



County X Employee Evaluation Finance

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".

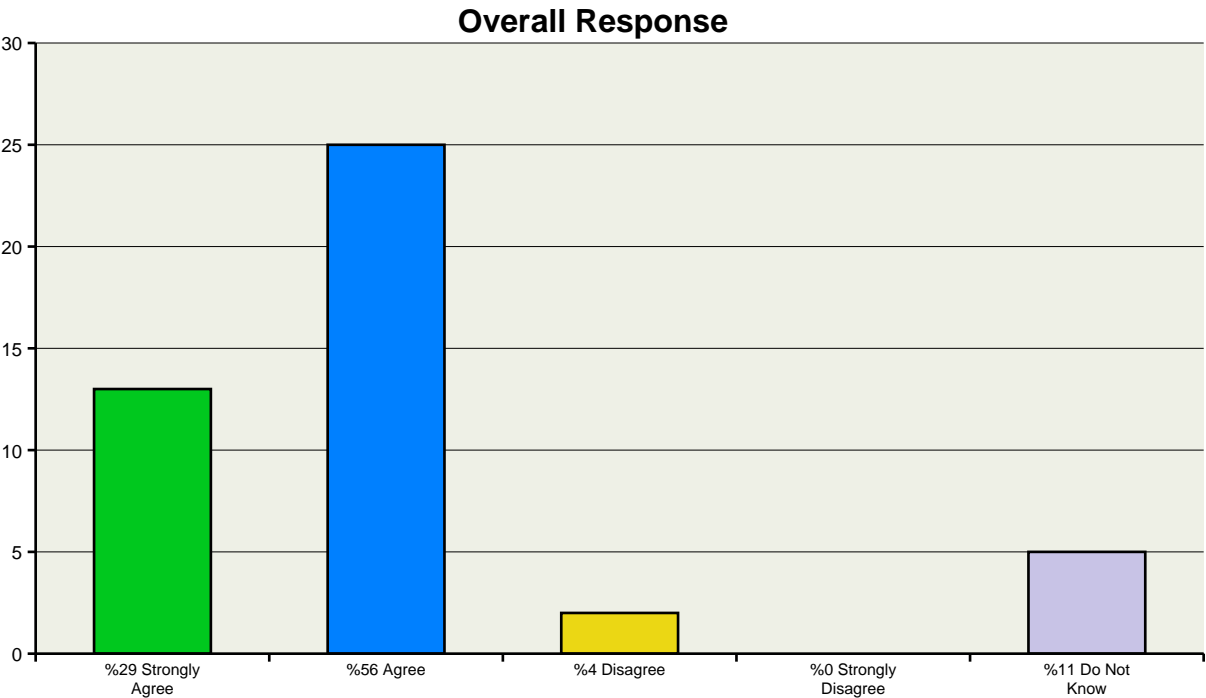
If the addition of the number of answers for "Disagree" and "Strongly Disagree" constitute...

- 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...

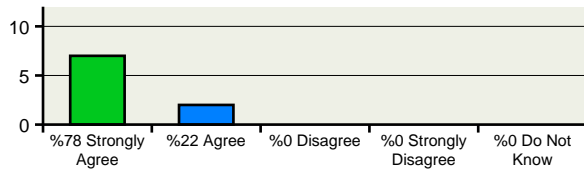
- "Greatest Strength" a weight of 2
- "Moderate Strength" a weight of 1
- "Moderate Challenge" a weight of -1
- "Greatest Challenge" a weight of -2
- "Other" a weight of magnitude 1 such that the results are brought closer to the middle

Workplace Ethics

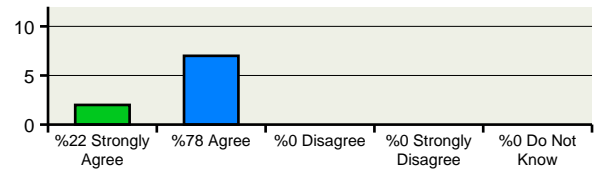


Greatest Strength

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

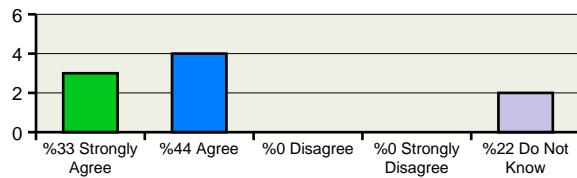


75. I understand what type of behavior is expected in this organization.

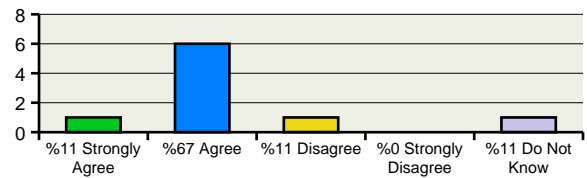


Moderate Strength

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

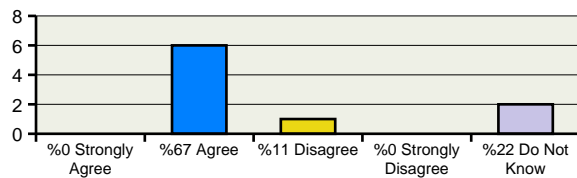


76. This organization operates in a professional and ethical manner.

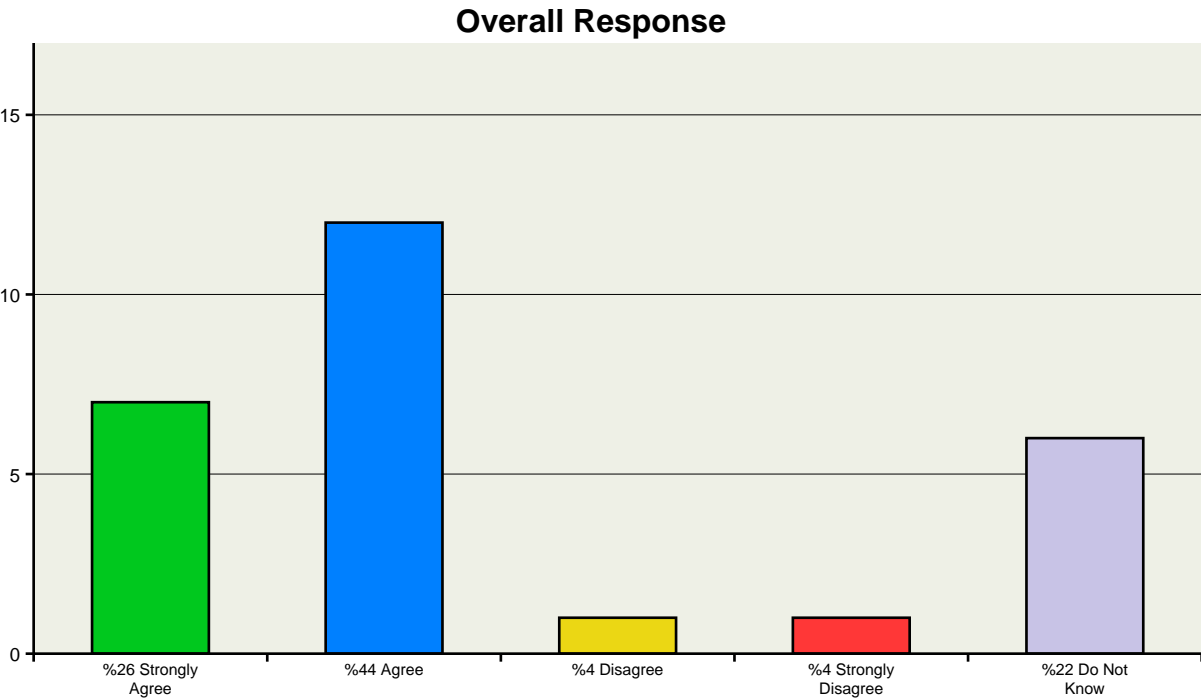


Other

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

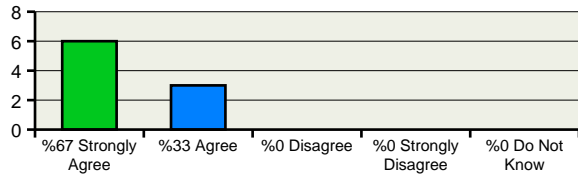


Job Security



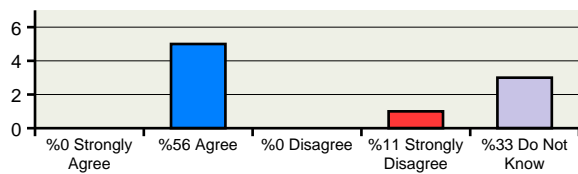
Greatest Strength

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

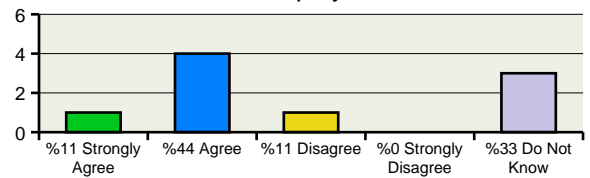


Other

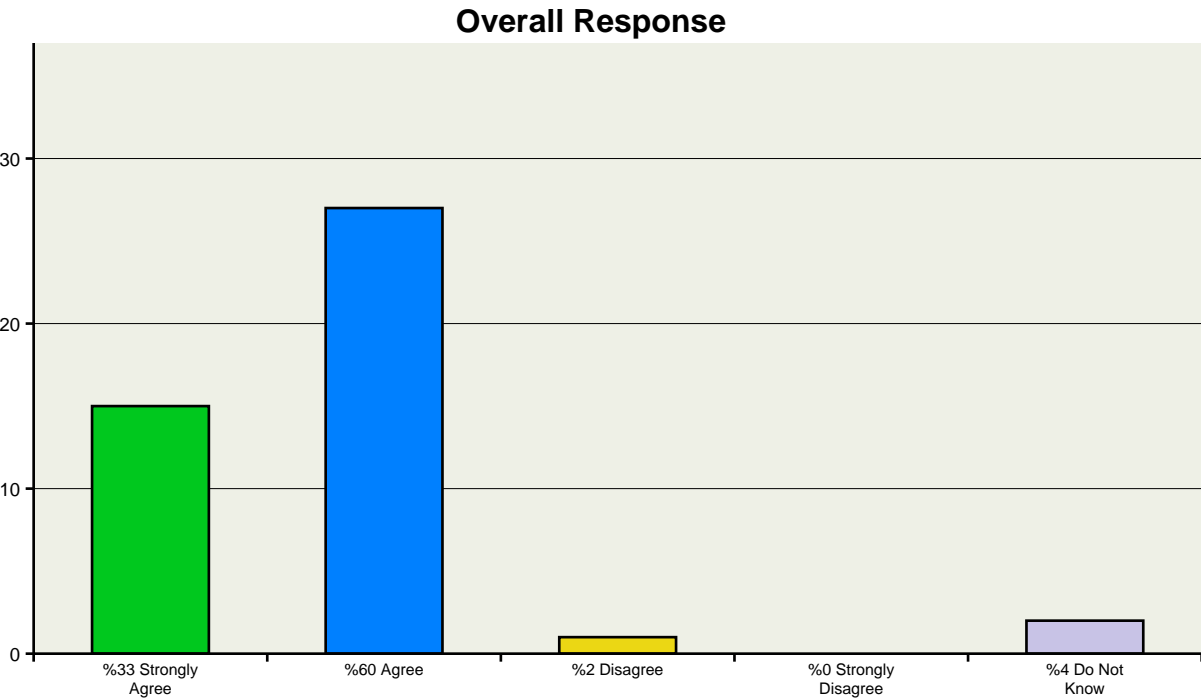
21. I feel that my job is secure with this organization.



