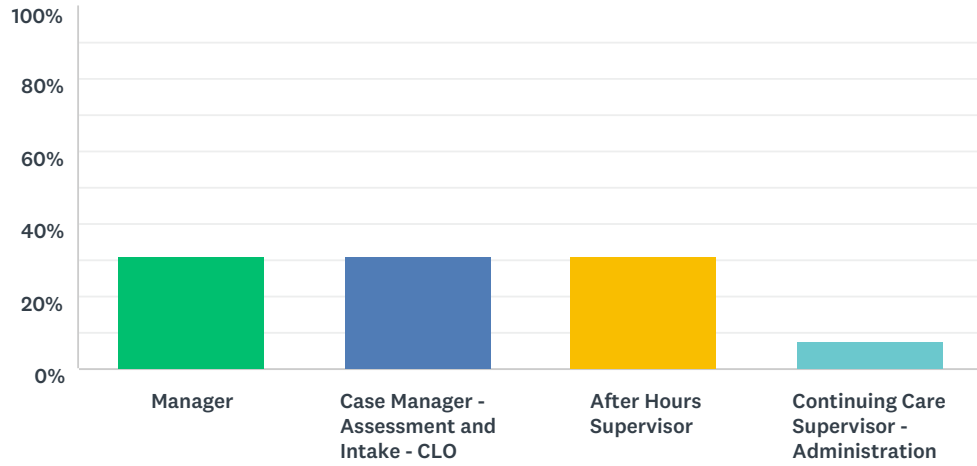


Q1 What is your job role?

Answered: 13 Skipped: 0



Traffic light code:

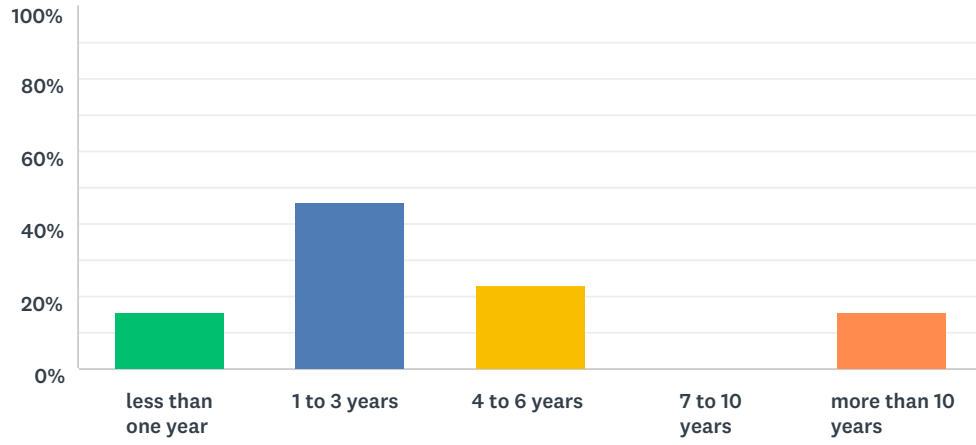
Red 45% and above in responses Neutral, Disagree or Strongly Disagree

Amber between 35% and 45% in responses Neutral, Disagree or Strongly Disagree

Green 65% and above in responses Agree or Strongly Agree

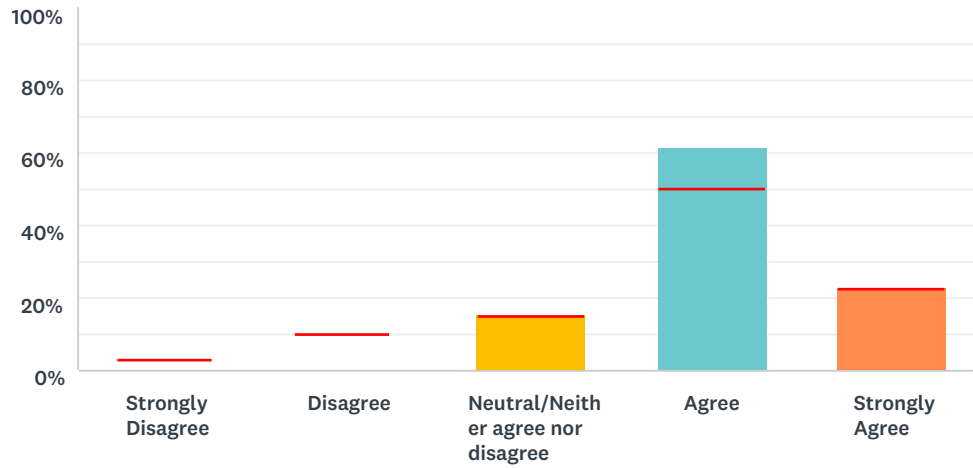
Q2 How long have you worked at FORWAARD?

Answered: 13 Skipped: 0

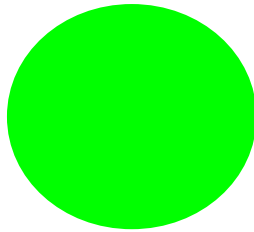


Q3 I am satisfied that I have the opportunities to apply my talents and expertise.

Answered: 13 Skipped: 0

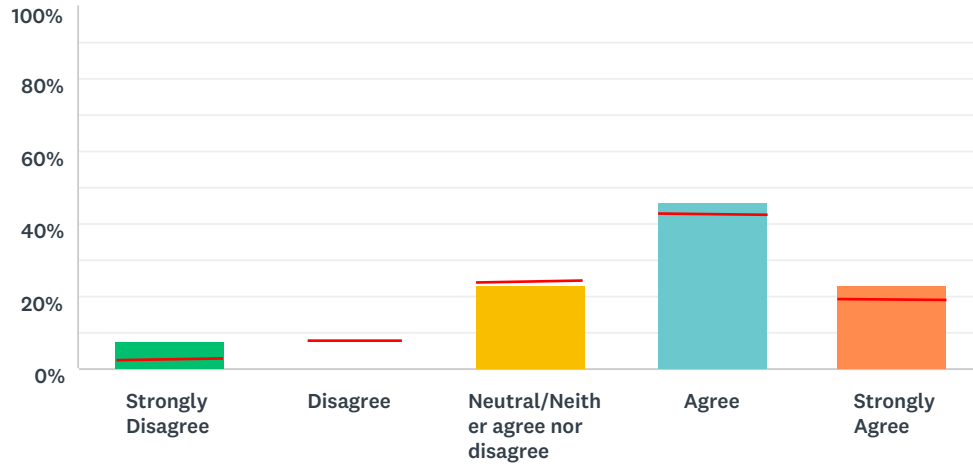


Compared to Survey Monkey Global Benchmark – 4,071 Organizations | 10/1/2017 - 9/30/2018

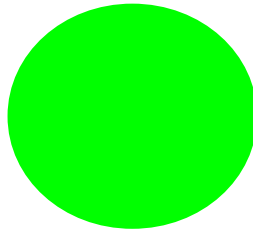


Q4 FORWAARD is dedicated to my professional development.

Answered: 13 Skipped: 0

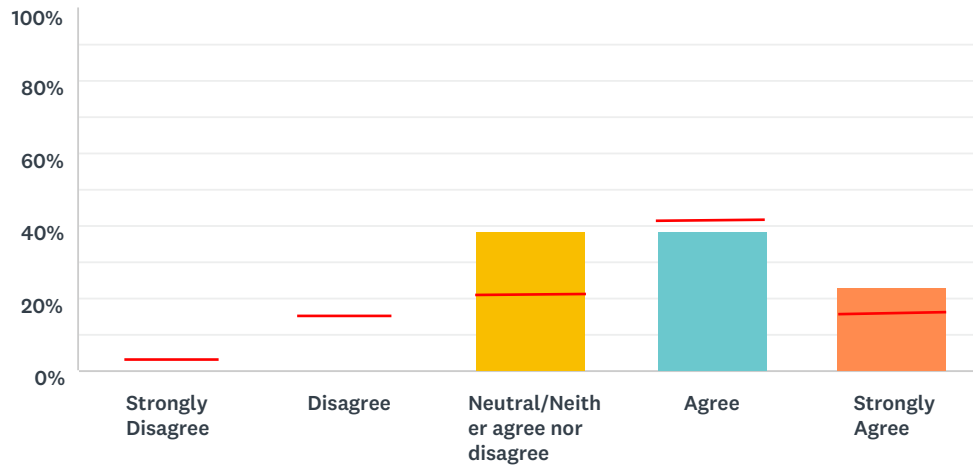


Compared to SurveyMonkey Global Benchmark –
3,242 Organizations | 10/1/2017 - 9/30/2018

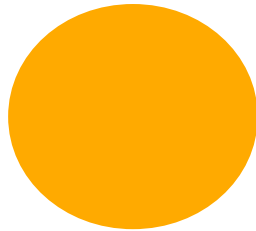


Q5 I am satisfied with the job-related training FORWAARD offers.

