



County X Employee Evaluation Fire Department

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".

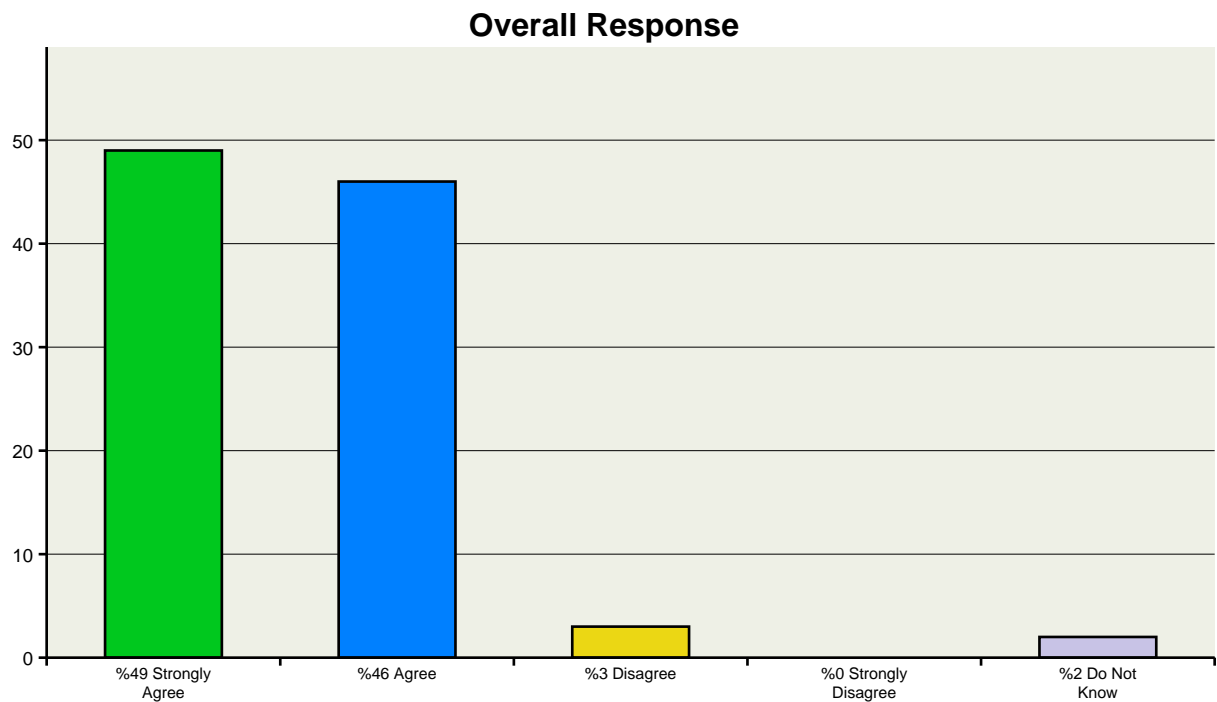
If the addition of the number of answers for "Disagree" and "Strongly Disagree" constitute...

- 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...

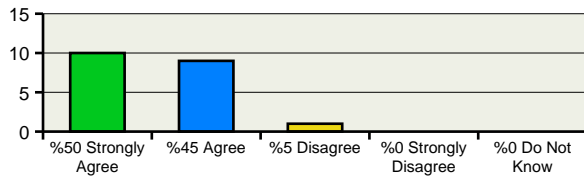
- "Greatest Strength" a weight of 2
- "Moderate Strength" a weight of 1
- "Moderate Challenge" a weight of -1
- "Greatest Challenge" a weight of -2
- "Other" a weight of magnitude 1 such that the results are brought closer to the middle

Workplace Ethics

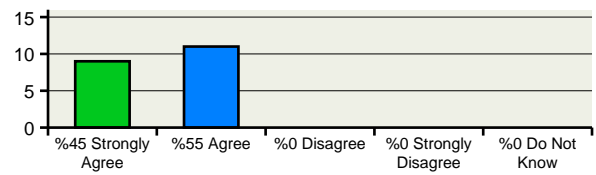


Greatest Strength

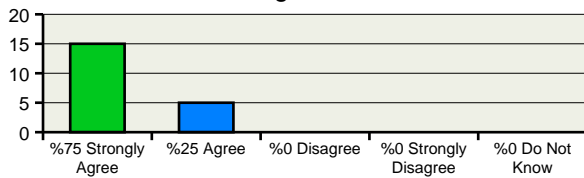
13. This organization does not tolerate or permit unethical behavior.



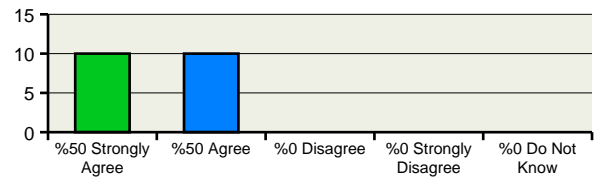
25. I am expected to treat both customers and co-workers honestly and ethically.



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

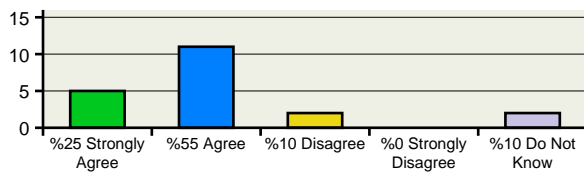


76. This organization operates in a professional and ethical manner.

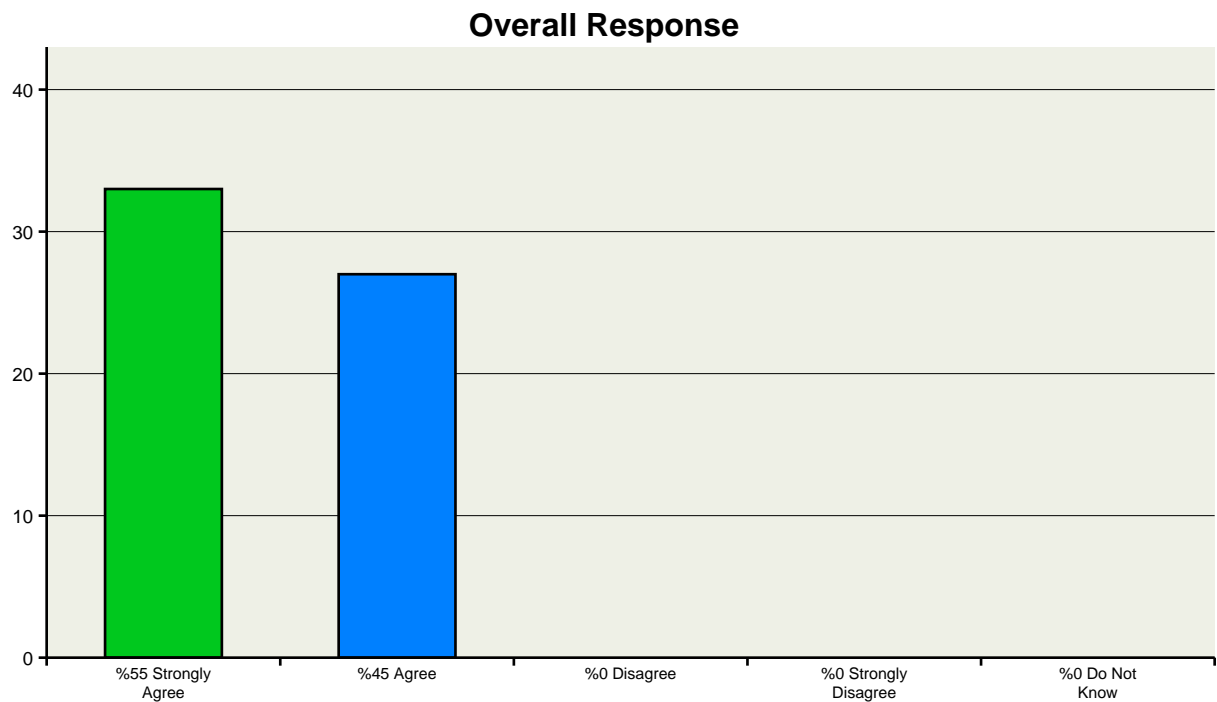


Moderate Strength

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

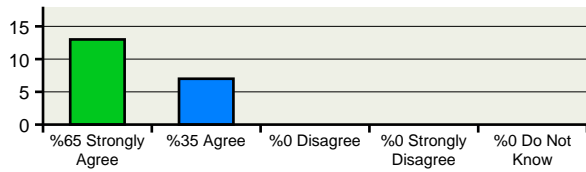


Job Security

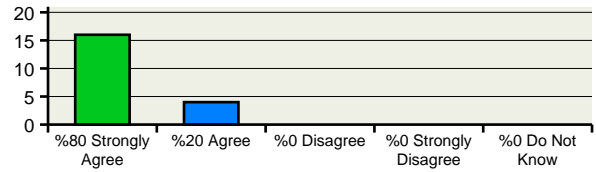


Greatest Strength

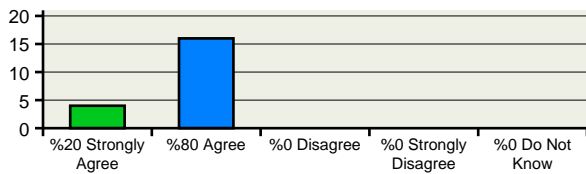
21. I feel that my job is secure with this organization.



