

ASCOT-Workforce

For each question, please think about how you feel your work in social care impacts each area of your quality of life and select an answer that best describes how you feel.

1. Thinking about your current role and the difference you are able to make to people's lives, which of the following statements best describes how you feel?

By making a difference, we mean how far you are able to support people to lead the lives they want.

Please tick (✓) one box

I am able to make as much of a difference as I'd like	<input type="checkbox"/>
I am able to make some difference	<input type="checkbox"/>
I am able to make some difference but not enough	<input type="checkbox"/>
I am not able to make any difference	<input type="checkbox"/>

2. Thinking about your relationships with people who have care and/or support needs, which of the following statements best describes how you feel?

Please think about your contact with people drawing on care and support and the quality of those relationships.

Overall, my relationships with people drawing on care and support are:

Please tick (✓) one box

As good as I want them to be	<input type="checkbox"/>
Good enough	<input type="checkbox"/>
Not as good as I would like	<input type="checkbox"/>
Not at all good	<input type="checkbox"/>

ASCOT-Workforce

- 3. Think about how much freedom and independence you have to make decisions and carry out tasks as part of your day-to-day work. Which of the following statements best describes how you feel?**

Thinking about making decisions and carrying out tasks in my everyday work, I have:

Please tick (✓) one box

- | | |
|---|--------------------------|
| As much freedom and independence as I want | <input type="checkbox"/> |
| Adequate freedom and independence | <input type="checkbox"/> |
| Some freedom and independence, but not enough | <input type="checkbox"/> |
| No freedom and independence | <input type="checkbox"/> |

- 4. Thinking about the time you need to do your job well, which of the following statements best describes how you feel?**

Please think about all of the tasks you are required to do within your role and your ability to do them well within paid hours. Depending on your role, this might include direct care and support, paperwork, supervision and management.

Please tick (✓) one box

- | | |
|---|--------------------------|
| I have the time I need | <input type="checkbox"/> |
| I have adequate time | <input type="checkbox"/> |
| I do not have enough time | <input type="checkbox"/> |
| I do not have time to do my job well,
and it is having a negative effect on me | <input type="checkbox"/> |

ASCOT-Workforce

5. Which of the following statements best describes how much you worry about work outside of working hours?

If you have multiple jobs, please focus only on your social care job(s). Think about how much you worry about the people you care for or support, and all of the tasks you need to do in your working hours.

Outside of working hours:

Please tick (✓) one box

- | | |
|---------------------------------|--------------------------|
| I hardly ever worry about work | <input type="checkbox"/> |
| I occasionally worry about work | <input type="checkbox"/> |
| I often worry about work | <input type="checkbox"/> |
| I constantly worry about work | <input type="checkbox"/> |

6. Thinking about looking after yourself at work, which of the following statements best describes how you feel?

By 'looking after yourself at work', we mean having comfort breaks and time to eat, drink and rest.

Please tick (✓) one box

- | | |
|--|--------------------------|
| I am able to look after myself as well as I want | <input type="checkbox"/> |
| I am able to look after myself well enough | <input type="checkbox"/> |
| Sometimes I am not able to look after myself well enough | <input type="checkbox"/> |
| I am rarely able to look after myself well enough | <input type="checkbox"/> |

ASCOT-Workforce

7. Which of the following statements best describes how safe you feel at work?

By 'feeling safe at work', we mean how safe you feel doing your job. This includes fear of physical harm (e.g., from lifting and handling, risk of infection, physical abuse) and psychological harm (e.g., verbal or emotional abuse).

Please tick (✓) one box

I feel as safe as I want	<input type="checkbox"/>
Generally, I feel adequately safe	<input type="checkbox"/>
I feel less than adequately safe	<input type="checkbox"/>
I don't feel at all safe	<input type="checkbox"/>

8. Thinking about your professional relationships with colleagues or people you work with, which of the following statements best describes how you feel?

Depending on your role, you might regularly interact with family carers and other health and social care professionals.

Overall, my professional relationships with the people I work with are:

Please tick (✓) one box

As good as I want them to be	<input type="checkbox"/>
Good enough	<input type="checkbox"/>
Not as good as I would like	<input type="checkbox"/>
Not at all good	<input type="checkbox"/>

ASCOT-Workforce

9. Thinking about how supported you are in your role, which of the following statements best describes how you feel?

By 'supported' we mean the extent to which you feel respected and encouraged by your manager(s).

Please tick (✓) one box

I feel highly supported by my manager(s)	<input type="checkbox"/>
I feel adequately supported by my manager(s)	<input type="checkbox"/>
I do not feel as supported as I would like by my manager(s)	<input type="checkbox"/>
I do not feel at all supported by my manager(s)	<input type="checkbox"/>

10. Thinking about the skills and knowledge you need to do your job well, which of the following statements best describes how you feel?

Skills and knowledge might have been obtained through training, education, personal or life experience and shadowing other people.

Please tick (✓) one box

I have the skills and knowledge I need	<input type="checkbox"/>
I have adequate skills and knowledge	<input type="checkbox"/>
I have some skills and knowledge, but not enough	<input type="checkbox"/>
I do not have the skills and knowledge I need	<input type="checkbox"/>

11. Thinking about your career aspirations and how you would like to develop and progress in social care, which of the following statements best describes how you feel?

Please tick (✓) one box

I have as many opportunities as I would like	<input type="checkbox"/>
I have adequate opportunities	<input type="checkbox"/>
I have some opportunities, but not enough	<input type="checkbox"/>
I have no opportunities	<input type="checkbox"/>

ASCOT-Workforce

12. Thinking about how your role in social care is valued by other people, which of the following best describes how you feel?

Think about other people 'overall', including the public, people you know and views expressed in the media

Please tick (✓) one box

My role is highly valued by others	<input type="checkbox"/>
My role is adequately valued by others	<input type="checkbox"/>
My role is not as valued as I would like by others	<input type="checkbox"/>
My role is not at all valued by others	<input type="checkbox"/>

13. Thinking about your financial security which of these statements best describes how you feel?

By 'financial security', we mean whether your household income meets your and your dependents' needs. Please think about pay and other benefits (e.g. pension, sick pay).

Please tick (✓) one box

I have as much financial security as I want	<input type="checkbox"/>
I have enough financial security	<input type="checkbox"/>
I do not have enough financial security	<input type="checkbox"/>
I do not have any financial security	<input type="checkbox"/>

© University of Kent, 2024, all rights reserved.

This questionnaire was developed by the Care and Outcomes Research Centre (COReC, formerly the PSSRU) and the Centre for Health Services Studies (CHSS) at the University of Kent, United Kingdom (UK). The study was funded by the Department of Health and Social Care (C114300). The University of Kent is the sole owner of the copyright in these materials. The University of Kent authorises non-commercial use of this questionnaire on the condition that anyone who uses it completes the following licence form (<https://research.kent.ac.uk/ascot/licensing/>) to enable the University of Kent to track authorised non-commercial use. The University of Kent does not automatically authorise commercial use of this questionnaire. Anyone wishing to obtain a licence for commercial use of any of the ASCOT materials should complete the for-profit licence form from this page: (<https://research.kent.ac.uk/ascot/licensing/>). You may then be put in touch with the Research and Innovation Support, at the University of Kent.