Answered: 13 Skipped: 0

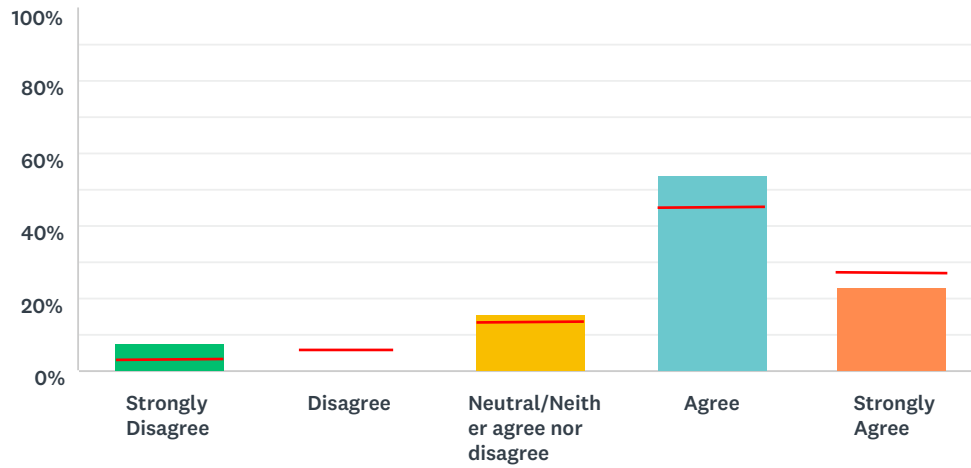


Compared to SurveyMonkey Global Benchmark – 4,085 Organizations | 10/1/2017 - 9/30/2018

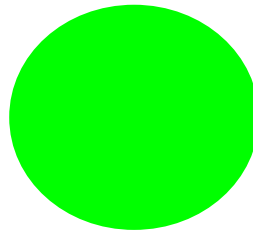


Q6 I am inspired to meet my goals at work.

Answered: 13 Skipped: 0

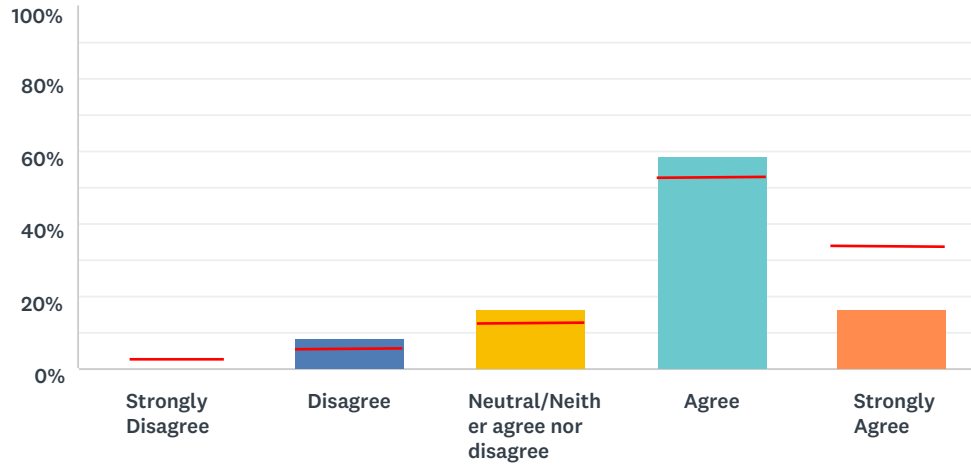


Compared to Survey Monkey Global Benchmark – 4,654 Organizations | 10/1/2017 - 9/30/2018

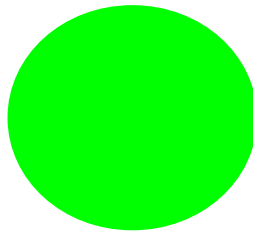


Q7 I feel completely involved in my work.

Answered: 12 Skipped: 1

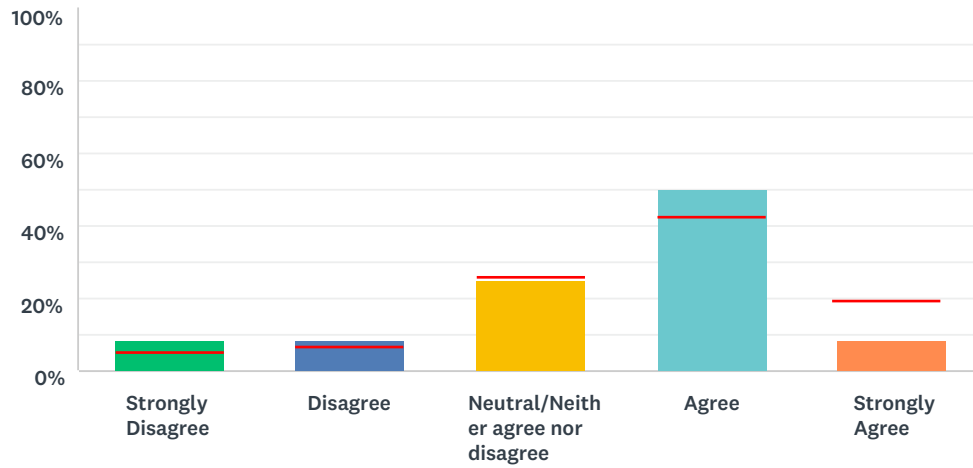


Compared to SurveyMonkey Global Benchmark – 3,535 Organizations | 10/1/2017 - 9/30/2018

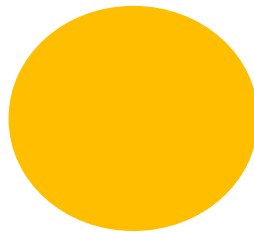


Q8 I get excited about going to work.

Answered: 12 Skipped: 1

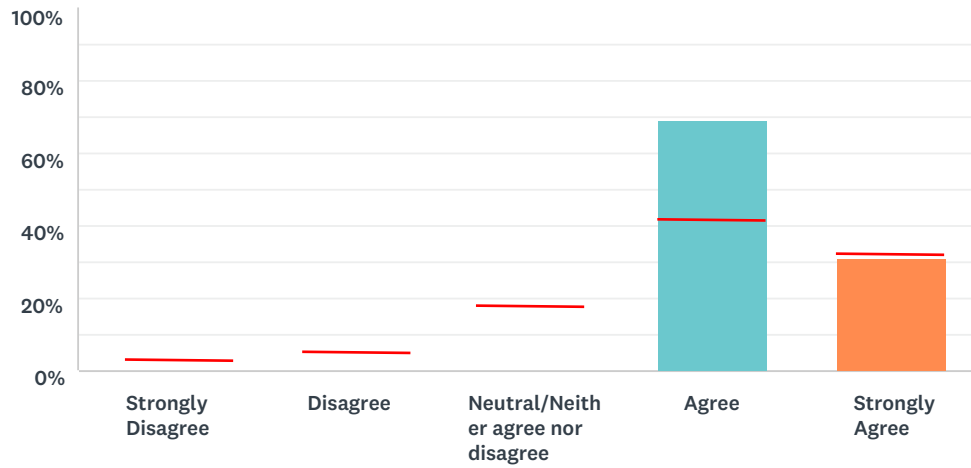


Compared to Survey Monkey Global Benchmark –
4,646 Organizations | 10/1/2017 - 9/30/2018

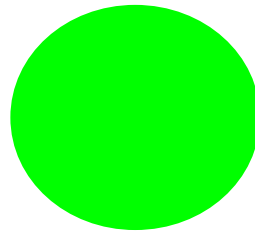


Q9 I am often so involved in my work that the day goes by very quickly.

Answered: 13 Skipped: 0

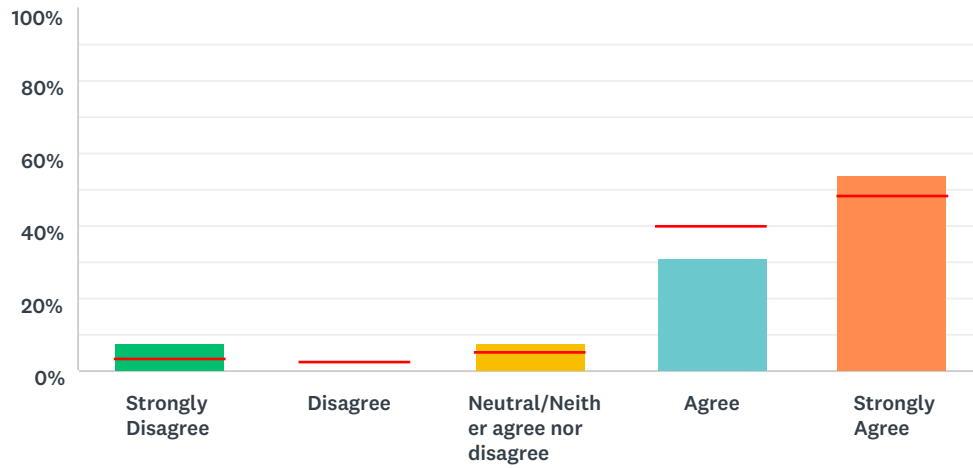


Compared to Survey Monkey Global Benchmark – 3,413 Organizations | 10/1/2017 - 9/30/2018

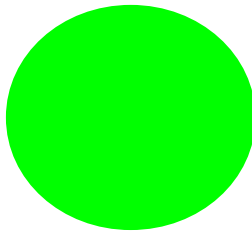


Q10 I am determined to give my best effort at work each day.