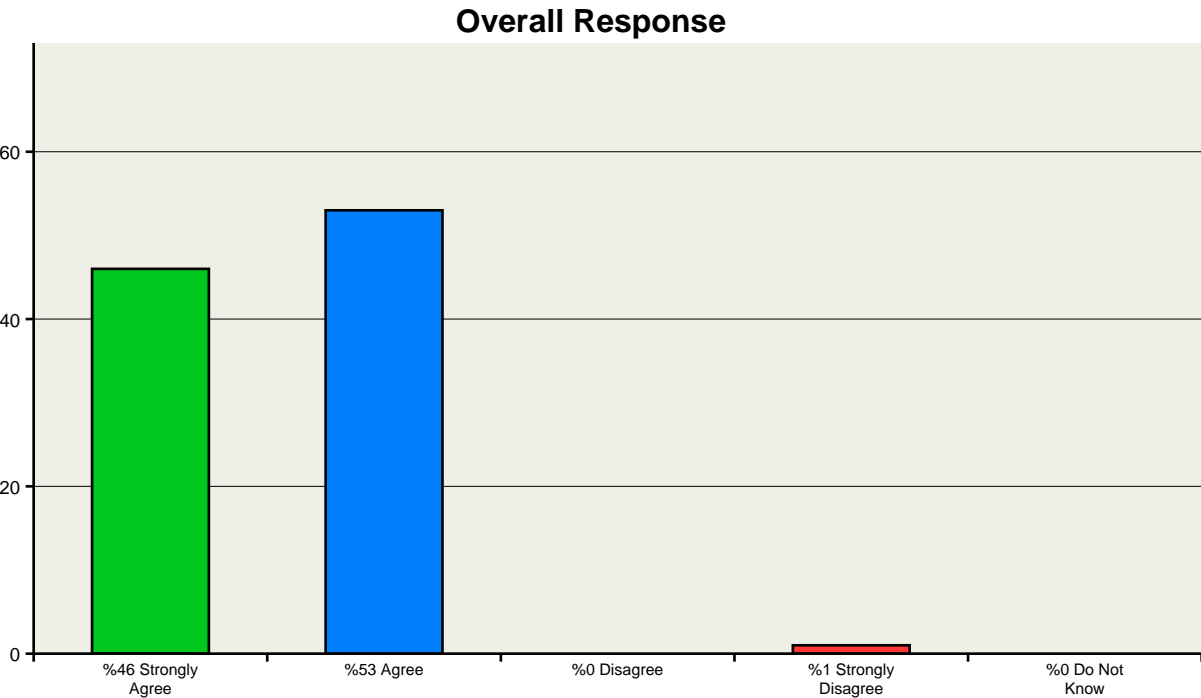
36. I believe my job is important in this organization.



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

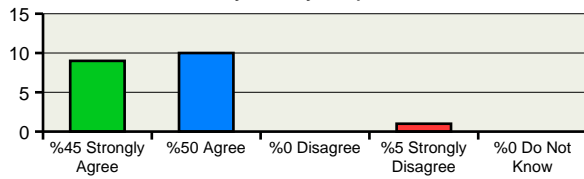


Committee Added Questions

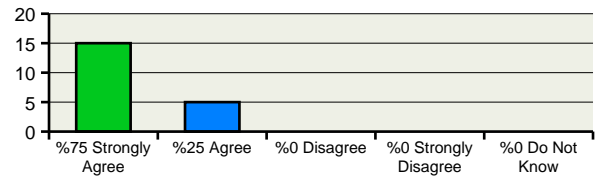


Greatest Strength

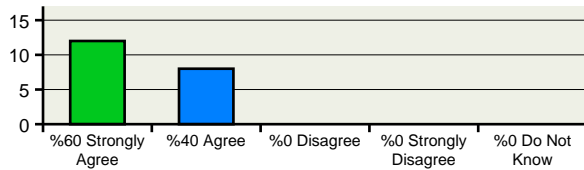
12. The organization's policies are applied fairly and consistently in my department.



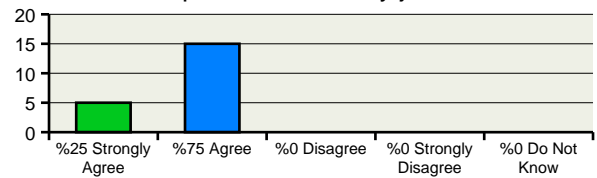
35. I understand the purpose of my organization as a whole.



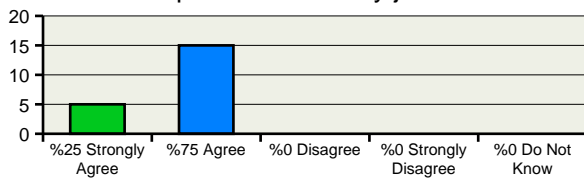
44. I am aware of whom to approach for assistance with workplace conflict.



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

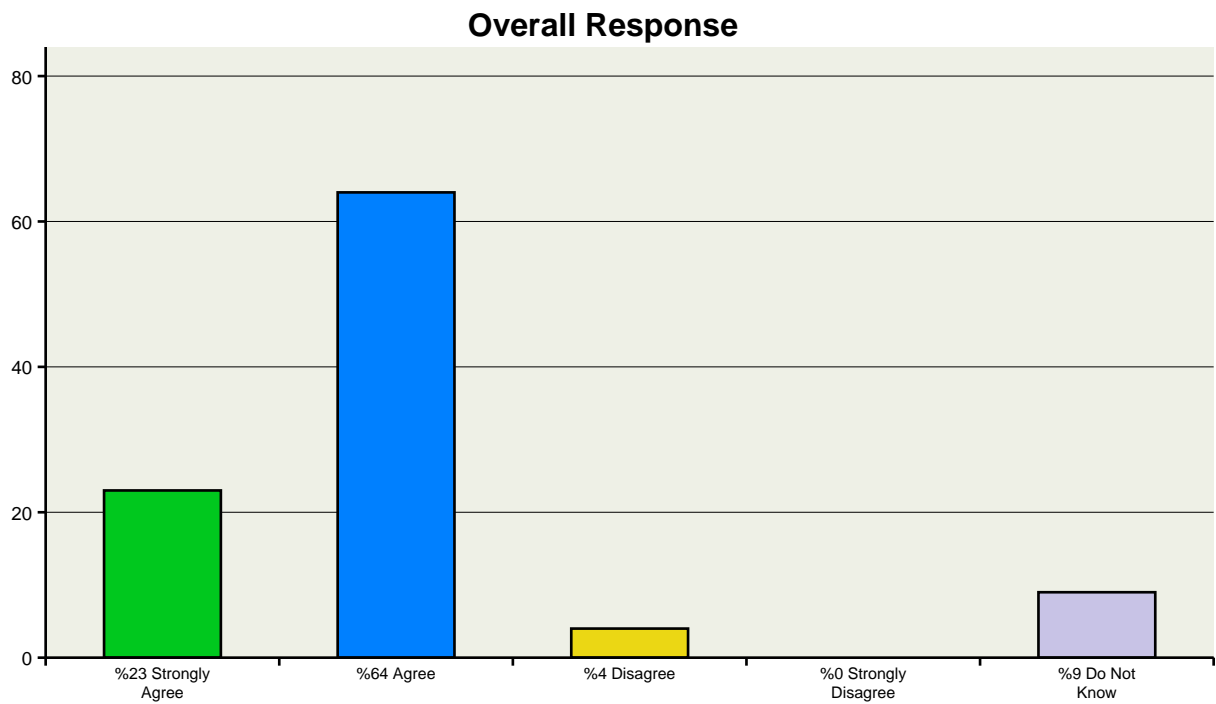


109. I am supported by my department to fulfill the responsibilities of my job.



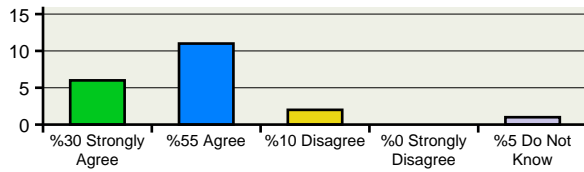
Psychologically Healthy Workplace

Very Positive  Very Challenging

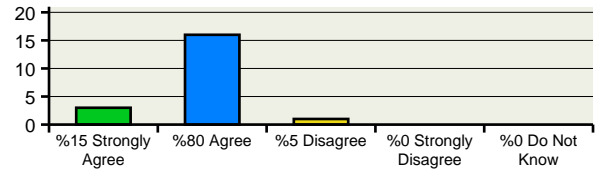


Greatest Strength

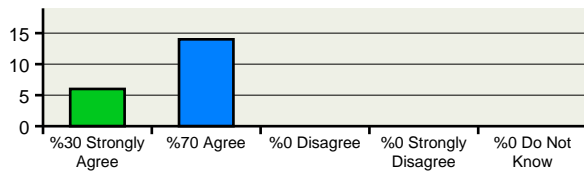
10. This workplace effectively handles "people problems" that exist between staff.



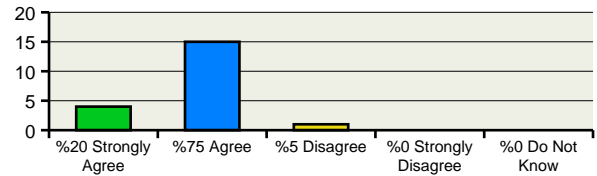
32. I would describe my workplace as being psychologically healthy.



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

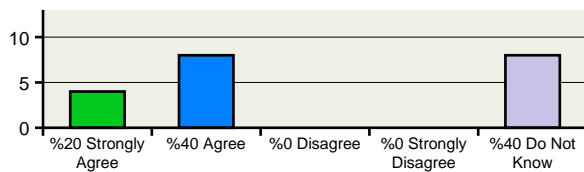


61. Difficult situations at work are addressed effectively.

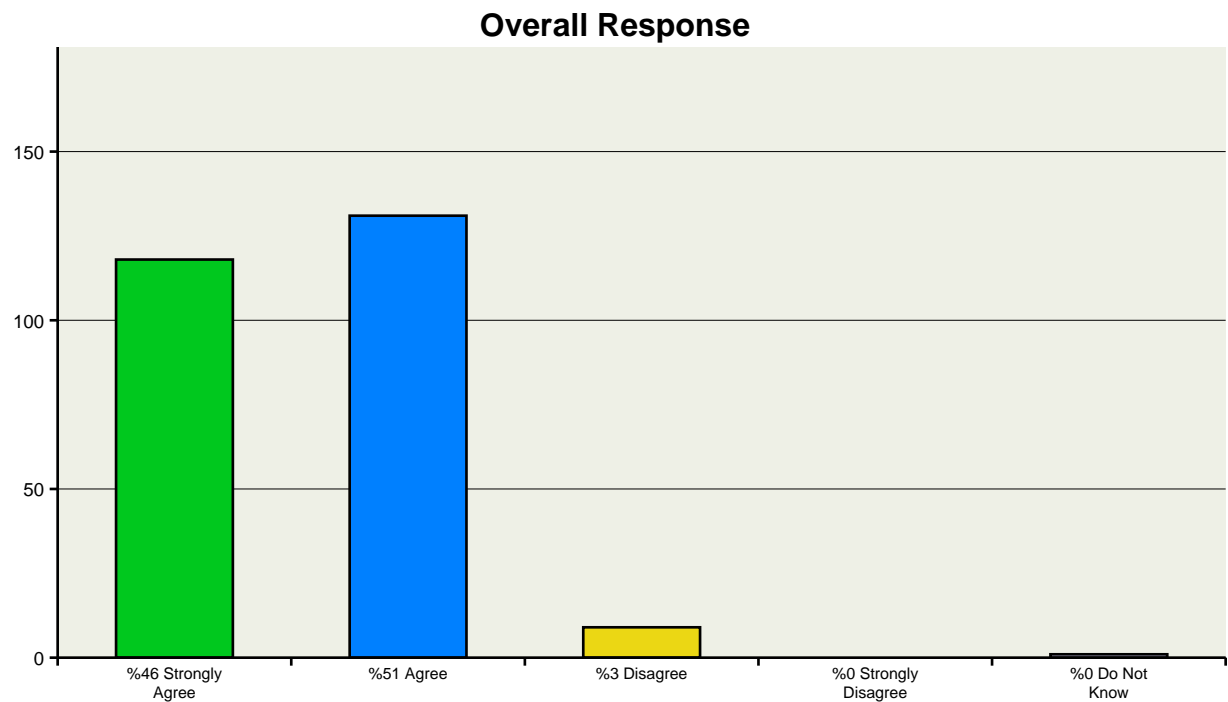


Other

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

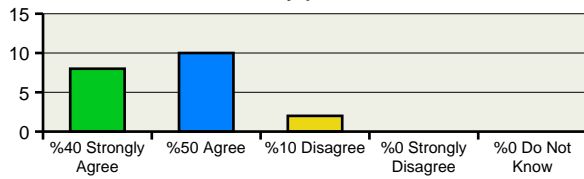


Base Questions

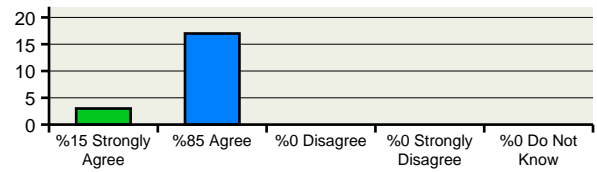


Greatest Strength

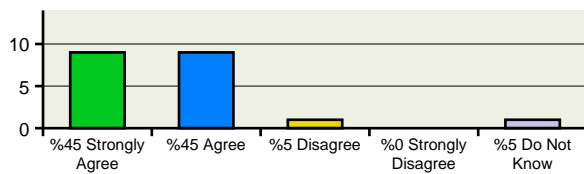
3. I have the equipment and resources to effectively do my job.



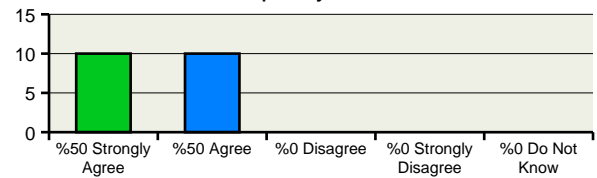
23. My job allows me to utilize my talents.



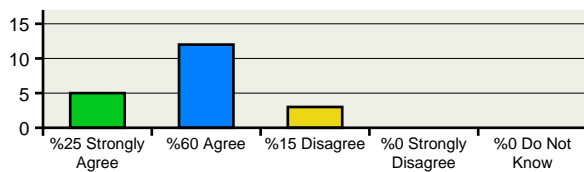
30. This organization provides me with new experiences and a chance to grow.



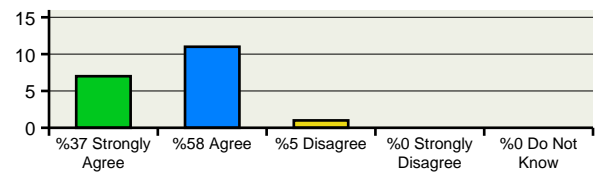
65. The employees in this organization strive for quality.



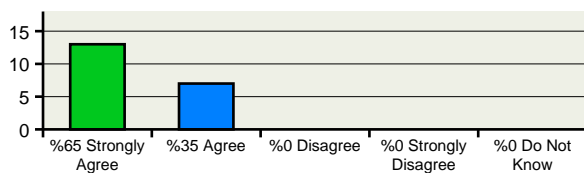
68. My development is encouraged by someone in this organization.



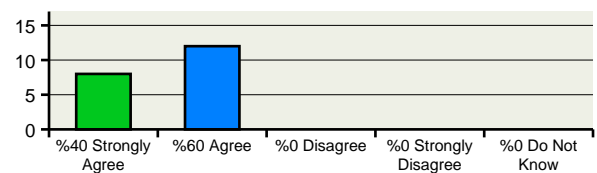
70. My opinions matter in this organization.



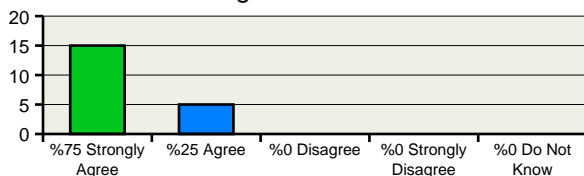
78. I would recommend working here to a friend.



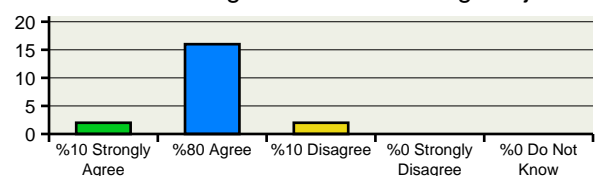
90. My job contributes to the purpose of this organization.



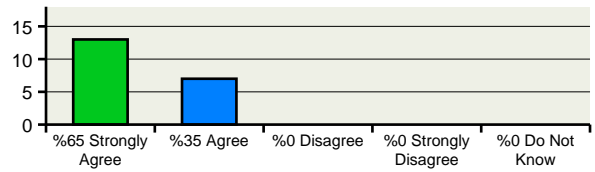
95. I have developed strong friendships in this organization.



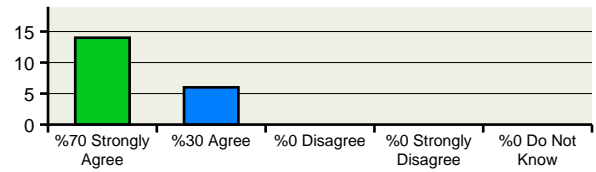
98. I receive recognition when I do a good job.



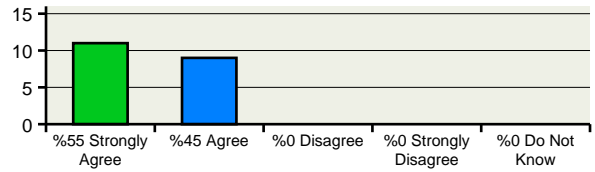
100. I clearly understand what is expected of me in this organization.



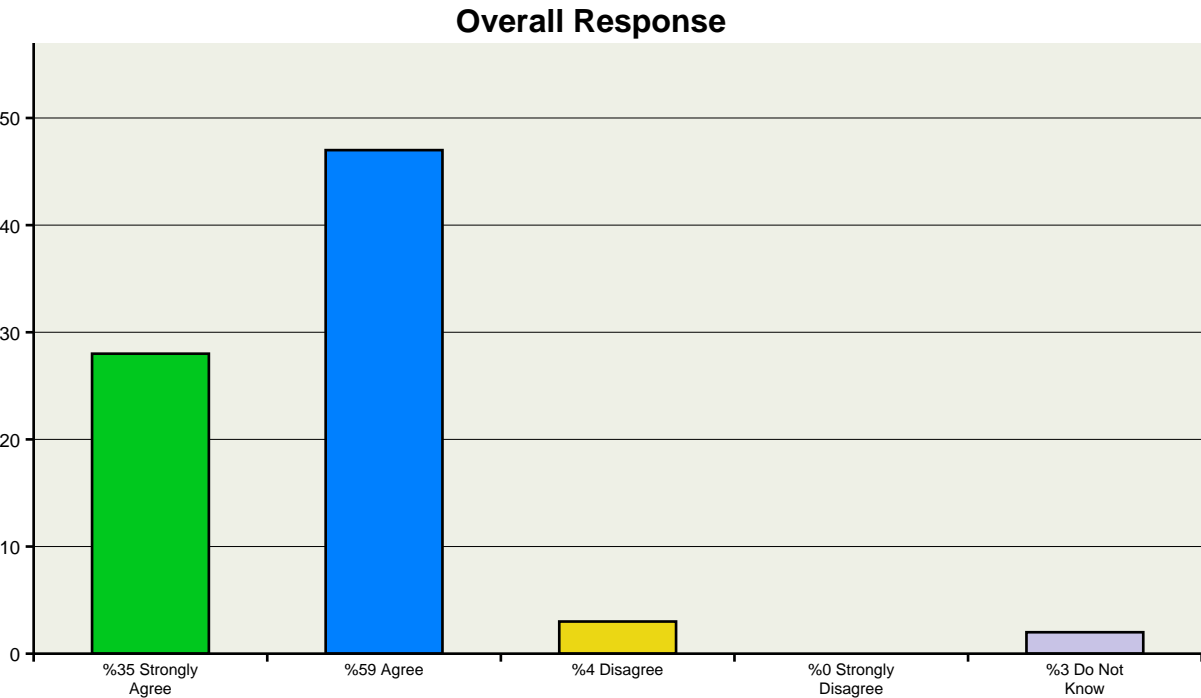
103. I am willing to go beyond my normal work duties to help this organization succeed.



