

Career Shock Organizational Survey

About the Study

Welcome to the Career Shock Organizational Survey! The purpose of this study is to increase understanding about career shock and its relationship with people's intention to leave an organization. This will provide the county with insights to potential equity and inclusion concerns among different employee populations, identities, and county departments.

Participation

You are being asked to participate in this study because you are an employee of Lancaster County. Your participation is important as every employee's voice needs to be included in this survey. Your online survey responses are completely anonymous and no identifying information is collected or passed through. IP addresses are not tracked. The data is collected via this SurveyMonkey questionnaire, which is being administered by doctoral researcher Charlena Miller. No raw data will be provided to the county.

The survey will take approximately 5-8 minutes to complete and must be completed in one session -- only fully completed surveys can be included in the data collection. Thank you in advance for taking the time to complete this survey in its entirety!

* 1. Regarding gender, how do you identify?

- Female
- Male
- Non-binary
- Prefer not to answer

Other (specify)

* 2. Which race/ethnicity best describes you? (Please choose only one.)

- American Indian or Alaskan Native
- Asian / Pacific Islander
- Black or African American
- Hispanic
- White / Caucasian
- Multiple ethnicity / Other (please specify)

* 3. What is your age?

- 18 to 24
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 to 74
- 75 or older

* 4. What is the highest level of school that you have completed?

- Less than high school degree
- High school degree
- Some college but no degree
- Associate degree
- Bachelor's degree
- Master's degree
- Professional degree (e.g., J.D., M.D.)
- Doctorate degree

Other (please specify)

* 5. I have primary caring responsibility at home for a child or adult.

- Yes
- No

* 6. How long have you worked for Lancaster County?

- Less than 1 year
- More than 1 year but less than 3
- More than 3 years but less than 5
- At least 5 years but less than 10
- 10 years or more

* 7. My current work environment is:

- 100% virtually remote
- 100% in-person at a location designated by the organization
- Partly virtually remote and partly in-person at a location designated by the organization

8. In which department are you employed?

- | | |
|-----------------------|-----------------------|
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Other (please specify)

9. In which _____ division are you employed?

-
-
-
-

* 10. A career shock is defined as a disruptive event that triggers a deliberate thought process concerning one's job, career, or organizational fit (Akkermans et al., 2018). Career shocks can be positive or negative, and expected or unexpected, personal or work-related, e.g., the birth of a child or a sudden promotion or layoff.

Since March 2020, was there a single career shock, or series of shocks, that has caused you to think about leaving employment with Lancaster County?

- Yes
- No

* 11. To what extent was the career shock event expected?

- Very unexpected
- Somewhat unexpected
- Neither expected or unexpected
- Somewhat expected
- Very expected

* 12. To what extent was the event a positive or negative experience?

- Very negative
- Somewhat negative
- Neither positive or negative
- Somewhat positive
- Very positive

* 13. Did the event involve personal issues or work-related issues?

- Work-related
- Somewhat work-related
- Equally personal and work-related
- Somewhat personal
- Personal

* 14. How much does the career shock event influence your intention to leave employment with Lancaster County?

- Not at all
- A little
- A moderate amount
- A lot
- A great deal

* 15. My intention to leave is influenced by a colleague (or colleagues) leaving.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

* 16. There are things my organization could do that might cause me to stay.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

* 17. I have determined that I will leave employment with my organization if a certain event was to occur (e.g., not receiving a promotion, family change, increased travel)

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

* 18. I have received an unsolicited job offer that has led me to think seriously about leaving employment with Lancaster County.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

* 19. How compatible are your personal values/ethics with those of your organization?

- Very incompatible Somewhat incompatible Neither compatible or incompatible
 Somewhat compatible Very compatible

* 20. How compatible are your personal goals with those of your organization?

- Very incompatible Somewhat incompatible Neither compatible or incompatible
 Somewhat compatible Very compatible

* 21. How compatible are your professional values/ethics with those of your organization?

- Very incompatible Somewhat incompatible Neither compatible or incompatible
 Somewhat compatible Very compatible

* 22. How compatible are your professional goals with those of your organization?

- Very incompatible Somewhat incompatible Neither compatible or incompatible
 Somewhat compatible Very compatible

* 23. If I stay, I will be able to achieve most of my career goals.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

* 24. If I stay, I will be able to achieve most of my personal goals.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

* 25. At Lancaster County, my career is progressing as I expect.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

* 26. At Lancaster County, my personal goals are progressing as I expect.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

* 27. Epiphany: For the purposes of this study, an epiphany is defined “as an experience that is sudden and profound, with abrupt insights and/or changes in perspective that transform the individual’s concept of self and identity through the creation of new meaning in the individual’s life.”

Since March 2020, how many epiphanies have you experienced?

- 0
 1
 2
 3
 4 or more

* 28. I will be able to achieve most of the goals that I have set for myself.

- Never Rarely Sometimes Usually Always

* 29. When facing difficult tasks, I am certain that I will accomplish them.

- Never Rarely Sometimes Usually Always

* 30. In general, I think that I can obtain outcomes that are important to me.

- Never Rarely Sometimes Usually Always

* 31. I believe I can succeed at most any endeavor to which I set my mind.

- Never Rarely Sometimes Usually Always

* 32. I will be able to successfully overcome many challenges.

- Never Rarely Sometimes Usually Always

* 33. I am confident that I can perform effectively on many different tasks.

- Never Rarely Sometimes Usually Always

* 34. Compared to other people, I can do most tasks very well.

- Never Rarely Sometimes Usually Always

* 35. Even when things are tough, I can perform quite well.

- Never Rarely Sometimes Usually Always

* 36. How often are you considering leaving your job?

- Never Rarely Sometimes Usually Always

* 37. How satisfying is your job in fulfilling your personal needs?

- Very dissatisfying Dissatisfying Neither satisfying nor dissatisfying Satisfying
 Very satisfying

* 38. How often are you frustrated when not given the opportunity at work to achieve your personal work-related goals?

- Never Rarely Sometimes Usually Always

* 39. How often do you dream about getting another job that will better suit your personal needs?

- Never Rarely Sometimes Usually Always

* 40. How likely are you to accept another job at the same compensation level should it be offered to you?

- Very unlikely Unlikely Neither likely nor unlikely Likely Very likely

* 41. How often do you look forward to another day at work?

- Never Rarely Sometimes Usually Always

* 42. I intend to look for a job outside of my organization within the next year.

- Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree