



PSRPanel Project
School of Public Affairs and Administration
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Survey Report #8

Spring 2013 Quarterly Questionnaire

March 2013

About the Survey

This Survey Report presents findings of a PSRPanel online survey about current topics in public service and working in the public sector.

The survey was conducted in Mar. 2013, and included online responses from 152 panelists.

About the Panel

The Public Service Research Panel, PSRPanel, is an online community of public service professionals who sign up to participate in occasional web-based surveys and studies about the important work they do and the organizations they help lead.

It is important to point out that the panel is not a random sample, and thus the results are not scientifically projectable to the larger population.

For more information visit www.psrpanel.org or email psrpanel@rutgers.edu

Goal Clarity Questionnaire

1. Hometown High School has 1 key goal -- provide high quality education. To serve its cultu diverse student body, the school will give specific instructional support tailored to each stu school aims to offer college preparatory courses so that students can continue their educa

0=Not clear at all	1	2	3	4	5	6	7	8	9
1.8% (3)	1.8% (3)	3.5% (6)	7.6% (13)	5.3% (9)	8.2% (14)	18.8% (32)	20.0% (34)	11.8% (20)	10.6% (18)

2. Hometown High School has 1 key goal -- provide high quality education.To serve its cultu diverse student body, the school will give support to each student.The school aims to offer preparatory and vocational training courses so students can either continue their educatio graduation.

0=Not clear at all	1	2	3	4	5	6	7	8	9
0.6% (1)	1.2% (2)	3.0% (5)	5.9% (10)	6.5% (11)	12.4% (21)	11.8% (20)	15.4% (26)	17.2% (29)	10.1% (17)

3. Hometown High School has 1 key goal -- provide high quality education. To serve its culturally diverse student body, the school will give specific instructional support tailored to each student. The school aims to offer a mix of both college preparatory and vocational training courses so students can continue their education or start working after graduation.

	0=Not clear at all	1	2	3	4	5	6	7	8	9	10
	0.6% (1)	0.6% (1)	2.4% (4)	3.6% (6)	5.4% (9)	9.0% (15)	9.0% (15)	20.4% (34)	18.6% (31)	10.8% (18)	

4. Hometown High School has 1 key goal -- provide high quality education. To serve its culturally diverse student body, the school will give support to each student. The school aims to offer courses so that students can continue their education after graduation.

	0=Not clear at all	1	2	3	4	5	6	7	8	9	10
	2.4% (4)	1.2% (2)	4.2% (7)	10.1% (17)	12.5% (21)	17.3% (29)	11.9% (20)	8.9% (15)	13.7% (23)	7.1% (12)	

5. Hometown High School has 3 key goals – 1) provide high quality education; 2) help students and adults; and 3) make key investments in personnel and facilities. To serve its culturally and linguistically diverse student body, the school will give specific instructional support tailored to each student's needs. The school aims to offer college preparatory courses so that students can continue their education after graduation.

	0=Not clear at all	1	2	3	4	5	6	7	8	9	10
	1.2% (2)	1.2% (2)	5.5% (9)	7.9% (13)	8.5% (14)	12.8% (21)	14.0% (23)	17.7% (29)	12.8% (21)	7.9% (13)	

6. Hometown High School has 3 key goals – 1) provide high quality education; 2) help students; and 3) make key investments in personnel and facilities. To serve its culturally and linguistically diverse student body, the school will give support to each student. The school aims to offer a mix of college preparatory and vocational training courses so students can either continue their education or start working after graduation.

	0=Not clear at all	1	2	3	4	5	6	7	8	9
	0.6%	1.2%	3.7%	5.0%	6.8%	16.1%	15.5%	16.1%	16.1%	8.7%
	(1)	(2)	(6)	(8)	(11)	(26)	(25)	(26)	(26)	(14)

7. Hometown High School has 3 key goals – 1) provide high quality education; 2) help students; and 3) make key investments in personnel and facilities. To serve its culturally and linguistically diverse student body, the school will give specific instructional support tailored to each student's needs. The school aims to offer a mix of both college preparatory and vocational training courses so students can either continue their education or start working after graduation.

	0=Not clear at all	1	2	3	4	5	6	7	8	9
	0.0%	1.2%	2.4%	7.2%	9.6%	7.2%	13.3%	15.7%	16.3%	10.8%
	(0)	(2)	(4)	(12)	(16)	(12)	(22)	(26)	(27)	(18)

8. Hometown High School has 3 key goals – 1) provide high quality education; 2) help stude adults; and 3) make key investments in personnel and facilities. To serve its culturally and student body, the school will give support to each student. The school aims to offer college that students can continue their education after graduation.

