

## Offender Employment Retention Specialist Training

### Employment Retention Inventory

**Instructions:** Please circle a response for each of the items. If you do not understand an item, leave it blank and discuss it with your counselor. None of the possible response choices are illegal or place you at risk for violating probation or parole. Please answer honestly.

IN THE PAST MONTH...	Does Not Apply	Applies A Little	Applies Somewhat	Definitely Applies
<b>Barriers</b>				
1.....Family issues make it hard for me to get to work.	0	1	2	3
2.....I have transportation problems getting to my job.	0	1	2	3
3.....I don't have a stable place to live.	0	1	2	3
4.....My injuries or health problems interfere with work.	0	1	2	3
5.....My race affects me negatively in my workplace.	0	1	2	3
6.....My age is a serious barrier at my job.	0	1	2	3
7.....My gender affects me negatively in my workplace.	0	1	2	3
8.....Other problems in life are more important than my job.	0	1	2	3
<b>Stress</b>				
9.....My supervisor does not like me.	0	1	2	3
10.....I am not getting the respect I deserve at my job.	0	1	2	3
11.....I am angry or upset a lot while at work.	0	1	2	3
12.....I wonder if my job is worth the trouble.	0	1	2	3
13.....My life is too stressful because of my job.	0	1	2	3
<b>Time Management</b>				
14.....I tend to be late for the start of my job.	0	1	2	3
15.....I forget when I have to be at work.	0	1	2	3
16.....I find that at times I come back late from breaks.	0	1	2	3
17.....I leave my job early sometimes.	0	1	2	3
18.....I got a written or verbal warning for being late.	0	1	2	3
<b>Family and Friends</b>				
19.....My friends and family do not have jobs.	0	1	2	3
20.....I feel like I'm the only one who has to work.	0	1	2	3
21.....People I hang out with don't care about a job.	0	1	2	3
22.....My friends don't understand why I go to work.	0	1	2	3
23.....My friends pull me away from my job.	0	1	2	3

Please complete other side of questionnaire.

**NOTES**

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### Employment Retention Inventory (cont.)

IN THE PAST MONTH...

	Does Not Apply	Applies A Little	Applies Somewhat	Definitely Applies
<b>Substance Use</b>				
24 .....I have cravings to drink or use drugs.	0	1	2	3
25 .....I have dreams about drinking or using drugs.	0	1	2	3
26 .....I miss the lifestyle of drinking or using drugs.	0	1	2	3
27 .....I am around others who are drinking or using drugs.	0	1	2	3
28 .....I am bothered by memories of using alcohol or drugs.	0	1	2	3

<b>Mental Health</b>				
29 .....I've been feeling so down that it's been hard to work.	0	1	2	3
30 .....My sleep has been poor lately.	0	1	2	3
31 .....I have not taken my mental health medications on time.	0	1	2	3
32 .....My unstable mood has affected my work.	0	1	2	3
33 .....I can't seem to wake up on time even if I try.	0	1	2	3

<b>Possible Job Loss</b>				
34 .....I'm thinking of quitting my job.	0	1	2	3
35 .....I think I may get fired soon.	0	1	2	3
36 .....I feel like I will get laid off soon.	0	1	2	3
37 .....My job may get cancelled.	0	1	2	3

38 Right now, how important is it for you to keep your job?

Not at All	0	1	2	3	4	5	6	7	8	9	Extremely
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39 If you really try, how confident are you that you could keep your job for the next month?

Not at All	0	1	2	3	4	5	6	7	8	9	Extremely
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40 What other things would YOU like to talk about with your employment counselor?

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Thank you for completing this questionnaire!