

SAMPLE GROUP INTERVIEW TEMPLATE

1. Overall Satisfaction

Describe the level of your overall job satisfaction with your work at _____ Hospital? Are you more satisfied than dissatisfied? What one thing do you believe would increase your satisfaction?

2. Planning

Do you understand the long term plan of _____ Hospital?

Do you have confidence that hospital leadership can implement the plan?

Do believe there is adequate planning of hospital objectives and do you contribute to that process?

3. General Attitudes

Are you proud to work for _____ Hospital? Do you contribute to the facility's plan and mission? Are you given enough authority to make decisions?

Are your physical working conditions good? Do you like the work you do?

Do you feel valued?

4. Performance Issues

Can you count on making more money or being promoted for good work?

Do you believe your job is secure? Do you feel part of a team working toward shared goals? Do you like the people you work with?

5. Management Issues

Are you given enough recognition by management for work that is well done?

Are communications from management frequent enough? Do these communications keep you up to date on the hospital? Can you trust what you are told by management?

Do you feel quality is a top priority?

6. Supervisory Issues

Does your direct supervisor ask for your input? Give you adequate support?

Treat you with respect? Treat you fairly? Tell you when you need improvement or when you have done a good job?

7. Training and Salary Issues

Were you given enough information by the hospital to do your job well?

Was the initial training (orientation) adequate? Is ongoing training adequate?

Is your salary fair for your responsibilities? Would you recommend _____ Hospital to your friends as a place of employment?

8. Benefits

Are you satisfied with the overall benefits package provided by the hospital? What would you liked changed?