



County X Employee Evaluation Operations

Technical Information

The questions in this report are grouped according to both the type of question asked and the nature of the response. If the addition of the number of answers for "Agree" and "Strongly Agree" constitute...

- 85% or more of the total responses, this question is a "Greatest Strength".
- between 75% and 85% of the total responses, this question is a "Moderate Strength".

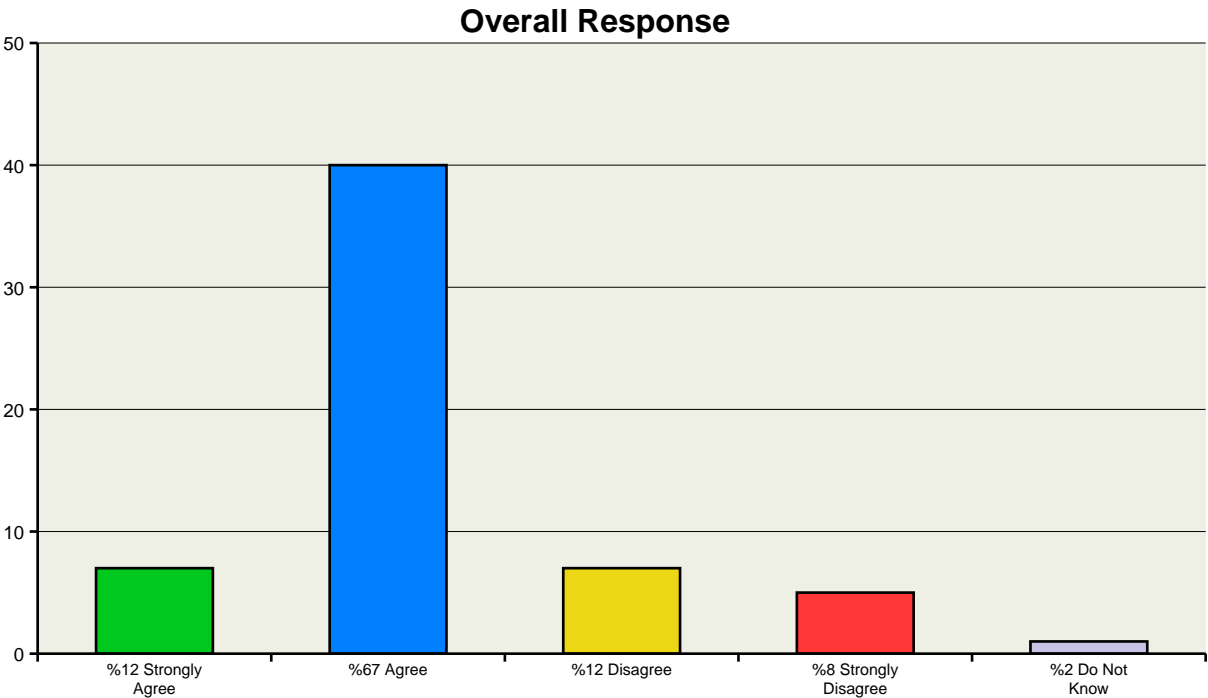
If the addition of the number of answers for "Disagree" and "Strongly Disagree" constitute...

- 40% or more of the total responses, this question is a "Greatest Challenge".
- between 25% and 40% of the total responses, this question is a "Moderate Challenge".

The green and red bar on the main page of each question group, which rates the group from "Very Positive" to "Very Challenging", was calculated by giving...

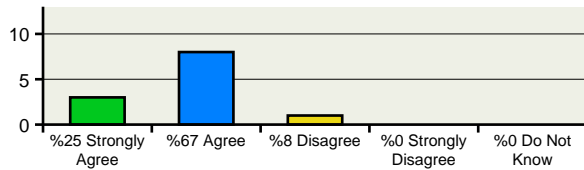
- "Greatest Strength" a weight of 2
- "Moderate Strength" a weight of 1
- "Moderate Challenge" a weight of -1
- "Greatest Challenge" a weight of -2
- "Other" a weight of magnitude 1 such that the results are brought closer to the middle

Workplace Ethics

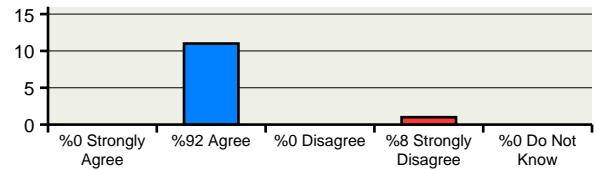


Greatest Strength

25. I am expected to treat both customers and co-workers honestly and ethically.

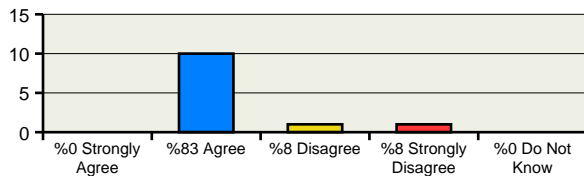


75. I understand what type of behavior is expected in this organization.



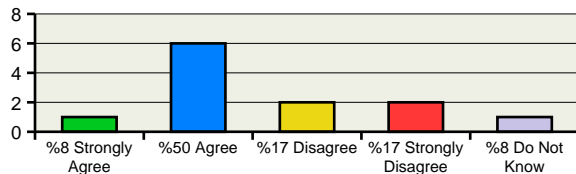
Moderate Strength

76. This organization operates in a professional and ethical manner.

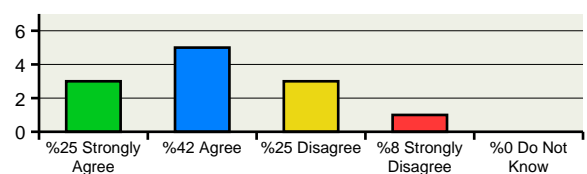


Moderate Challenge

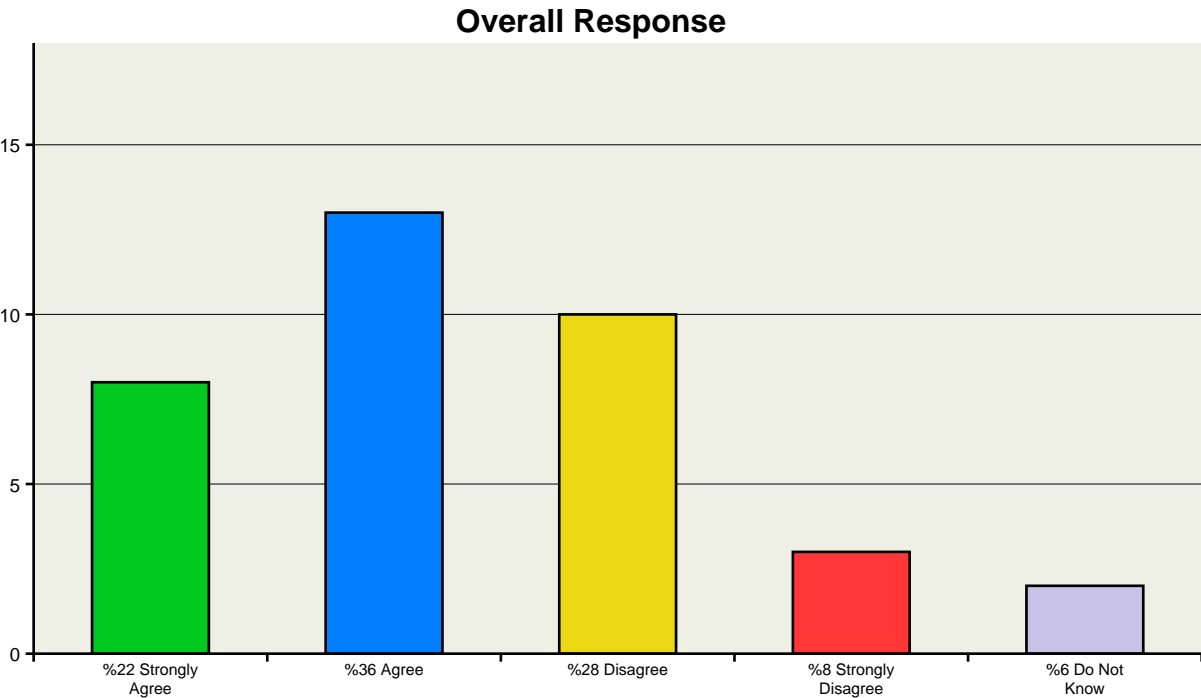
13. This organization does not tolerate or permit unethical behavior.



99. I would feel comfortable reporting a co-worker who is not behaving in a professional or ethical manner.

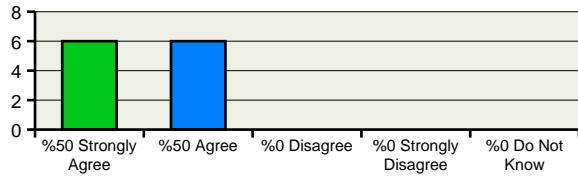


Job Security



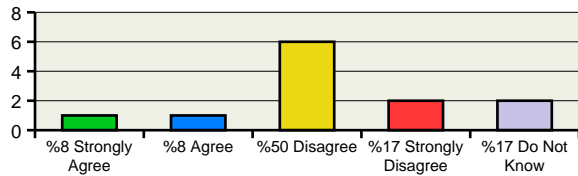
Greatest Strength

36. I believe my job is important in this organization.

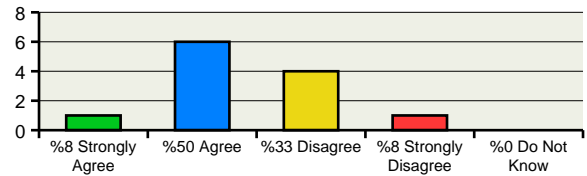


Greatest Challenge

21. I feel that my job is secure with this organization.

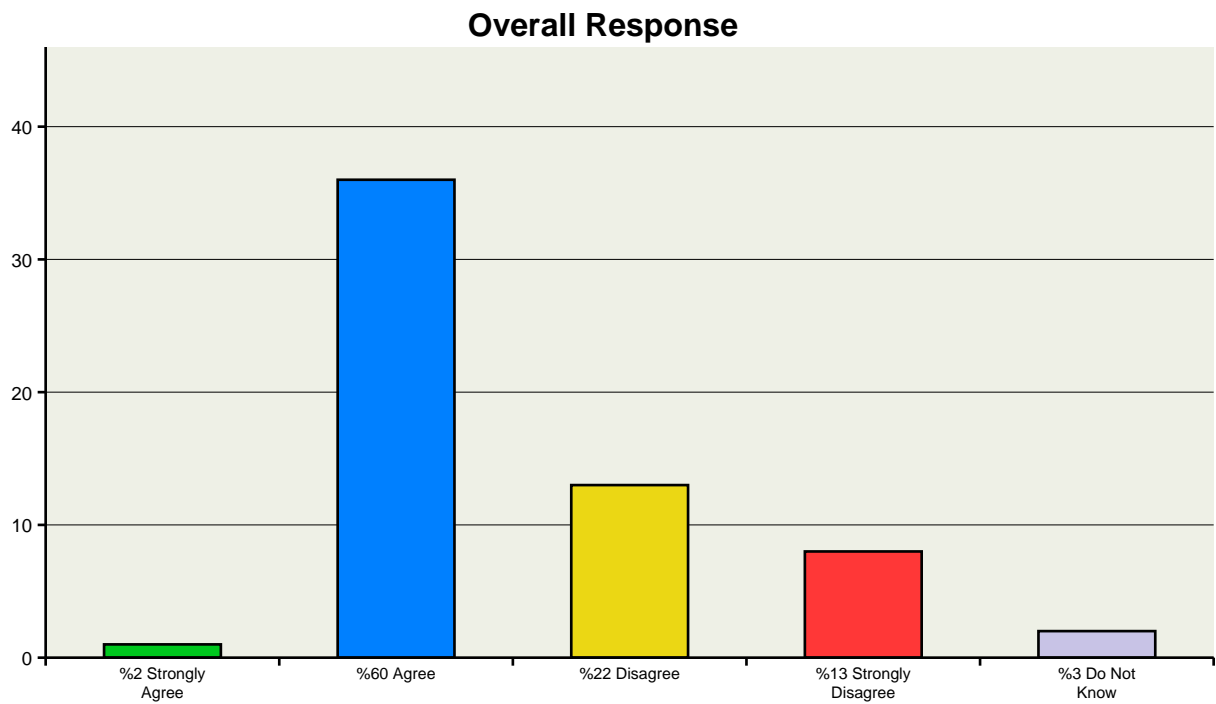


110. I believe this organization is committed to me as an employee.



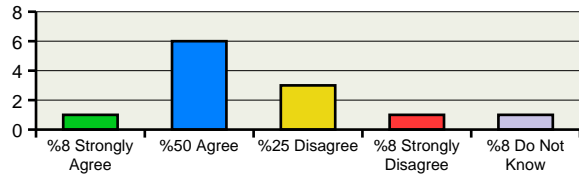
Committee Added Questions

Very Positive  Very Challenging

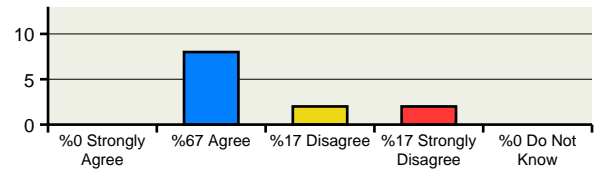


Moderate Challenge

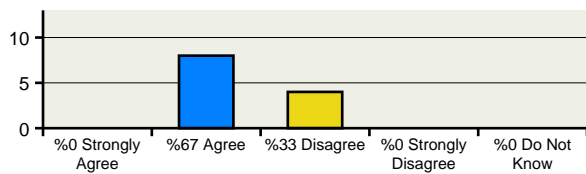
35. I understand the purpose of my organization as a whole.