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

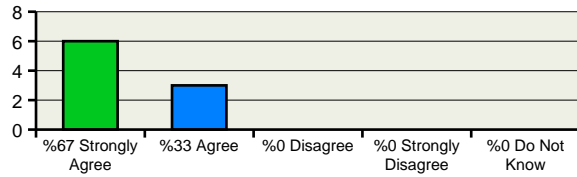


Committee Added Questions

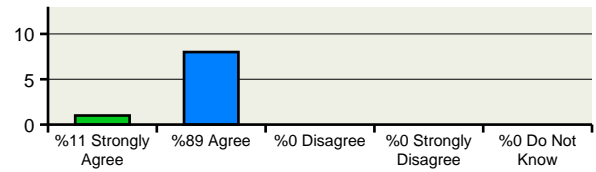


Greatest Strength

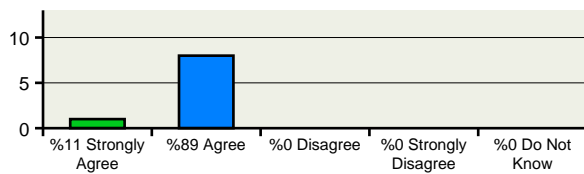
35. I understand the purpose of my organization as a whole.



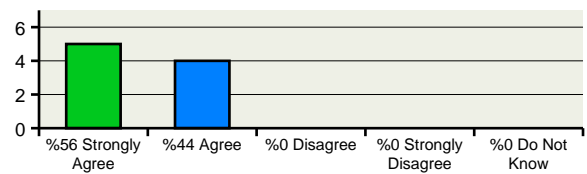
44. I am aware of whom to approach for assistance with workplace conflict.



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

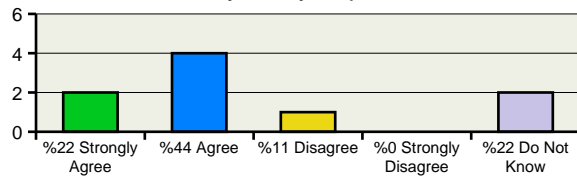


109. I am supported by my department to fulfill the responsibilities of my job.



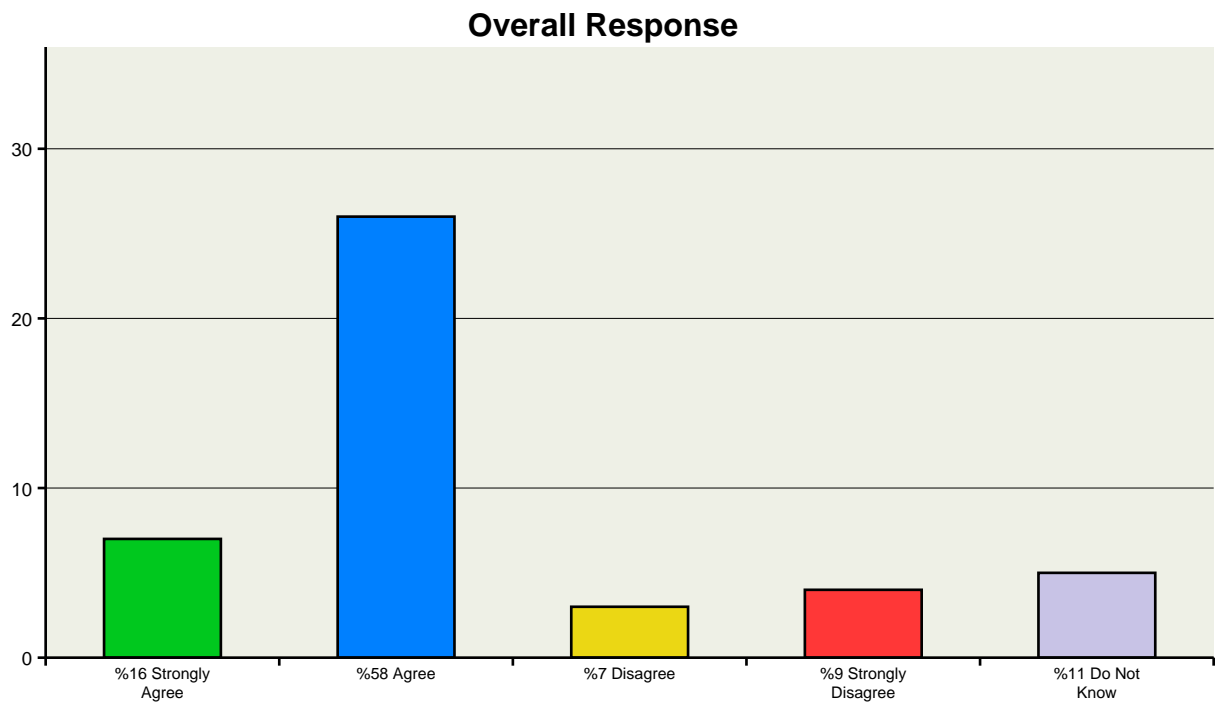
Other

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



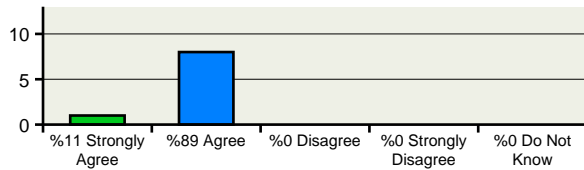
Psychologically Healthy Workplace

Very Positive  Very Challenging

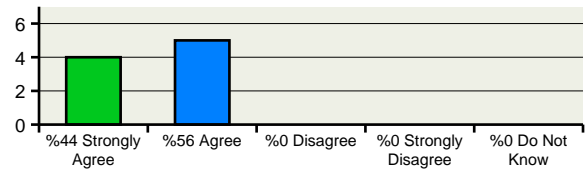


Greatest Strength

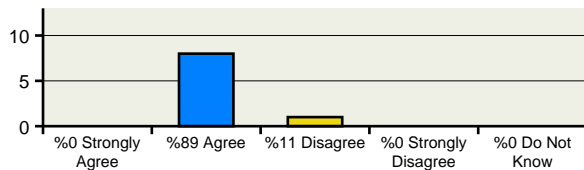
32. I would describe my workplace as being psychologically healthy.



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

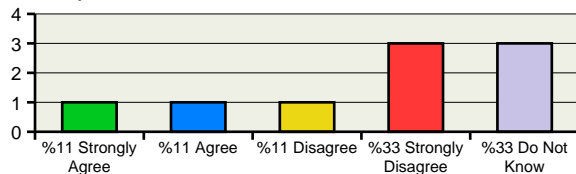


91. I have energy left at the end of most workdays for my personal life.



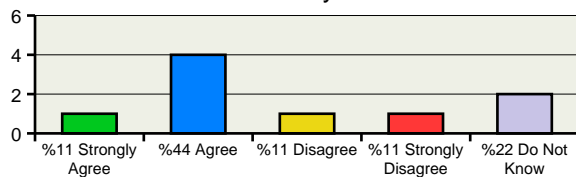
Greatest Challenge

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

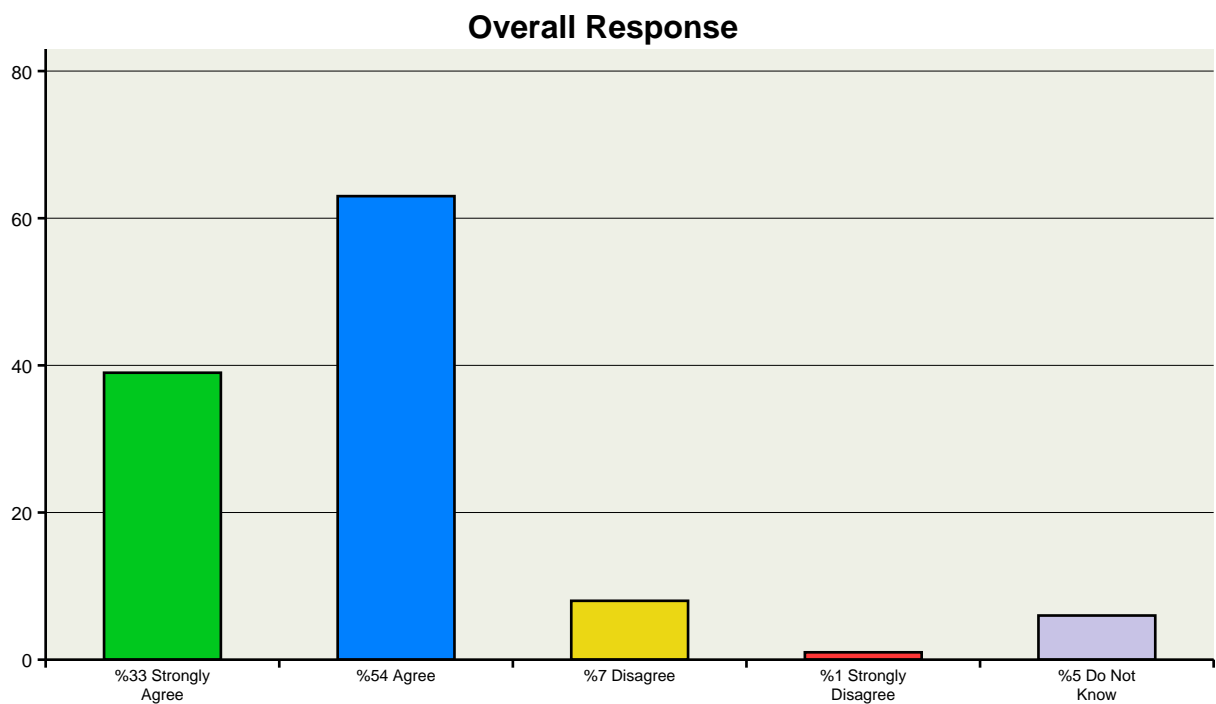


Other

61. Difficult situations at work are addressed effectively.

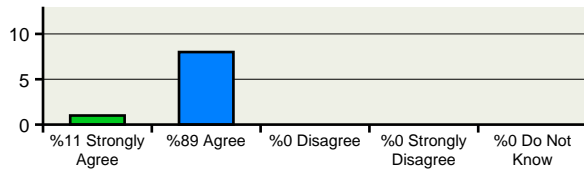


Base Questions

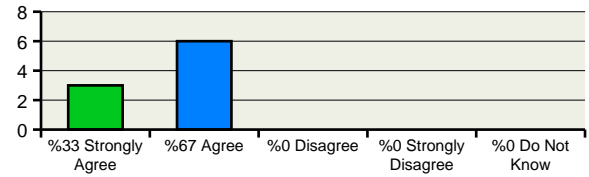


Greatest Strength

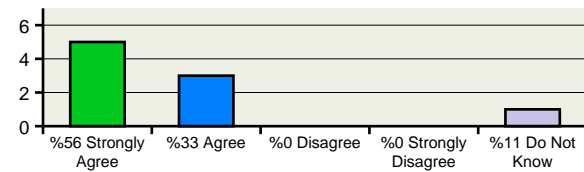
3. I have the equipment and resources to effectively do my job.



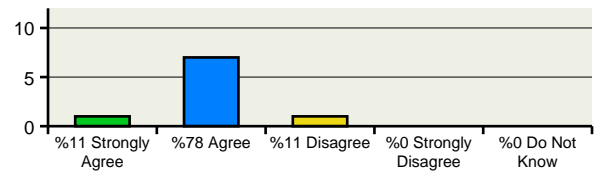
23. My job allows me to utilize my talents.



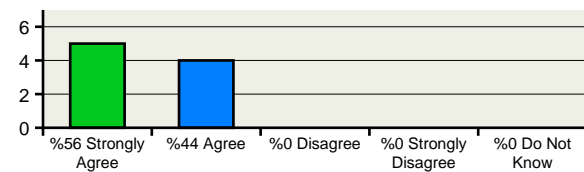
68. My development is encouraged by someone in this organization.



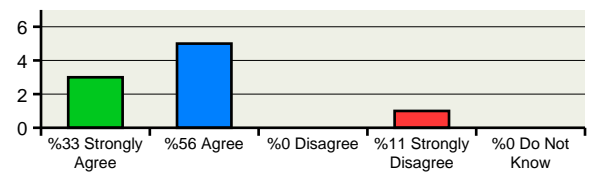
78. I would recommend working here to a friend.



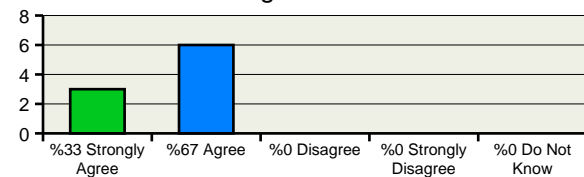
90. My job contributes to the purpose of this organization.