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

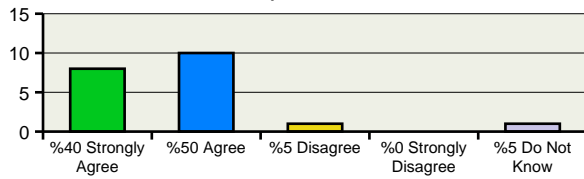


Culture and Climate

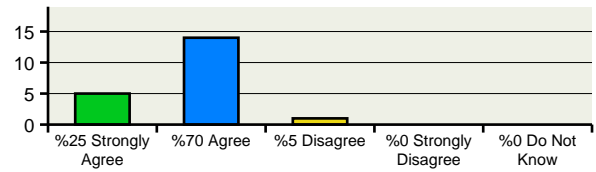


Greatest Strength

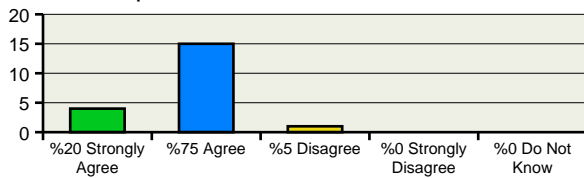
63. The culture of the overall organization is positive and optimistic.



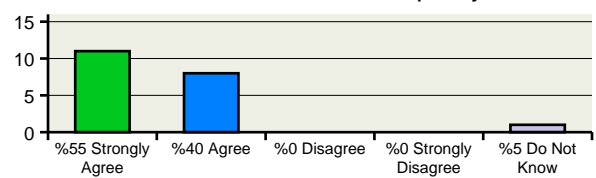
81. Most employees that I regularly work with are happy with this organization.



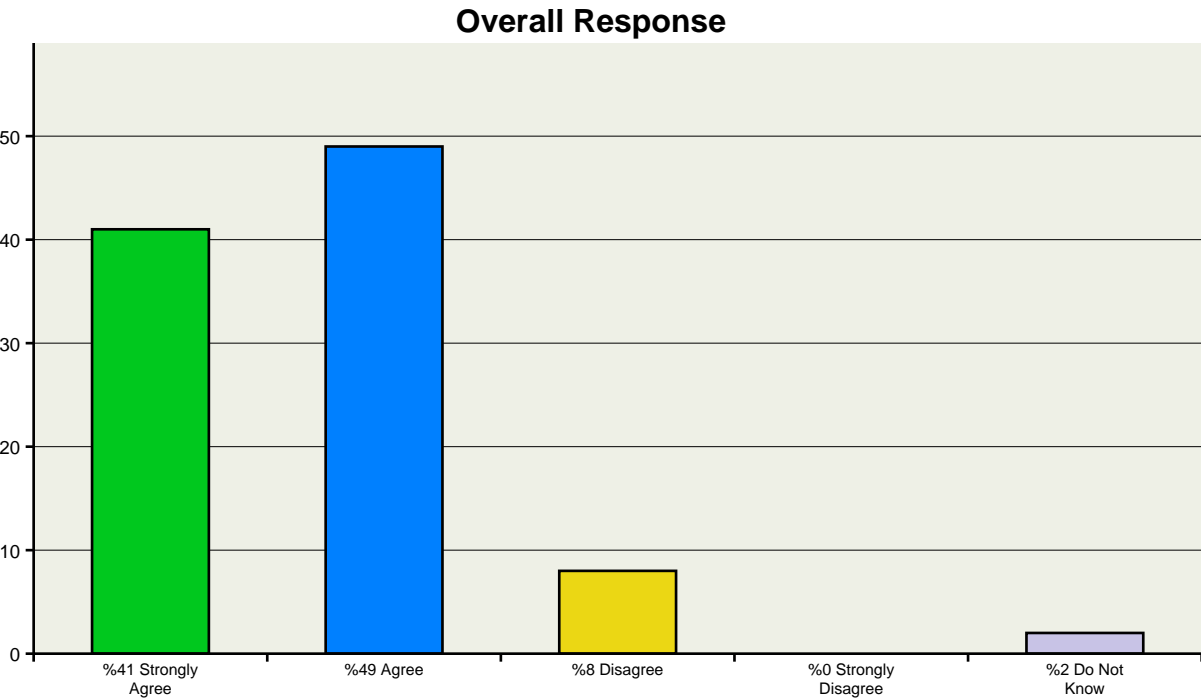
93. Most employees in this organization are productive and motivated.



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

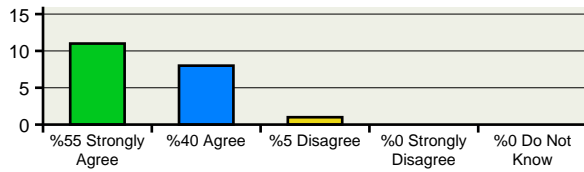


Senior Management Level

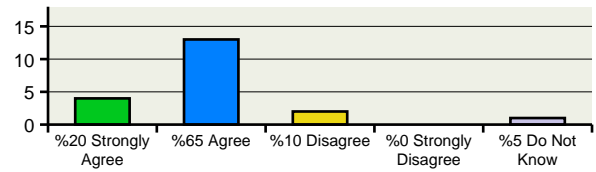


Greatest Strength

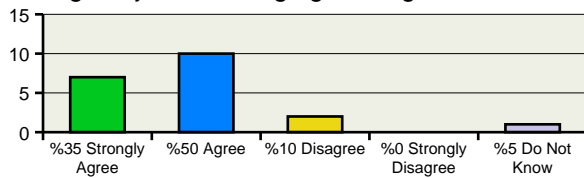
15. I trust the decisions and actions of the Senior Management Team.



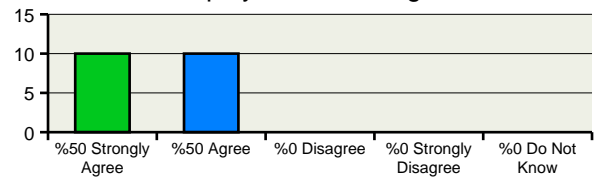
34. I believe the Senior Management Team communicates a clear vision of our future direction.



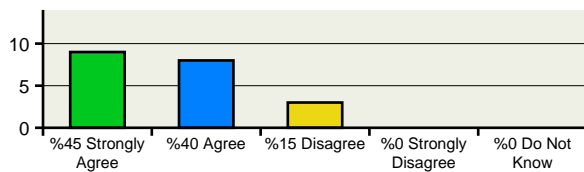
46. I believe the Senior Management Team is doing a good job in managing our organization.



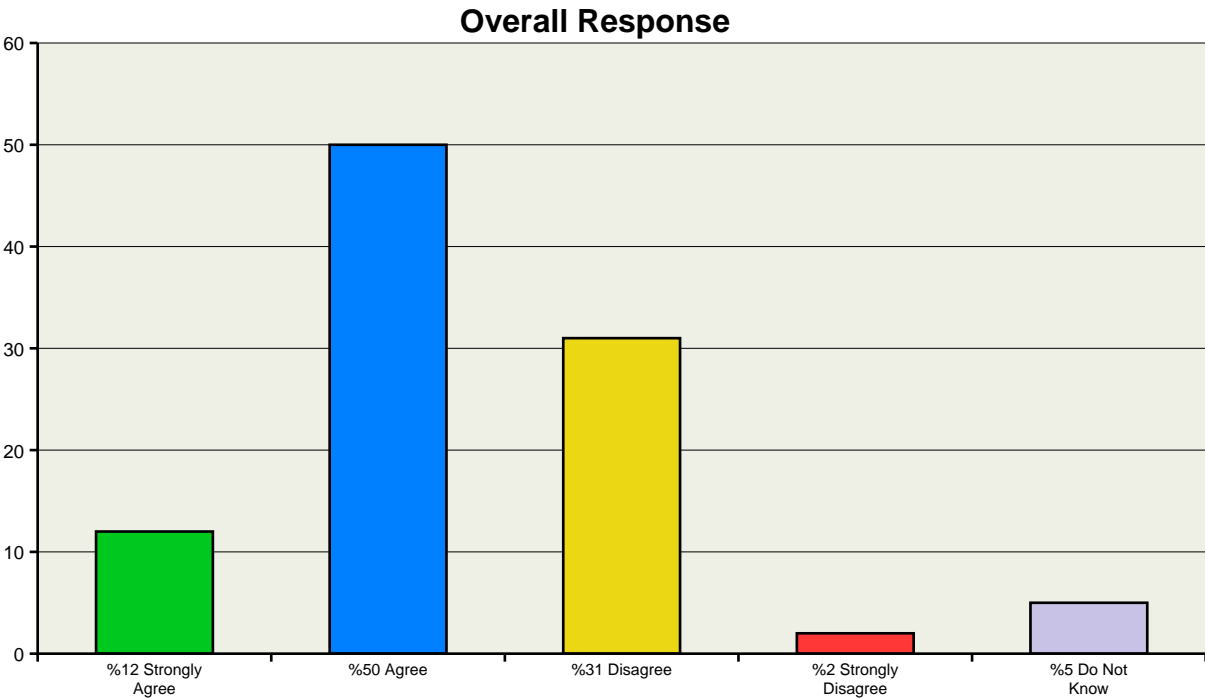
74. I believe the Senior Management Team cares about the employees in this organization.