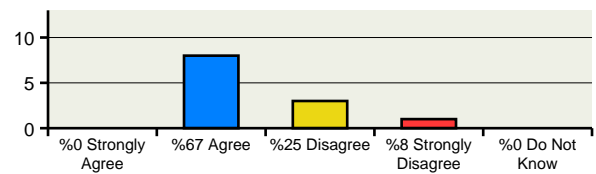
44. I am aware of whom to approach for assistance with workplace conflict.



83. I am supported by this organization to fulfill the responsibilities of my job.

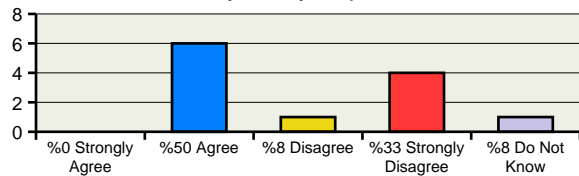


109. I am supported by my department to fulfill the responsibilities of my job.



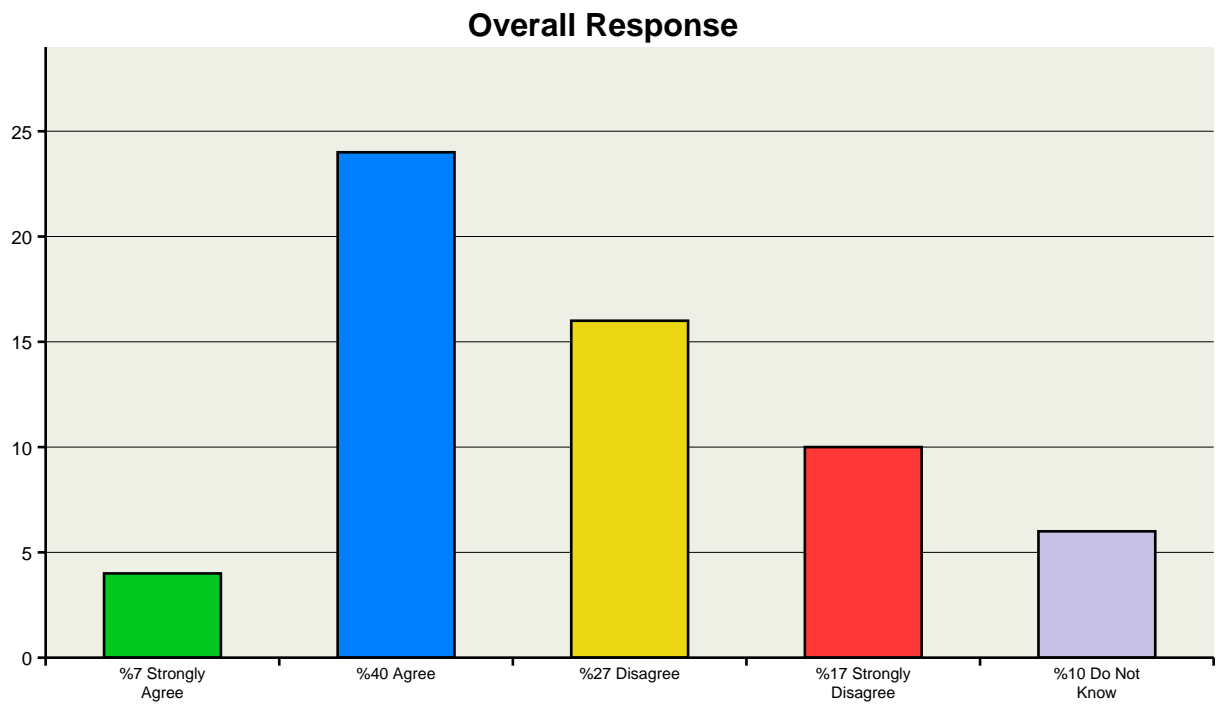
Greatest Challenge

12. The organization's policies are applied fairly and consistently in my department.



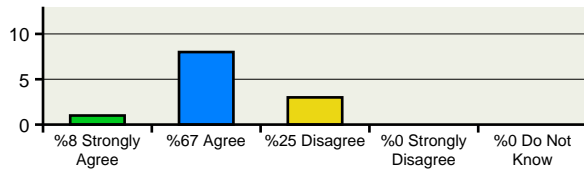
Psychologically Healthy Workplace

Very Positive  Very Challenging



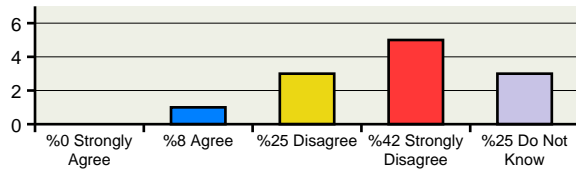
Moderate Strength

91. I have energy left at the end of most workdays for my personal life.

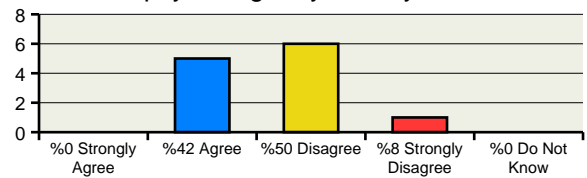


Greatest Challenge

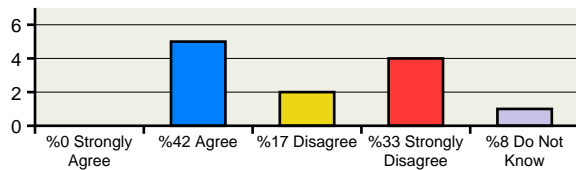
10. This workplace effectively handles "people problems" that exist between staff.



32. I would describe my workplace as being psychologically healthy.

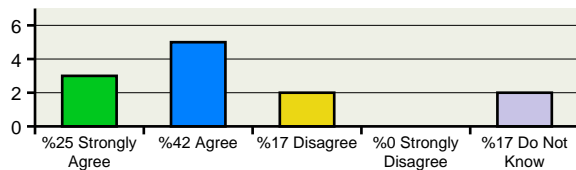


61. Difficult situations at work are addressed effectively.

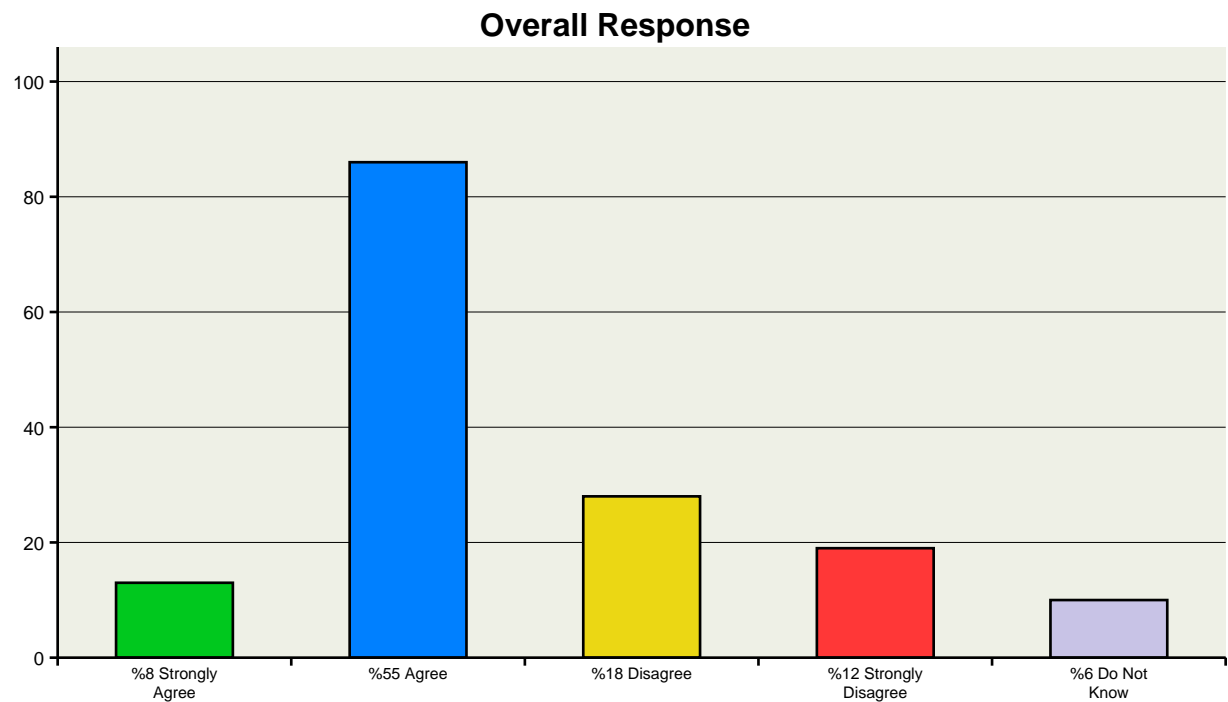


Other

59. I feel supported in my workplace when I am dealing with personal or family issues.

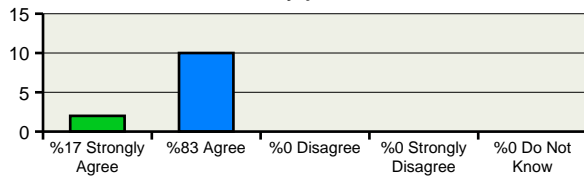


Base Questions

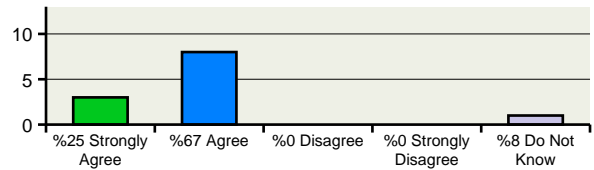


Greatest Strength

3. I have the equipment and resources to effectively do my job.

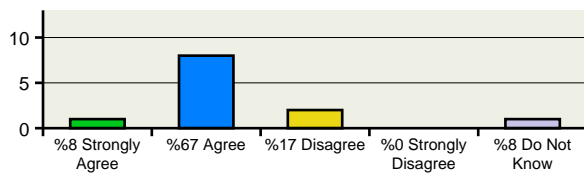


90. My job contributes to the purpose of this organization.

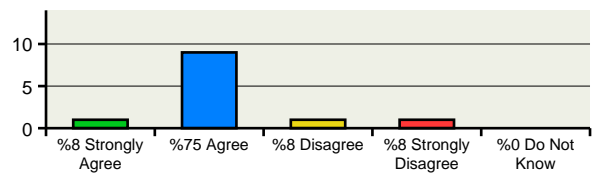


Moderate Strength

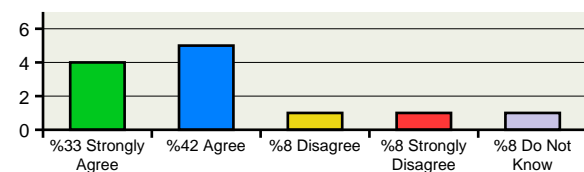
95. I have developed strong friendships in this organization.



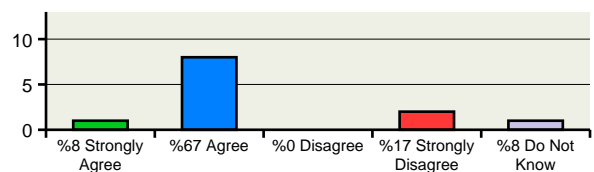
100. I clearly understand what is expected of me in this organization.



