Admin Turnover Codebook

Table of Contents

## 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

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

| 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% |

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% |