**CHAIN NOTES**

**Job Discretion**

1. I am able to do my job to a standard with which I am personally pleased.
2. I am able to make improvements happen in my area of work.
3. I am trusted to do my job.
4. There are frequent opportunities for me to show initiative in my role.

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| **What does the data say?** |
| **What are your feelings about the data?** |
| **What key insights do you take away from this data?** |
| **What can we do as a result of this data?** |

**Job Satisfaction**

1. I am satisfied with my level of pay.
2. I am satisfied with the amount of responsibility I am given.

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| **What does the data say?** |
| **What are your feelings about the data?** |
| **What key insights do you take away from this data?** |
| **What can we do as a result of this data?** |

**Organizational-based Self-esteem**

1. I am taken seriously at my institution.
2. I am trusted at my institution.
3. I can make a difference at my institution.
4. What I do matters at my institution.

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| **What does the data say?** |
| **What are your feelings about the data?** |
| **What key insights do you take away from this data?** |
| **What can we do as a result of this data?** |