103. I am willing to go beyond my normal work duties to help this organization succeed.

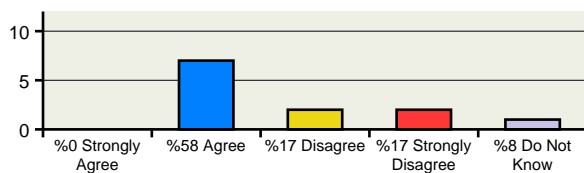


105. There is a person in a leadership role in this organization that cares about me as an individual.

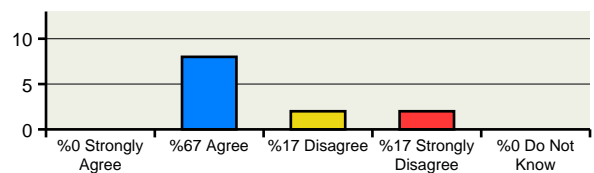


Moderate Challenge

23. My job allows me to utilize my talents.

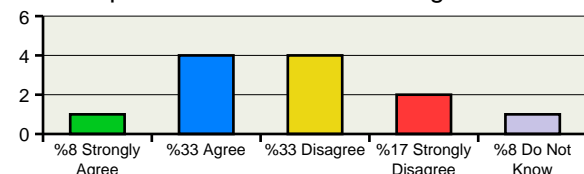


65. The employees in this organization strive for quality.

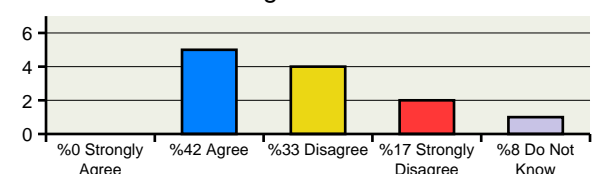


Greatest Challenge

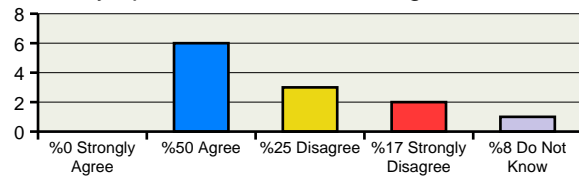
30. This organization provides me with new experiences and a chance to grow.



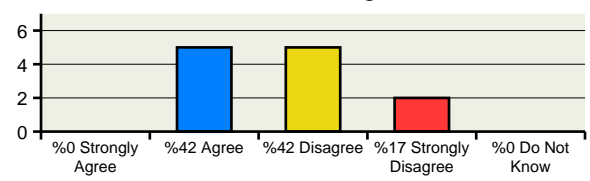
68. My development is encouraged by someone in this organization.



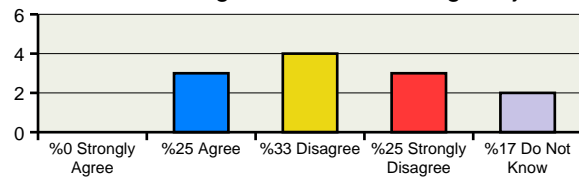
70. My opinions matter in this organization.



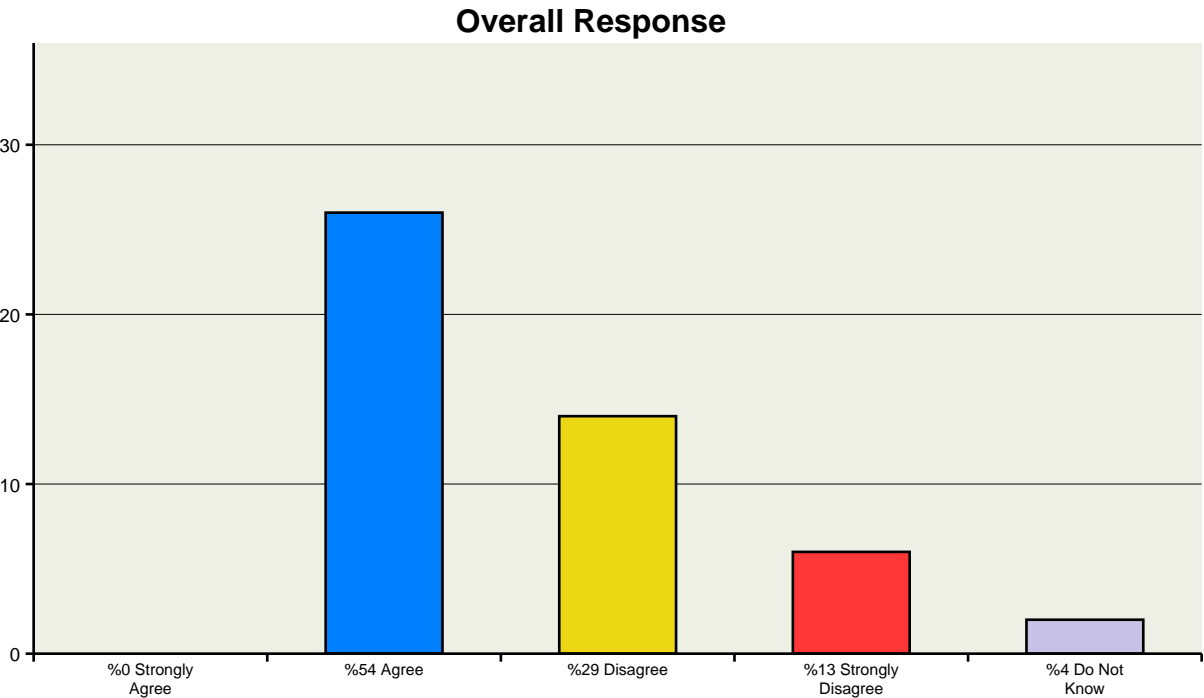
78. I would recommend working here to a friend.



98. I receive recognition when I do a good job.

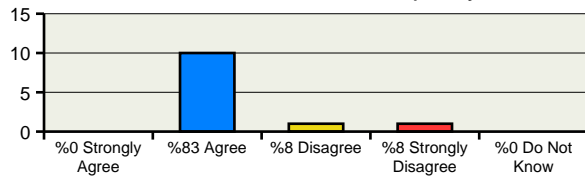


Culture and Climate



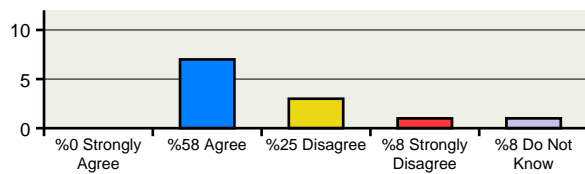
Moderate Strength

101. I believe this organization is both customer focused and committed to quality.



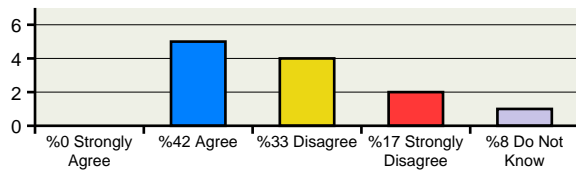
Moderate Challenge

93. Most employees in this organization are productive and motivated.

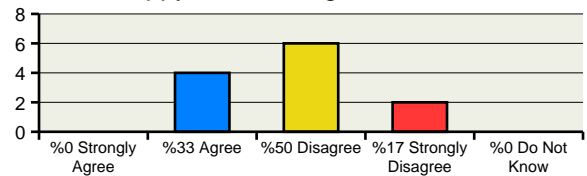


Greatest Challenge

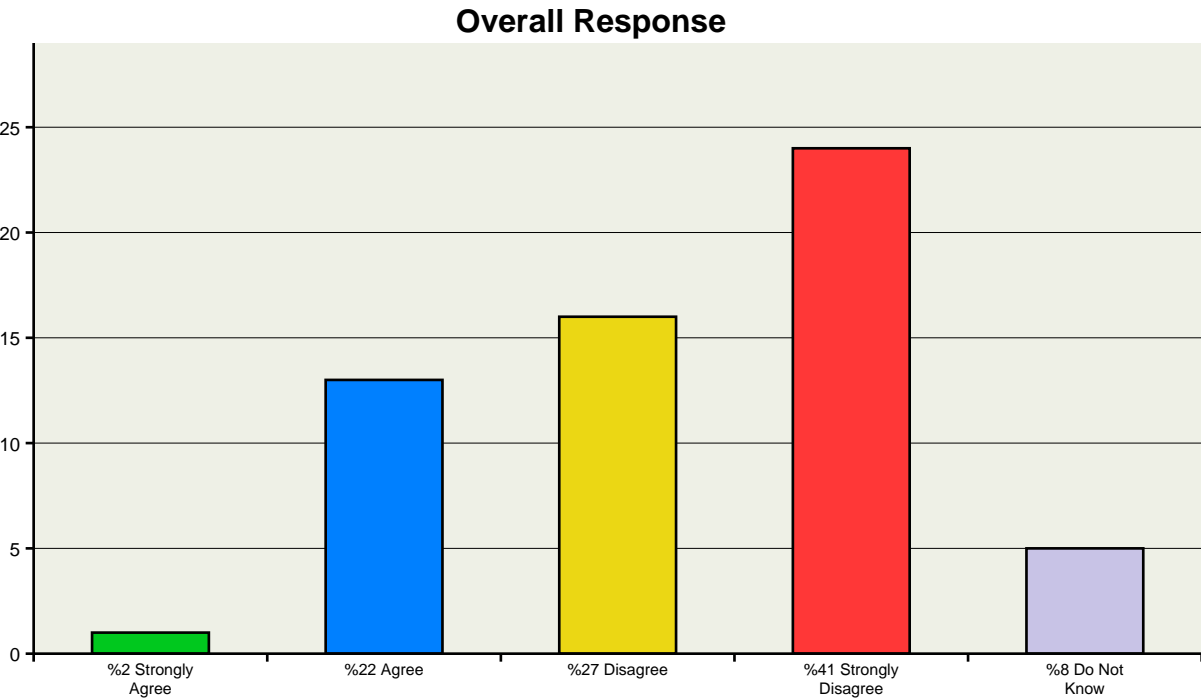
63. The culture of the overall organization is positive and optimistic.



81. Most employees that I regularly work with are happy with this organization.

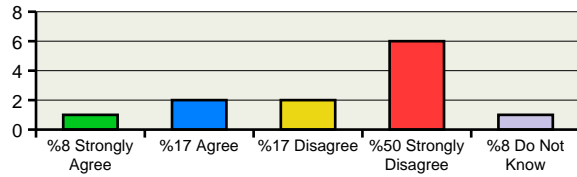


Senior Management Level

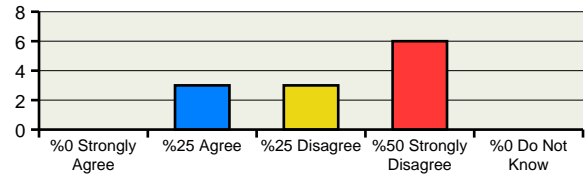


Greatest Challenge

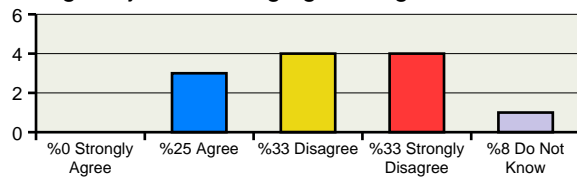
15. I trust the decisions and actions of the Senior Management Team.



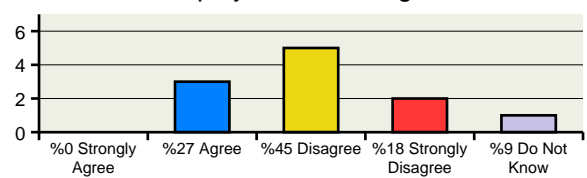
34. I believe the Senior Management Team communicates a clear vision of our future direction.



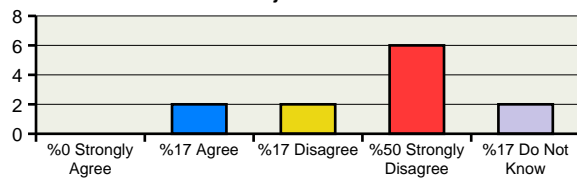
46. I believe the Senior Management Team is doing a good job in managing our organization.



