

Supervisory Support Scale

Below are 15 statements that relate to how you feel about your supervisor. Please check the box that reflects your relationship with your supervisor. Please be as honest as your can. Your answers are confidential and will not be shared with others you work with. If you work with more than one supervisor, please answer these questions in relation to the supervisor that you work with most often.

	Never	Seldom	Occasionally	Often	Always
1. My supervisor recognizes my ability to delivery quality care.					
2. My supervisor tries to meet my needs.					
3. My supervisor knows me well enough to know when I have concerns about resident care.					
4. My supervisor tries to understand my point of view when I speak to them.					
5. My supervisor tries to meet my needs in such ways as informing me of what is expected of me when working with my residents.					
6. I can rely on my supervisor when I ask for help, for example, if things are not going well between myself and my co-workers or between myself and residents and/or their families.					
7. My supervisor keeps me informed of any major changes in the work environment or organization.					
8. I can rely on my supervisor to be open to any remarks I may make to him/her.					
9. My supervisor keeps me informed of any decisions that were made in regards to my residents.					
10. My supervisor strikes a balance between clients/families' concerns and mine.					
11. My supervisor encourages me even in difficult situations.					
12. My supervisor makes a point of expressing appreciation when I do a good job.					
13. My supervisor respects me as a person.					
14. My supervisor makes time to listen to me.					
15. My supervisor recognizes my strengths and areas for development.					

McGilton, K. (2005) Supervisor Support Scale in Measuring LONG-TERM CARE WORK:A Guide to Selected Instruments to Examine Direct Care Worker Experiences and Outcomes. US Department of Health & Human Services, Office of the Assistant Secretary for Planning & Evaluation, US