Answered: 13 Skipped: 0

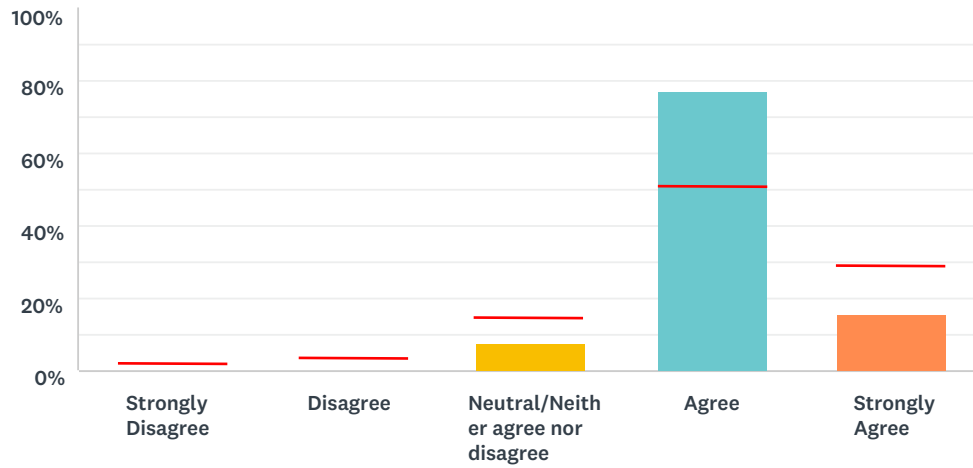


Compared to Survey Monkey Global Benchmark –
4,155 Organizations | 10/1/2017 - 9/30/2018

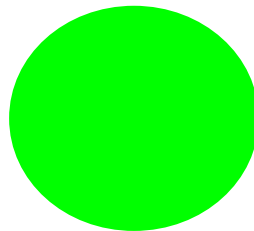


Q11 When at work, I am completely focused on my job duties.

Answered: 13 Skipped: 0

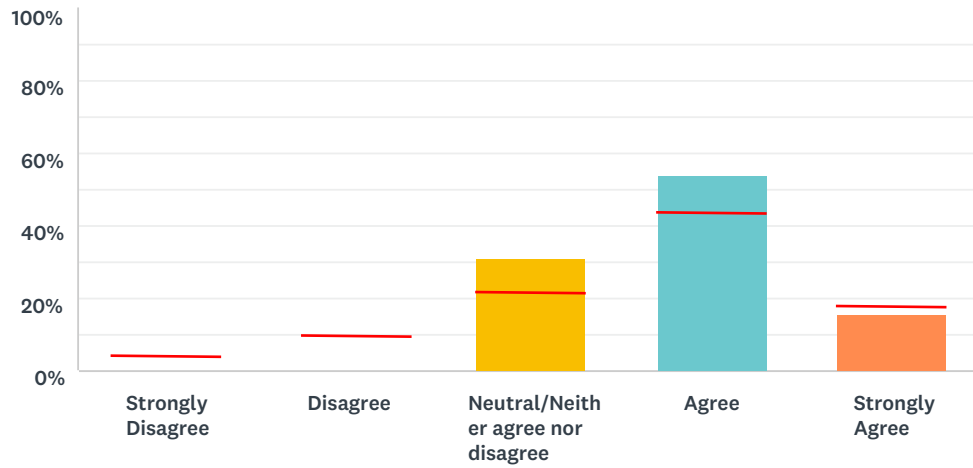


Compared to Survey Monkey Global Benchmark –
3,383 Organizations | 10/1/2017 - 9/30/2018

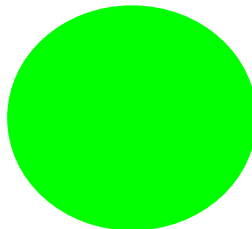


Q12 FORWAARD, staff adapt quickly to difficult situations.

Answered: 13 Skipped: 0

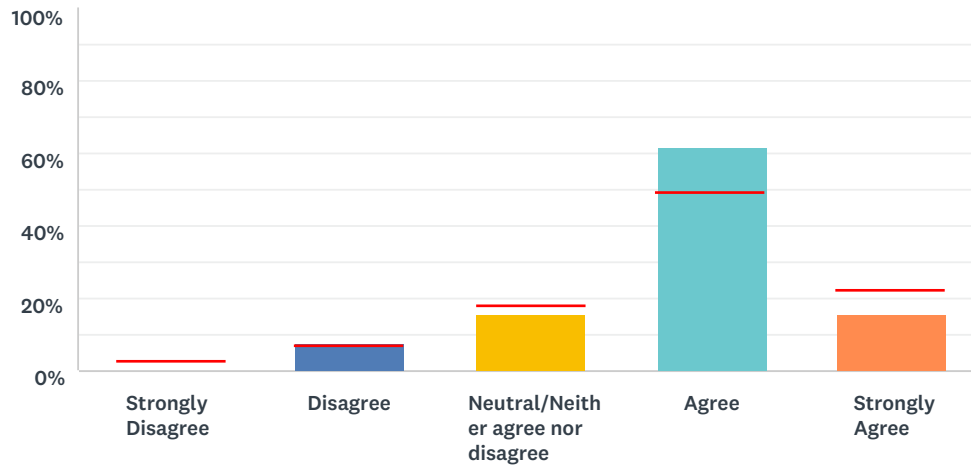


Compared to Survey Monkey Global Benchmark –
2,998 Organizations | 10/1/2017 - 9/30/2018

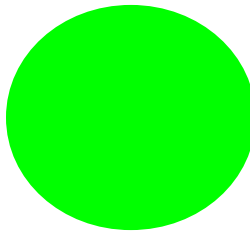


Q13 FORWAARD staff always keep going when the going gets tough.

Answered: 13 Skipped: 0

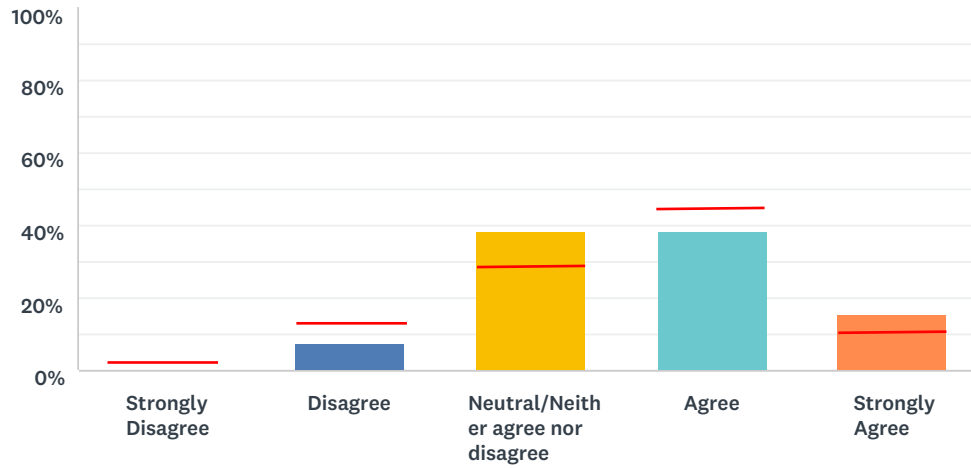


Compared to Survey Monkey Global Benchmark – 3,158 Organizations | 10/1/2017 - 9/30/2018

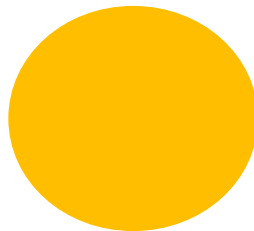


Q14 FORWAARD staff proactively identify future challenges and opportunities.

Answered: 13 Skipped: 0

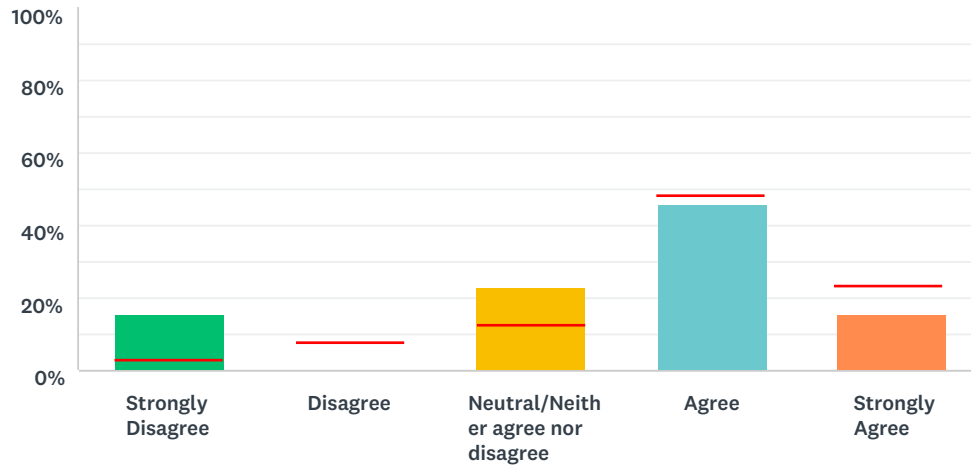


Compared to Survey Monkey Global Benchmark –
3,258 Organizations | 10/1/2017 - 9/30/2018

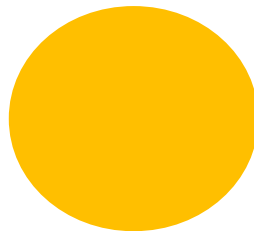


Q15 FORWAARD staff take the initiative to help other employees when the need arises.