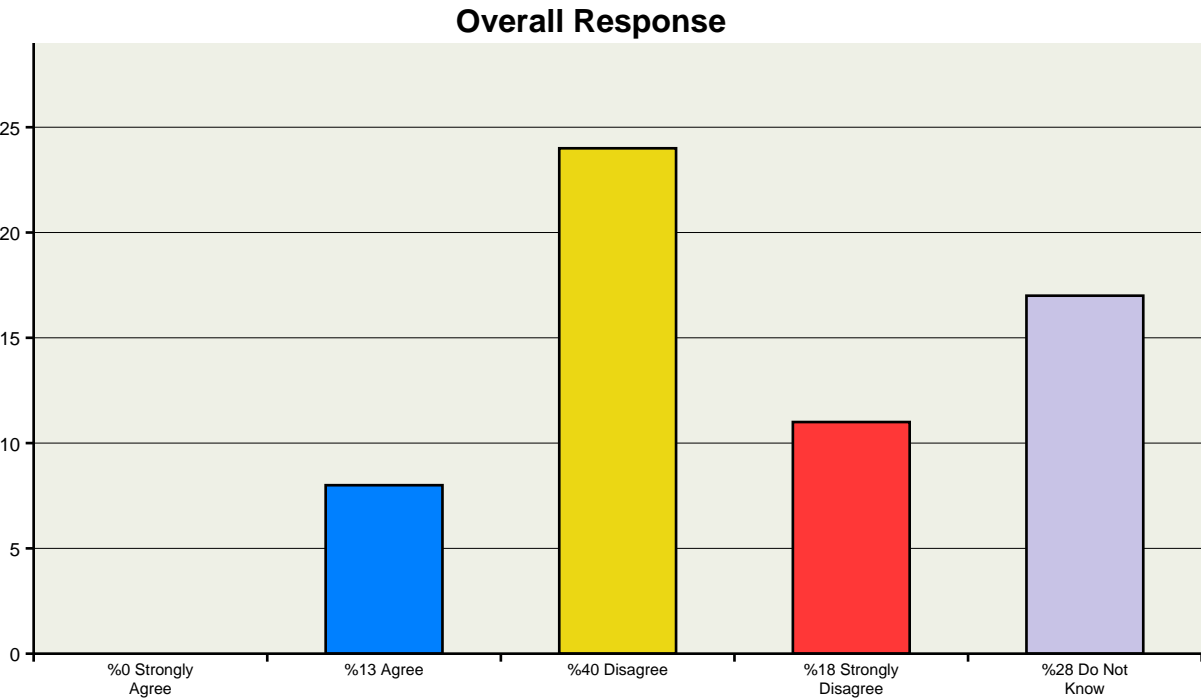
74. I believe the Senior Management Team cares about the employees in this organization.



96. The Senior Management Team does a good job of establishing and communicating clear priorities and objectives.

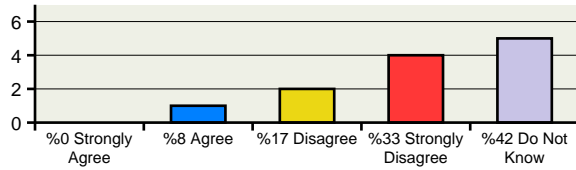


County Council

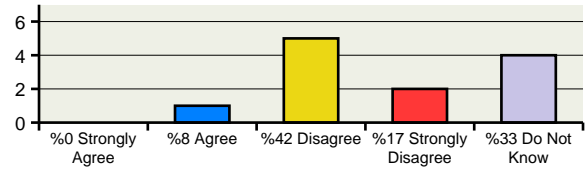


Greatest Challenge

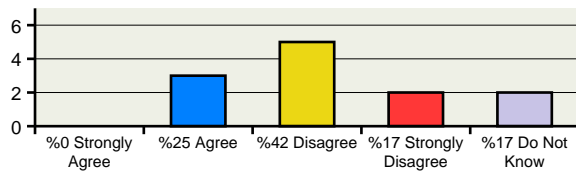
6. I believe that County Council cares about the employees of this organization.



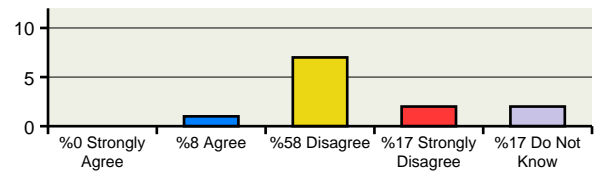
29. I believe County Council is doing a good job in managing our organization.



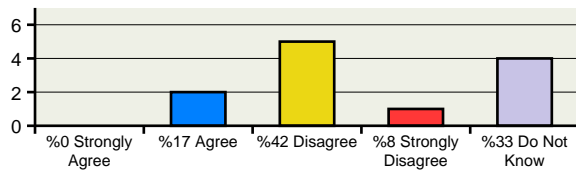
57. I believe County Council communicates a clear vision of the future direction of our organization.



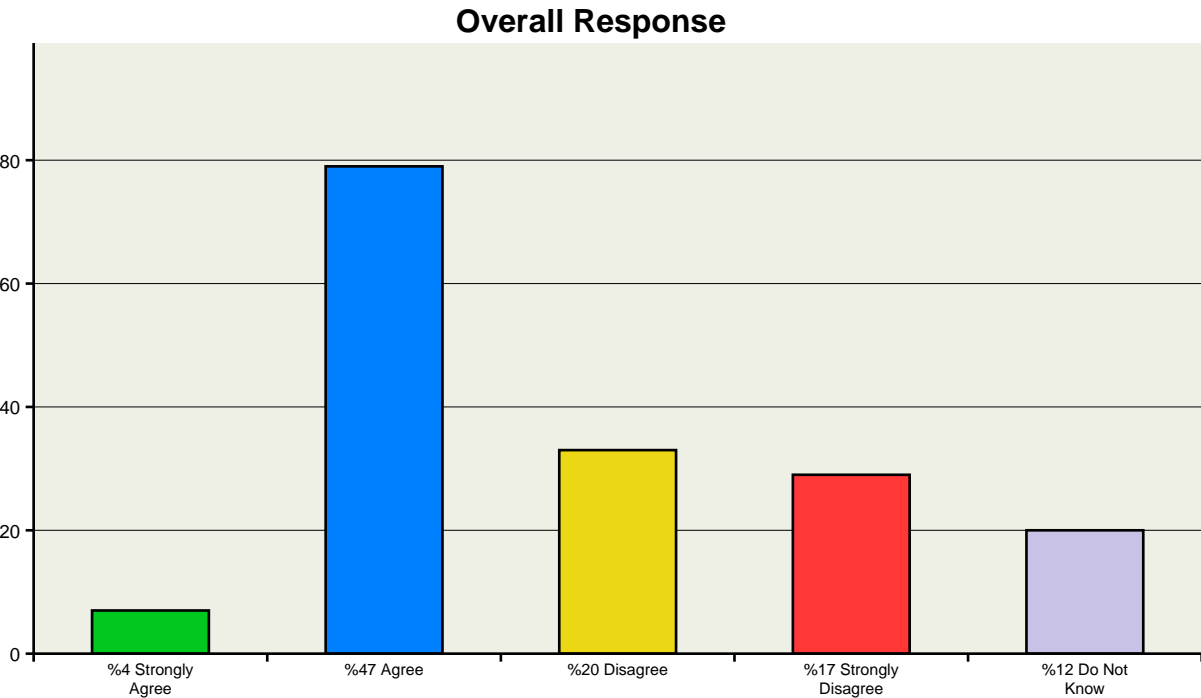
87. I trust the decisions and actions of County Council.



108. County Council does a good job of establishing clear priorities and objectives.

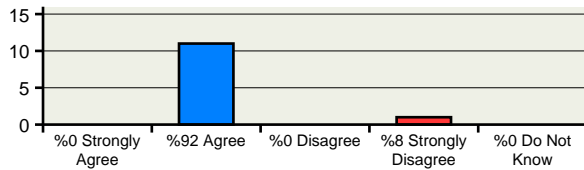


Custom Questions



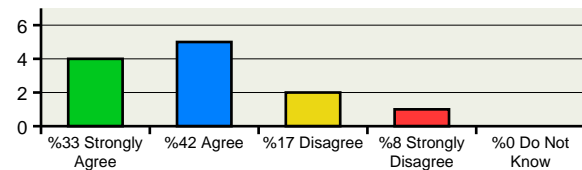
Greatest Strength

33. I have sufficient time to focus on the quality of my work.

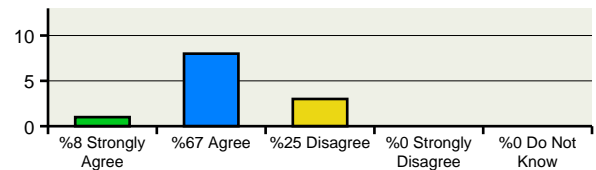


Moderate Strength

11. I am proud to be a part of this organization.

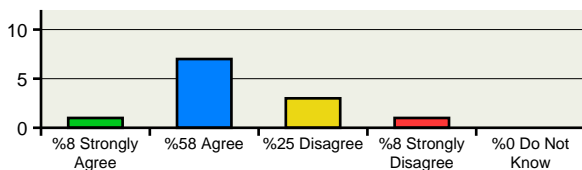


58. I am given the responsibility and authority to do my job.

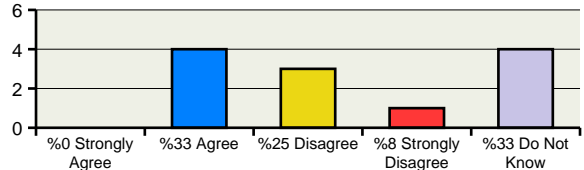


Moderate Challenge

64. I am comfortable expressing my opinions on issues that are important to me.

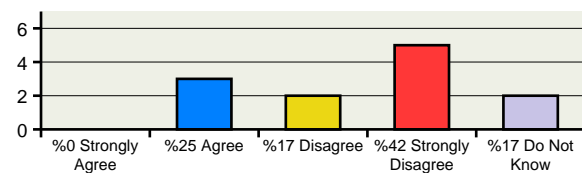


92. I believe the other departments or service groups operate effectively.

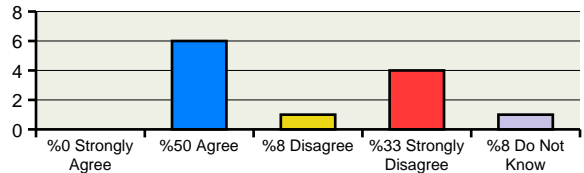


Greatest Challenge

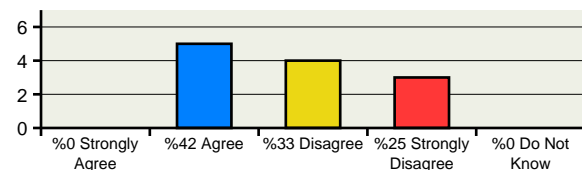
7. Internal conflict resolution is handled appropriately in this organization.



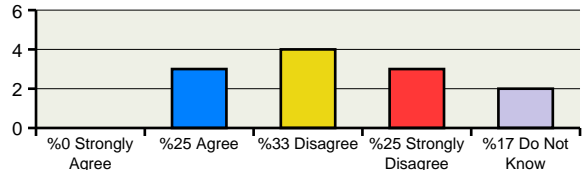
16. Employee performance related issues are handled appropriately in this organization.



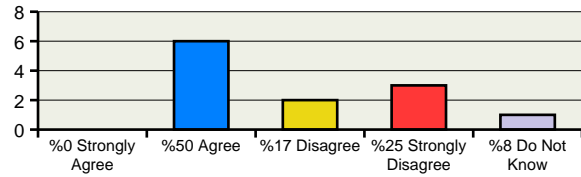
27. Teamwork is practiced in this organization.



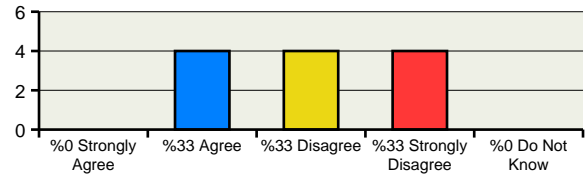
40. We celebrate our successes in this organization.



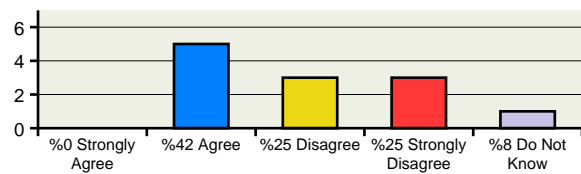
41. I am comfortable approaching someone in this organization for assistance with workplace conflict.



