

**I: Instructions.** Listed below are the goals you set for yourself earlier in the year. The first two questions ask about the effort you put into pursuing each of your goals. The next two questions ask whether you feel you have attained your goal. Please answer all four questions for each goal using the following scale:

1	2	3	4	5	6	7
Strongly Disagree	Mostly Disagree	Slightly Disagree	Neutral	Slightly Agree	Mostly Agree	Strongly Agree

**GOAL 1 (EXAMPLE):** Complete Student Life project

1. \_\_\_\_\_ I put my best effort into pursuing this goal.
2. \_\_\_\_\_ I worked very hard in pursuing this goal.
3. \_\_\_\_\_ I have made considerable progress toward attaining this goal.
4. \_\_\_\_\_ I accomplished what I set out to do with this goal.

**GOAL 2 (EXAMPLE):** Complete Systems Analysis

1. \_\_\_\_\_ I put my best effort into pursuing this goal.
2. \_\_\_\_\_ I worked very hard in pursuing this goal.
3. \_\_\_\_\_ I have made considerable progress toward attaining this goal.
4. \_\_\_\_\_ I accomplished what I set out to do with this goal.

**GOAL 3 (EXAMPLE):** To meet and obtain test for the smis project

1. \_\_\_\_\_ I put my best effort into pursuing this goal.
2. \_\_\_\_\_ I worked very hard in pursuing this goal.
3. \_\_\_\_\_ I have made considerable progress toward attaining this goal.
4. \_\_\_\_\_ I accomplished what I set out to do with this goal.

**GOAL 4 (EXAMPLE):** To get along with new administrator

1. \_\_\_\_\_ I put my best effort into pursuing this goal.
2. \_\_\_\_\_ I worked very hard in pursuing this goal.
3. \_\_\_\_\_ I have made considerable progress toward attaining this goal.
4. \_\_\_\_\_ I accomplished what I set out to do with this goal.

**GOAL 5 (EXAMPLE):** To spend more time learning more with the system we are currently using

1. \_\_\_\_\_ I put my best effort into pursuing this goal.
2. \_\_\_\_\_ I worked very hard in pursuing this goal.
3. \_\_\_\_\_ I have made considerable progress toward attaining this goal.
4. \_\_\_\_\_ I accomplished what I set out to do with this goal.

***Please continue survey on other side of this page.***

**II: Instructions.** Please answer the following questions about your job and organization using this scale:

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

1. \_\_\_\_ Most days I am enthusiastic about my work.
2. \_\_\_\_ I feel fairly satisfied with my present job.
3. \_\_\_\_ Each day at work seems like it will never end.
4. \_\_\_\_ I find real enjoyment in my work.
5. \_\_\_\_ I consider my job rather unpleasant.
6. \_\_\_\_ I do not feel any obligation to remain with my current employer.
7. \_\_\_\_ Even if it were to my advantage, I don't feel it would be right to leave my organization right now.
8. \_\_\_\_ I would feel guilty if I left my organization now.
9. \_\_\_\_ This organization deserves my loyalty.
10. \_\_\_\_ I would not leave my organization right now because I have a sense of obligation to it.
11. \_\_\_\_ I owe a great deal to my organization.
12. \_\_\_\_ I really feel as if this organization's problems are my own.
13. \_\_\_\_ I do not feel "emotionally attached" to this organization.
14. \_\_\_\_ I do not feel a sense of belonging to my organization.
15. \_\_\_\_ Right now, staying with my organization is a matter of necessity as much as desire.
16. \_\_\_\_ I believe I have too few options to consider leaving this organization.
17. \_\_\_\_ It would be very hard for me to leave this organization right now, even if I wanted to.
18. \_\_\_\_ The things I value in life are very similar to the things my organization values.
19. \_\_\_\_ My personal values match my organization's values and culture.
20. \_\_\_\_ My organization's values and culture provide a good fit with the things that I value in life.
21. \_\_\_\_ My goals match or fit the goals of this organization.
22. \_\_\_\_ I am able to pursue my goals at this organization.
23. \_\_\_\_ My goals prevent me from fitting in at this organization because they are different from the organization's goals.

**Please place your survey in the postage-paid envelope and mail today. Make sure to include your payment form. You will receive your check shortly. Thank you for your help.**