	0=Not clear at all	1	2	3	4	5	6	7	8	9
	1.2% (2)	1.2% (2)	6.1% (10)	7.3% (12)	10.9% (18)	17.6% (29)	16.4% (27)	14.5% (24)	10.9% (18)	8.5% (14)






9. When judging these goal statements, what aspects of the statements influenced your ratings the most?



	Response Count
	135
answered question	135
skipped question	44

10. Please indicate the extent to which you agree, or disagree, with the following statements about you and your work:







	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Rating Count
I like to show that I can perform better than my coworkers.	9.3% (14)	21.3% (32)	37.3% (56)	24.7% (37)	7.3% (11)	150
I try to figure out what it takes to prove my ability to others at work.	0.7% (1)	17.1% (26)	34.9% (53)	36.8% (56)	10.5% (16)	152
I enjoy it when others at work are aware of how well I am doing.	0.7% (1)	3.3% (5)	26.0% (39)	53.3% (80)	16.7% (25)	150
I prefer to work on projects where I can prove my ability to others.	0.7% (1)	10.6% (16)	35.1% (53)	37.7% (57)	15.9% (24)	151
I would avoid taking on a new task if there was a chance that I would appear rather incompetent to others.	13.2% (20)	52.6% (80)	21.7% (33)	11.8% (18)	0.7% (1)	152
Avoiding a show of low ability is more important to me than learning a new skill.	28.9% (44)	52.0% (79)	12.5% (19)	5.9% (9)	0.7% (1)	152
I'm concerned about taking on a task at work if my performance would reveal that I had low ability.	9.9% (15)	50.7% (77)	19.7% (30)	18.4% (28)	1.3% (2)	152
I prefer to avoid situations at work where I might perform poorly.	8.1% (12)	40.3% (60)	27.5% (41)	21.5% (32)	2.7% (4)	149
I am willing to select a challenging work assignment that I can learn a lot from.	0.0% (0)	0.7% (1)	5.3% (8)	50.0% (76)	44.1% (67)	152
I often look for opportunities to develop new skills and knowledge.	0.0% (0)	0.0% (0)	3.3% (5)	40.8% (62)	55.9% (85)	152
I enjoy challenging and difficult tasks at work where I'll learn new skills.	0.0% (0)	0.0% (0)	5.3% (8)	50.7% (77)	44.1% (67)	152
For me, development of my work ability is important enough to take risk.	0.0% (0)	2.0% (3)	10.0% (15)	58.0% (87)	30.0% (45)	150
I prefer to work in situations that require a high level of ability and talent.	0.0% (0)	0.7% (1)	10.5% (16)	51.3% (78)	37.5% (57)	152

			answered question	152
			skipped question	27






11. Where do you currently work?				
			Response Percent	Response Count
Public sector			66.0%	99
Non-profit sector			15.3%	23
Private (for-profit) sector			3.3%	5
Student/retired/unemployed			8.0%	12
Other (please specify)			7.3%	11
			answered question	150
			skipped question	29

12. Are you . . .				
			Response Percent	Response Count
Male			52.0%	77
Female			48.0%	71
			answered question	148
			skipped question	31





13. How old are you?

		Response Percent	Response Count
19 or under		0.0%	0
20-29		11.6%	17
30-39		14.3%	21
40-49		26.5%	39
50-59		32.7%	48
60-69		12.2%	18
70 or older		2.7%	4
		answered question	147
		skipped question	32






14. Do you consider yourself to be . . .

		Response Percent	Response Count
White		77.0%	114
Black		11.5%	17
Hispanic		4.7%	7
Asian		4.1%	6
Other		2.7%	4
		answered question	148
		skipped question	31






15. What is the highest level of education you have completed?

				Response Percent	Response Count
High school				0.0%	0
Some college				2.0%	3
Graduated from college				6.7%	10
Some graduate school				11.4%	17
Completed graduate school				79.9%	119
				answered question	149
				skipped question	30








16. Where do you currently live?

				Response Percent	Response Count
Northeast (US)				34.5%	51
South (US)				23.0%	34
Midwest (US)				16.9%	25
West (US)				17.6%	26
Outside the US (please specify country)				8.1%	12
				answered question	148
				skipped question	31

17. What best describes your current position?

					Response Percent	Response Count
Non- Supervisor					32.2%	46
Team Leader					9.8%	14
First line Supervisor					8.4%	12
Middle Manager					25.2%	36
Top Manager					24.5%	35
					answered question	143
					skipped question	36

18. How many years have you worked for your current organization?

					Response Percent	Response Count
1 year or less					16.0%	23
2-3 years					13.2%	19
4-6 years					16.7%	24
7-10 years					18.1%	26
11-15 years					13.2%	19
16-20 years					9.7%	14
More than 20 years					13.2%	19
					answered question	144
					skipped question	35

19. Which of the following categories best describes your income from the organization during the last year?

					Response Percent	Response Count
Less than \$50,000					25.5%	36
\$50,000-\$74,999					33.3%	47
\$75,000-\$99,999					17.0%	24
\$100,000-\$150,000					17.7%	25
More than \$150,000					6.4%	9
					answered question	141
					skipped question	38

20. My knowledge of high schools is informed by (check all that apply) . . .

					Response Percent	Response Count
My past experiences as a high school student					84.6%	126
My experiences as a close relative of a high school student					50.3%	75
My present or past employment with a high school					21.5%	32
My friends or neighbors who have children in high school					32.2%	48
					answered question	149
					skipped question	30