89. Leadership within this organization communicates openly about important matters.

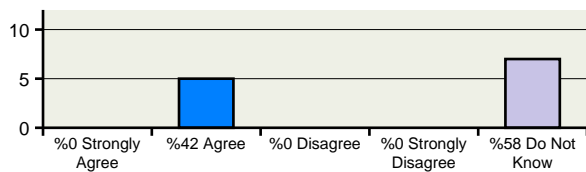


94. My manager actively solicits my suggestions and ideas.

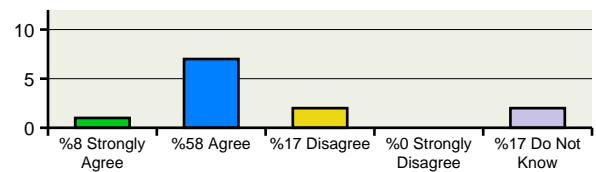


Other

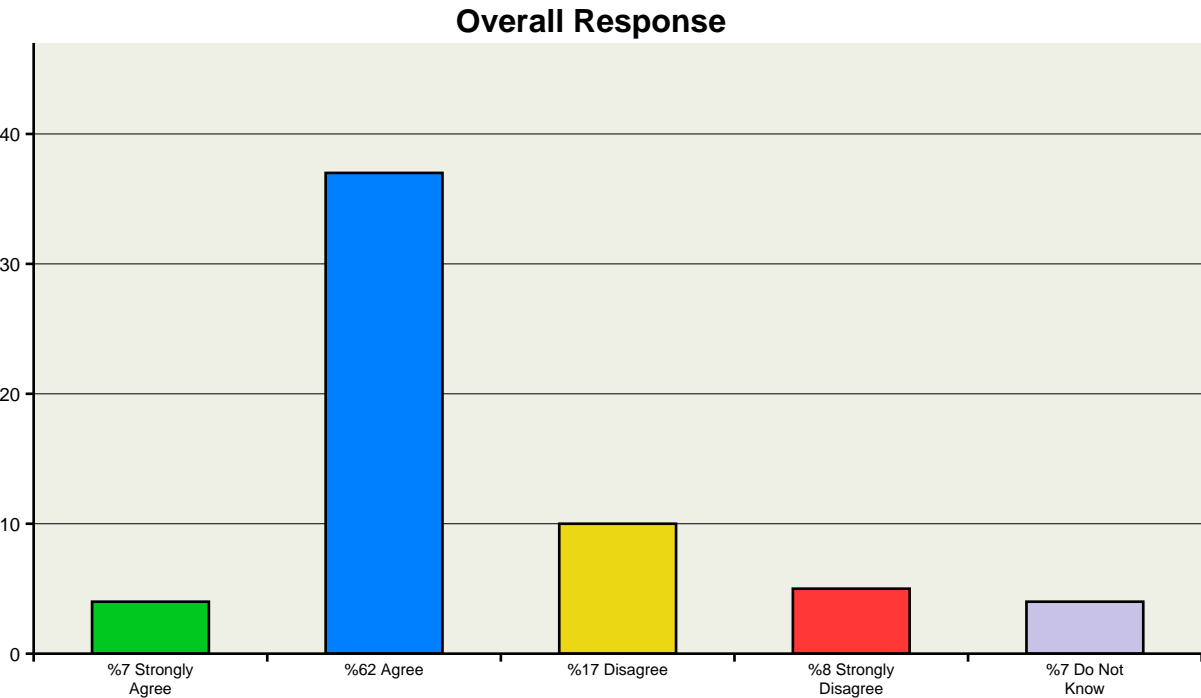
22. The interviewing, hiring and orientation of new employees is a well managed process.



26. I feel that this organization respects diversity.

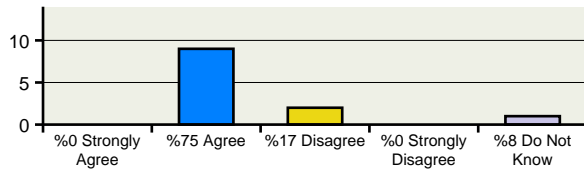


Training Opportunities

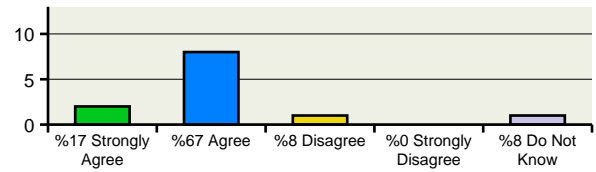


Moderate Strength

69. The training I receive is relevant to my work responsibilities.

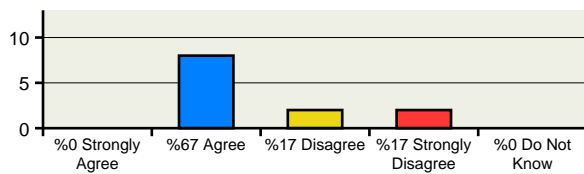


107. I have the opportunity to request training when needed.

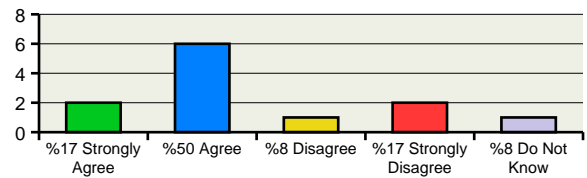


Moderate Challenge

8. The training I receive allows me to assume additional work responsibilities.

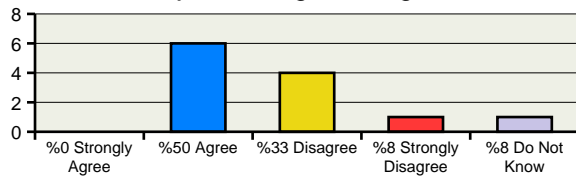


56. I am satisfied with the quality of the job training I receive.

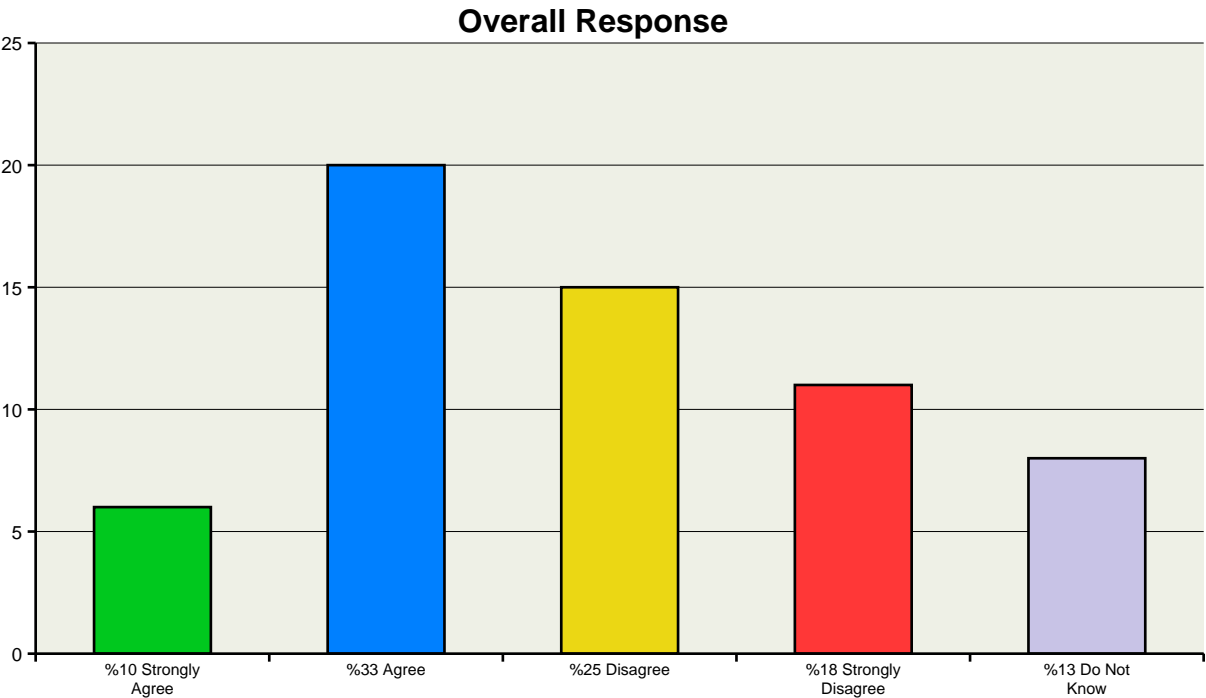


Greatest Challenge

84. I receive job training on a regular basis.

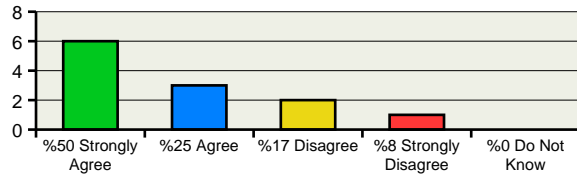


Organizational Structure



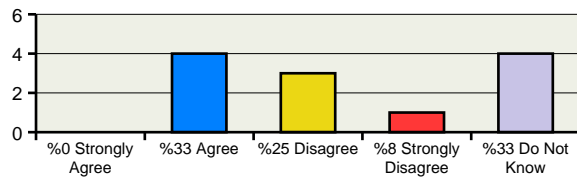
Moderate Strength

1. I clearly understand who I report to.



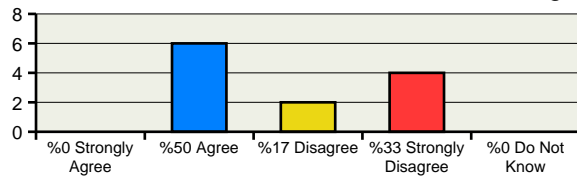
Moderate Challenge

39. The departments within our organization share a common vision and direction.

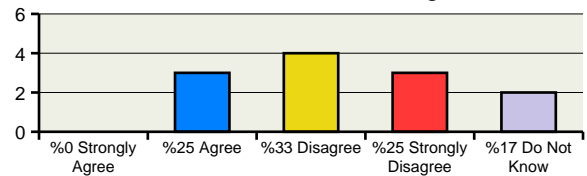


Greatest Challenge

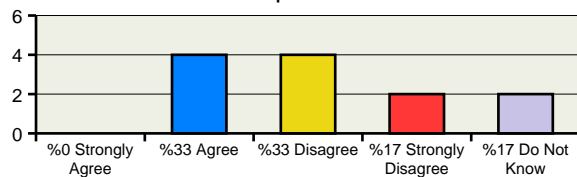
24. The structure of our organization allows for effective communication and information exchange.



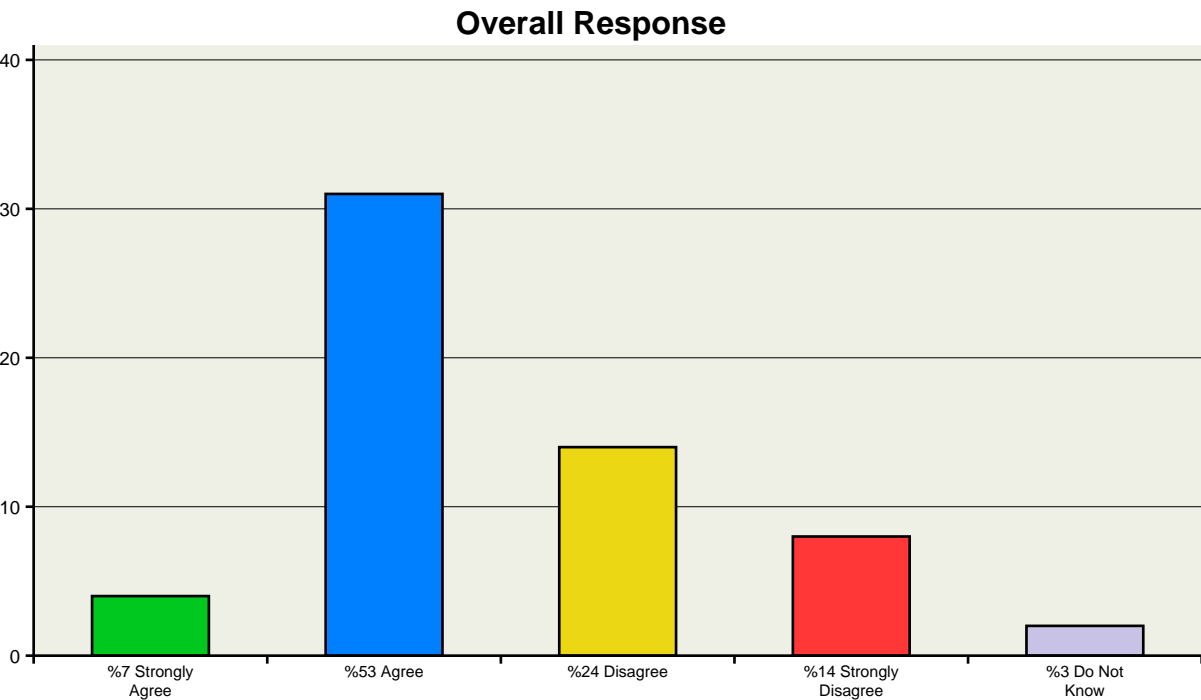
38. I believe people are held accountable for their decisions and actions within this organization.



