree | 42 | 20.7% |
|  |  | [4] Agree | 27 | 13.3% |
|  |  | [5] Strongly agree | 11 | 5.4% |
| Q20\_15 | There is a good chance that I will leave this job in the next year or so. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 72 | 35.5% |
|  |  | [2] Disagree | 49 | 24.1% |
|  |  | [3] Neither agree nor disagree | 40 | 19.7% |
|  |  | [4] Agree | 28 | 13.8% |
|  |  | [5] Strongly agree | 14 | 6.9% |

## Survey Question 21

Are there any job skills you would like to get training for?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q21 |  | [-99, NA] Missing | 1 | 0% |
|  |  | [1] Yes | 89 | 44% |
|  |  | [2] No | 113 | 56% |

## Survey Question 22

Which of the following job skills would you say you would like to get training for? Please select all that apply.

| Variable | Option | Responses | N | Freq |
| --- | --- | --- | --- | --- |
| Q22\_1 |  | [1] Work-life balance | 55 | 7.76% |
| Q22\_2 |  | [1] Conducting effective meetings | 35 | 4.94% |
| Q22\_3 |  | [1] Being an effective leader | 51 | 7.19% |
| Q22\_4 |  | [1] Leading the change process | 34 | 4.80% |
| Q22\_5 |  | [1] Analyzing and interpreting data | 20 | 2.82% |
| Q22\_6 |  | [1] Informed decision making | 21 | 2.96% |
| Q22\_7 |  | [1] Creating and communicating a vision | 30 | 4.23% |
| Q22\_8 |  | [1] Developing and implementing a strategic plan | 30 | 4.23% |
| Q22\_9 |  | [1] Delegating tasks to others | 34 | 4.80% |
| Q22\_10 |  | [1] Inspiring and motivating staff | 54 | 7.62% |
| Q22\_11 |  | [1] Prioritizing | 18 | 2.54% |
| Q22\_12 |  | [1] Problem solving | 19 | 2.68% |
| Q22\_13 |  | [1] Time management | 26 | 3.67% |
| Q22\_14 |  | [1] Conflict resolution and mediation | 49 | 6.91% |
| Q22\_15 |  | [1] Oral and written communications | 13 | 1.83% |
| Q22\_16 |  | [1] Cultivating effective relationships | 24 | 3.39% |
| Q22\_17 |  | [1] Person-centered care / culture change | 28 | 3.95% |
| Q22\_18 |  | [1] Team building | 43 | 6.06% |
| Q22\_19 |  | [1] Managing teams | 35 | 4.94% |
| Q22\_20 |  | [1] Consensus building | 20 | 2.82% |
| Q22\_21 |  | [1] Active listening | 17 | 2.40% |
| Q22\_22 |  | [1] Coaching, teaching, and mentoring | 46 | 6.49% |
| Q22\_23 |  | [1] Other | 7 | 0.99% |

Q22\_23\_TEXT [1] Other

Certified Dementia Specialist  
working with the state on regs  
Administrator test  
Addressing burnout; Evaluating and selecting new technology  
Financials  
Financial/aging systems  
Financials

## Survey Question 23

Would you say your health in general is excellent, very good, good, fair, or poor?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q23 |  | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Excellent | 29 | 14.3% |
|  |  | [2] Very good | 60 | 29.6% |
|  |  | [3] Good | 86 | 42.4% |
|  |  | [4] Fair | 23 | 11.3% |
|  |  | [5] Poor | 5 | 2.5% |

## Survey Question 24

How often do you feel worried, nervous, or anxious? Would you say daily, weekly, monthly, a few times a year, or never?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q24 |  | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Daily | 90 | 44.3% |
|  |  | [2] Weekly | 61 | 30.0% |
|  |  | [3] Monthly | 25 | 12.3% |
|  |  | [4] A few times a year | 22 | 10.8% |
|  |  | [5] Never | 5 | 2.5% |

## Survey Question 25

How often do you feel depressed? Would you say daily, weekly, monthly, a few times a year, or never?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q25 |  | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Daily | 21 | 10.3% |
|  |  | [2] Weekly | 37 | 18.2% |
|  |  | [3] Monthly | 24 | 11.8% |
|  |  | [4] A few times a year | 88 | 43.3% |
|  |  | [5] Never | 33 | 16.3% |

