

## ASCOT-Workforce

### 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 to people's lives

I am able to make some difference to people's lives

I am able to make some difference to people's lives, but not enough

I am not able to make any difference to people's lives

### 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

Good enough

Not as good as I would like

Not at all good

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### 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?

*Please think about making decisions and carrying out tasks in your everyday work.*

**Please tick (✓) one box**

- |  |                          |
|--|--------------------------|
| I have as much freedom and independence as I want at work    | <input type="checkbox"/> |
| I have adequate freedom and independence at work             | <input type="checkbox"/> |
| I have some freedom and independence at work, but not enough | <input type="checkbox"/> |
| I have no freedom and independence at work                   | <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 to do my job well                                       | <input type="checkbox"/> |
| I have adequate time to do my job well   | <input type="checkbox"/> |
| I do not have enough time to do my job well                                    | <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"/> |

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### 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 at work         | <input type="checkbox"/> |
| I am able to look after myself well enough at work               | <input type="checkbox"/> |
| Sometimes I am not able to look after myself well enough at work | <input type="checkbox"/> |
| I am rarely able to look after myself well enough at work        | <input type="checkbox"/> |

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### 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 at work	<input type="checkbox"/>
I feel adequately safe at work	<input type="checkbox"/>
I feel less than adequately safe at work	<input type="checkbox"/>
I don't feel at all safe at work	<input type="checkbox"/>

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

*Depending on your role, the people you work with may include colleagues, other health and social care professionals and family carers.*

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"/>

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### 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 to do my job well	<input type="checkbox"/>
I have adequate skills and knowledge to do my job well	<input type="checkbox"/>
I have some skills and knowledge to do my job well, but not enough	<input type="checkbox"/>
I do not have the skills and knowledge I need to do my job well	<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?

To develop and progress in my social care career:

**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"/>

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### 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"/>

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