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

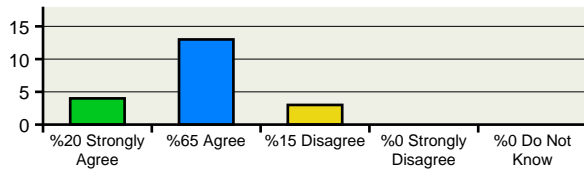


County Council

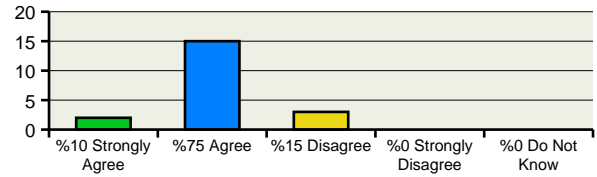


Greatest Strength

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

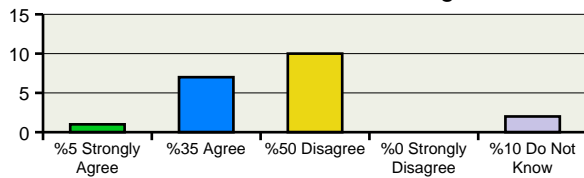


29. I believe County Council is doing a good job in managing our organization.

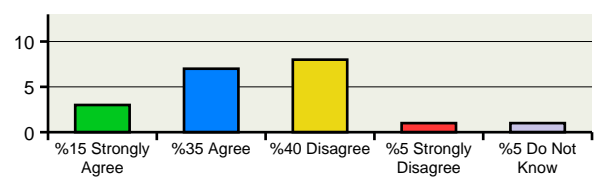


Greatest Challenge

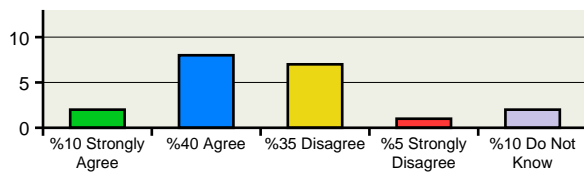
57. I believe County Council communicates a clear vision of the future direction of our organization.



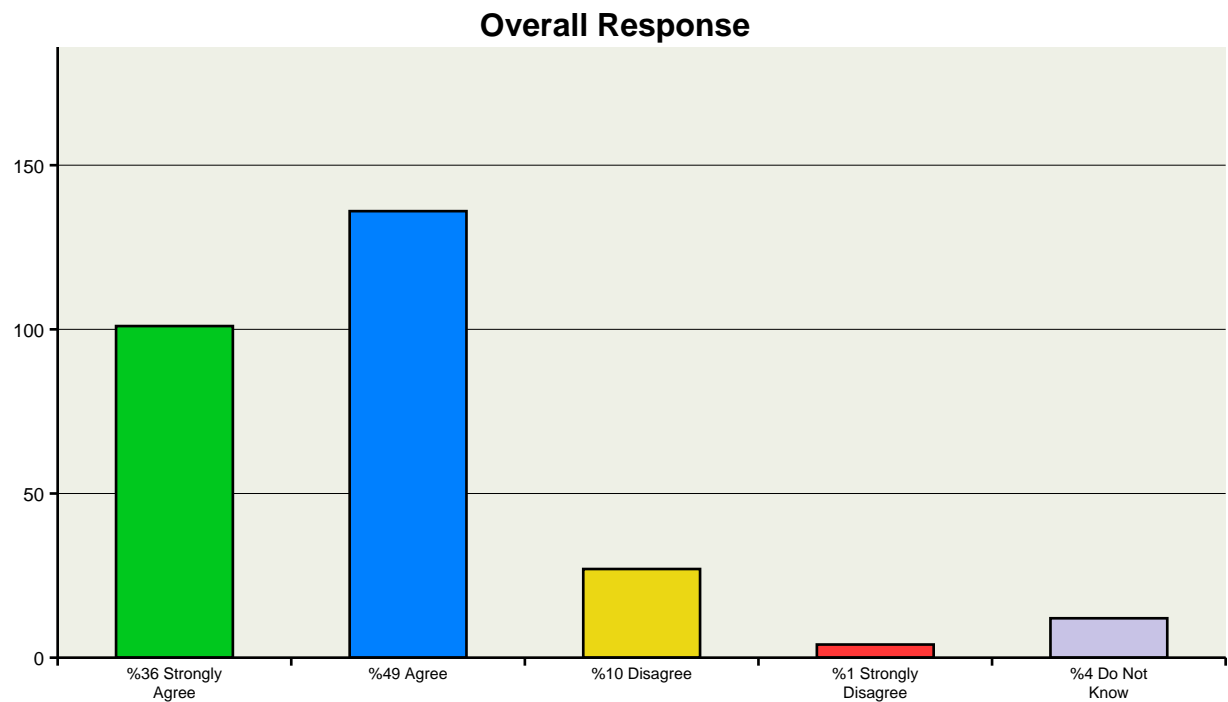
87. I trust the decisions and actions of County Council.



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

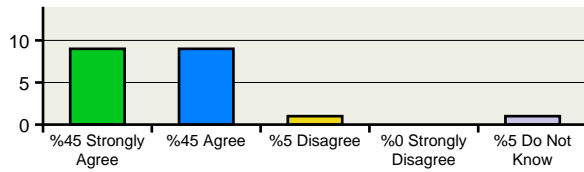


Custom Questions

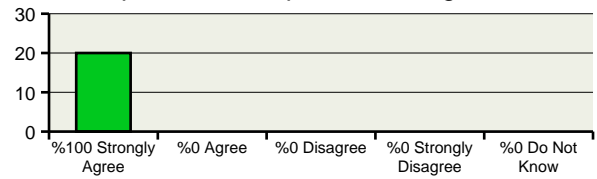


Greatest Strength

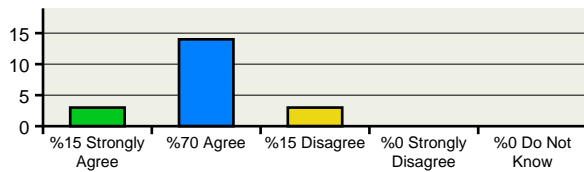
7. Internal conflict resolution is handled appropriately in this organization.



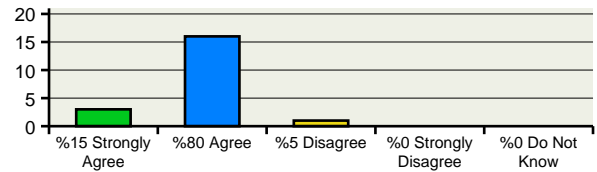
11. I am proud to be a part of this organization.



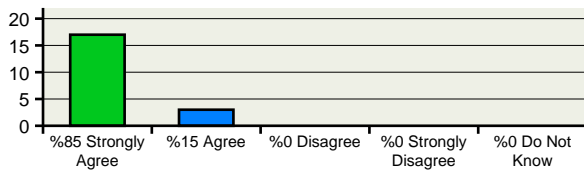
16. Employee performance related issues are handled appropriately in this organization.



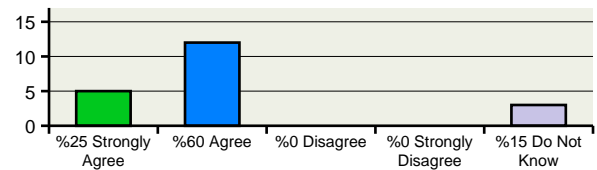
26. I feel that this organization respects diversity.



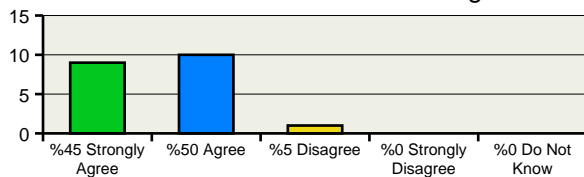
27. Teamwork is practiced in this organization.



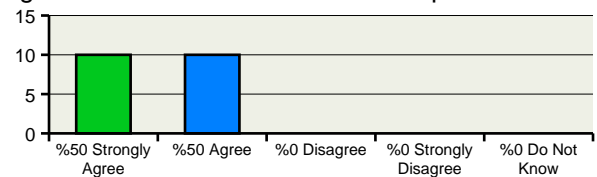
33. I have sufficient time to focus on the quality of my work.



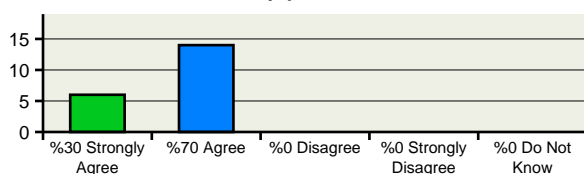
40. We celebrate our successes in this organization.



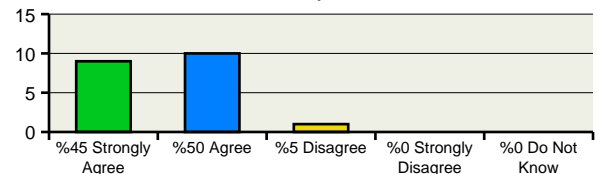
41. I am comfortable approaching someone in this organization for assistance with workplace conflict.



