

Recovery Readiness Survey

Purpose: This survey is designed to assess your organization's current readiness to support employees in recovery. It incorporates diversity, equity, and inclusion (DEI) considerations and ensure accessibility for all participants. The results will help identify strengths, gaps, and opportunities for improvement in fostering a recovery-ready workplace.

Instructions

1. Distribute this survey anonymously to encourage honest feedback.
2. Ensure it is accessible in multiple languages and formats (e.g., digital, printable).
3. Use the results to develop or refine policies, practices, and resources that support recovery and inclusivity.

Section 1: General Awareness

On a scale of 1-5 (1 = Strongly Disagree, 5 = Strongly Agree), indicate how much you agree with the following statements:

1. I am aware of the resources available to support employees in recovery.
 - a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. 5
2. The organization actively promotes a stigma-free workplace culture.
 - a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. 5
3. Employees feel comfortable discussing recovery-related needs with management.
 - a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. 5

Multiple Choice: Are you familiar with the term "Recovery-Ready Workplace"?

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- Yes
- No
- Somewhat

Open-Ended Question: What does a recovery-ready workplace mean to you?

Section 2: Policies and Resources

Multiple Choice: Does your organization currently offer the following recovery-friendly practices? (Select all that apply):

- Flexible scheduling to attend treatment or recovery programs
- Access to an Employee Assistance Program (EAP)
- Peer support or mentoring opportunities
- Education and training on recovery and substance use disorders
- Multilingual resources to support diverse employees
- None of the above

Open-Ended Questions:

1. What additional policies or resources would you recommend to support employees in recovery?
2. How can the organization better integrate DEI into its recovery-ready practices?

Section 3: Workplace Culture

On a scale of 1-5 (1 = Strongly Disagree, 5 = Strongly Agree), indicate how much you agree with the following statements:

1. Employees in recovery are treated fairly and respectfully.
 - a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. 5
2. Leadership demonstrates a commitment to supporting employees in recovery.
 - a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. 5
3. Recovery milestones are celebrated and acknowledged in a way that respects individual privacy.

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- a. 1
- b. 2
- c. 3
- d. 4
- e. 5

Multiple Choice: How would you describe the overall attitude toward recovery in your workplace?

- Supportive
- Neutral
- Unsupportive

Open-Ended Question: What does the organization do well to support recovery?

Section 4: DEI and Recovery Integration

On a scale of 1-5 (1 = Strongly Disagree, 5 = Strongly Agree), indicate how much you agree with the following statements:

1. Recovery resources and policies are accessible to employees from diverse cultural and linguistic backgrounds.

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5

2. Leadership demonstrates cultural competence when addressing recovery-related issues.

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5

Open-Ended Questions:

1. Are there specific cultural or community-based recovery resources the organization could provide?
2. What barriers exist for diverse employees in accessing recovery-related support?

Section 5: Feedback and Suggestions

Open-Ended Questions:

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1. What do you think is the organization's biggest strength in supporting recovery?
2. What do you think is the organization's biggest challenge in creating a recovery-ready workplace?
3. Please share any additional comments or suggestions for improving recovery-readiness.

Next Steps

1. **Analyze Results:** Collect and analyze responses to identify key themes and gaps.
2. **Develop an Action Plan:** Use insights to refine policies, training, and resources.
3. **Communicate Findings:** Share anonymized results with leadership and employees to foster transparency.