ICU -Baseline Questionnaire (Pre-Implementation)



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	1.	Em	ploy	ee Gender: 🔲 M	□ F					
	2.	Em	ploy	ee Age:						
	3.	Do	you	agree with the following sta	atements					
			•							
						Strongly	Disagree	Neither	Agree	Strongly
						Disagree		Agree nor		Agree
								Disagree		
a.	I am c	omf	orta	ble discussing personal conce	rns with					
	collea	gue	S							
				ble approaching a tearful pers						
c.	I knov	v wh	ere	to refer colleagues who are in	distress					
d.	I am c	omf	orta	ble referring colleagues to our	listed					
				g., Employee Assistance Progra	ım (EAP),					
				Ith Benefits]						
				vork with do not give me enou	gh support					
				ues at work I can rely on						
g.				programs and resources offere	•					
	•	-		on that help employees deal w						
	Health			rns and challenges (e.g. EAP, V	veimess,					
_	ricaiti	i be	ПСП							
	4. Please imagine/picture that you are at work, and you notice a colleague in distress (excelleague seems distant, sad, irritable, or withdrawn from their team or other colleague encounter this person regularly in a professional context and they generally appears. However, recently you have noticed a significant change in this colleague's behavior increasingly appear withdrawn and irritable. In this scenario, what do you think you Which of the following approaches would you use to help your colleague? (check an apply)							colleagu pear so havior w nk you w	es). You cial. here they ould do?	
				Communicate with the coll In addition to communicati encourage colleague to see Notify human resources or Share concern about the pe Would not take any action	ng with the o ek additional department erson in distr	colleague by support (e. manager/s ess with ot	y listening a g. EAP, We upervisor her colleagu	ind offering Ilness, Healt ue(s)	h Benefi	ts)
				he past 30 days do you reca , appear distant, sad, irritab Yes	. ,	awn from t		r other colle		distress

6. Please specify the top 3 programs/resources offered through your organization you are likely to refer

colleagues in distress
[LIST OF ORGANIZATIONAL RESOURCES]

ICU -Baseline Questionnaire (Post-Implementation)



2. Employee Age:					
3. Do you agree with the following statements					
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. I am comfortable discussing personal concerns with colleagues					
b. I am comfortable approaching a tearful person at work					
c. I know where to refer colleagues who are in distress					
d. I am comfortable referring colleagues to our listed resources (e.g., EAP, Wellness, Health Benefits)					
e. The people I work with do not give me enough support					
f. I have colleagues at work I can rely on					
g. I know about programs and resources offered through my organization that help employees deal with life events, concerns and challenges (e.g. EAP, Wellness, Health Benefits)					
colleague seems distant, sad, irritable, or withd encounter this person regularly in a professional However, recently you have noticed a significar increasingly appear withdrawn and irritable. In Which of the following approaches would you uapply)	al context a nt change in this scenar	nd they ger this collea io, what do	erally appea gue's behavi you think y	ar social. or where ou would	e they d do?
 □ Communicate with the colleague by list □ In addition to communicating with the encourage colleague to seek additional □ Notify human resources or department □ Share concern about the person in distr □ Would not take any action 	colleague b support (e. manager/s	y listening a .g. EAP, We upervisor	and offering Ilness, Healt		
5. In the past 30 days do you recall occasion(s) wh appear distant, sad, irritable, or withdrawn from	n their tean	n or other o	colleagues)	rk in dist	tress (i.e.
6. Please specify the top 3 programs/resources offered		Don't Know, ur organizat		ikely to re	efer
colleagues in distress					

[LIST OF ORGANIZATIONAL RESOURCES]



7. Please specify whether you have had the opportunity to participate/utilize any of the following ICU events/programs/resources (check any that may apply)

[LIST OF ICU EVENTS/PROGRAMS/RESOURCES]

8. Please specify how helpful were the following ICU events/programs/resources to introduce employees to ICU and available resources to address employee concerns at workplace

	Not at All Helpful	Somewhat Not Helpful	Unsure	Fairly Helpful	Very Helpful	Never Heard of This
a. Kick-off town hall meeting						
b. ICU Stickers (similar to "I Voted" concept)						
 c. Video message from the VP, posted on your organization's website 						
d. EAP staff, health counselors, or your organization leadership/management schedule one or more staff meetings to promote and discuss ICU						
e. Dedicated web page where the campaign materials are housed						
f. ICU postcard/magnet/mouse pad placed on employee's workstation as a reminder g. Other (please specify)						
g. Other (picase specify)						