Answered: 13 Skipped: 0

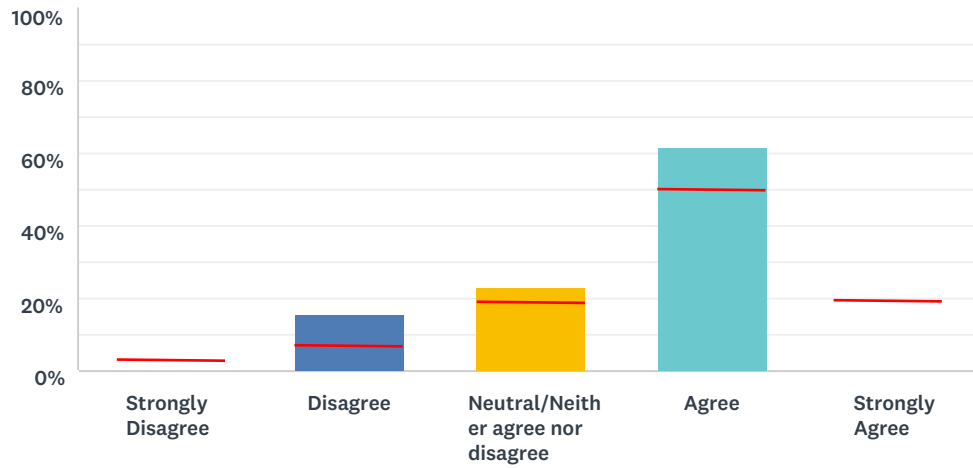


Compared to Survey Monkey Global Benchmark –
3,842 Organizations | 10/1/2017 - 9/30/2018

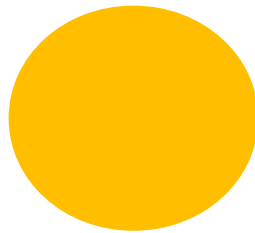


Q16 FORWAARD staff are willing to take on new tasks as needed.

Answered: 13 Skipped: 0

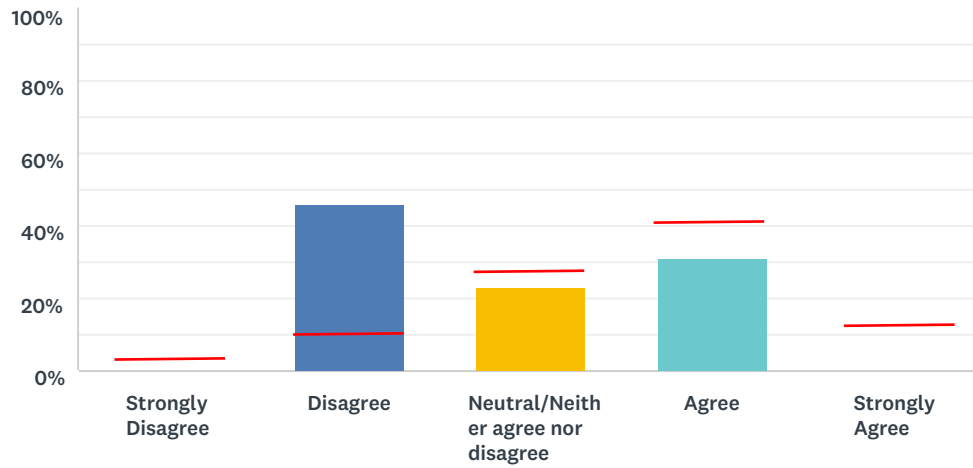


Compared to Survey Monkey Global Benchmark – 3,681 Organizations | 10/1/2017 - 9/30/2018

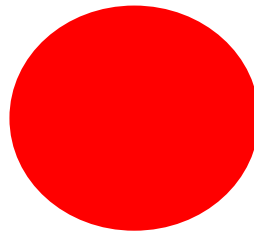


Q17 FORWAARD staff willingly accept change.

Answered: 13 Skipped: 0

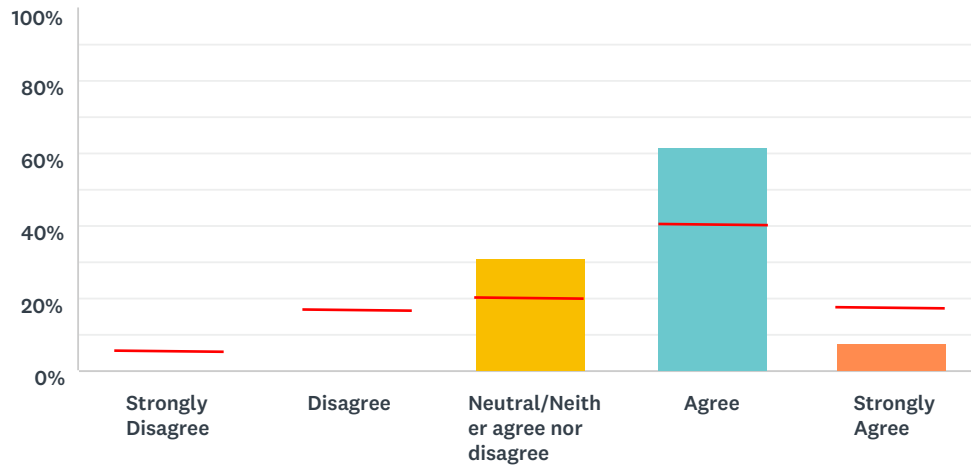


Compared to Survey Monkey Global Benchmark –
3,298 Organizations | 10/1/2017 - 9/30/2018

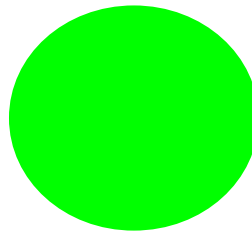


Q18 Communication between senior leaders and staff is good.

Answered: 13 Skipped: 0

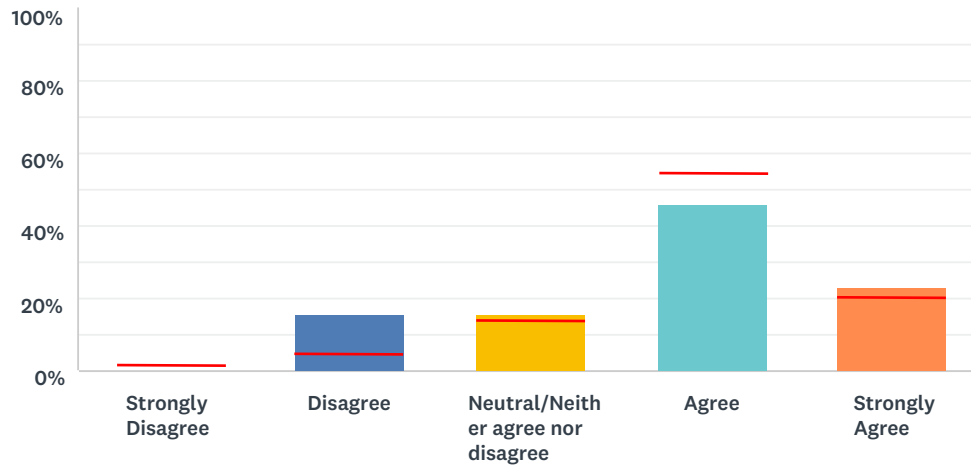


Compared to Survey Monkey Global Benchmark – 4,115 Organizations | 10/1/2017 - 9/30/2018

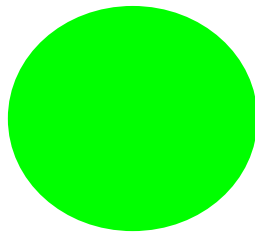


Q19 I am able to make decisions affecting my work.

