**Job Satisfaction Interview Document**

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| **Survey Items** | **Order of Importance**  **(i.e., Rank the items: #1 has the most influence on the work experience and job satisfaction, and so on)** |
| Pay |  |
| Benefits |  |
| Job security |  |
| Quality of supervisor |  |
| Potential for promotion/growth path |  |
| Communication within the organization |  |
| Peer relationships |  |
| Training opportunities |  |
| Mission of the organization |  |
| Intellectual challenge and reward of work performed on a day-to-day basis |  |
| Organizational culture |  |
| Work-life balance |  |
| Union participation |  |
| Healthy and safe work environment |  |
| ***(Add additional survey items)*** |  |
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***Add follow-up questions below.***