

1=Never	2=Rarely	3=Occasionally	4=Sometimes	5= Frequently	DK=Don't Know		
17. I work under incompatible policies and guidelines.				1 2 3 4 5			DK
18. I have to buck a rule or policy in order to carry out an assignment.				1 2 3 4 5			DK
19. I know exactly what is expected of me.				1 2 3 4 5			DK
20. I receive incompatible requests from two or more people.				1 2 3 4 5			DK
21. I work on unnecessary things.				1 2 3 4 5			DK
22. I have to work under vague directives or orders.				1 2 3 4 5			DK
23. I do not have enough time to get everything done at work.				1 2 3 4 5			DK
24. My workload is too heavy.				1 2 3 4 5			DK

Section D

For the following activities please rate how likely you would be, if given the opportunity, to participate using a scale of 1 to 5, where 1 means that you would be **very unlikely** and 5 means that you would be **very likely** to participate. Please circle **one** response.

1=Very Unlikely	2=Unlikely	3=Neither Likely Nor Unlikely	4=Likely	5=Very Likely	DK=Don't Know		
25. Learn others' job duties.				1 2 3 4 5			DK
26. Attend management or other training for your career advancement.				1 2 3 4 5			DK
27. Participate in a career advancement program within my department if such a program were to exist.				1 2 3 4 5			DK
28. Train co-workers for your job duties.				1 2 3 4 5			DK
29. Train interns about your job duties.				1 2 3 4 5			DK

☐ If you have **previously retired** from a position in state government but have returned, please mark the box and skip to question #39

If you have **never retired** from a position with the State of Wyoming, please **continue to question #30**.

Section E

For the following questions, please place a mark next to the response you feel best describes your situation.

30. If you left your job tomorrow, someone in your unit could immediately take over (*please select one*):

- | | |
|--|--|
| <input type="checkbox"/> All of your job duties | <input type="checkbox"/> None of your job duties |
| <input type="checkbox"/> Most of your job duties | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Some of your job duties | |

31. Do you plan to leave employment with your department within the next 12 months?

- ☐ Yes
- ☐ No (*please skip to question #33*)

32. If you answered **YES** to question #31, what is your **primary** reason for leaving? (*Please select one*)

- | | |
|--|--|
| <input type="checkbox"/> Taking another job in state government | <input type="checkbox"/> Continuing education |
| <input type="checkbox"/> Taking another job outside state government | <input type="checkbox"/> Retiring (<i>please skip to question #35</i>) |
| <input type="checkbox"/> Family status change
(e.g., marriage, divorce, birth of a child) | <input type="checkbox"/> Other (specify:_____) |
| <input type="checkbox"/> Relocating | |