Answered: 13 Skipped: 0

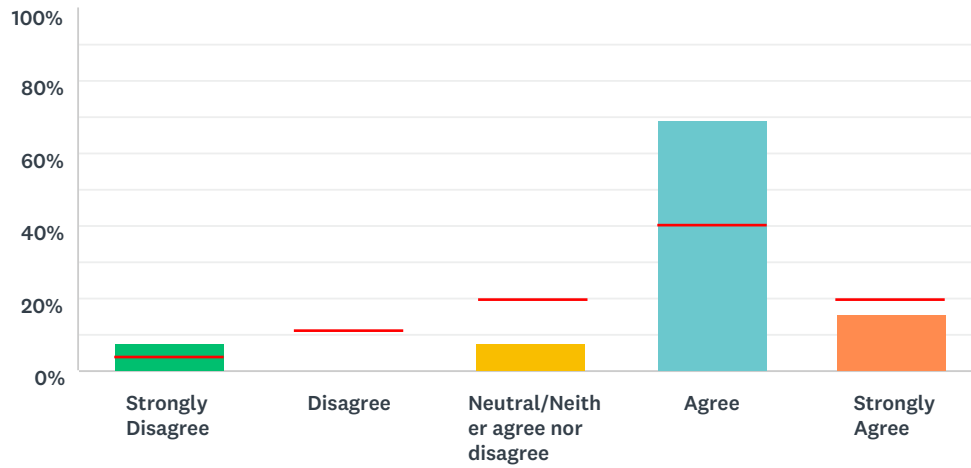


Compared to Survey Monkey Global Benchmark – 4,285 Organizations | 10/1/2017 - 9/30/2018

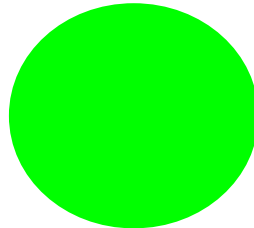


Q20 Management recognises strong job performance.

Answered: 13 Skipped: 0

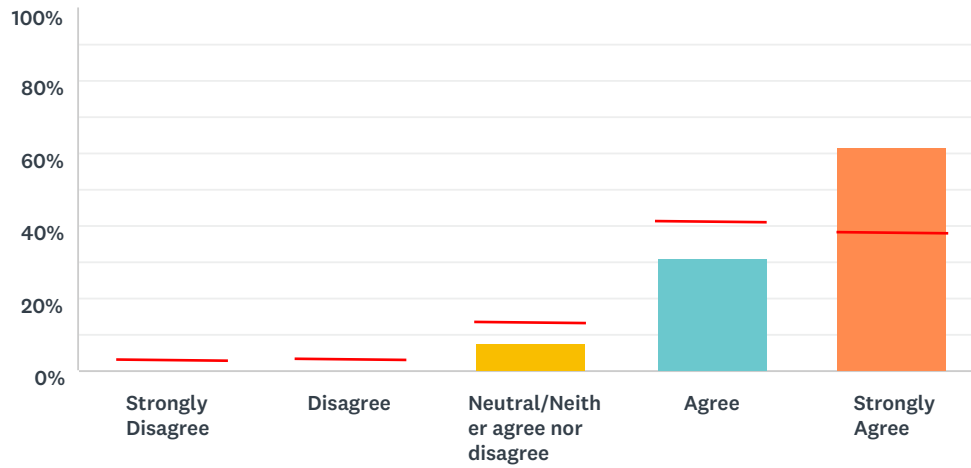


Compared to Survey Monkey Global Benchmark –
4,210 Organizations | 10/1/2017 - 9/30/2018

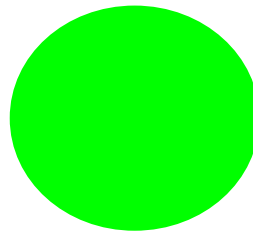


Q21 My supervisor and I have a good working relationship.

Answered: 13 Skipped: 0

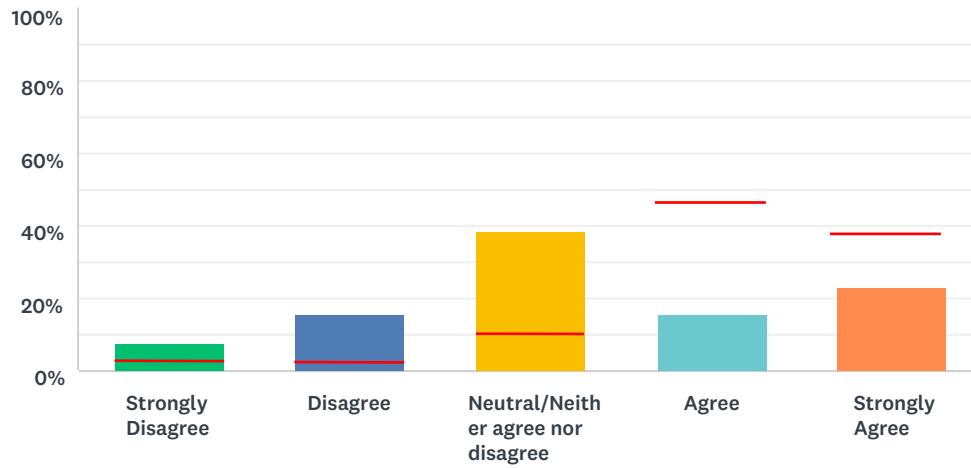


Compared to Survey Monkey Global Benchmark –
5,177 Organizations | 10/1/2017 - 9/30/2018

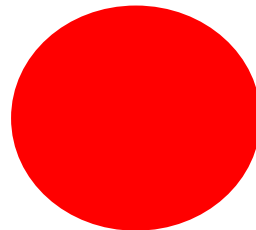


Q22 My coworkers and I have a good working relationship.

Answered: 13 Skipped: 0

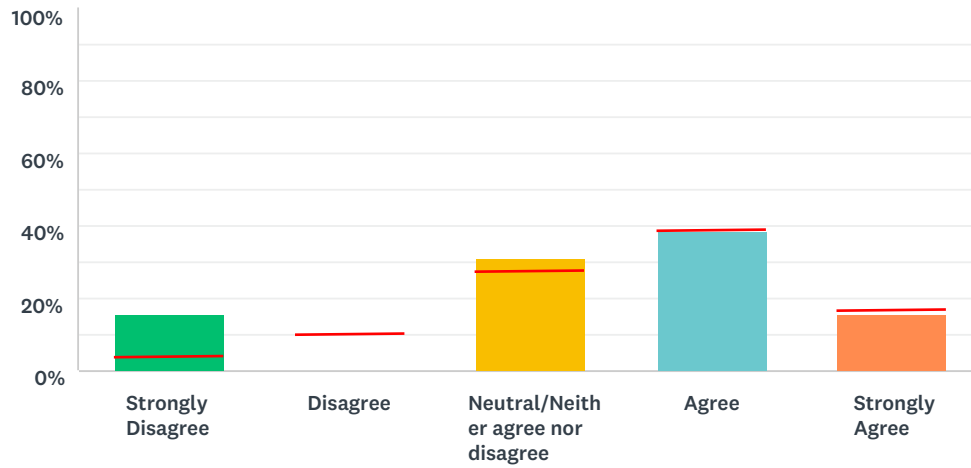


Compared to Survey Monkey Global Benchmark –
5,110 Organizations | 10/1/2017 - 9/30/2018

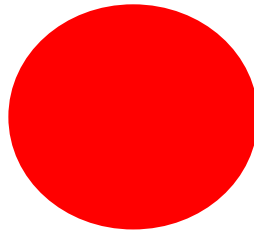


Q23 Senior management and employees trust each other.

Answered: 13 Skipped: 0

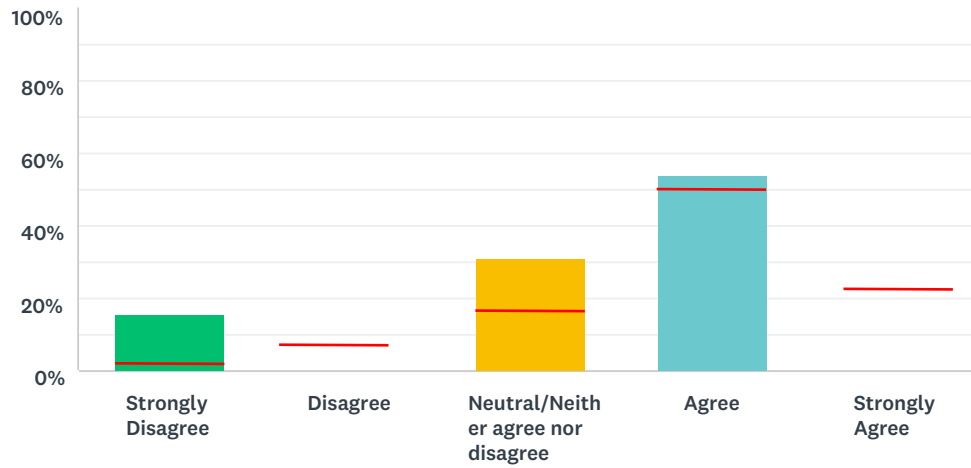


Compared to Survey Monkey Global Benchmark –
3,633 Organizations | 10/1/2017 - 9/30/2018

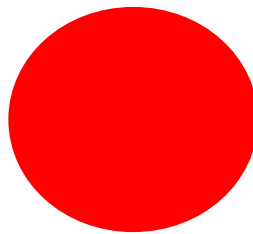


Q24 Employees treat each other with respect.

