Bonjour,

Dans le cadre de la démarche visant à l’amélioration du climat scolaire pour les personnels de notre établissement, nous vous proposons de répondre à un questionnaire intitulé « **Votre travail et vous »**.

Le questionnaire est à remettre, dans l’urne tenue à votre disposition au secrétariat de direction, contre signature. Le traitement statistique des données garantit l’anonymat de vos réponses.

Vous êtes libre d’y répondre ou non. Le choix vous appartient entièrement. Il n’y a ni mauvaises ni bonnes réponses, c’est votre sincérité qui compte avant tout.

Merci pour votre collaboration.

**« VOTRE TRAVAIL ET VOUS »**

**Indication Préalable :**

J’appartiens au service suivant (cocher une case) :

⬜ Service ATOSS

⬜ Service Educatif (vie scolaire, personnels de santé, d’orientation, assistants pédagogiques, DAQ)

⬜ Service Pédagogique (Enseignants, documentalistes)

⬜ Service Direction et Administration (Personnels de direction, d’intendance et secrétariat)

**Echelle de réponse**

1 : me contrarie fortement

2 : ne me convient pas

3 : je fais avec

4 : me convient

5 : contribue à mon épanouissement

Commentaires (Facultatif)

1 – L’aspect général du lieu où je travaille le plus (bureau, atelier…) ------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

2 – La propreté de ce lieu ------------------------------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

3 – Son niveau sonore (en dehors de la gestion de classe) -------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

4 – Sa température environnante -------------------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

5 – Sa luminosité / son éclairage --------------------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

6 – La qualité du matériel------------------------------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

7 – La manière dont ce matériel est géré ----------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

8 – Le niveau de technologie de ce matériel ------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

9 – Les moyens qu’on me donne pour suivre l’évolution des technologies ------------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

10 – Mon travail de façon générale ------------------------------------------------------------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

11 – L’ambiance (avec mes collègues proches) --------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

12 – La confiance que mes collègues m’accordent ----------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

13 – Mes relations avec mon supérieur dans l’établissement --------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

14 – La confiance que mon supérieur m’accorde ------------------------------------------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

15 – Mes relations avec les personnes que j’encadre ------------------------------------------------- 1 2 3 4 5 ou : je n’encadre personne \_ \_ \_ \_ \_\_ \_ \_

16 – La quantité de travail que je dois fournir ---------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

17 – La manière dont mon travail est organisé --------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

18 – Ma tâche principale ­------------------------------------------------------------------------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

19 – Les instructions que l’on me donne pour travailler --------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

20 – La manière dont sont prises les décisions qui concernent mon propre travail ------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

21 – La manière dont je peux me former dans l’établissement ------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

22 – Le niveau de compétence que je mobilise pour travailler -------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

23 – La variété des compétences que je mobilise pour travailler ---------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

24 – L’autonomie qu’on me donne ------------------------------------------------------------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

25 – Les responsabilités que l’on me confie ------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

26 – L’organisation horaire de mon poste --------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

27 – Le rythme auquel je dois travailler ----------------------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

28 – Le nombre d’heures que je passe à mon travail -------------------------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

29 – La quantité de travail que je dois effectuer dans l’urgence (imprévus) --------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

30 – Les délais dont je dispose pour faire mon travail ------------------------------------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

31 – Les interruptions qui ont lieu dans mon travail (téléphone…) -------------------------------- 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

32 – L’image de l’établissement, ses valeurs ------------------------------------------------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

33 – Les informations que l’entreprise donne sur sa politique et ses objectifs ------------------ 1 2 3 4 5 \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_

Citez les 3 items les plus importants à vos yeux : \_ \_ \_ \_ \_ et \_ \_ \_ \_ \_ \_ et \_ \_ \_ \_ \_ \_

Merci à vous