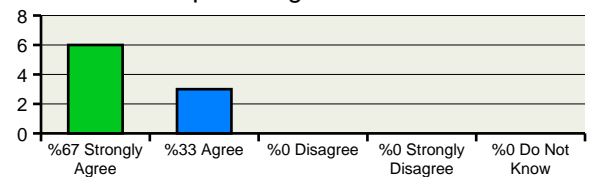
95. I have developed strong friendships in this organization.



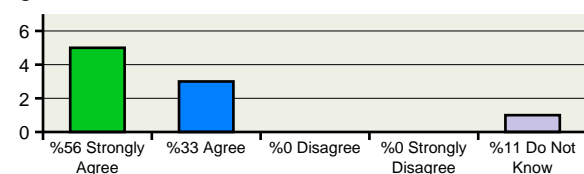
100. I clearly understand what is expected of me in this organization.



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

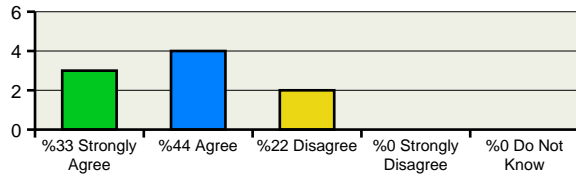


105. There is a person in a leadership role in this organization that cares about me as an individual.

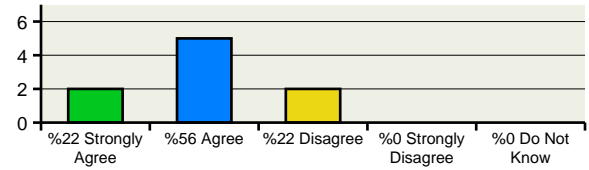


Moderate Strength

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

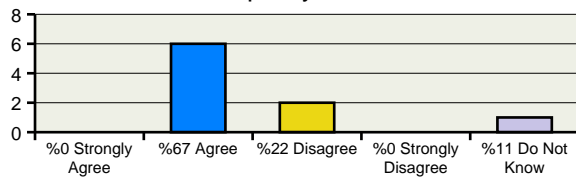


98. I receive recognition when I do a good job.

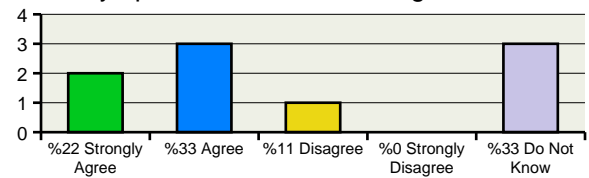


Other

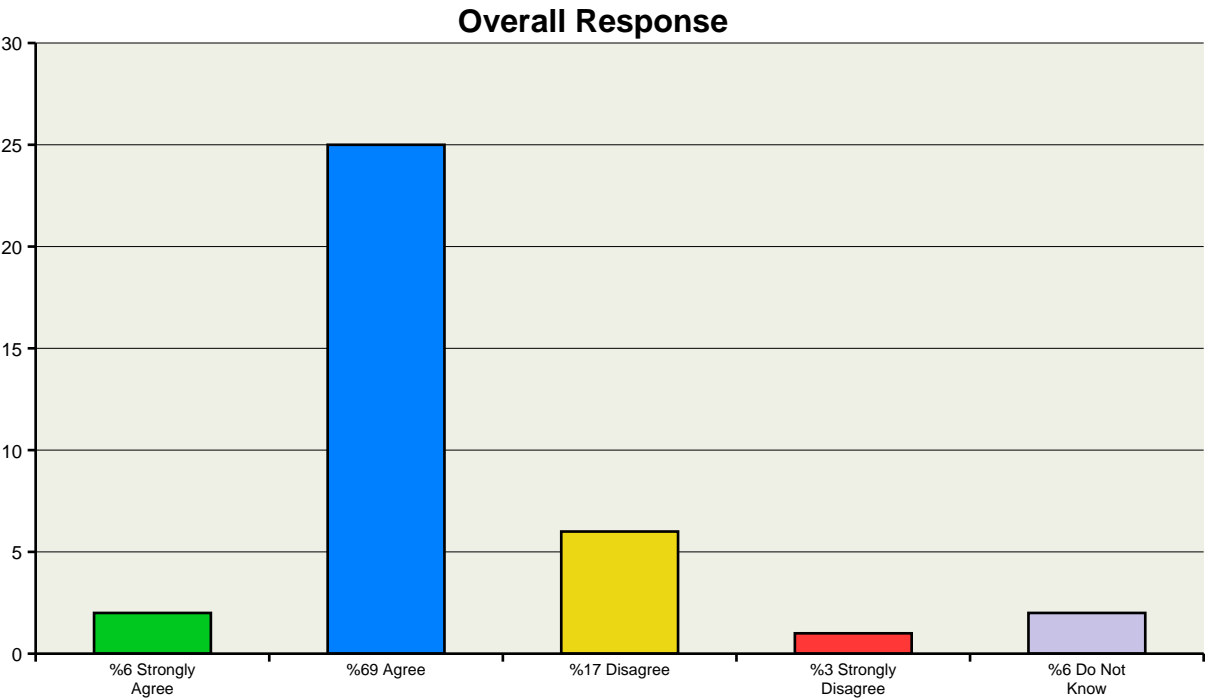
65. The employees in this organization strive for quality.



70. My opinions matter in this organization.

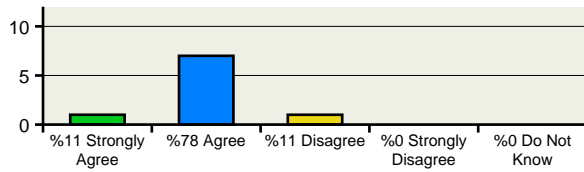


Culture and Climate



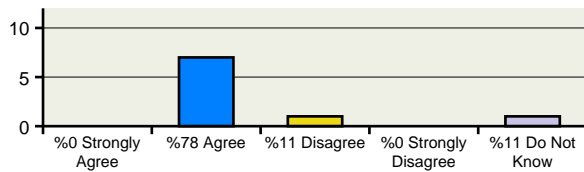
Greatest Strength

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



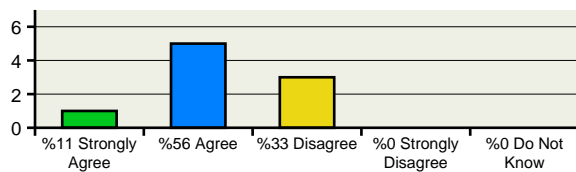
Moderate Strength

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



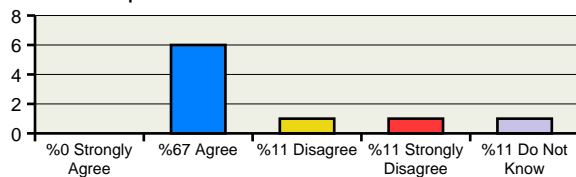
Moderate Challenge

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

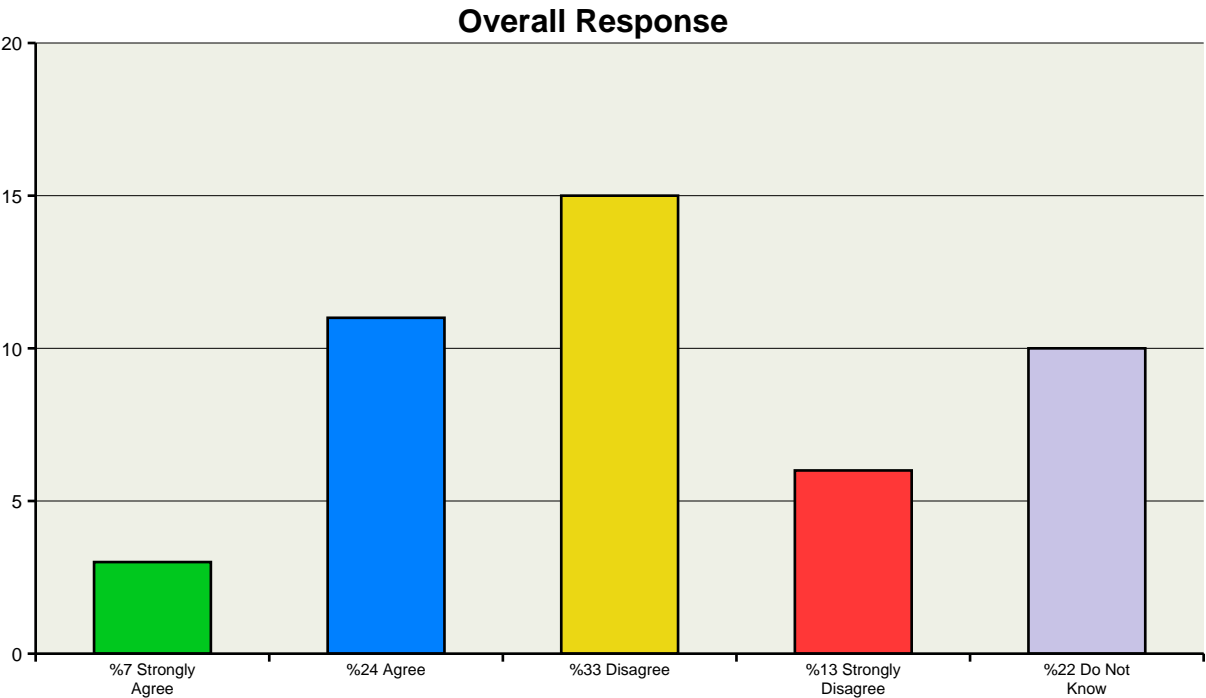


Other

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

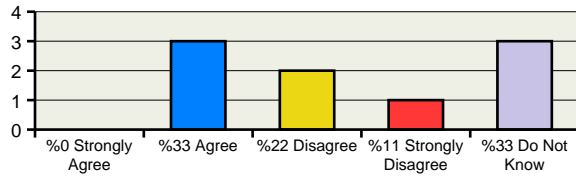


Senior Management Level



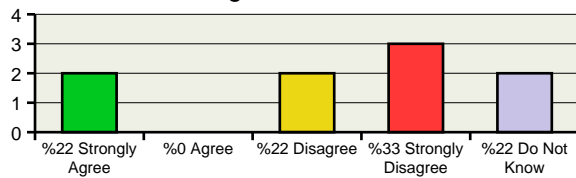
Moderate Challenge

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

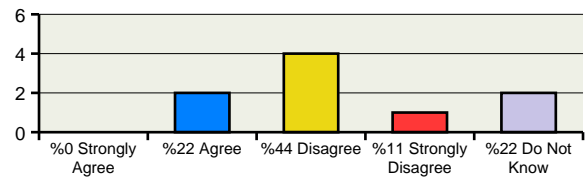


Greatest Challenge

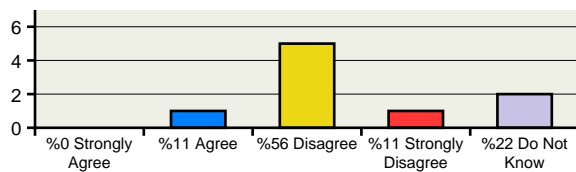
15. I trust the decisions and actions of the Senior Management Team.