Answered: 13 Skipped: 0

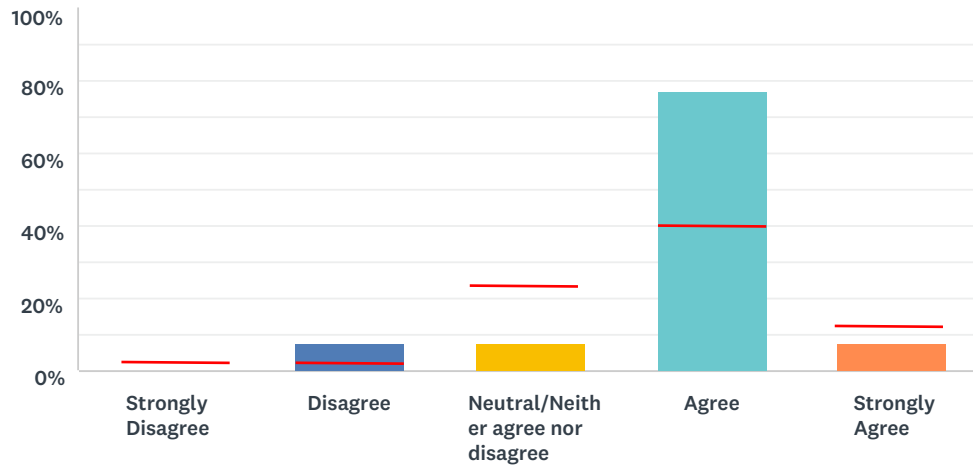


Compared to Survey Monkey Global Benchmark –
4,600 Organizations | 10/1/2017 - 9/30/2018

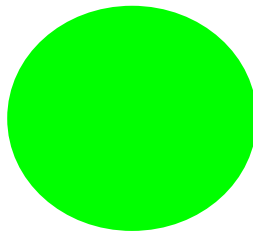


Q25 I am satisfied with my work conditions at FORWAARD.

Answered: 13 Skipped: 0

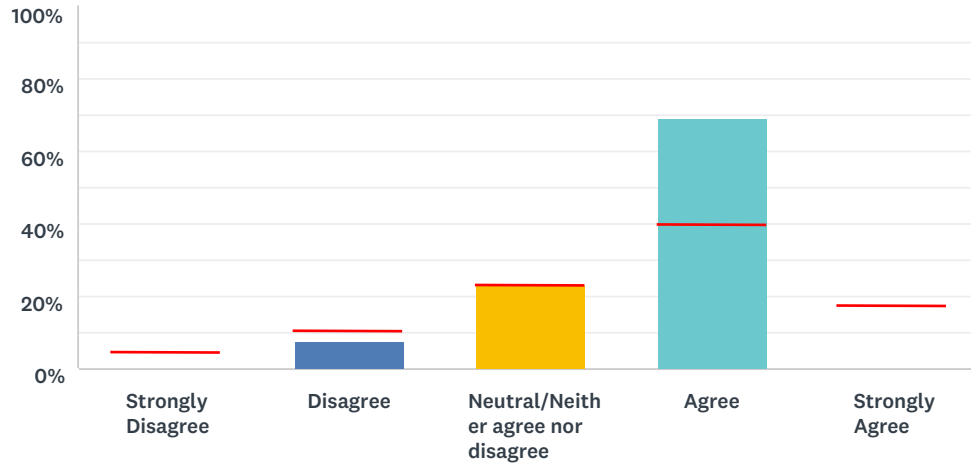


Compared to Survey Monkey Global Benchmark – 2,847 Organizations | 10/1/2017 - 9/30/2018

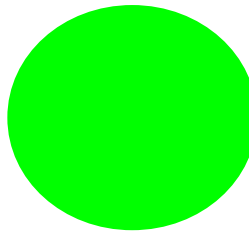


Q26 I am satisfied with the amount of paid leave offered by FORWAARD.

Answered: 13 Skipped: 0

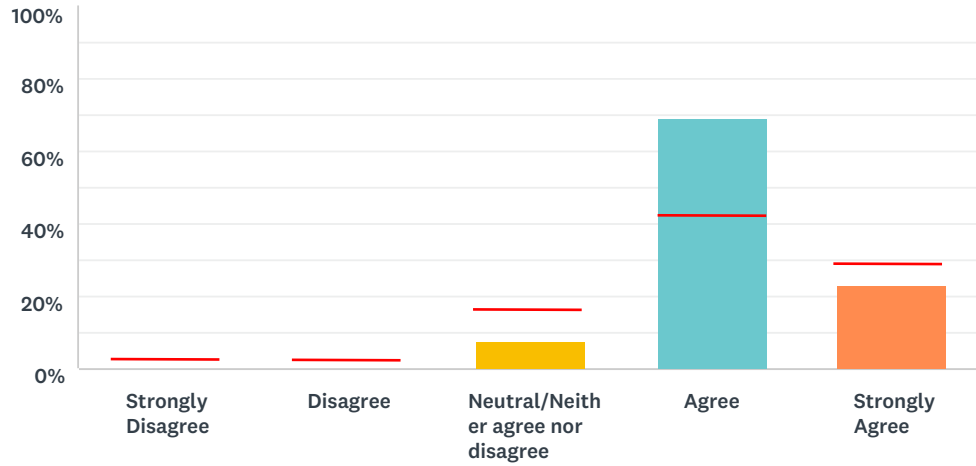


Compared to Survey Monkey Global Benchmark – 2,366 Organizations | 10/1/2017 - 9/30/2018

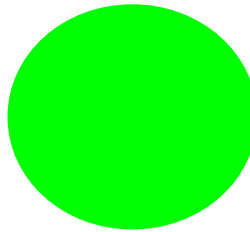


Q27 I am satisfied with the workplace flexibility offered by FORWAARD.

Answered: 13 Skipped: 0

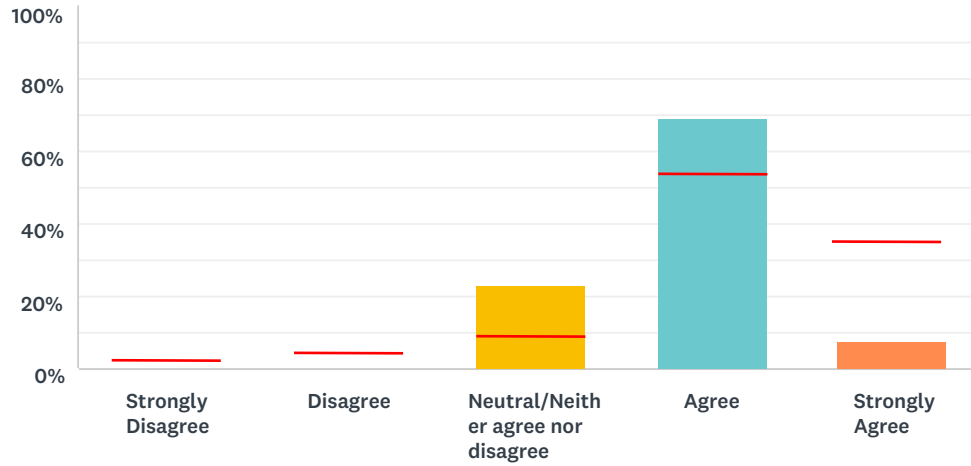


Compared to Survey Monkey Global Benchmark – 2,920 Organizations | 10/1/2017 - 9/30/2018

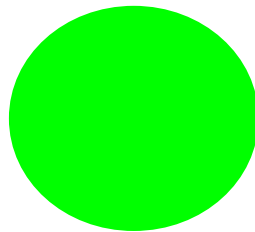


Q28 FORWAARD is a safe place to work.

Answered: 13 Skipped: 0

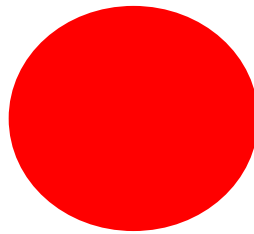
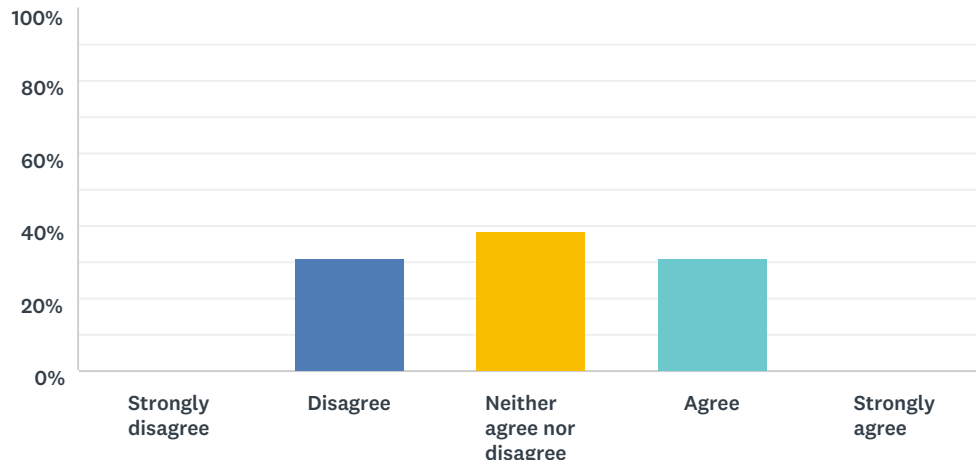


Compared to Survey Monkey Global Benchmark –
3,554 Organizations | 10/1/2017 - 9/30/2018