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

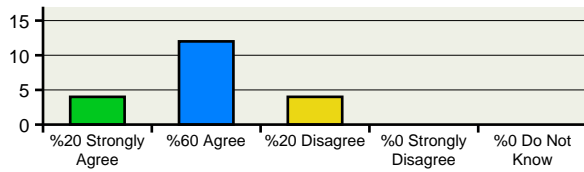


64. I am comfortable expressing my opinions on issues that are important to me.



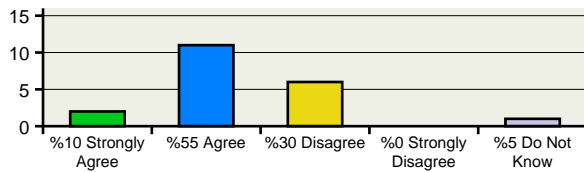
Moderate Strength

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



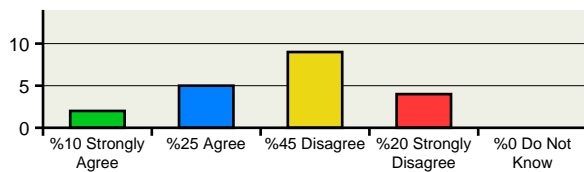
Moderate Challenge

94. My manager actively solicits my suggestions and ideas.



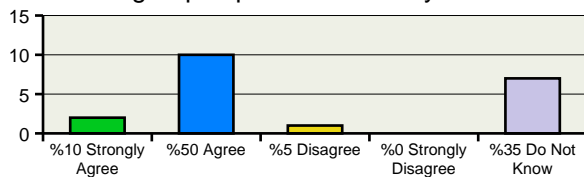
Greatest Challenge

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

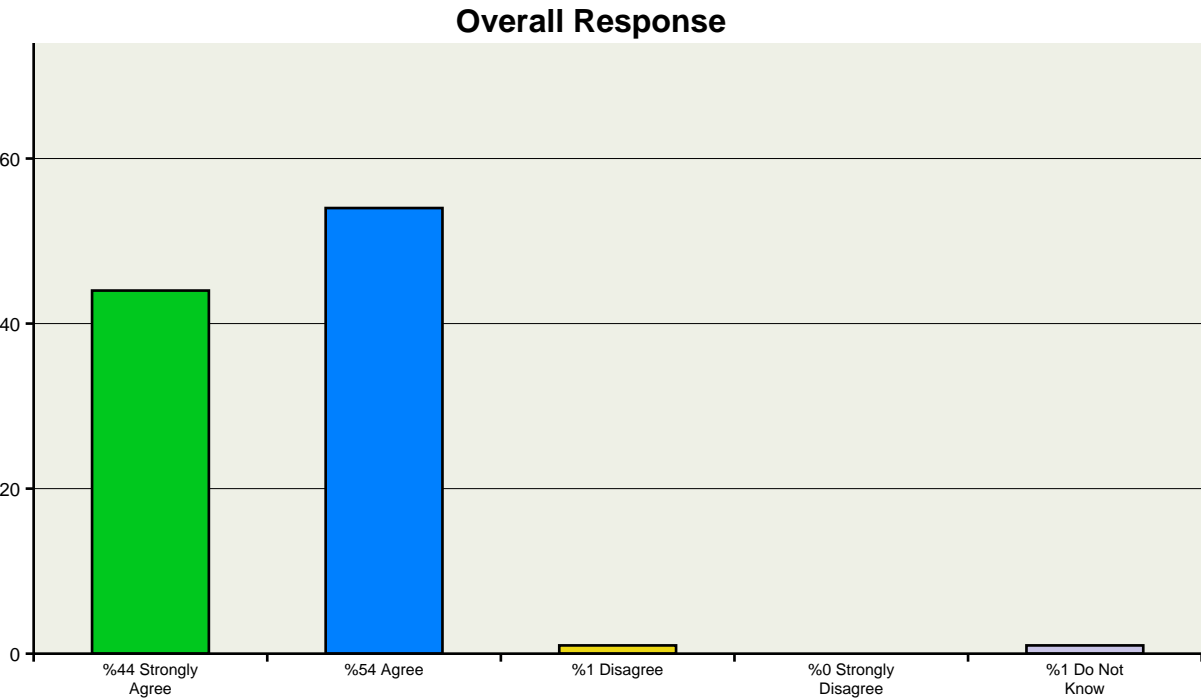


Other

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

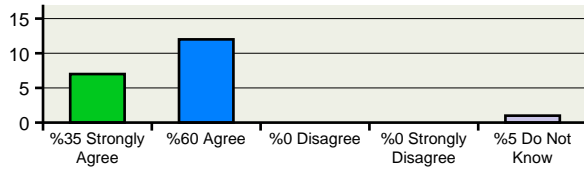


Training Opportunities

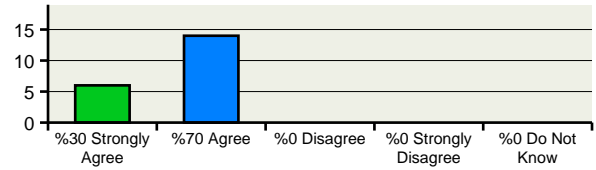


Greatest Strength

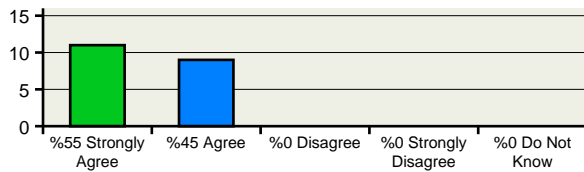
8. The training I receive allows me to assume additional work responsibilities.



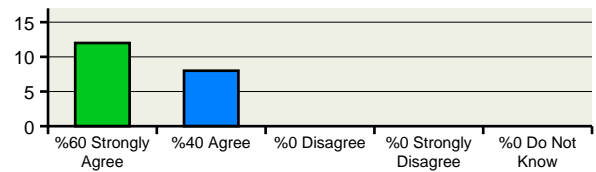
56. I am satisfied with the quality of the job training I receive.



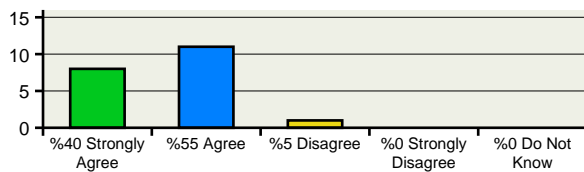
69. The training I receive is relevant to my work responsibilities.



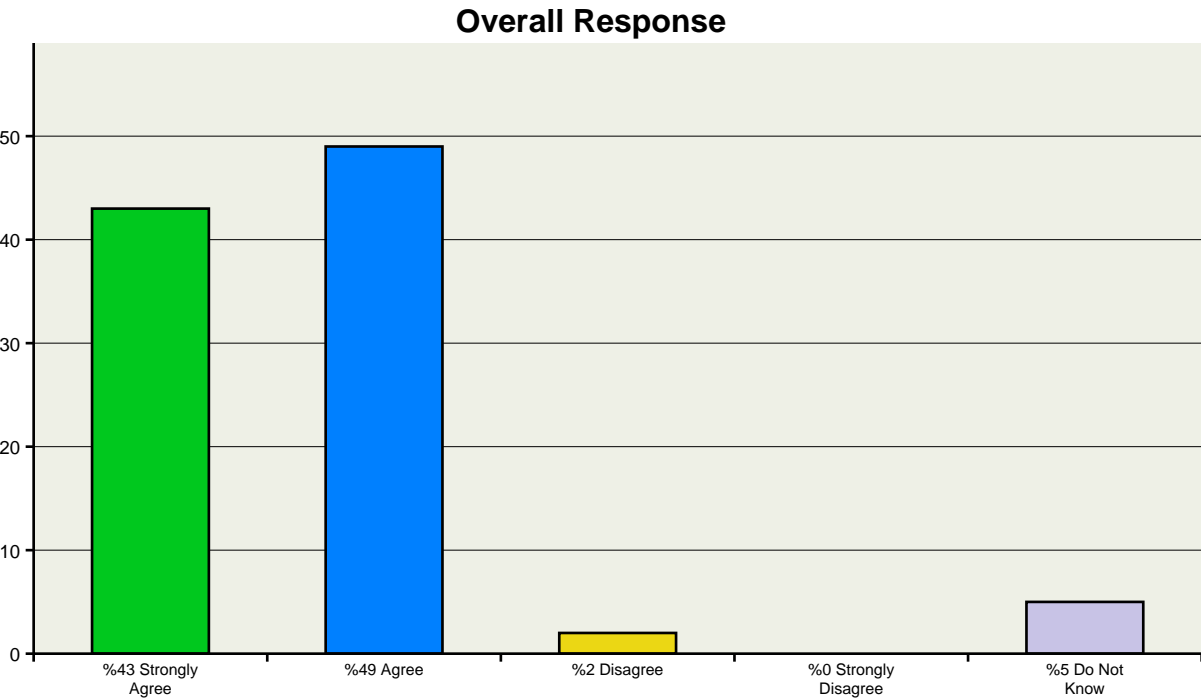
84. I receive job training on a regular basis.



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

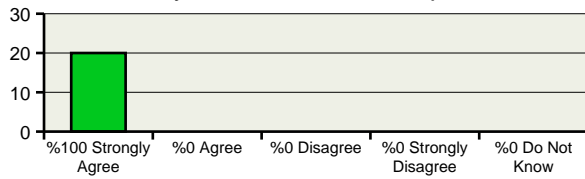


Organizational Structure

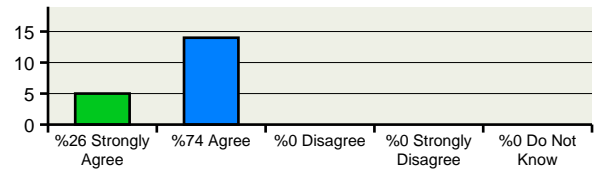


Greatest Strength

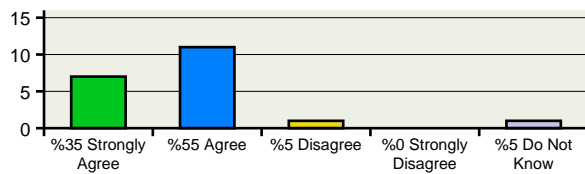
1. I clearly understand who I report to.