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

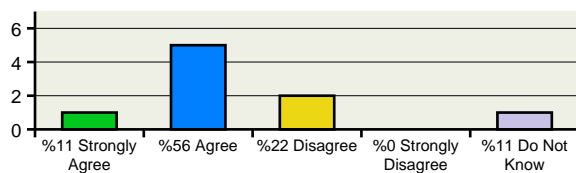


96. The Senior Management Team does a good job of establishing and communicating clear priorities and objectives.

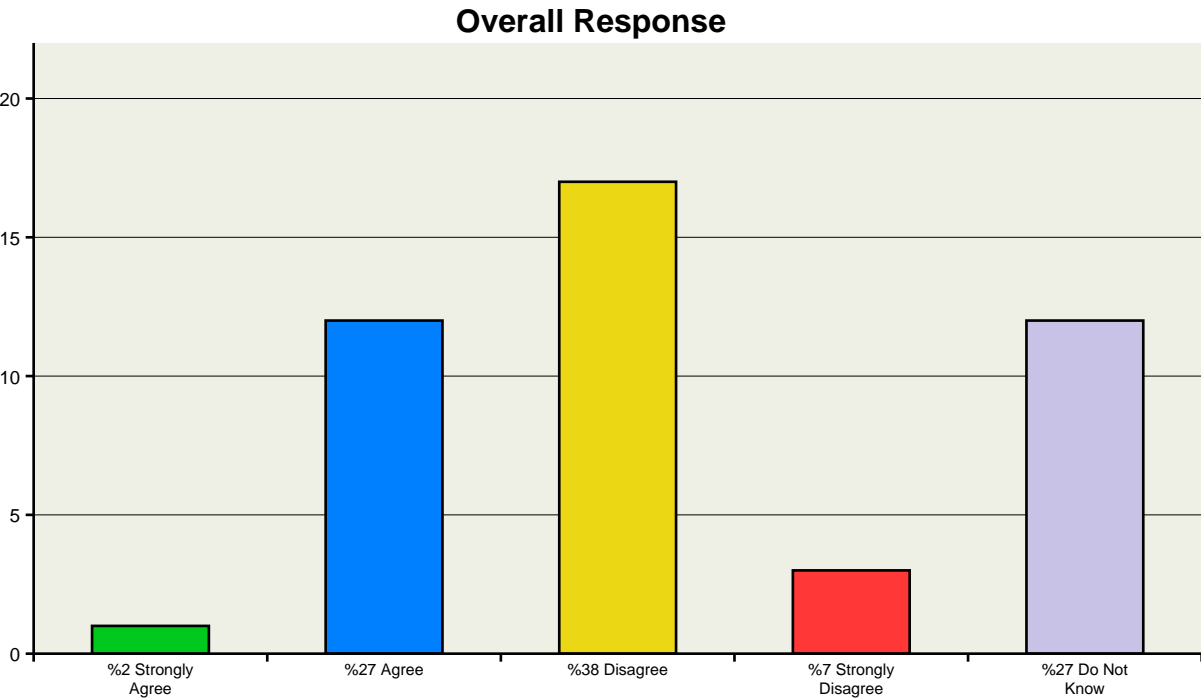


Other

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

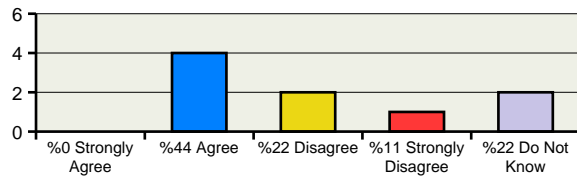


County Council



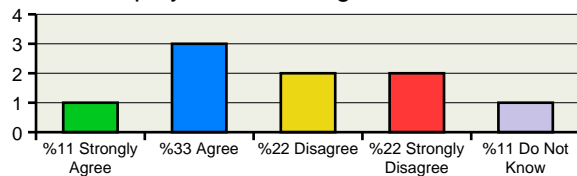
Moderate Challenge

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

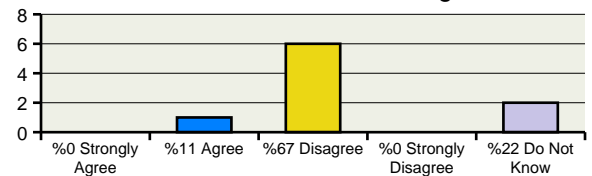


Greatest Challenge

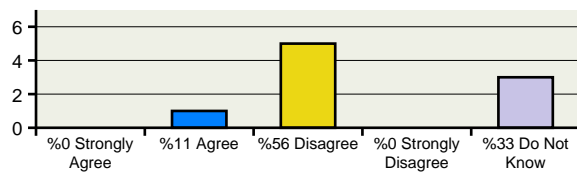
6. I believe that County Council cares about the employees of this organization.



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

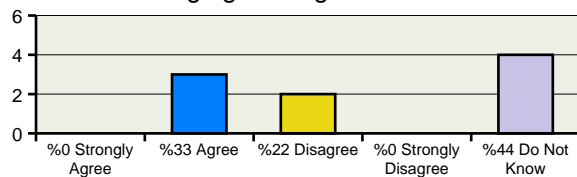


108. County Council does a good job of establishing clear priorities and objectives.

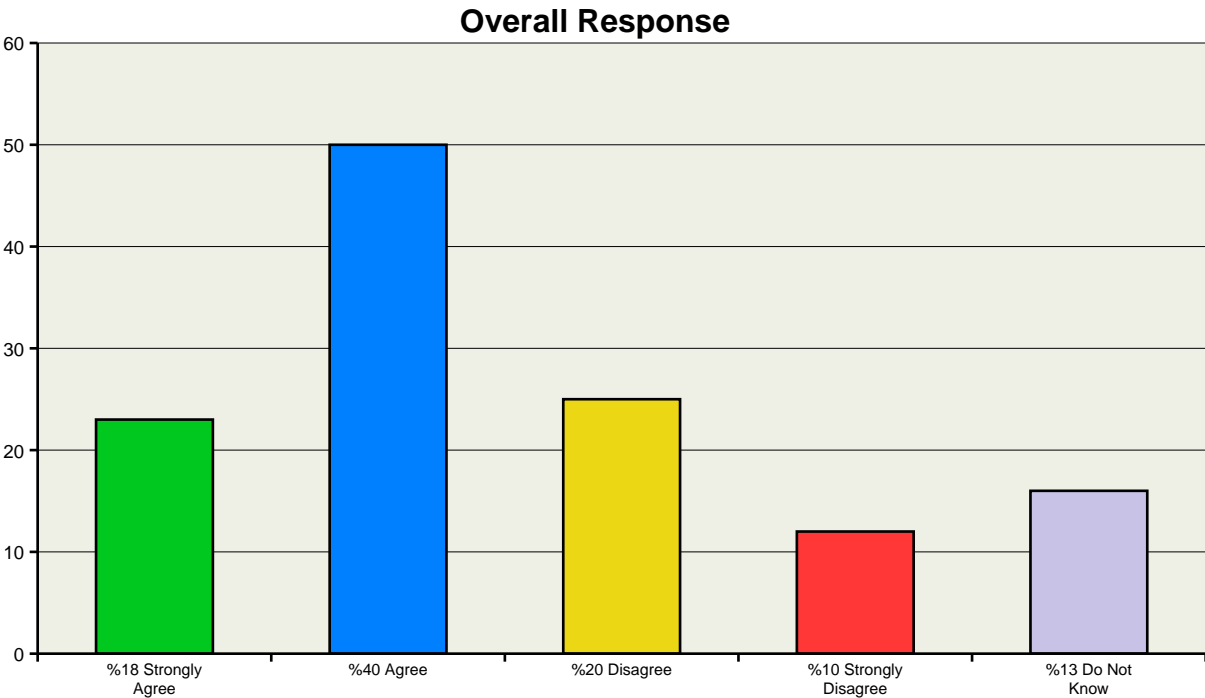


Other

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

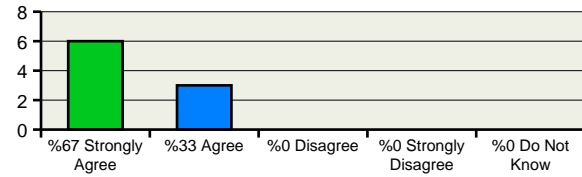


Custom Questions

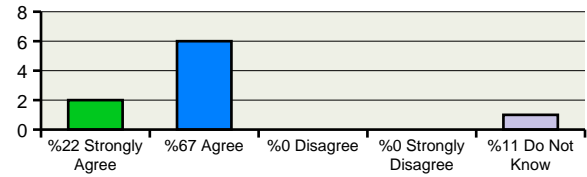


Greatest Strength

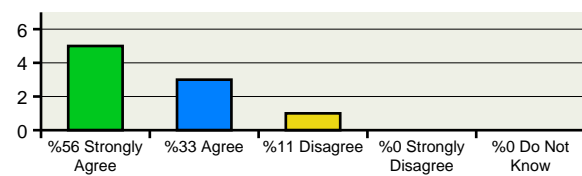
11. I am proud to be a part of this organization.



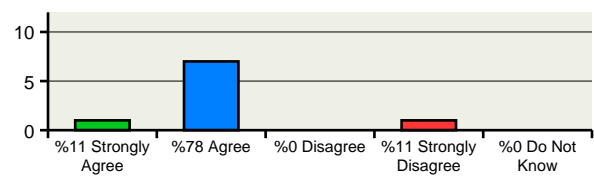
26. I feel that this organization respects diversity.



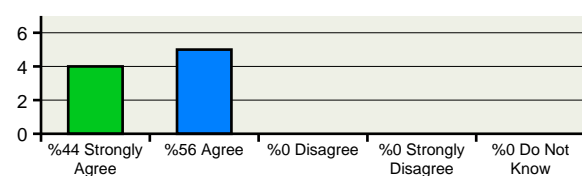
58. I am given the responsibility and authority to do my job.



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

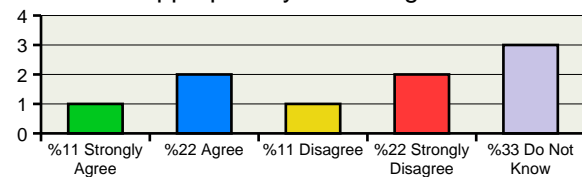


94. My manager actively solicits my suggestions and ideas.

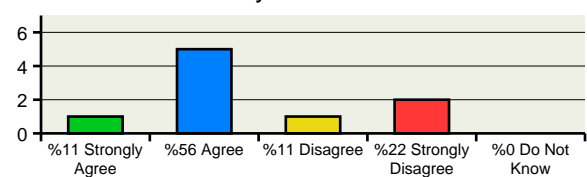


Moderate Challenge

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

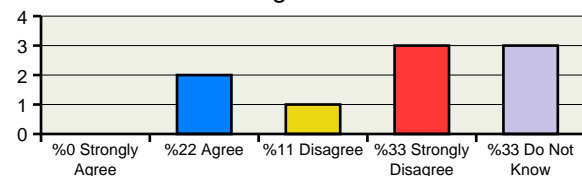


33. I have sufficient time to focus on the quality of my work.

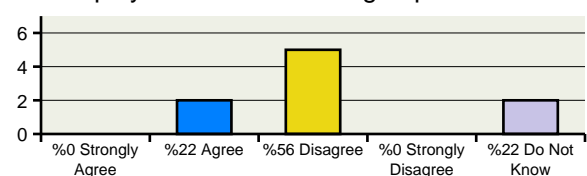


Greatest Challenge

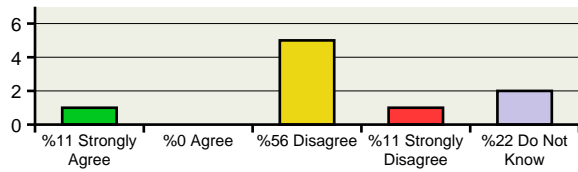
7. Internal conflict resolution is handled appropriately in this organization.



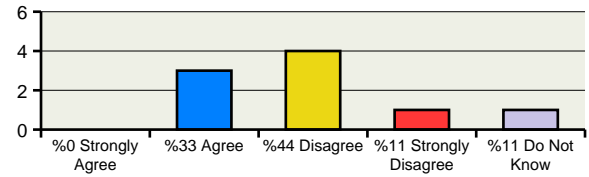
22. The interviewing, hiring and orientation of new employees is a well managed process.



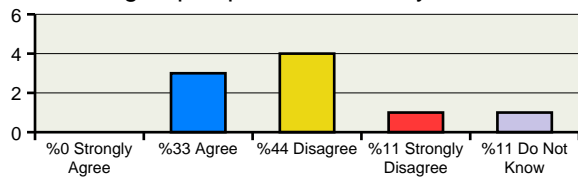
40. We celebrate our successes in this organization.



