

Overall Return Rate: 79.38% (77 returned out of 97 distributed)

- HS = 37 (48%) (37 out of 51 returned 73% return rate)
- OP = 18 (23%) (18 out of 21 returned 86% return rate)
- BA (includes Board) = 22 (28%) (22 out of 25 returned 88% return rate)

How long have you been employed at Gogebic Community Mental Health Authority?

- 14% Less than 1 year
- 20% Between 1 and 5 years
- 10% Between 5 and 10 years
- 55% More than 10 years
- (1 board member NR = 1%)

NR and NA are NOT counted in % of SA, A, D, or SD

Elements of Recovery	Strongly Agree	Agree	Disagree	Strongly Disagree	No Response	NA
<b>1. Having a positive sense of personal identity beyond mental illness is important to consumer recovery.</b>	85% 100%	15%	0% 0%	0%	2.6%	0%
a) I view consumers more as a "case" or a "diagnosis" rather than as a person.	3% 8%	5%	19% 92%	73%	0%	0%
b) CMH offers individualized services to meet the unique needs of consumers.	34% 100%	66%	0% 0%	0%	1.3%	0%
c) I treat consumers as a whole person with a body, mind, emotions, important relationships and spirit.	68% 100%	32%	0% 0%	0%	0%	0%
<b>2. Having a sense of meaning in life is important to consumer recovery.</b>	87% 100%	13%	0% 0%	0%	1.3%	0%
a) I help consumers make sense out of what is happening in their life.	39% 96%	57%	3% 4%	1%	1.3%	0%
b) I ask consumers what is meaningful to them.	46% 95%	49%	5% 5%	0%	1.3%	0%
c) I encourage consumers to do things that give their life meaning.	48% 99%	51%	1% 1%	0%	0%	0%
<b>3. Having hope is important to consumer recovery.</b>	87% 100%	13%	0% 0%	0%	1.3%	0%
a) I believe consumers have a positive future.	45% 99%	54%	1% 1%	0%	1.3%	0%
b) I encourage consumers to feel hopeful again when they are discouraged or have a setback.	56% 99%	43%	1% 1%	0%	0%	0%
c) I believe most people do recover from mental illness over time.	11% 70%	59%	30% 30%	0%	5.2%	0%
<b>4. Being able to self-manage symptoms and avoid relapse is important to consumer recovery.</b>	68% 98%	30%	2% 2%	0%	0%	0%
a) Identifying and monitoring triggers/early signs of relapse is important in recovery.	72% 99%	27%	1% 1%	0%	2.6%	0%

b) Developing personalized coping skills for consumers helps manage their stress well.	61% 100%	39%	0% 0%	0%	2.6%	0%
c) Helping consumers to learn how to self-monitor and self-control mental illness symptoms helps in their recovery.	61% 97%	36%	3% 3%	0%	3.9%	0%
<b>5. Improving general health and wellness is important to consumer recovery.</b>	84% 100%	16%	0% 0%	0%	5.2%	0%
a) I pay careful attention to consumer physical health and safety.	55% 97%	42%	1% 2%	1%	1.3%	0%
b) I encourage consumers to achieve a higher level of wellness.	49% 98%	49%	1% 1%	0%	1.3%	1.3%
c) CMH offers wellness programming such as nutrition, movement, relaxation.	31% 87%	56%	12% 13%	1%	2.6%	0%
<b>6. Having consumer rights respected and upheld is important to consumer recovery.</b>	86% 100%	14%	0% 0%	0%	5.2%	0%
a) I inform consumers of their rights.	63% 99%	36%	1% 1%	0%	3.9%	1.3%
b) I have been informed of what to do if consumer rights are violated.	70% 99%	29%	1% 1%	0%	1.3%	0%
c) I uphold consumer rights.	73% 100%	27%	0% 0%	0%	2.6%	0%
<b>7. Having positive relationships is important to consumer recovery.</b>	79% 100%	21%	0% 0%	0%	2.6%	0%
a) I assist consumers in having positive relationships with their peers.	61% 99%	38%	1% 1%	0%	1.3%	0%
b) I support consumers in building or rebuilding positive relationships with their family members.	53% 94%	41%	5% 5%	0%	1.3%	1.3%
c) I assist consumers in forming friendships with people outside the mental health system.	46% 89%	43%	8% 11%	3%	3.9%	1.3%
<b>8. Having consumers meet their basic needs is important to their recovery.</b>	77% 100%	23%	0% 0%	0%	3.9%	0%
a) I assist consumers to get a basic income and/or benefits.	33% 86%	53%	11% 14%	3%	9.1%	5.2%
b) I help consumers get decent, affordable housing and/or a rental home.	25% 73%	48%	25% 28%	3%	7.8%	7.8%
c) I help consumers gain access to health care.	30% 91%	61%	7% 8%	1%	7.8%	2.6%
<b>9. Consumers having a sense of control over their life and feeling empowered is important to their recovery.</b>	76% 100%	24%	0% 0%	0%	2.6%	0%
a) I encourage and support empowerment for consumers.	62% 97%	35%	3% 3%	0%	3.9%	0%