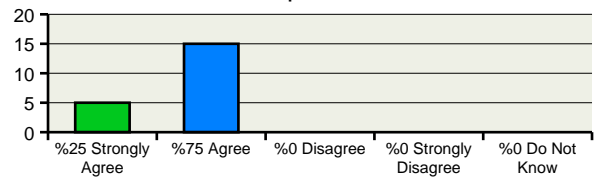
24. The structure of our organization allows for effective communication and information exchange.



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

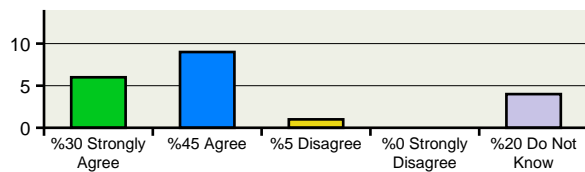


72. This organizational structure allows us to operate in an efficient and productive manner.

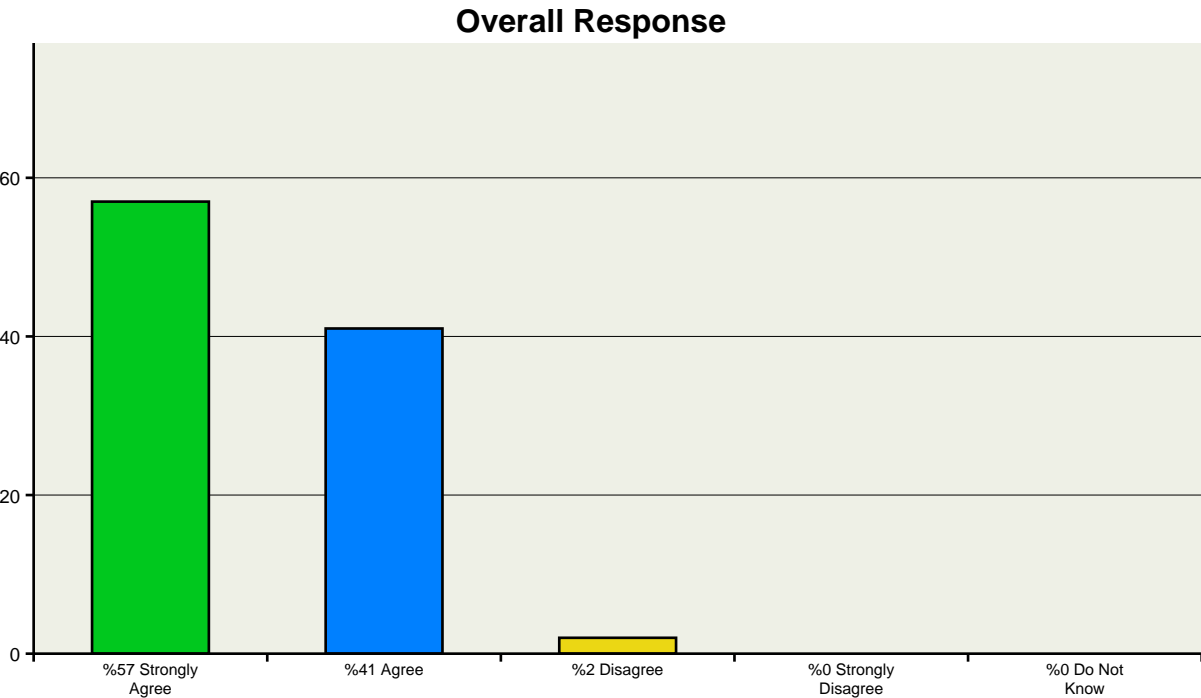


Moderate Strength

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

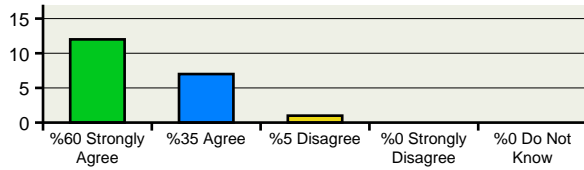


Team Dynamics

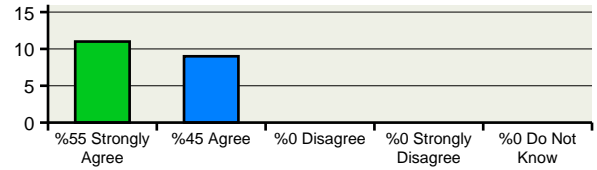


Greatest Strength

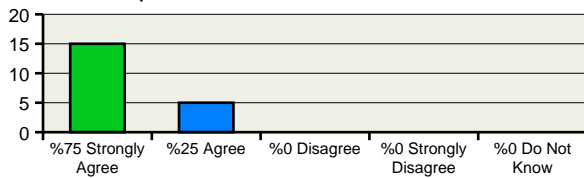
5. My department or team respects the views and opinions of one another.



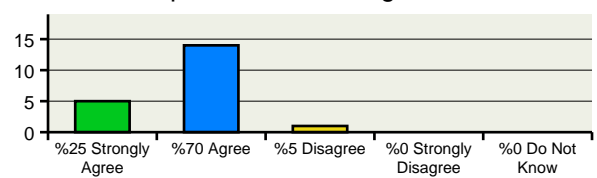
14. My department or team normally completes our work assignments on schedule while still focusing on quality.



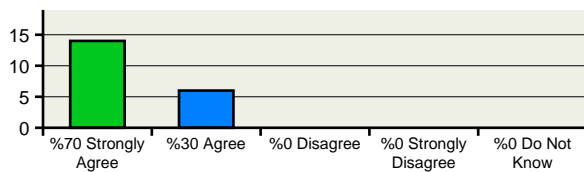
28. I trust the decisions and actions of my department or team members.



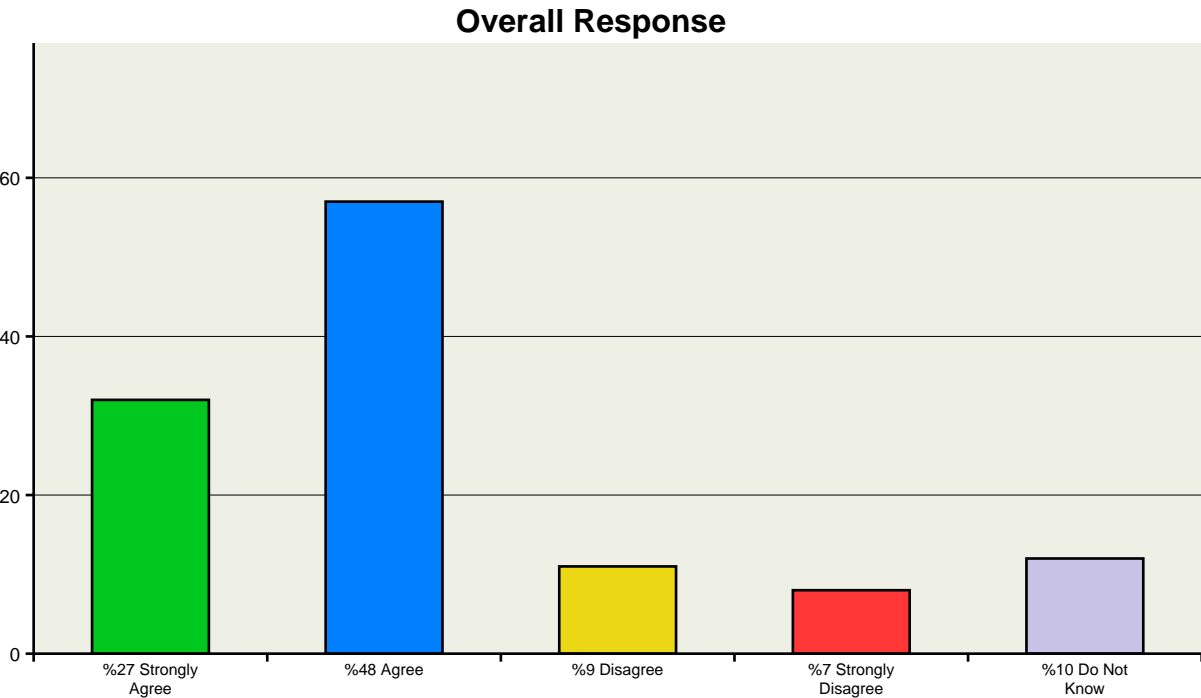
43. My department or team holds efficient and productive meetings.



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

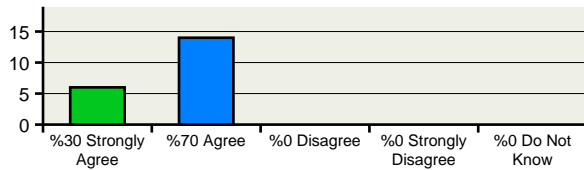


Work/Life Balance

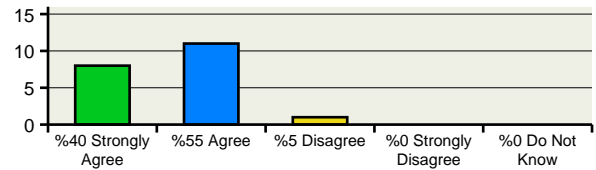


Greatest Strength

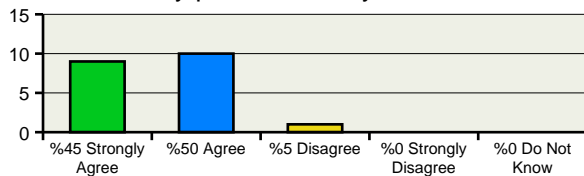
20. I am able to maintain a healthy balance between my work life and personal life.