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

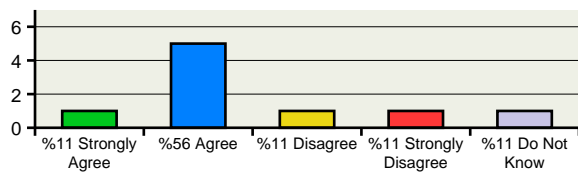


92. I believe the other departments or service groups operate effectively.

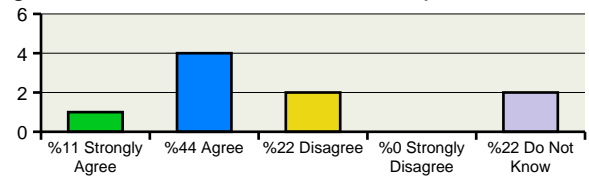


Other

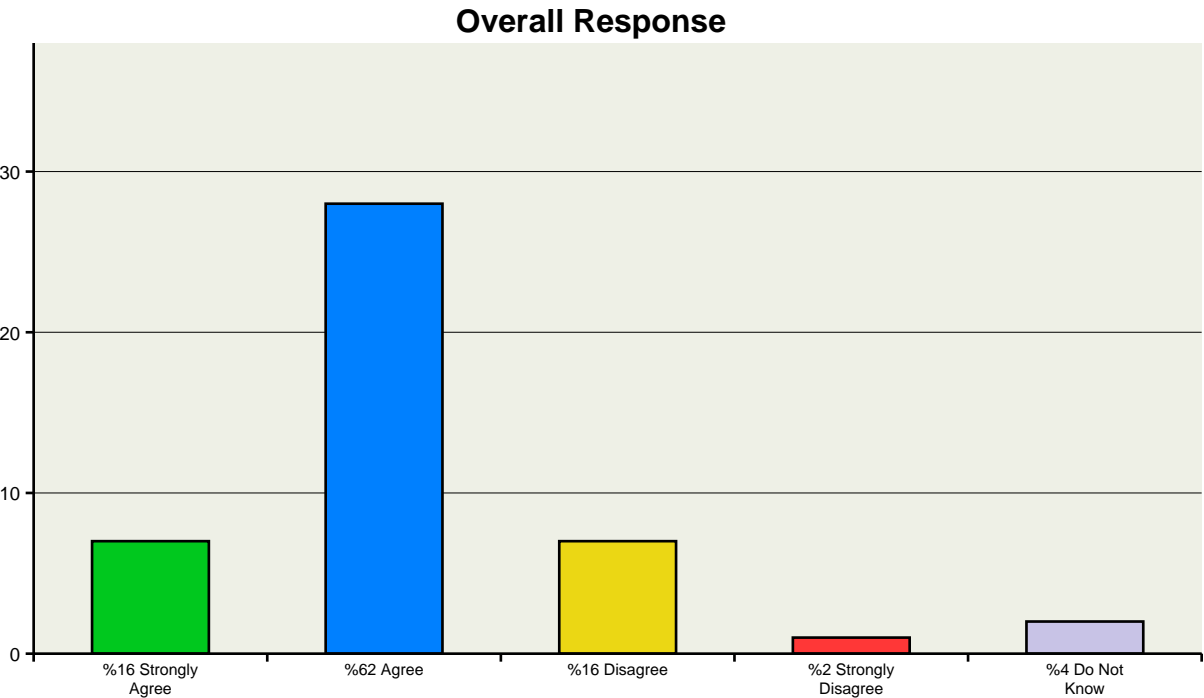
27. Teamwork is practiced in this organization.



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

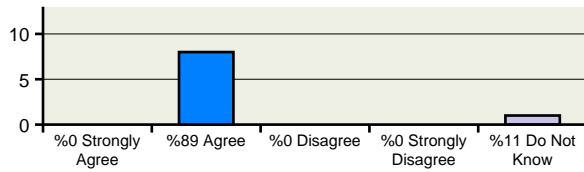


Training Opportunities

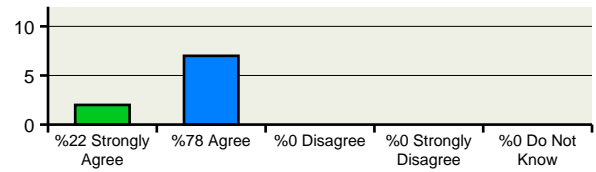


Greatest Strength

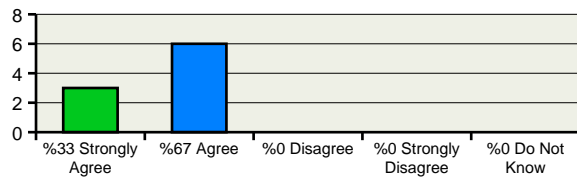
56. I am satisfied with the quality of the job training I receive.



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

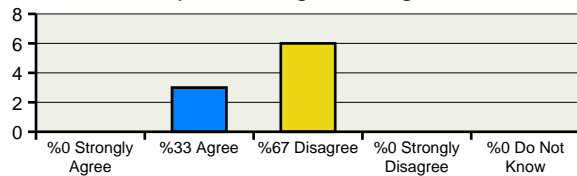


107. I have the opportunity to request training when needed.



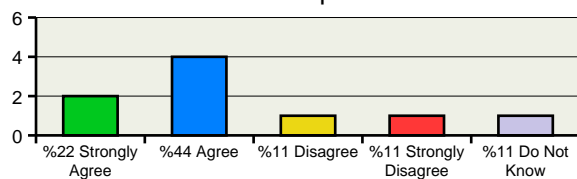
Greatest Challenge

84. I receive job training on a regular basis.

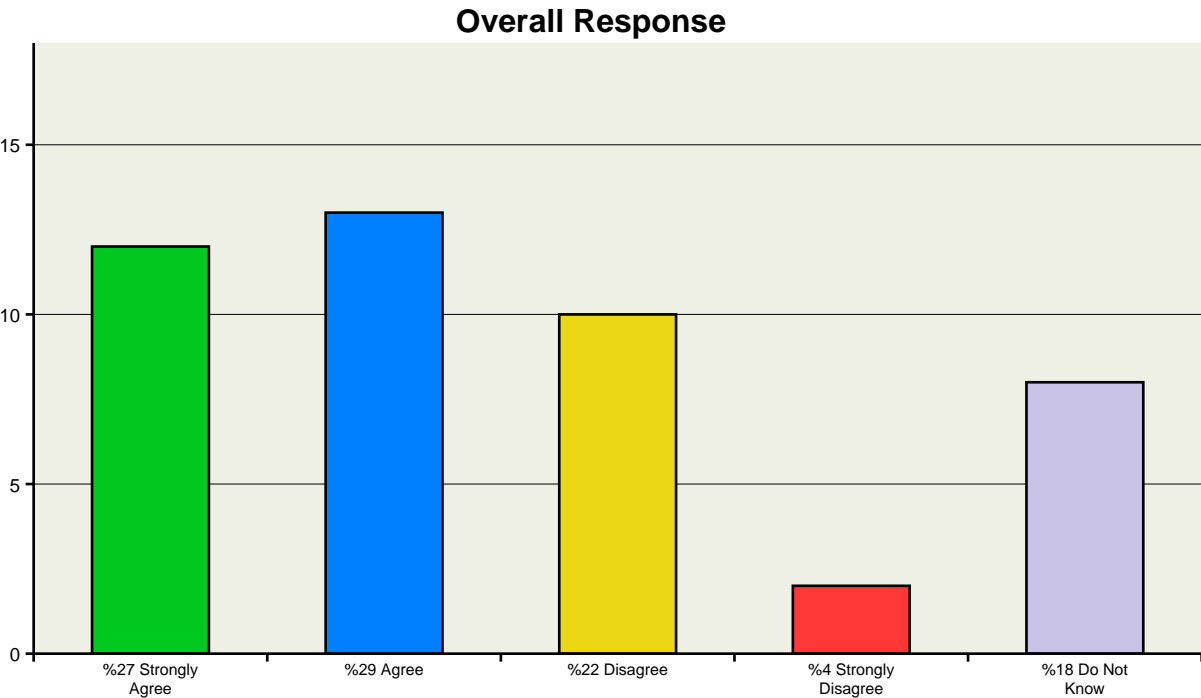


Other

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

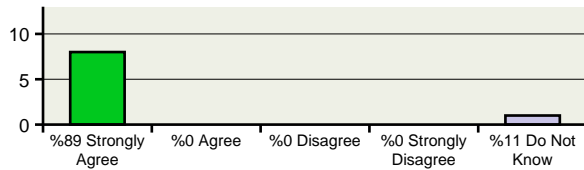


Organizational Structure



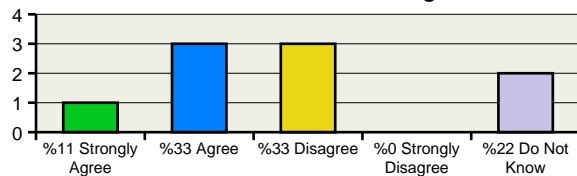
Greatest Strength

1. I clearly understand who I report to.



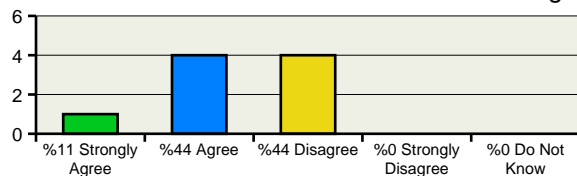
Moderate Challenge

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

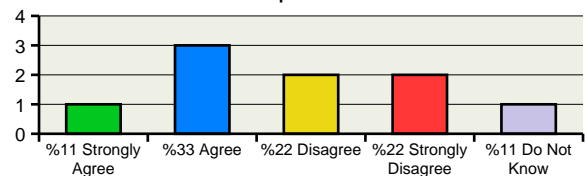


Greatest Challenge

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

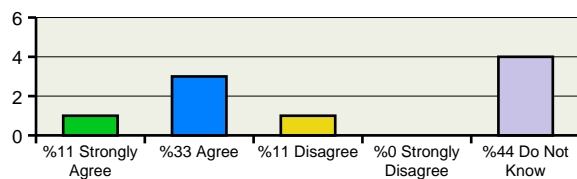


72. This organizational structure allows us to operate in an efficient and productive manner.

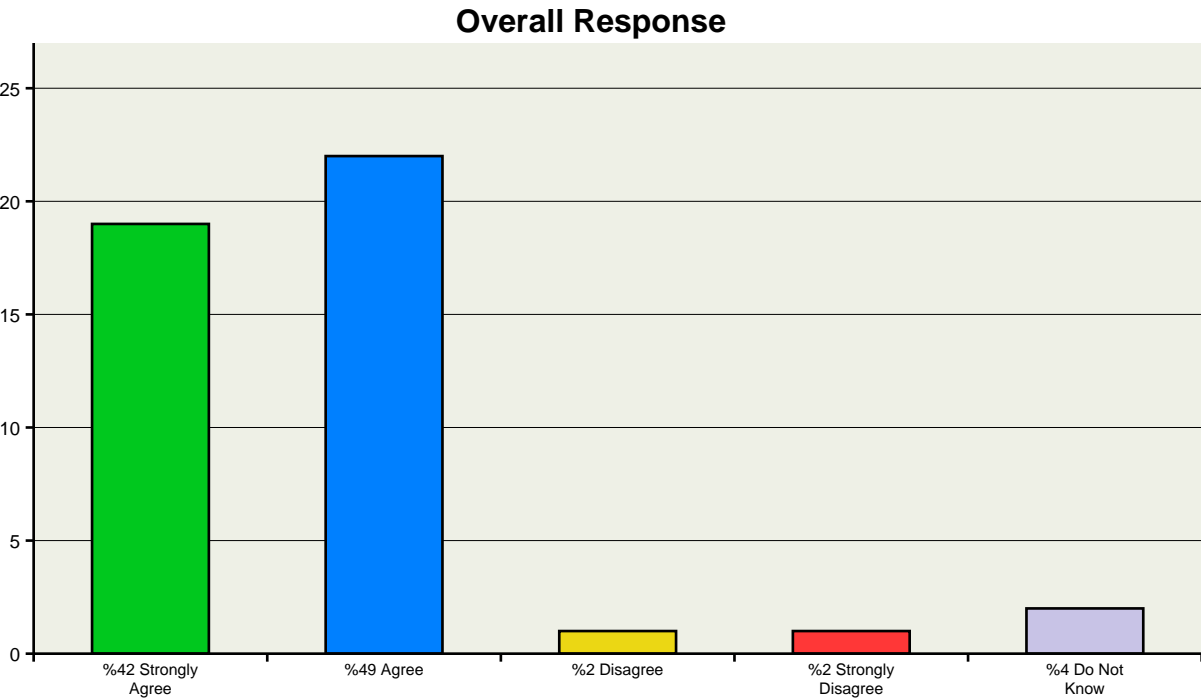


Other

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

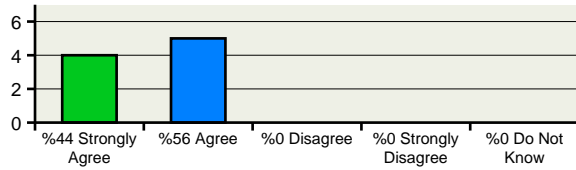


Team Dynamics

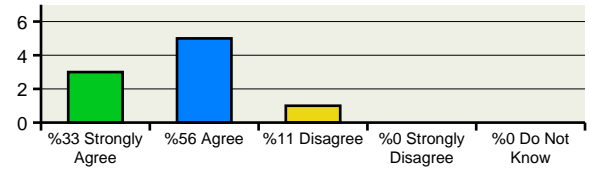


Greatest Strength

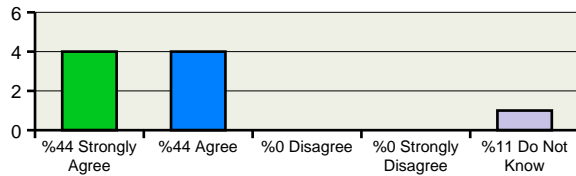
5. My department or team respects the views and opinions of one another.