72. This organizational structure allows us to operate in an efficient and productive manner.

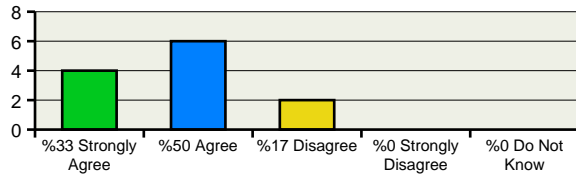


Team Dynamics



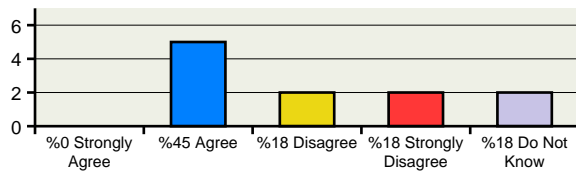
Moderate Strength

14. My department or team normally completes our work assignments on schedule while still focusing on quality.



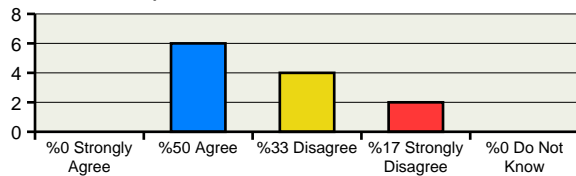
Moderate Challenge

43. My department or team holds efficient and productive meetings.

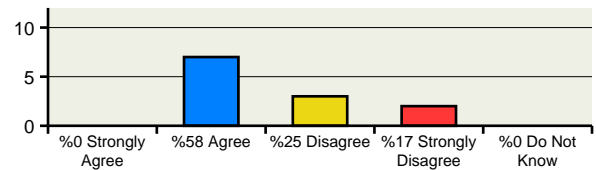


Greatest Challenge

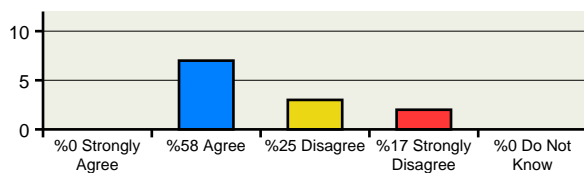
5. My department or team respects the views and opinions of one another.



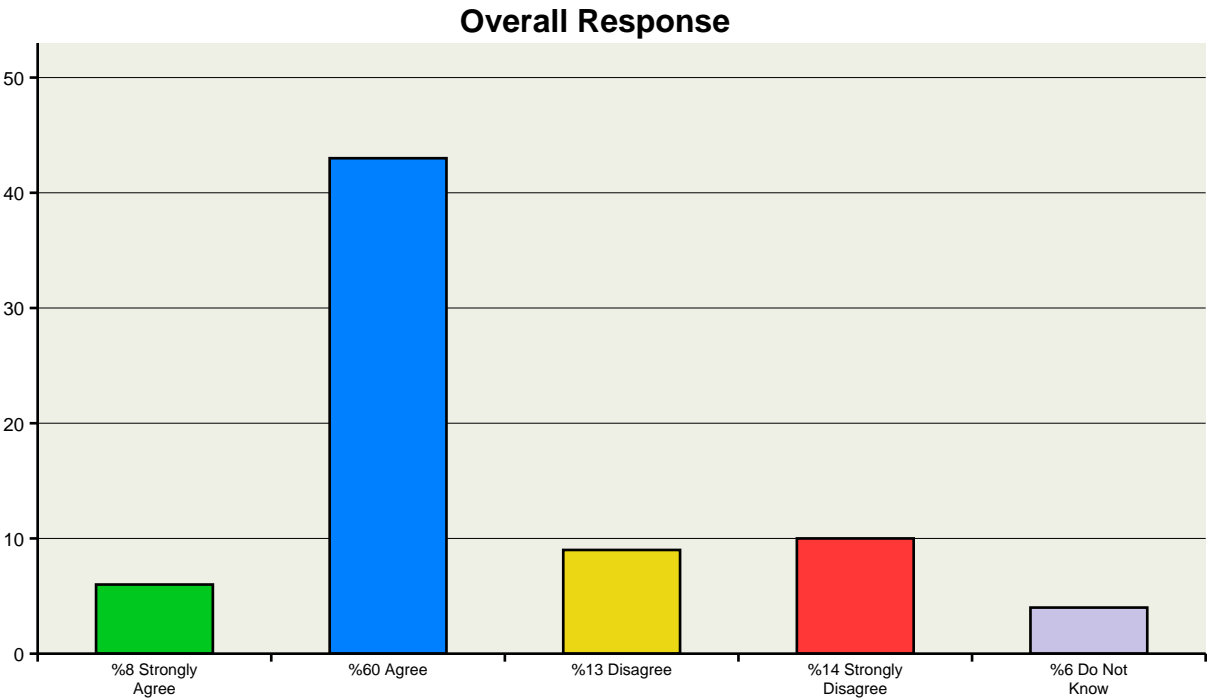
28. I trust the decisions and actions of my department or team members.



49. I believe my department or team works well together.

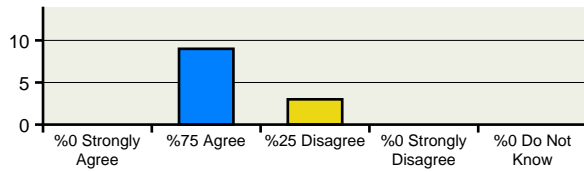


Work/Life Balance

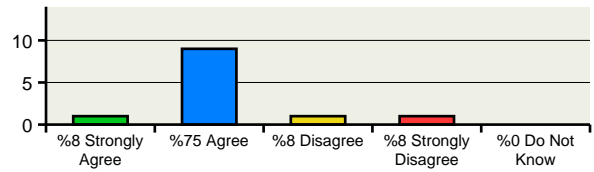


Moderate Strength

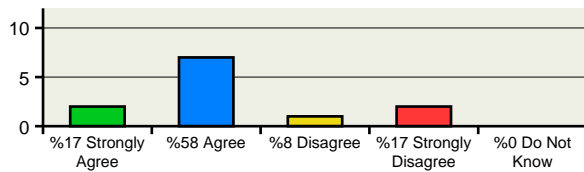
66. I am able to complete my work responsibilities during normal business hours.



85. Work related obligations seldom require me to cancel or change my personal or family commitments.

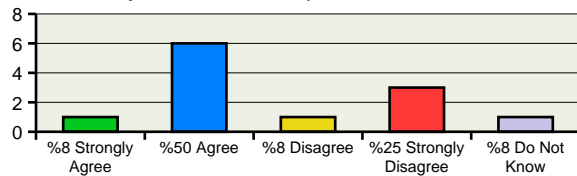


102. This organization provides me with enough flexibility and support to meet the demands of my personal and family life.

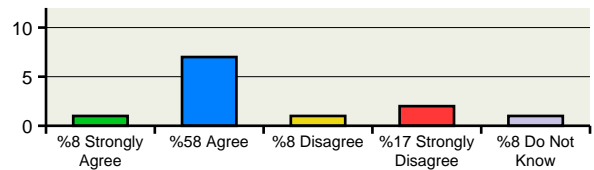


Moderate Challenge

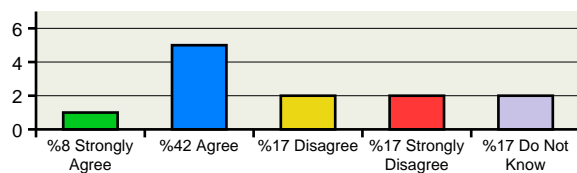
20. I am able to maintain a healthy balance between my work life and personal life.



50. The department provides me with enough flexibility and support to meet the demands of my personal and family life.

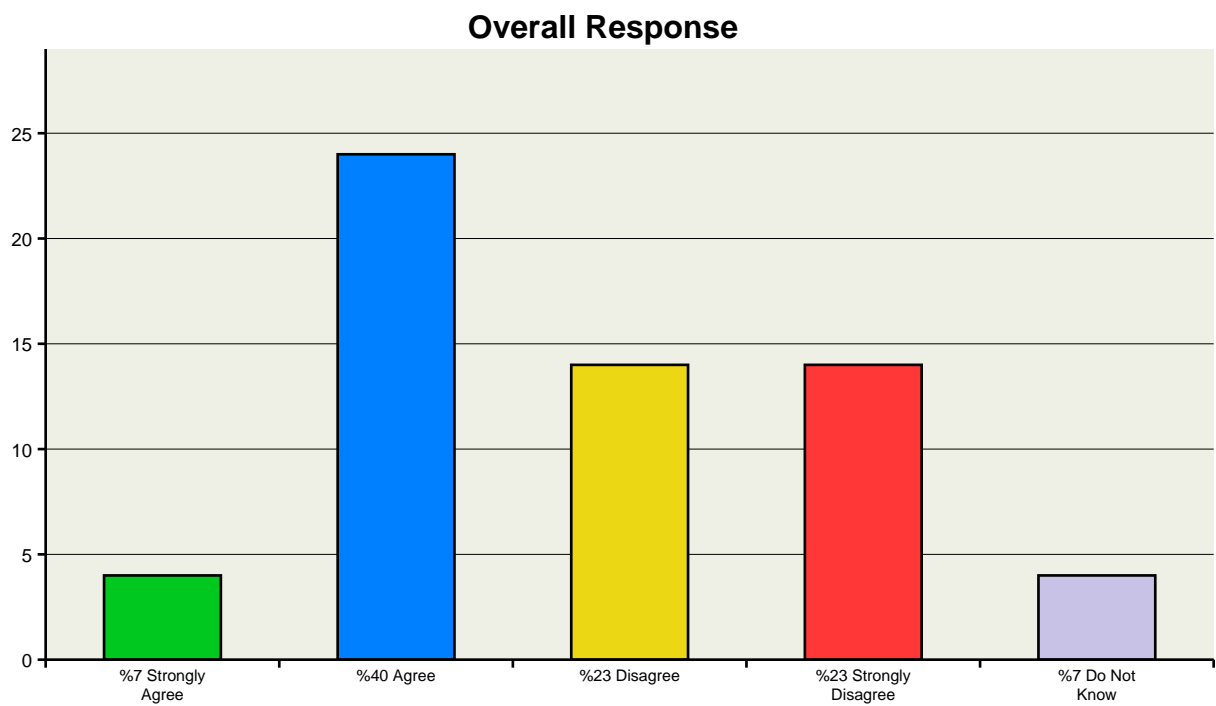


71. I believe this organization respects and values my personal/family life.



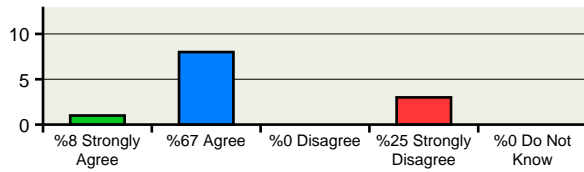
Compensation & Benefits

Very Positive  Very Challenging



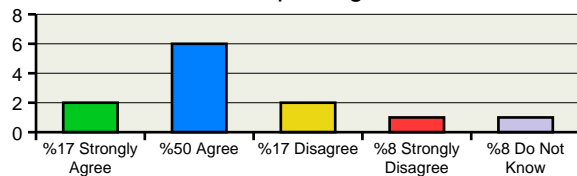
Moderate Strength

73. I am satisfied with the benefits provided to me.



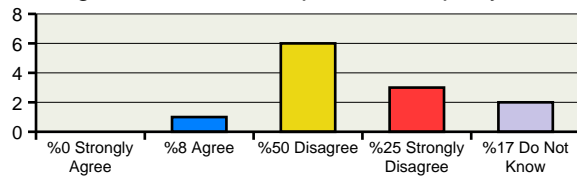
Moderate Challenge

86. I clearly understand my compensation and benefits package.

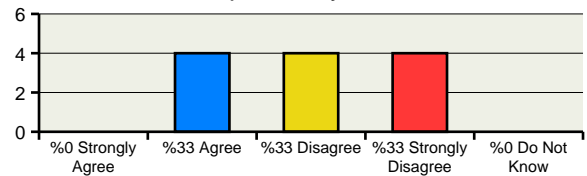


Greatest Challenge

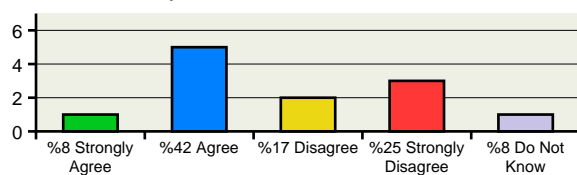
4. I believe employees doing the same job in this organization are compensated equally.



