

# 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.

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.

**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.

**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?**