ICU –Baseline Questionnaire (Post-Implementation)

1. Employee Gender: ☐ M   ☐ F
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)					

4. Please imagine/picture that you are at work, and you notice a colleague in distress (e.g., the colleague seems distant, sad, irritable, or withdrawn from their team or other colleagues). You encounter this person regularly in a professional context and they generally appear social. However, recently you have noticed a significant change in this colleague's behavior where they increasingly appear withdrawn and irritable. In this scenario, what do you think you would do? Which of the following approaches would you use to help your colleague? (check any that may apply)

   ☐ Communicate with the colleague by listening and offering support
   ☐ In addition to communicating with the colleague by listening and offering support, encourage colleague to seek additional support (e.g. EAP, Wellness, Health Benefits)
   ☐ Notify human resources or department manager/supervisor
   ☐ Share concern about the person in distress with other colleague(s)
   ☐ Would not take any action

5. In the past 30 days do you recall occasion(s) where you noticed colleague(s) at work in distress (i.e., appear distant, sad, irritable, or withdrawn from their team or other colleagues)
   ☐ Yes   ☐ No   ☐ Don't Know/ Unsure

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