## Survey Question 26

Following are some statements related to your work. Do you agree or disagree with each statement?

| Variable | Option | Response | N | Freq |
| --- | --- | --- | --- | --- |
| Q26\_1 | Working here makes it hard to spend enough time with my family. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 10 | 4.9% |
|  |  | [2] Disagree | 43 | 21.2% |
|  |  | [3] Neither agree nor disagree | 55 | 27.1% |
|  |  | [4] Agree | 64 | 31.5% |
|  |  | [5] Strongly agree | 31 | 15.3% |
| Q26\_2 | Working here leaves little time for other activities. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Strongly disagree | 9 | 4.4% |
|  |  | [2] Disagree | 38 | 18.7% |
|  |  | [3] Neither agree nor disagree | 42 | 20.7% |
|  |  | [4] Agree | 81 | 39.9% |
|  |  | [5] Strongly agree | 32 | 15.8% |
| Q26\_3 | I have too much work and too little time to do it in. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 7 | 3.45% |
|  |  | [2] Disagree | 36 | 17.73% |
|  |  | [3] Neither agree nor disagree | 59 | 29.06% |
|  |  | [4] Agree | 63 | 31.03% |
|  |  | [5] Strongly agree | 38 | 18.72% |
| Q26\_4 | I sometimes dread the telephone ringing at home because the call might be job-related. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 7 | 3.4% |
|  |  | [2] Disagree | 27 | 13.3% |
|  |  | [3] Neither agree nor disagree | 37 | 18.2% |
|  |  | [4] Agree | 77 | 37.9% |
|  |  | [5] Strongly agree | 55 | 27.1% |
| Q26\_5 | I feel like I never had a day off. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 14 | 6.90% |
|  |  | [2] Disagree | 46 | 22.66% |
|  |  | [3] Neither agree nor disagree | 50 | 24.63% |
|  |  | [4] Agree | 48 | 23.65% |
|  |  | [5] Strongly agree | 45 | 22.17% |
| Q26\_6 | There are lots of times when my job drives me right up the wall. | [-99, NA] Missing | 1 | 0.5% |
|  |  | [1] Strongly disagree | 11 | 5.4% |
|  |  | [2] Disagree | 43 | 21.2% |
|  |  | [3] Neither agree nor disagree | 54 | 26.6% |
|  |  | [4] Agree | 68 | 33.5% |
|  |  | [5] Strongly agree | 26 | 12.8% |
| Q26\_7 | Sometimes when I think about my job I get a tight feeling in my chest. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 24 | 11.8% |
|  |  | [2] Disagree | 58 | 28.6% |
|  |  | [3] Neither agree nor disagree | 50 | 24.6% |
|  |  | [4] Agree | 53 | 26.1% |
|  |  | [5] Strongly agree | 18 | 8.9% |
| Q26\_8 | I feel guilty when I take time off from my job. | [-99, NA] Missing | 0 | 0.00% |
|  |  | [1] Strongly disagree | 6 | 3.0% |
|  |  | [2] Disagree | 31 | 15.3% |
|  |  | [3] Neither agree nor disagree | 36 | 17.7% |
|  |  | [4] Agree | 78 | 38.4% |
|  |  | [5] Strongly agree | 52 | 25.6% |
| Q26\_9 | My job gets to me more than it should. | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Strongly disagree | 11 | 5.42% |
|  |  | [2] Disagree | 52 | 25.62% |
|  |  | [3] Neither agree nor disagree | 57 | 28.08% |
|  |  | [4] Agree | 59 | 29.06% |
|  |  | [5] Strongly agree | 23 | 11.33% |
| Q26\_10 | I have felt fidgety or nervous as a result of my job. | [-99, NA] Missing | 1 | 0.49% |
|  |  | [1] Strongly disagree | 18 | 8.87% |
|  |  | [2] Disagree | 54 | 26.60% |
|  |  | [3] Neither agree nor disagree | 53 | 26.11% |
|  |  | [4] Agree | 52 | 25.62% |
|  |  | [5] Strongly agree | 25 | 12.32% |