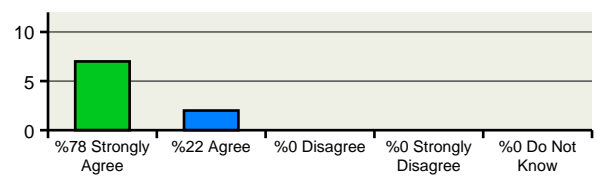
14. My department or team normally completes our work assignments on schedule while still focusing on quality.



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

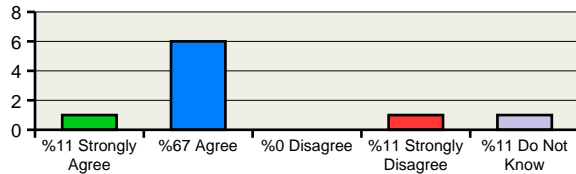


49. I believe my department or team works well together.

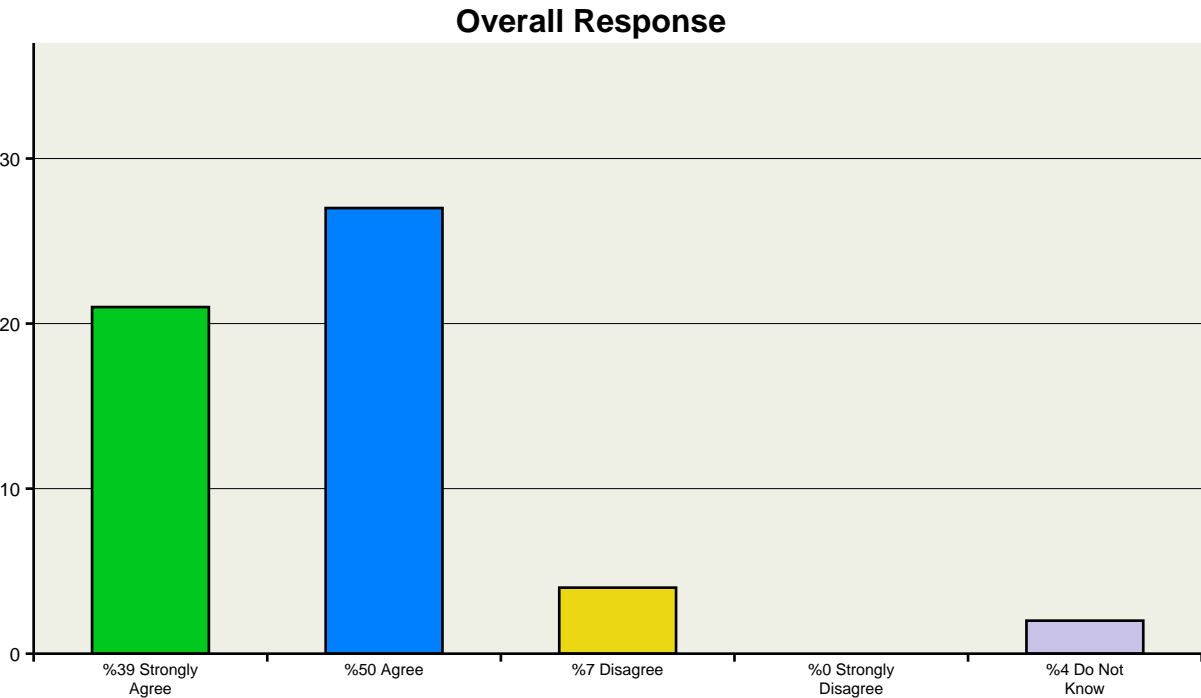


Moderate Strength

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

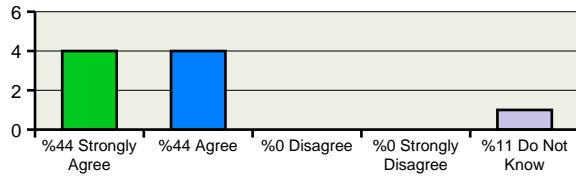


Work/Life Balance

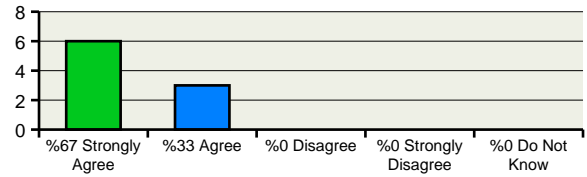


Greatest Strength

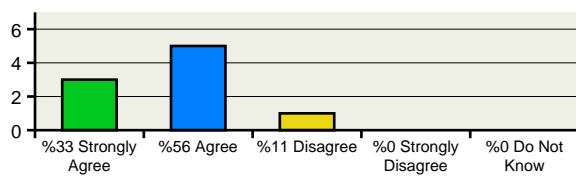
20. I am able to maintain a healthy balance between my work life and personal life.



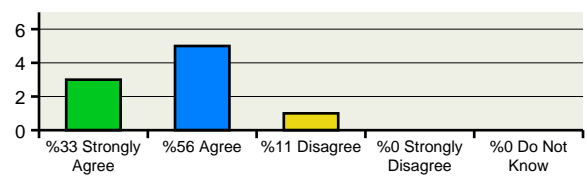
50. The department provides me with enough flexibility and support to meet the demands of my personal and family life.



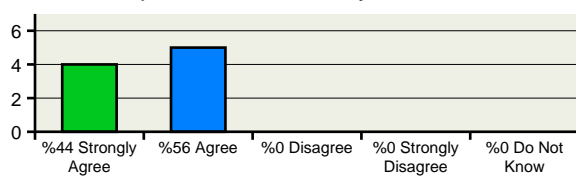
71. I believe this organization respects and values my personal/family life.



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

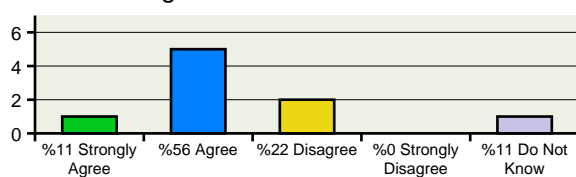


102. This organization provides me with enough flexibility and support to meet the demands of my personal and family life.