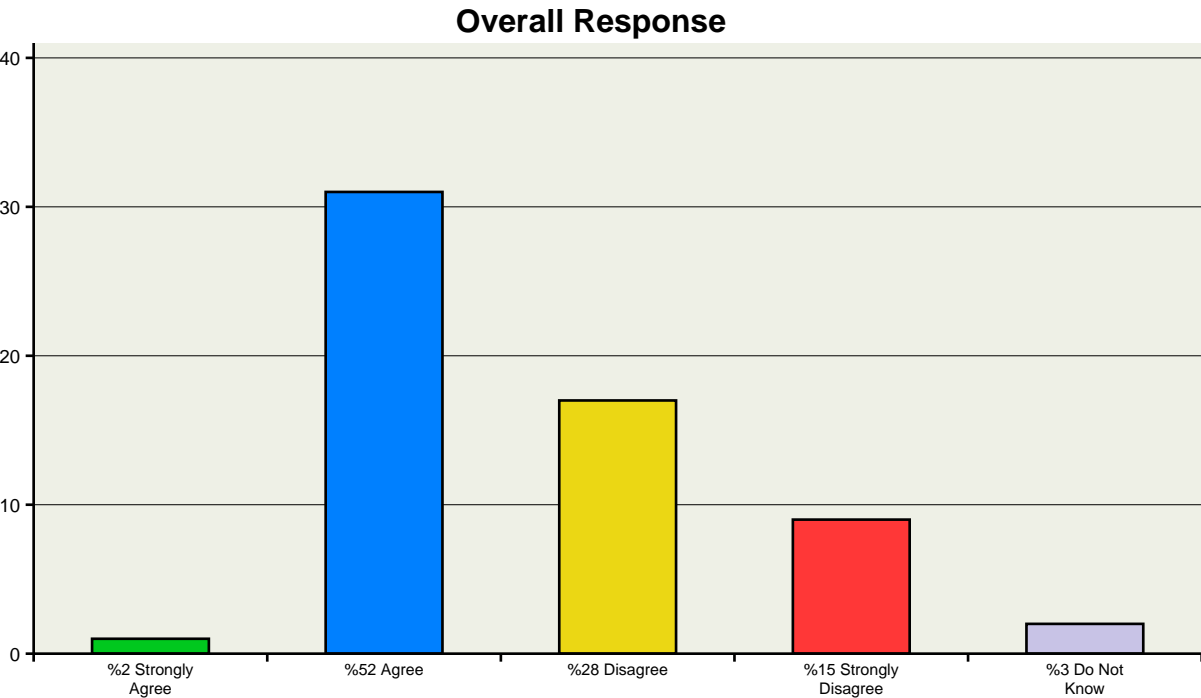
18. I believe I am paid fairly for the work I do.



53. This organization offers competitive compensation and benefits.

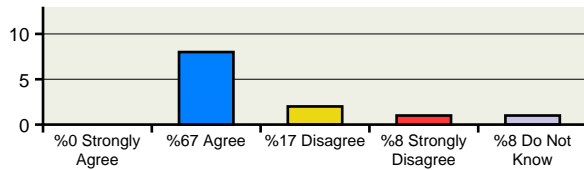


Coworkers



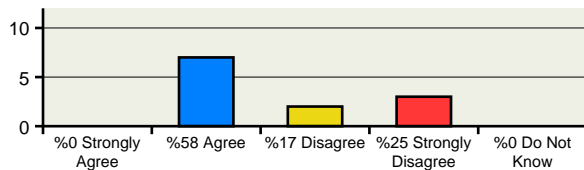
Moderate Challenge

104. My coworkers behave in a professional manner.

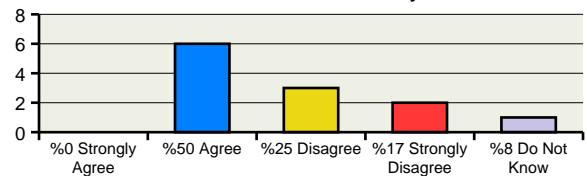


Greatest Challenge

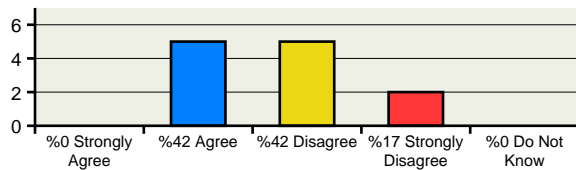
19. I receive the support I need from other departments to successfully meet my job responsibilities.



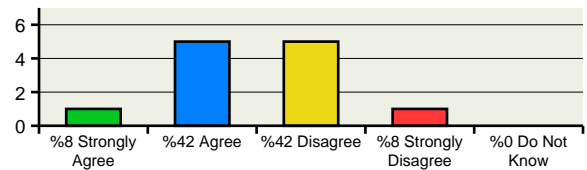
54. I believe the employees in this organization communicate effectively.



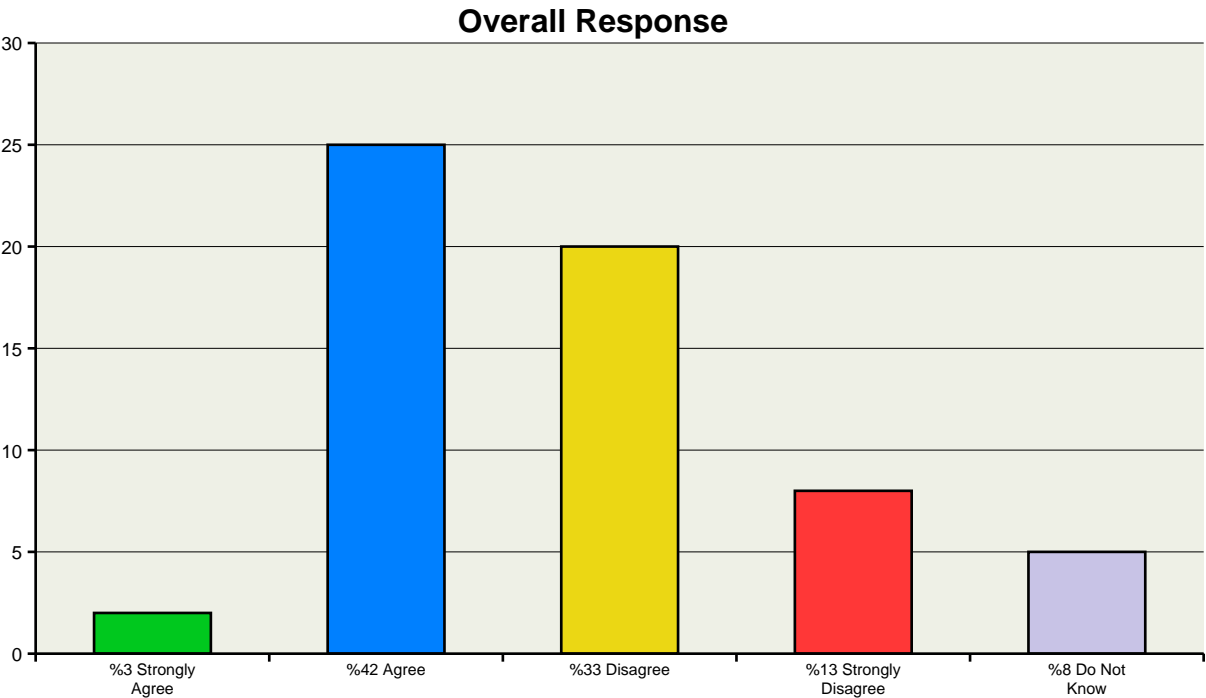
55. The employees of this organization treat each other with respect.



106. Employees I interact with cooperate and collaborate well with one another.

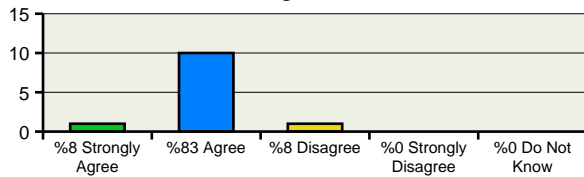


Career Opportunities



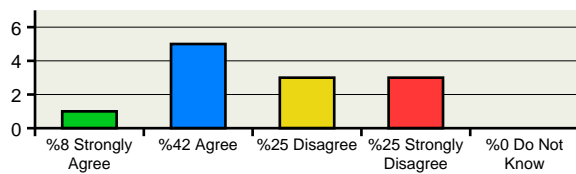
Greatest Strength

51. I have gained valuable experience while working for this organization.

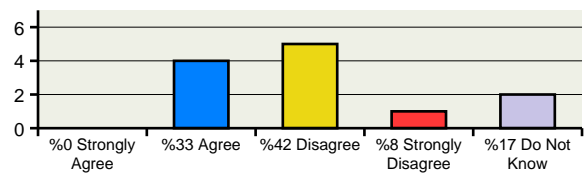


Greatest Challenge

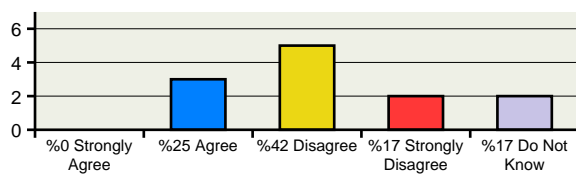
2. Hard work and dedication are the best way to advance in this organization.



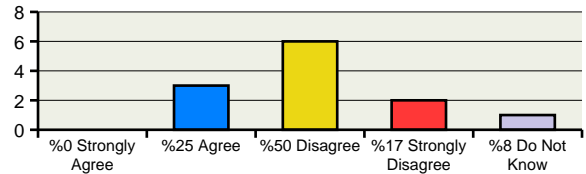
52. This organization is committed to the development of its staff members.



80. I have career advancement opportunities within this organization.

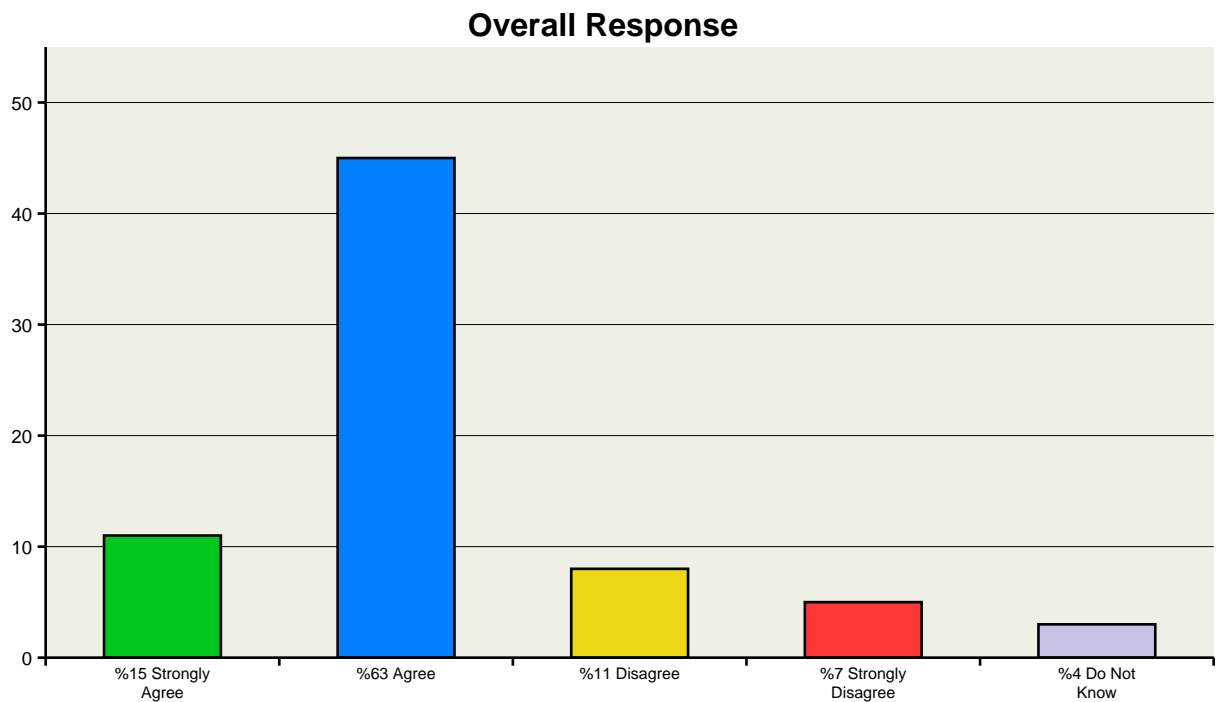


88. This organization provides me with a clear professional development plan.



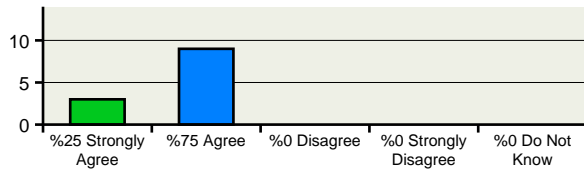
Safety & Working Environment

Very Positive  Very Challenging

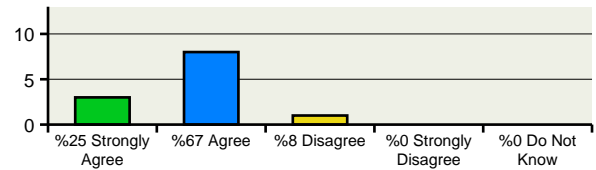


Greatest Strength

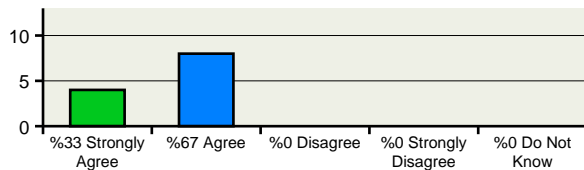
9. I am expected to operate in a safe manner to avoid work related accidents.



