**Job Satisfaction Survey Norms**

American Norms: Mental Health Workers

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| Facet | Mean | Weighted Mean | Standard Deviation of Means |
| Salary | 10.9 | 10.8 | 1.8 |
| Promotion | 11.9 | 11.8 | 1.5 |
| Supervision | 19.5 | 19.5 | 0.9 |
| Benefits | 14.0 | 13.8 | 1.6 |
| Contingent Rewards | 13.9 | 13.9 | 1.4 |
| Conditions | 13.5 | 13.3 | 1.3 |
| Coworkers | 18.5 | 18.6 | 0.8 |
| Work Itself | 18.7 | 19.1 | 2.2 |
| Communication | 14.1 | 14.1 | 1.4 |
| Total | 133.7 | 135.2 | .8.3 |

Number of Samples = 19, Total Sample Size = 2010.

Mean = sum of sample means/number of samples. This represents mean of samples regardless of sample size. Weighted mean is sum of sample means times n per sample/total n. This is the mean of all subjects. Weighted mean is more influenced by large samples.