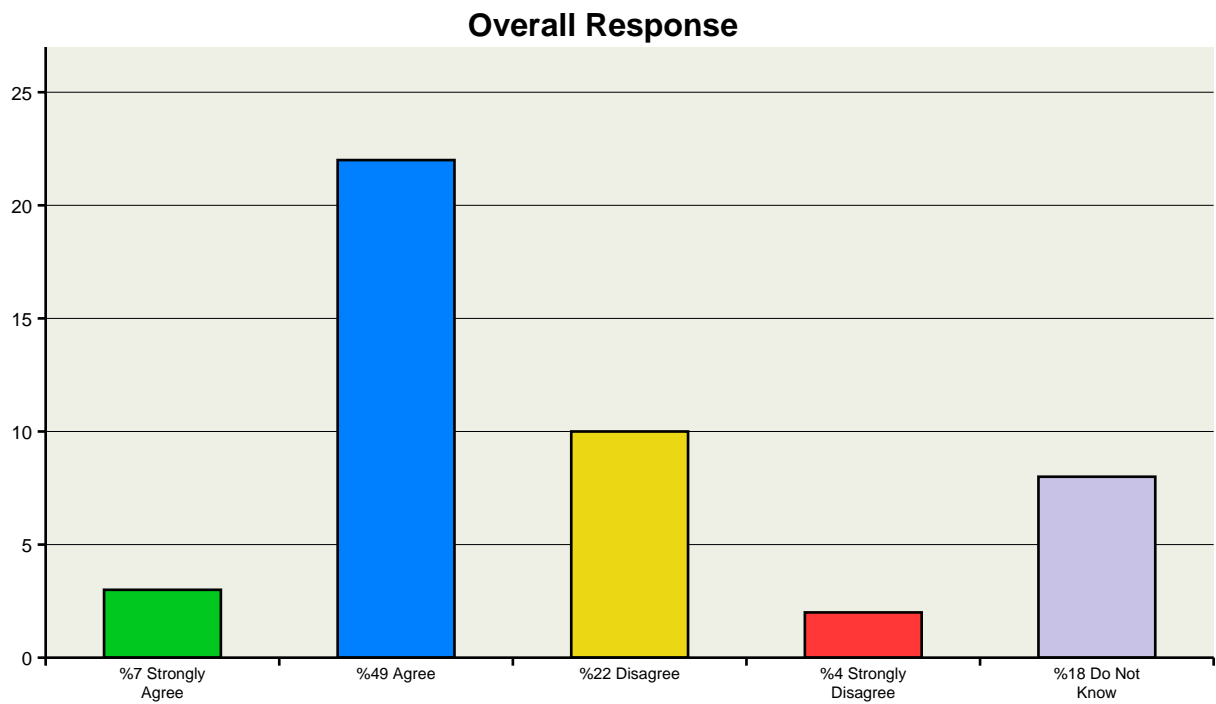
Other

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



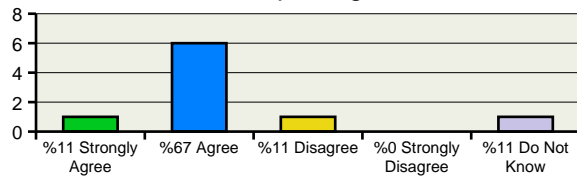
Compensation & Benefits

Very Positive  Very Challenging



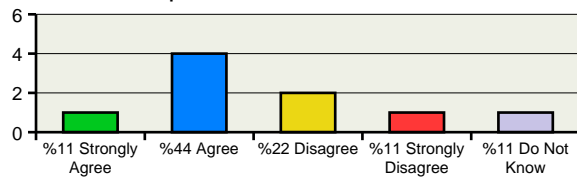
Moderate Strength

86. I clearly understand my compensation and benefits package.



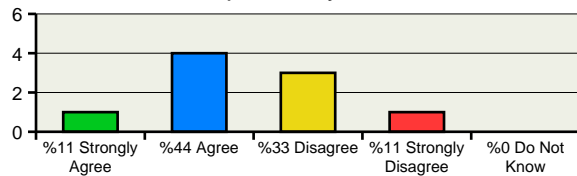
Moderate Challenge

53. This organization offers competitive compensation and benefits.

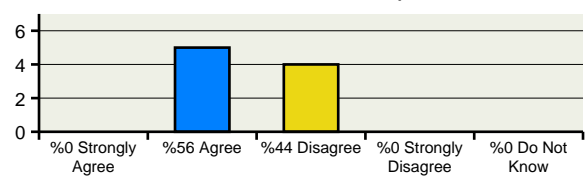


Greatest Challenge

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

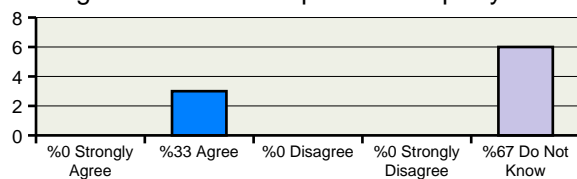


73. I am satisfied with the benefits provided to me.

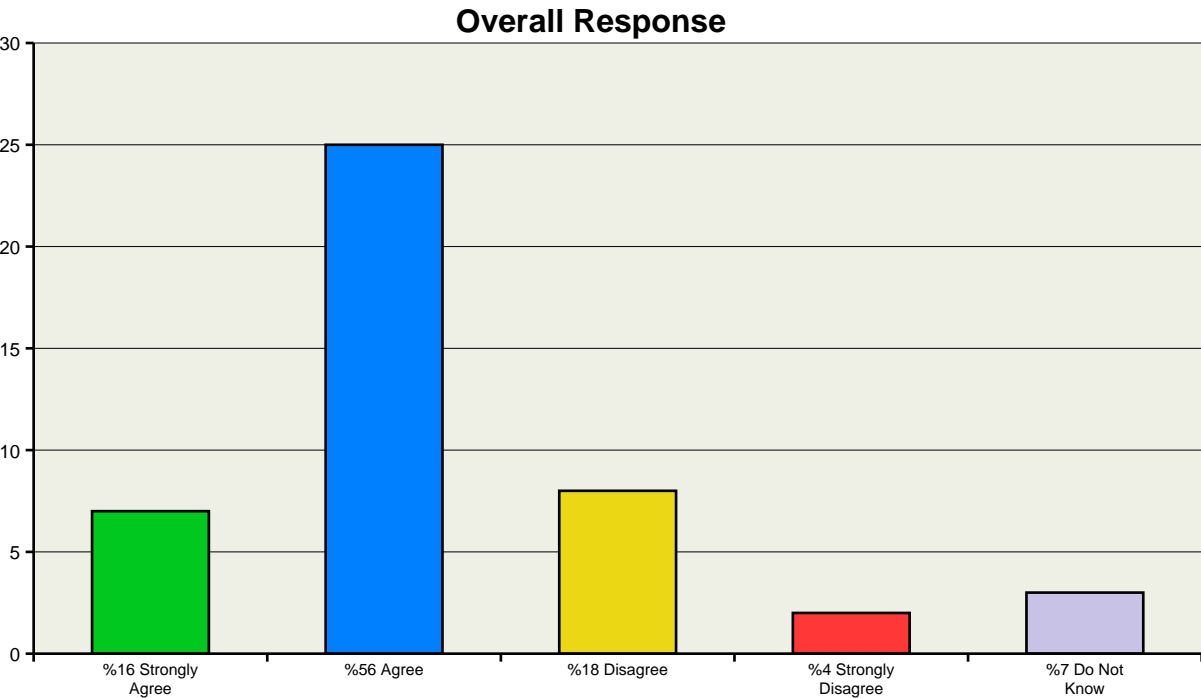


Other

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

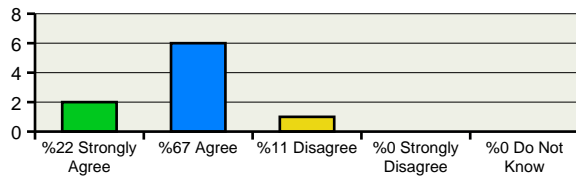


Coworkers



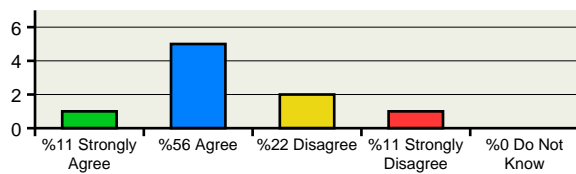
Greatest Strength

104. My coworkers behave in a professional manner.



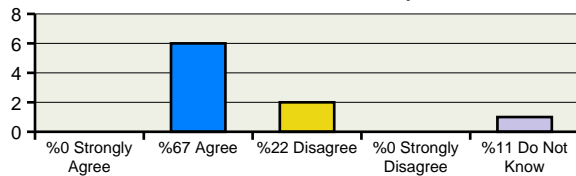
Moderate Challenge

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

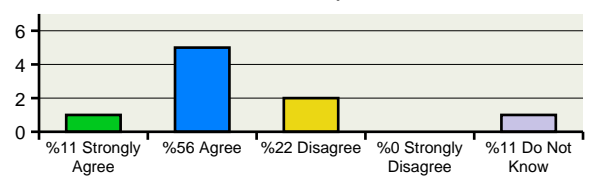


Other

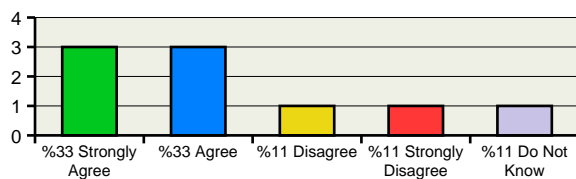
54. I believe the employees in this organization communicate effectively.



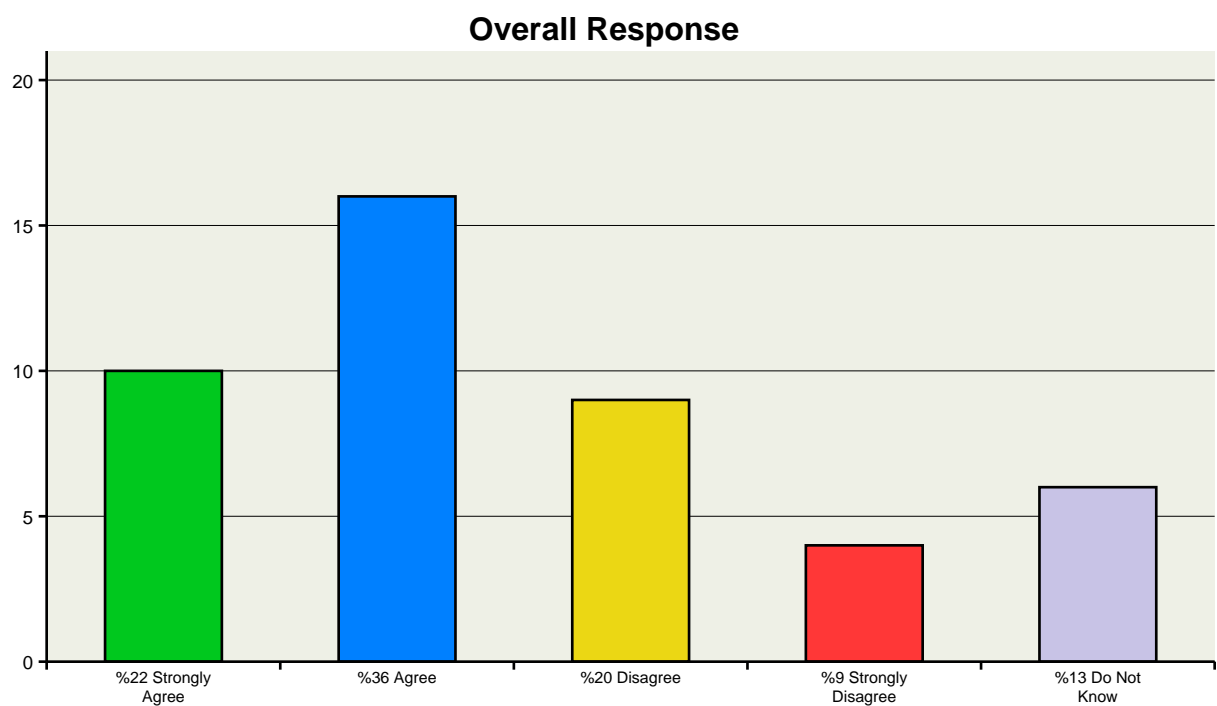
55. The employees of this organization treat each other with respect.