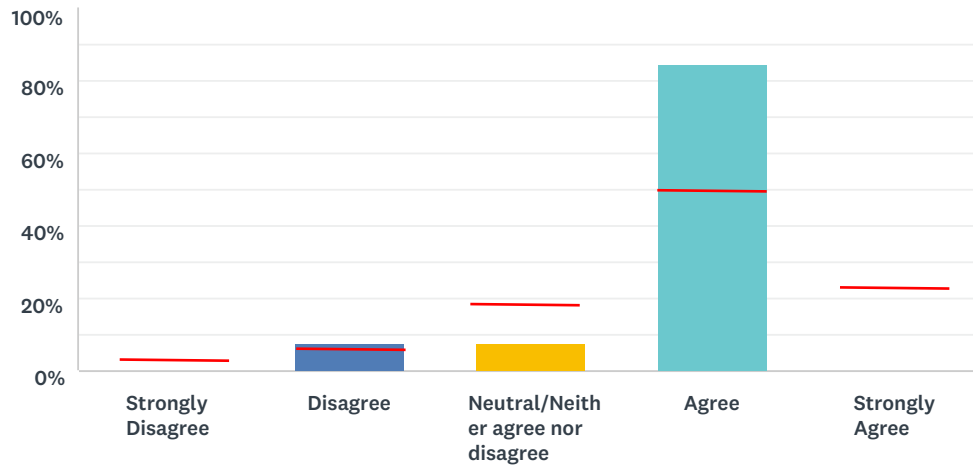
Q29 FORWAARD team members are willing to help each other

Answered: 13 Skipped: 0

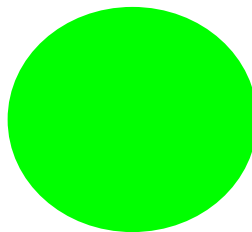


Q30 I am satisfied with my overall job security.

Answered: 13 Skipped: 0

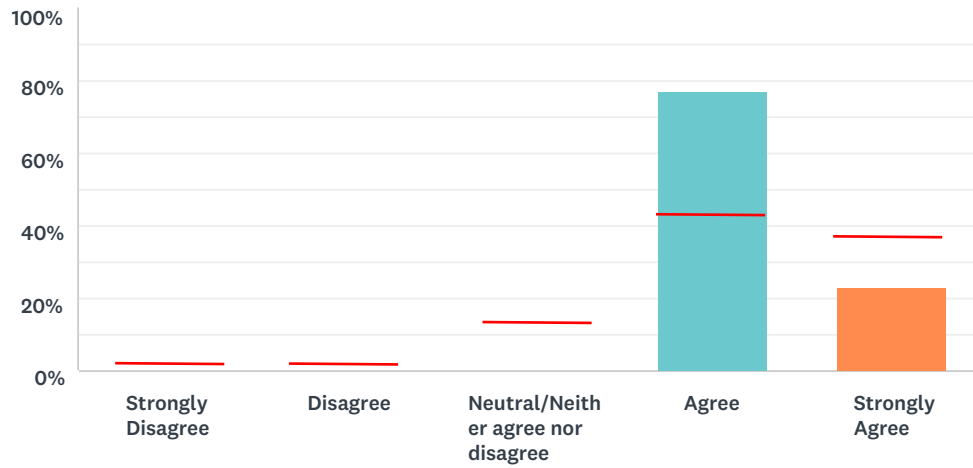


Compared to Survey Monkey Global Benchmark –
3,982 Organizations | 10/1/2017 - 9/30/2018

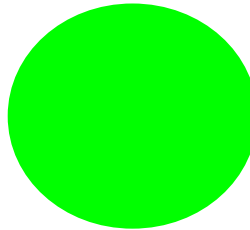


Q31 The work at FORWAARD positively impacts people's lives.

Answered: 13 Skipped: 0

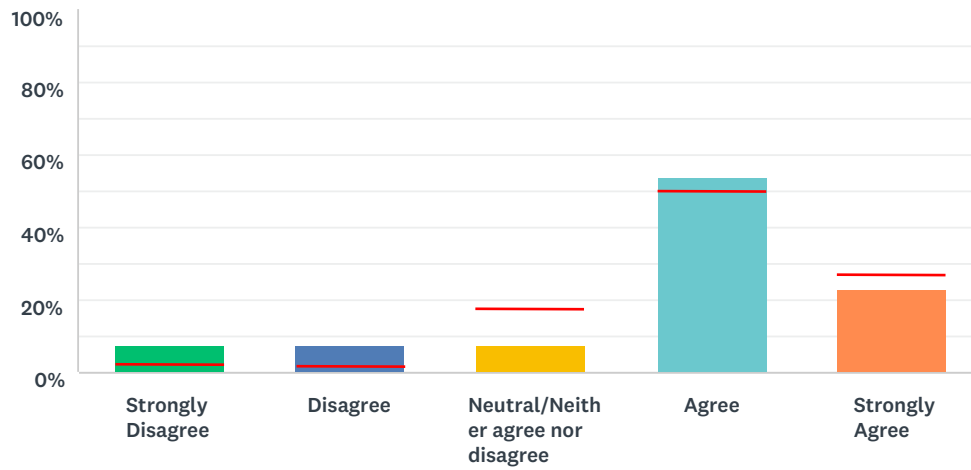


Compared to Survey Monkey Global Benchmark –
3,089 Organizations | 10/1/2017 - 9/30/2018

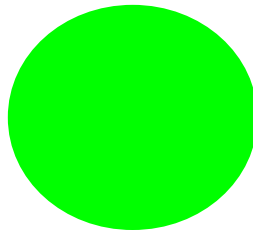


Q32 FORWAARD operates in a socially and culturally responsible manner.

Answered: 13 Skipped: 0

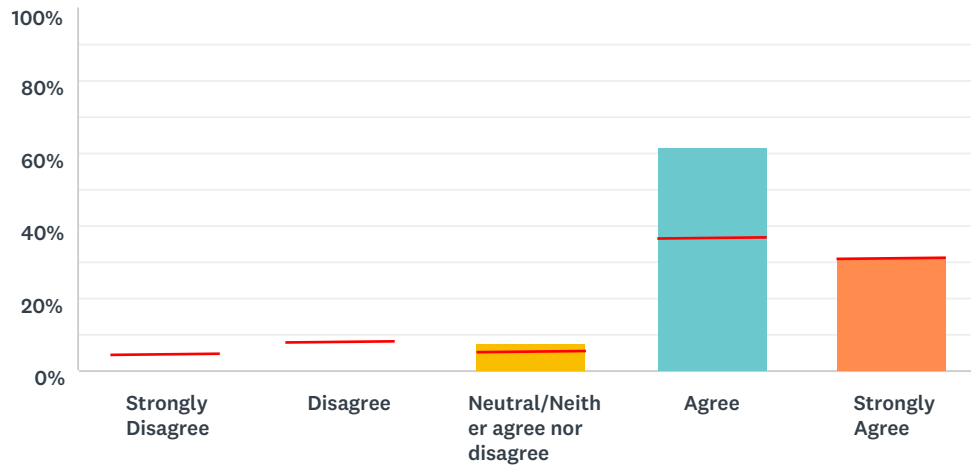


Compared to Survey Monkey Global Benchmark –
2,678 Organizations | 10/1/2017 - 9/30/2018

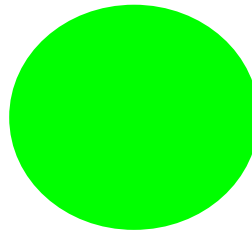


Q33 I understand how my work impacts FORWAARD's business goals.

Answered: 13 Skipped: 0

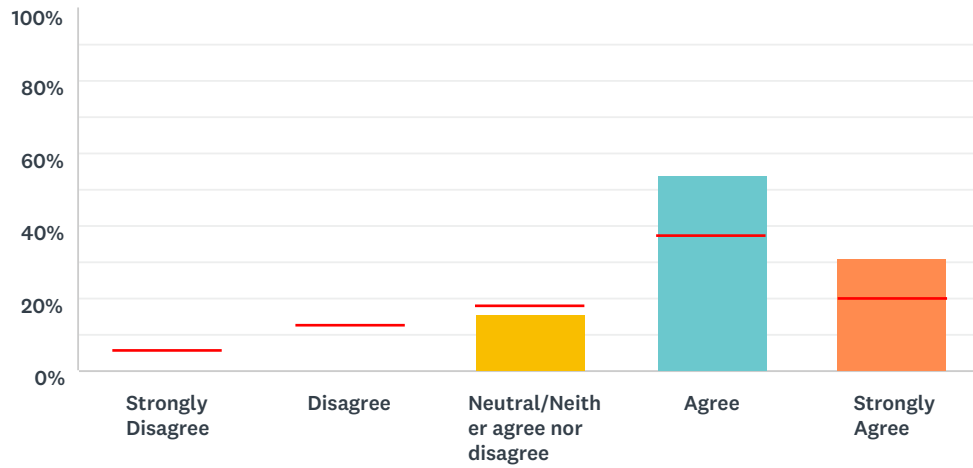


Compared to Survey Monkey Global Benchmark –
3,781 Organizations | 10/1/2017 - 9/30/2018

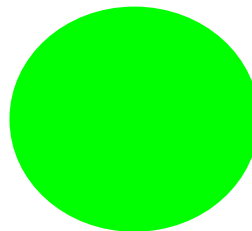


Q34 FORWAARD is dedicated to diversity and inclusiveness.