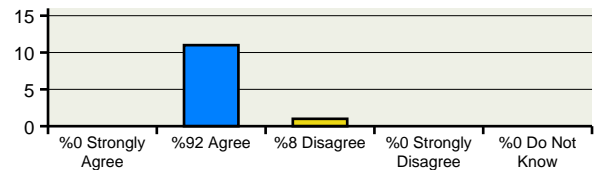
31. I am never asked to perform an unsafe job or ignore safety concerns.



47. I am satisfied with the quality of equipment and tools provided by this organization.

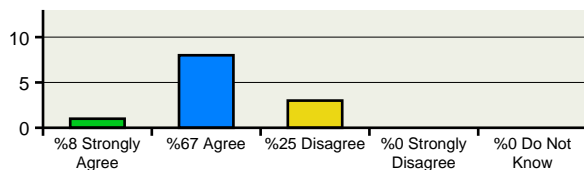


48. I have the ability to voice safety and work environment concerns.



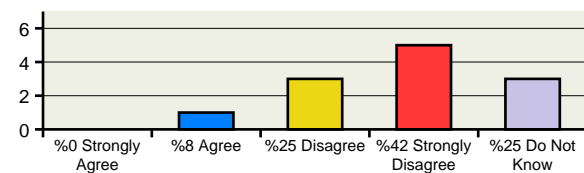
Moderate Strength

82. I work in a safe environment.

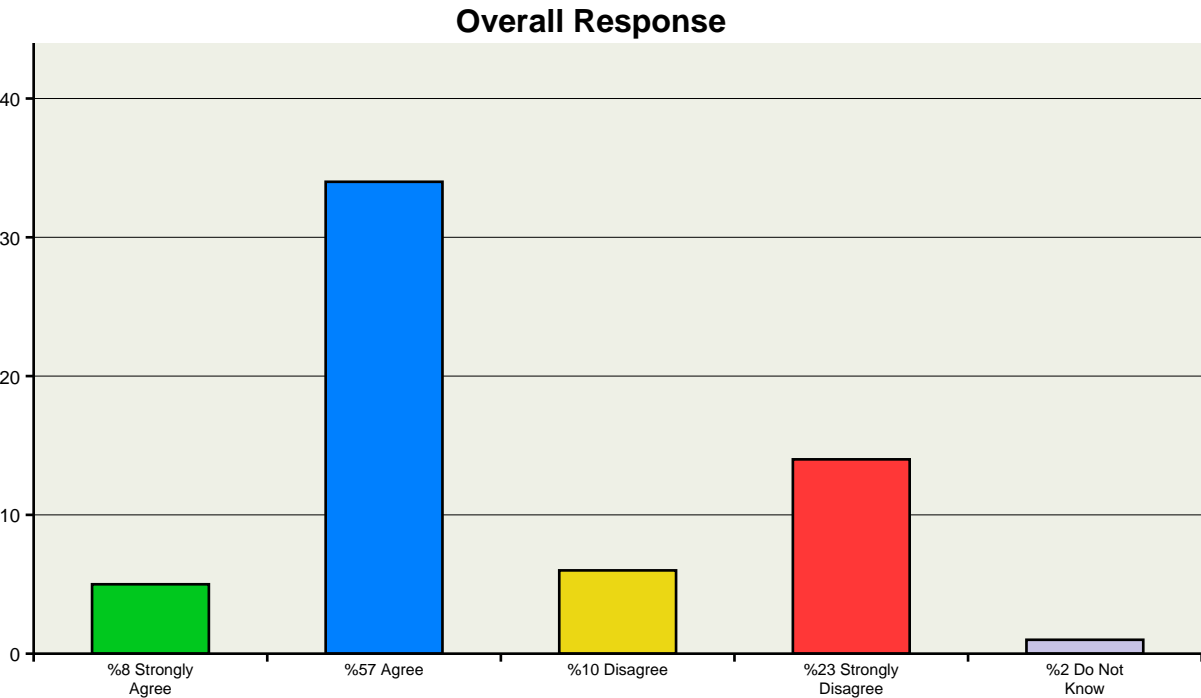


Greatest Challenge

10. This workplace effectively handles "people problems" that exist between staff.

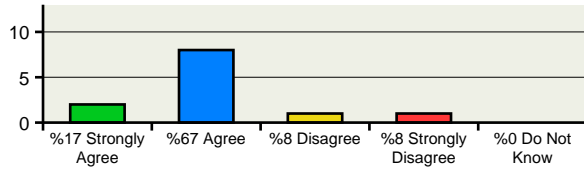


My Manager/Supervisor

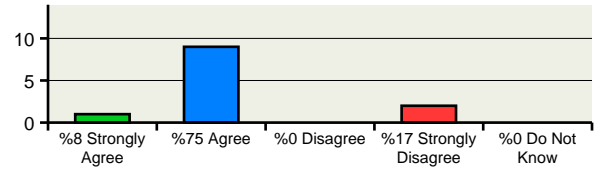


Moderate Strength

60. I have sufficient access to my Manager.

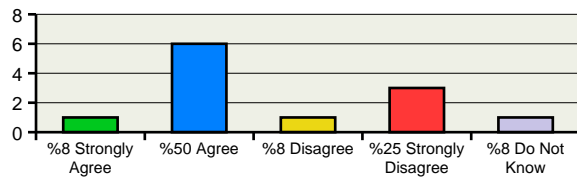


67. I have a good working relationship with my Manager.



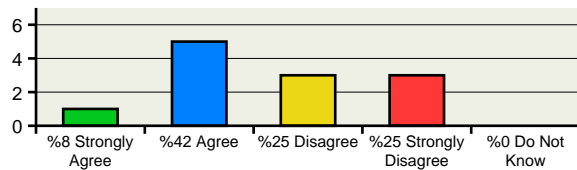
Moderate Challenge

37. My manager regularly provides me with feedback.

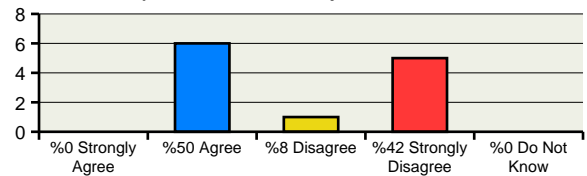


Greatest Challenge

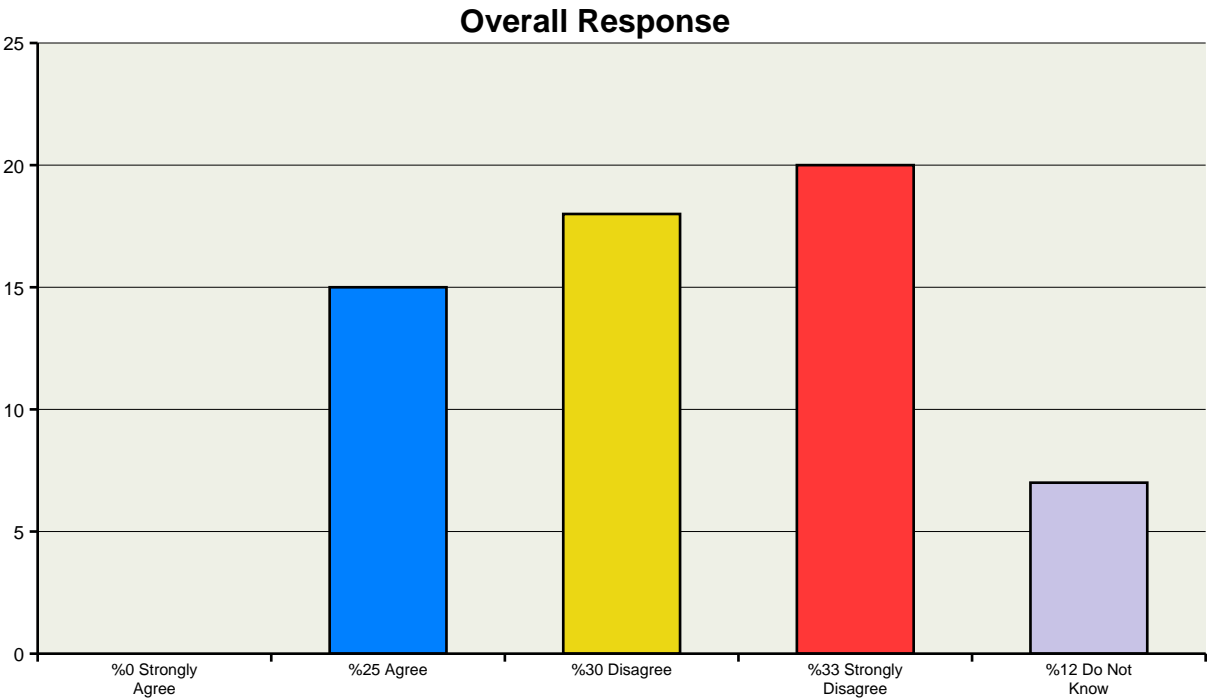
45. My manager effectively communicates my job responsibilities.



97. My manager is effective in setting clear job priorities and objectives.

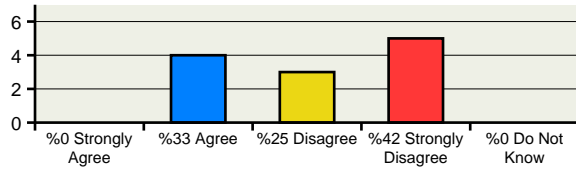


Recognition

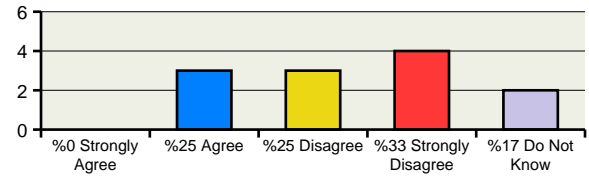


Greatest Challenge

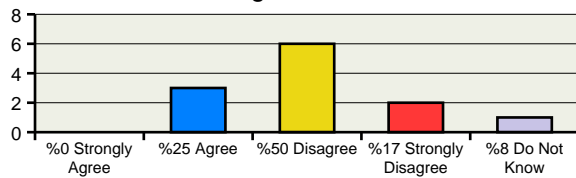
17. I believe I am recognized for my efforts.



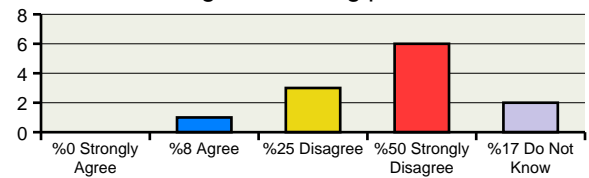
42. Recognition is accurately distributed to the employees who deserve the credit.



62. I feel that recognition is fair and consistent within our organization.



77. This organization does a good job of recognizing and rewarding outstanding performance.



79. I'm valued and appreciated for the job I do.