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

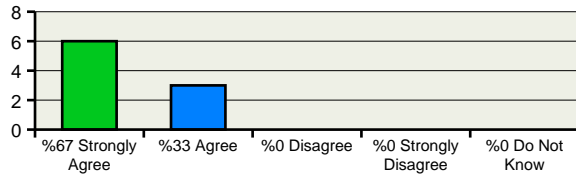


Career Opportunities



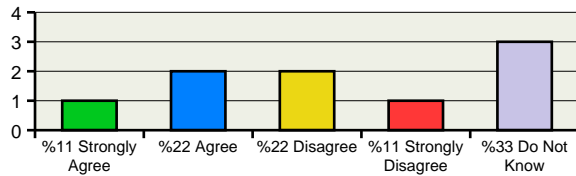
Greatest Strength

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



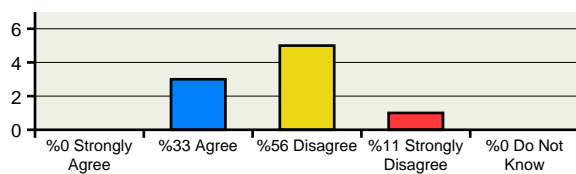
Moderate Challenge

80. I have career advancement opportunities within this organization.



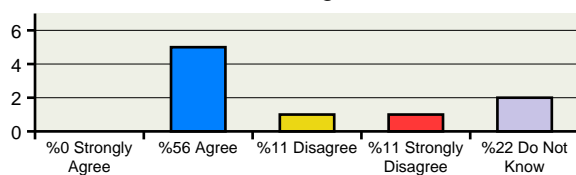
Greatest Challenge

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

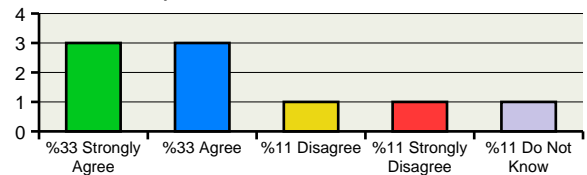


Other

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

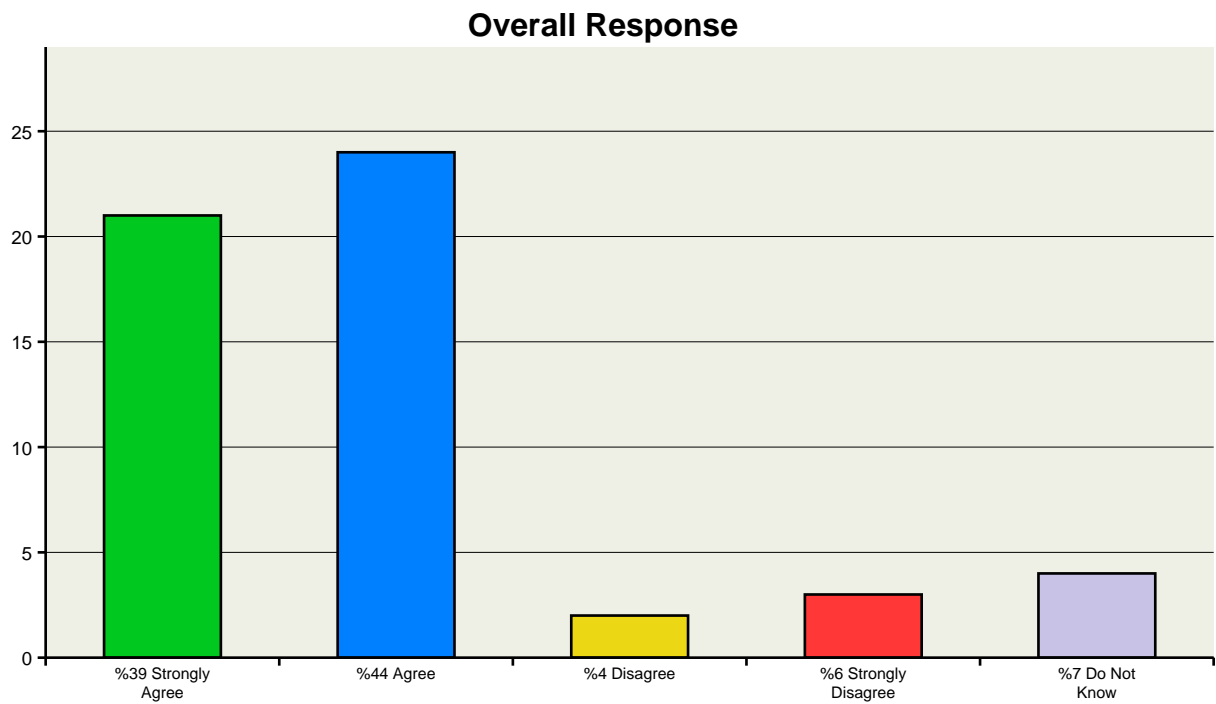


52. This organization is committed to the development of its staff members.



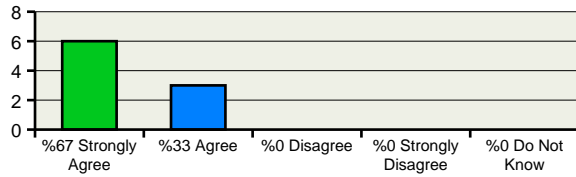
Safety & Working Environment

Very Positive  Very Challenging

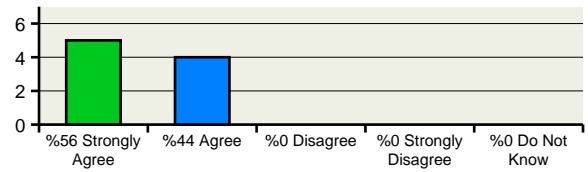


Greatest Strength

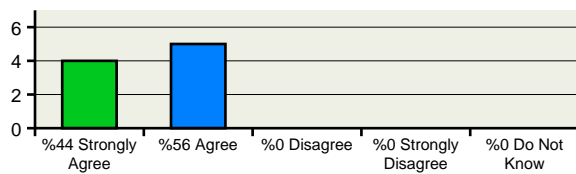
9. I am expected to operate in a safe manner to avoid work related accidents.



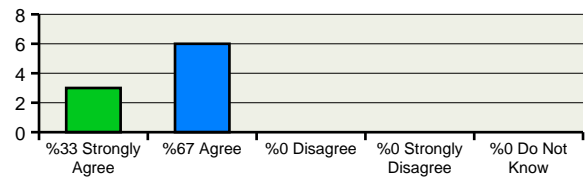
31. I am never asked to perform an unsafe job or ignore safety concerns.



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

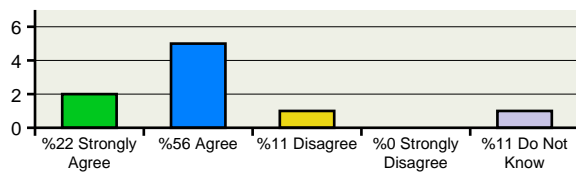


82. I work in a safe environment.



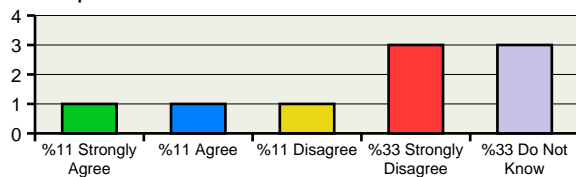
Moderate Strength

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

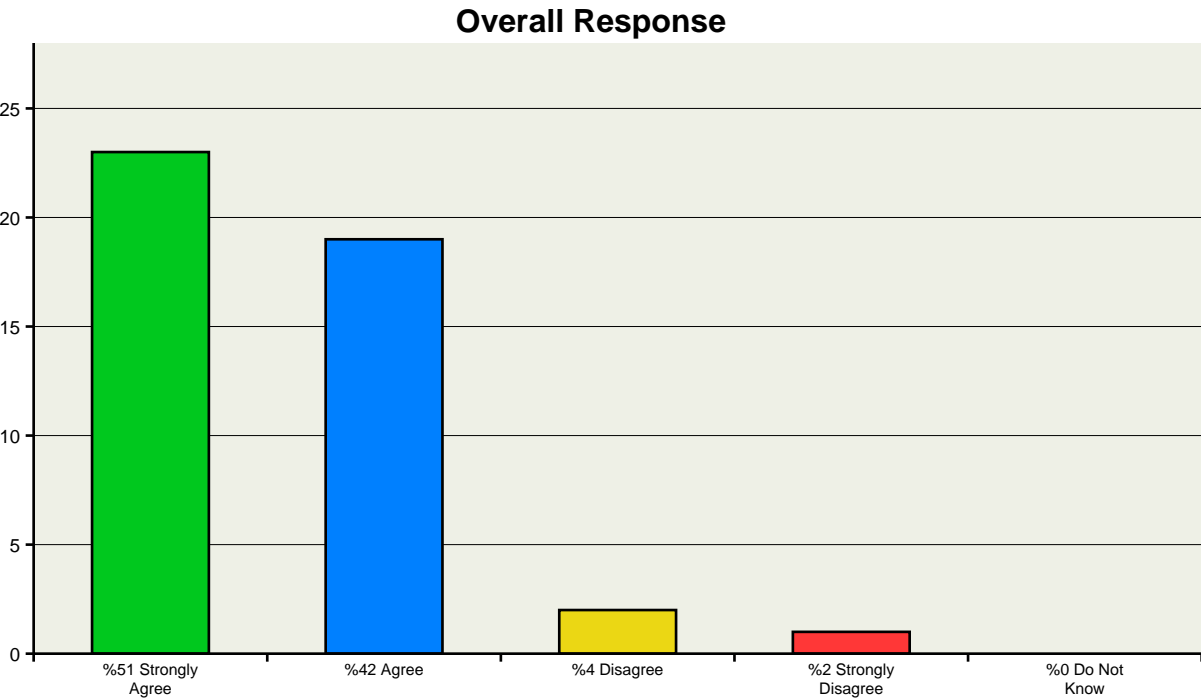


Greatest Challenge

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

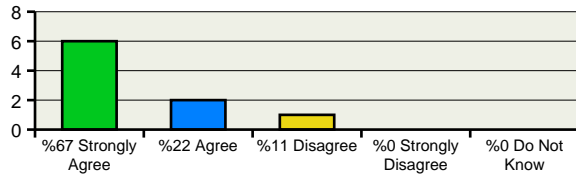


My Manager/Supervisor

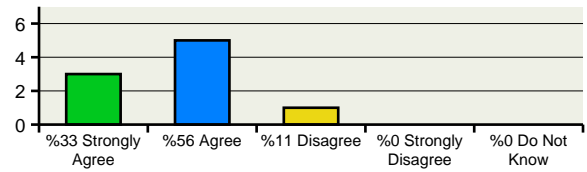


Greatest Strength

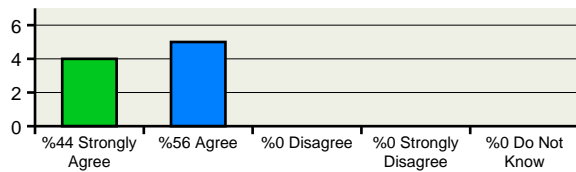
37. My manager regularly provides me with feedback.



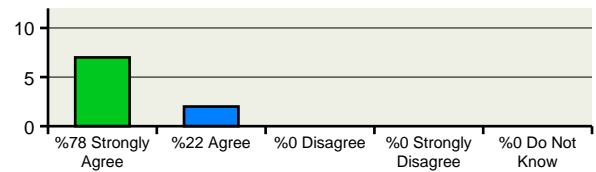
45. My manager effectively communicates my job responsibilities.



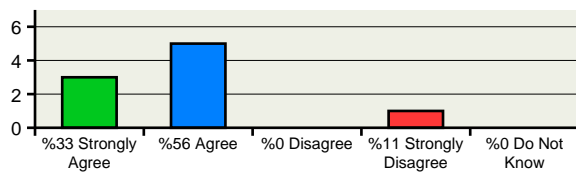
60. I have sufficient access to my Manager.



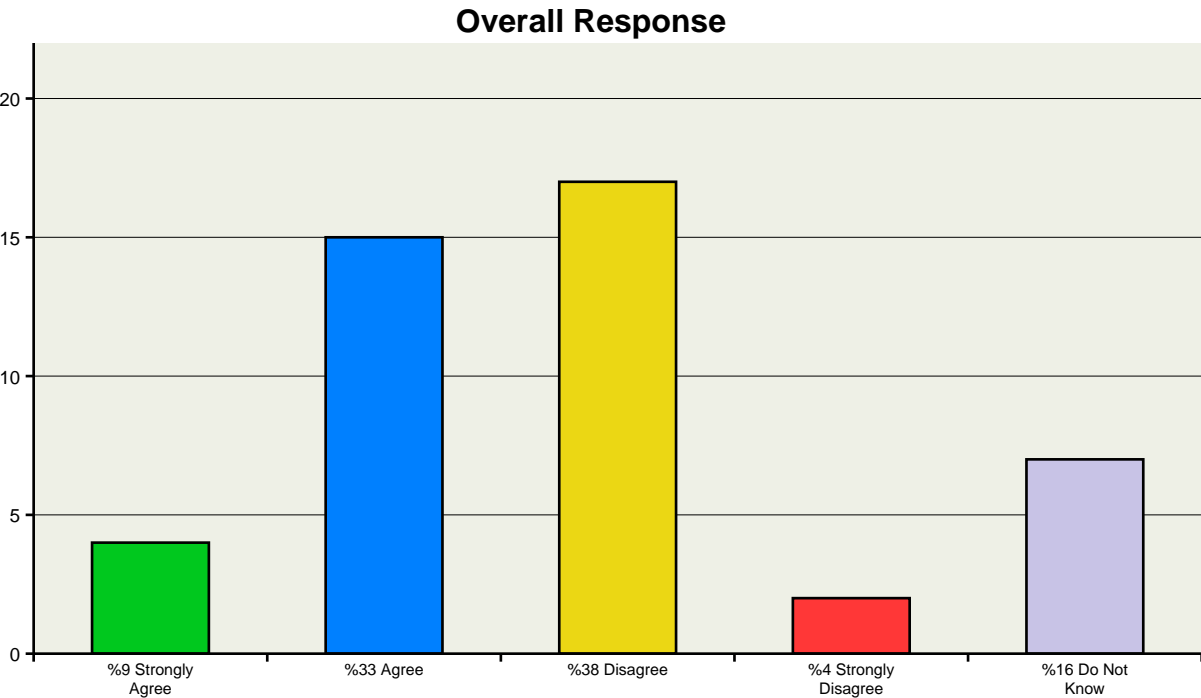
67. I have a good working relationship with my Manager.



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

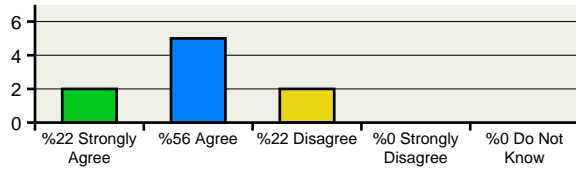


Recognition

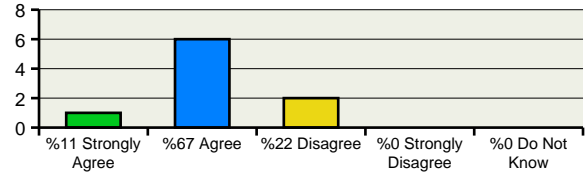


Moderate Strength

17. I believe I am recognized for my efforts.

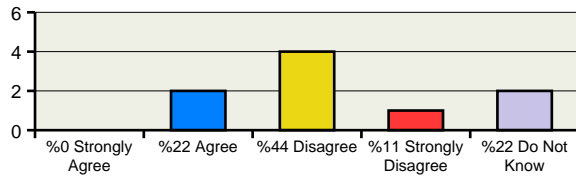


79. I'm valued and appreciated for the job I do.

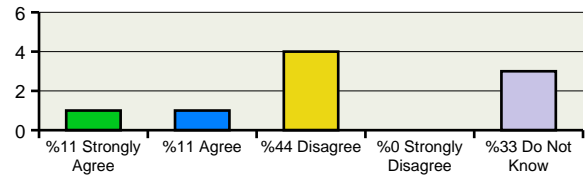


Greatest Challenge

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.