Answered: 13 Skipped: 0

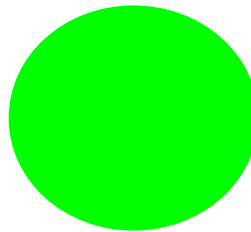
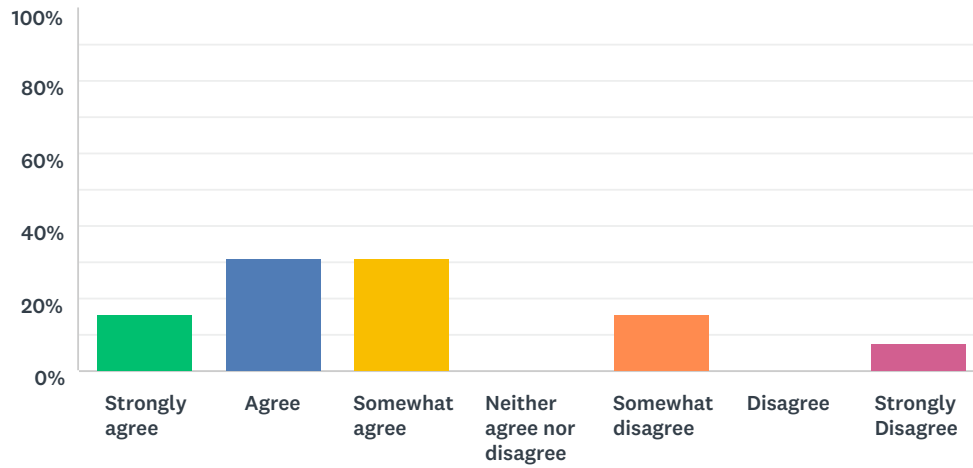


Compared to Survey Monkey Global Benchmark –
2,976 Organizations | 10/1/2017 - 9/30/2018



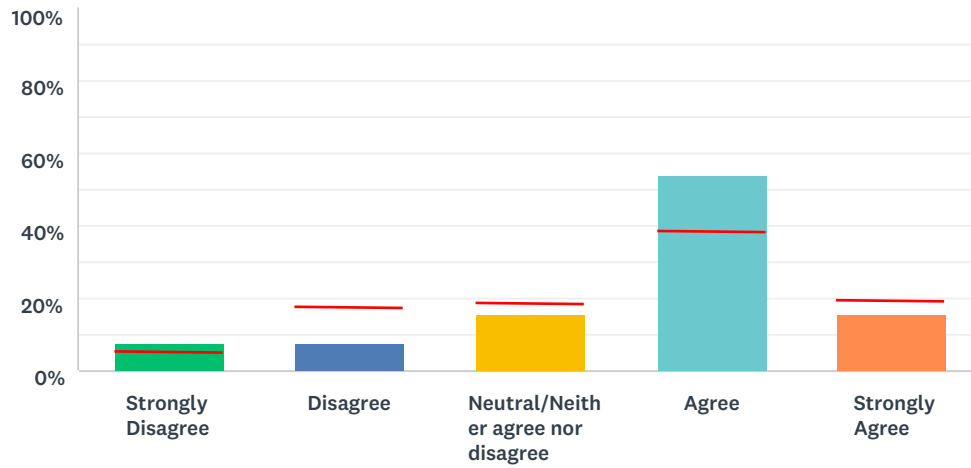
Q35 Rules and regulations are applied and followed at FORWAARD

Answered: 13 Skipped: 0

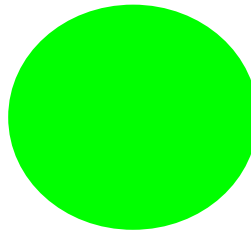


Q36 I am satisfied with the work based culture of FORWAARD.

Answered: 13 Skipped: 0

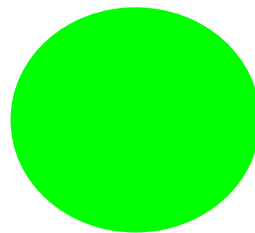
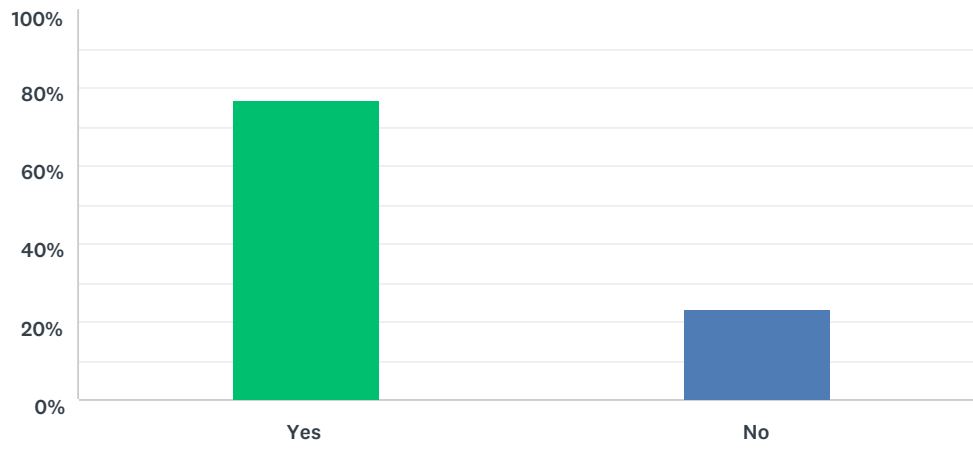


Compared to Survey Monkey Global Benchmark –
3,158 Organizations | 10/1/2017 - 9/30/2018



Q37 Do you know what the Board members responsibilities are at FORWAARD

Answered: 13 Skipped: 0



Q38 What does FORWAARD do really well?

Answered: 11 Skipped: 2

- 1) Support clients "underlying issues" , such as health , family relationships , client/s children issues , employment opportunities , aftercare programmes available (safe house - Flemming St) , Housing support, Centre-Link support
- 2) Adapt and perform best work practices - evidence based and client focused
- 3) Client satisfaction
- 4) FORWAARD's ability and capacity to go the extra mile for our clients to ensure that they are fully supported during their rehabilitation, as well as the through care clients can receive through the transitional house.
- 5) Assist with the recovery of clients
- 6) support clients really well
- 7) Give Clients Rewards
- 8) Realise the needs of others in the community
- 9) Identify and help those in need of our services
- 10) provide a service for a great range of different people
- 11) nil

Q39 What could FORWAARD Improve on

Answered: 11 Skipped: 2

- 1) If I was thinking longer term I would say a Bigger centre out of the immediate Darwin city area, larger body of staff, better / individual office space/s. However if I was thinking short term, achievable now I would say our capacity to welcome and adapt to positive ideas and changes.
- 2) Being more therapeutic and client centred take more of an empathetic approach
- 3) nothing everything is already in place
- 4) Discipline in a subtle way
- 5) more opportunities to have professional development and to be culturally sensitive in the workplace and with clients. staff members have cultural awareness training. have a better action plan for staff members that feel unsafe in the workplace.
- 6) reporting process, databases to suit our needs, one write easy system is needed
- 7) being more culturally appropriate how staff talk to each other in front of clients example not calling a man a boy also how staff members talk to clients as though they are children and treating them as though they are stupid only a few staff members do this and on cultural day do something actually cultural if the staff member organising it does not know what to do maybe get an elder in for the day to go some where or cook some traditional bush tucker not go golfing or swimming at a place where some indigenous clients are not permitted for cultural reasons i have not heard a staff member once ask if any of the clients feel uncomfortable to be at a designated swimming area
- 8) FORWAARD could improve on - a number of things . however for the next three years , continue with current programs and activities and adjust to change when we need too. eg: Retention rates , Client Educational Understanding of AOD tools needed to carry out related activities eg; FORWAARD may need a permanent "Men's Shed" Program of site
- 9) Team building more often
- 10) nil
- 11) A second CLO or a larger bus 1 more case manager

Q40 Do you have any other comments, questions, or concerns?

Answered: 9 Skipped: 4

1) Negative

2) Nil

3) I have seen a lot of changes in the last 12 months which has been very good for forward

4) staff members treating others with disrespect and humiliating clients because of their situations is disgusting behaviour from staff that are suppose to be here to support these people/clients

5) Love being part of the bigger picture and knowing that we help people in need every day

6) i believe the senior leadership group are good but any one below them are not getting along with each other we should all work together im sick of the silly two faced competitive attitude towards each other im glad i don't work in the treatment room atm it would do my head

7) Measurement , review , and change if needed every 3 months - "if not broken why fix - "if broken need to fix" - AOD sector is growing and growing , we need to use the right tools a to accommodate our clients needs.

8) NA

9) These questions are appropriate, however, the responses are too limited and categorise ALL workers and not allow you to be specific with answers. This groups everyone in the same category when this may not be the case