14575

Total Responses

164

Directors

1062

Managers

1647

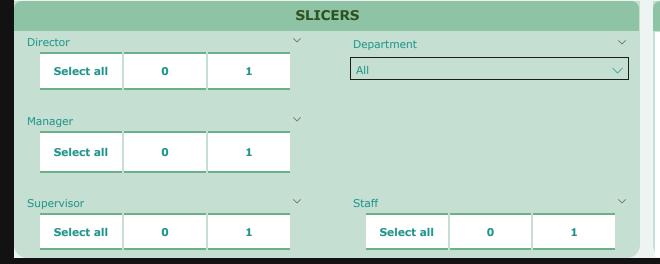
Supervisors

1241

Staff

MOST AGREED/ DISAGREED QUESTIONS

	Agree	Disagree	Not Applicable	Strongly Agree	Strongly Disagree
1. I know what is expected of me at work	495	82	5	846	25
10. Overall I am satisfied with my job	635	249	10	472	96
2. At work, I have the opportunity to do what I do best every day	618	214	14	548	67
3. In the last seven days, I have received recognition or praise for doing good work	522	306	33	406	189
4. My supervisor, or someone at work, seems to care about me as a person	547	115	15	699	81
5. The mission or purpose of our organization makes me feel my job is important	582	175	17	578	107
6. I have a best friend at work	433	469	184	235	137
7. This last year, I have had opportunities at work to learn and grow	604	197	38	493	120
8. My supervisor holds employees accountable for performance	632	204	39	433	151
9. My department is inclusive and demonstrates support of a diverse workforce	663	149	39	519	88



INSIGHTS & RECOMMENDATIONS

- Most satisfying and dissatisfying question are I know what is expected of me at work and I don't have a best friend at work respectively
- Staff in the Planning and Public Works & Sheriff's department reported the lowest satisfaction with recognition and praise, while Family justice center reported relatively higher satisfaction. This suggests recognition efforts are uneven across departments.

Measures to Improve Employee Satisfaction:

- Introduce structured recognition programs (e.g., "Employee of the Week/Month").
- Train managers to give regular, timely feedback and praise.
- Encourage peer-to-peer recognition to celebrate small wins.
- Foster team bonding activities and interest groups.
- Implement buddy/mentorship systems to build workplace friendships.