b) I assist consumers to gain or maintain control over important decisions in their life.	54% 95%	41%	4% 5%	1%	2.6%	2.6%
c) I do not try to maintain power and control over consumers.	64% 99%	35%	1% 1%	0%	3.9%	0%
<b>10. Taking on new challenges and moving out of their comfort zone is important to consumer recovery.</b>	52% 93%	41%	7% 7%	0%	5.2%	0%
a) I encourage consumers to take on new challenges.	47% 96%	49%	4% 4%	0%	1.3%	1.3%
b) I support consumers to try new things that seemed out of their reach before.	50% 95%	45%	5% 5%	0%	2.6%	1.3%
c) I encourage consumers to expand their personal growth.	49% 96%	47%	4% 4%	0%	1.3%	0%

Cultural Diversity	Strongly Agree	Agree	Disagree	Strongly Disagree	No Response	NA
<b>Having a respect for ethnic &amp; cultural background is important to consumer recovery.</b>	75% 100%	25%	0% 0%	0%	2.6%	0%
a) I respect racial, ethnic, or cultural diversity.	70% 100%	30%	0% 0%	0%	0%	0%
b) I support all cultural values/language/customs.	68% 99%	31%	1% 1%	0%	0%	0%
c) I am aware of and am sensitive to all cultural heritage and needs.	46% 93%	47%	7% 7%	0%	1.3%	0%

Substance Abuse	Strongly Agree	Agree	Disagree	Strongly Disagree	No Response	NA
<b>Having help with alcohol or drug problems is important to consumer recovery.</b>	81% 98%	17%	1% 1%	0%	2.6%	0%
a) I have resources to help consumers with both alcohol and mental illness problems.	38% 91%	53%	7% 9%	2%	7.8%	3.9%
b) I have resources to help consumers with both drug and mental illness problems.	39% 88%	49%	10% 11%	1%	7.8%	2.6%
c) I have resources to link consumers with self-help groups that deal with dual diagnoses/substance abuse.	37% 90%	53%	9% 10%	1%	7.8%	1.3%

Trauma and/or Abuse	Strongly Agree	Agree	Disagree	Strongly Disagree	No Response	NA
<b>Healing from trauma, including sexual abuse and/or physical abuse, is important to consumer recovery.</b>	80% 100%	20%	0% 0%	0%	1.3%	0%
a) I have resources to help consumers heal from abuse and/or trauma.	42% 90%	48%	9% 10%	1%	7.8%	2.6%

b) I believe consumers feel safe to discuss abuse and/or trauma to their primary care provider.	31% <b>86%</b>	55%	13% <b>14%</b>	1%	6.5%	1.3%
c) CMH provides effective services to consumers affected by abuse and/or trauma.	34% <b>94%</b>	60%	6% <b>6%</b>	0%	10.4%	1.3%

<b>Sexual Orientation</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Response</b>	<b>NA</b>
<b>Supporting consumers in their sexual orientation is important to their recovery.</b>	64% <b>99%</b>	35%	1% <b>1%</b>	0%	3.9%	0%
a) I am not homophobic (very negative about gay, lesbian, bi-sexual or transgender people).	53% <b>97%</b>	44%	1% <b>2%</b>	1%	5.2%	0%
b) I am respectful towards gay, lesbian, bi-sexual or transgender people.	55% <b>100%</b>	45%	0% <b>0%</b>	0%	3.9%	1.3%
c) I deal effectively with consumers who are gay, lesbian, bi-sexual or transgender people.	49% <b>96%</b>	47%	4% <b>4%</b>	0%	7.8%	0%

<b>Parent Aspect</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Response</b>	<b>NA</b>
<b>Having support for parents is important to a family's recovery.</b>	86% <b>100%</b>	14%	0% <b>0%</b>	0%	1.3%	0%
a) It is important to support the role of a parent.	68% <b>99%</b>	31%	1% <b>1%</b>	0%	2.6%	0%
b) It is important to support effective parenting.	69% <b>99%</b>	30%	1% <b>1%</b>	0%	2.6%	0%
c) I support parental rights.	62% <b>100%</b>	38%	0% <b>0%</b>	0%	3.9%	1.3%

<b>Stigma</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Response</b>	<b>NA</b>
<b>Stigma associated with mental illness directly relates to a consumer's progress with recovery.</b>	63% <b>90%</b>	27%	6% <b>10%</b>	4%	5.2%	0%
a) I believe I stigmatize persons with mental illness.	0% <b>9%</b>	9%	25% <b>90%</b>	65%	2.6%	0%
b) I believe the Community stigmatizes persons with mental illness.	15% <b>80%</b>	65%	12% <b>20%</b>	8%	2.6%	0%
c) I believe persons with mental illness are stigmatized by their family members.	13% <b>72%</b>	59%	23% <b>29%</b>	6%	9.1%	0%