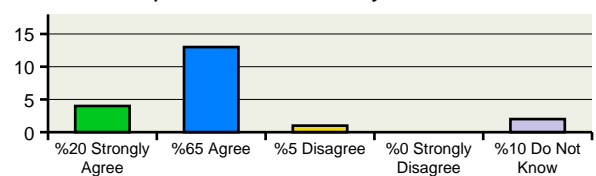
50. The department provides me with enough flexibility and support to meet the demands of my personal and family life.



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

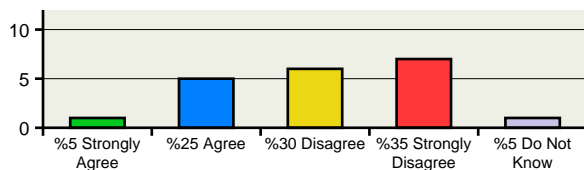


102. This organization provides me with enough flexibility and support to meet the demands of my personal and family life.



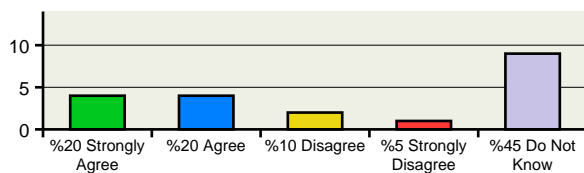
Greatest Challenge

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



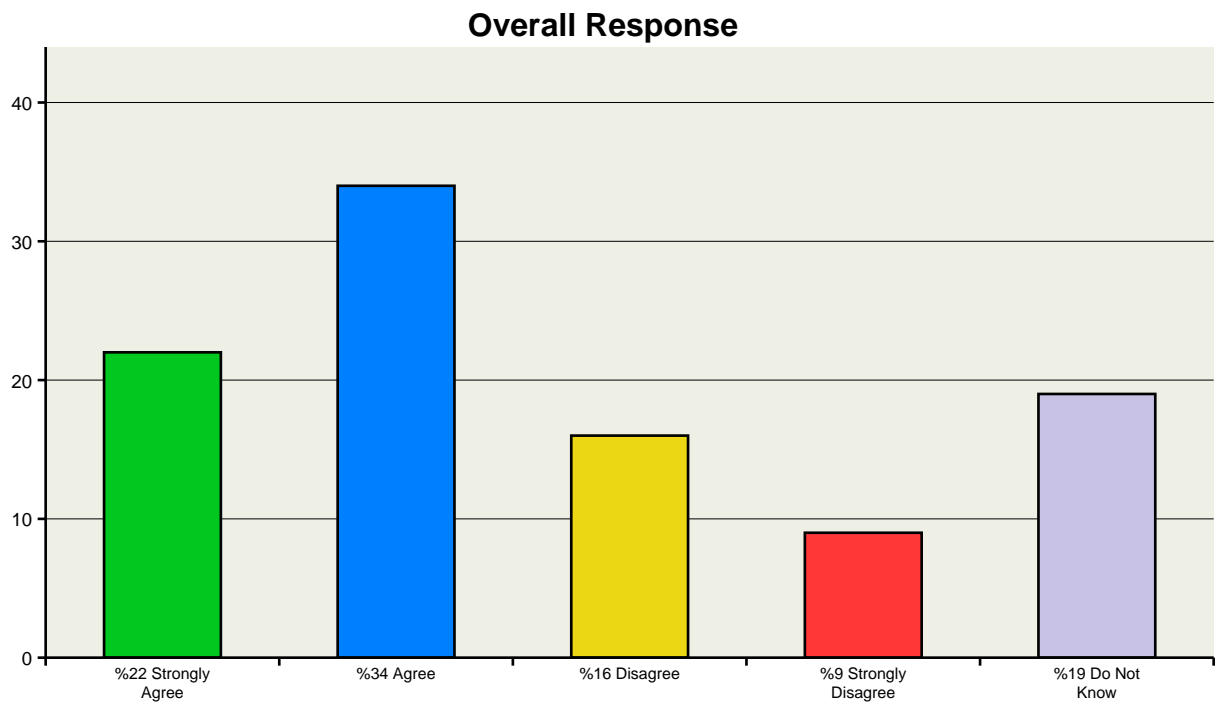
Other

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



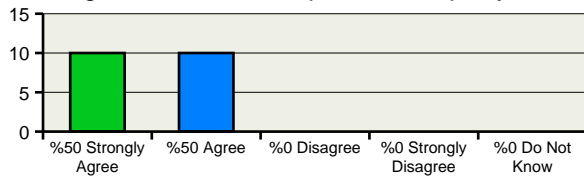
Compensation & Benefits

Very Positive  Very Challenging



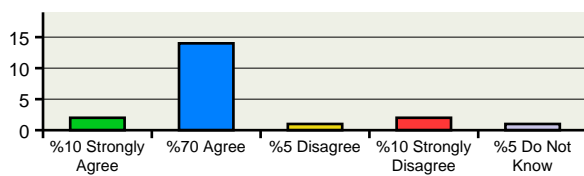
Greatest Strength

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



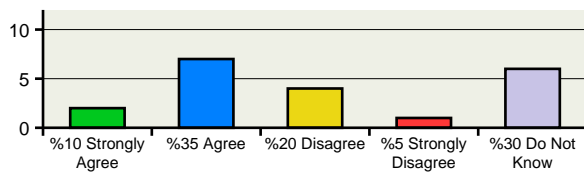
Moderate Strength

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

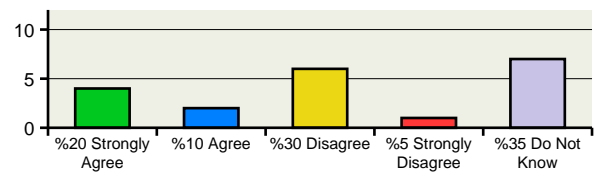


Moderate Challenge

53. This organization offers competitive compensation and benefits.

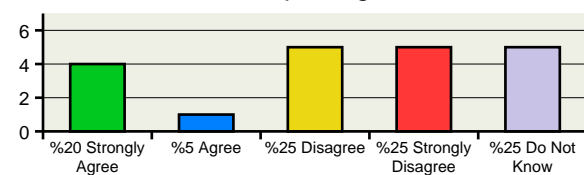


73. I am satisfied with the benefits provided to me.

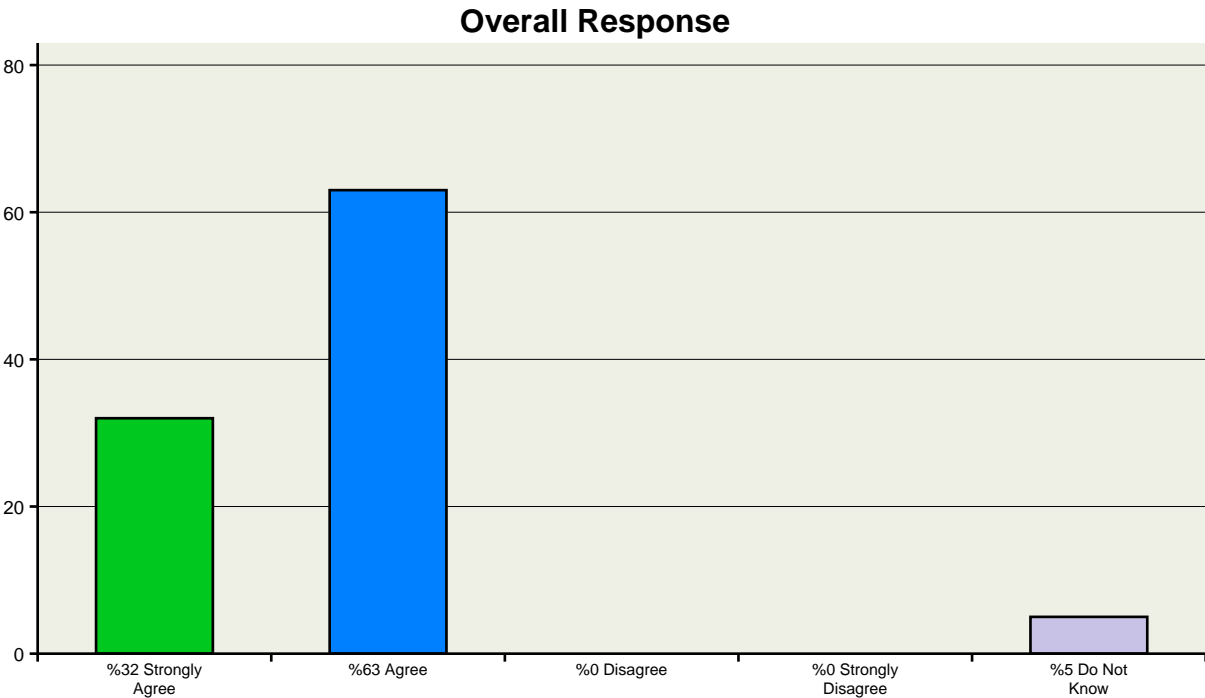


Greatest Challenge

86. I clearly understand my compensation and benefits package.

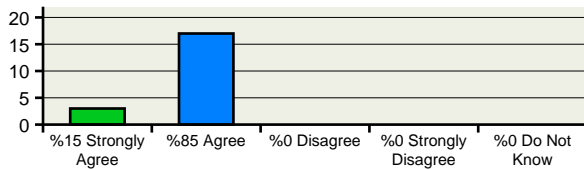


Coworkers

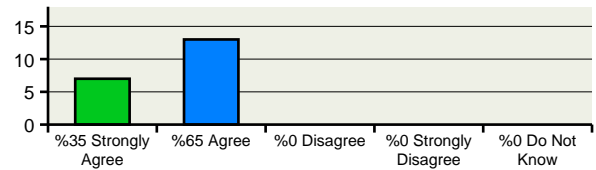


Greatest Strength

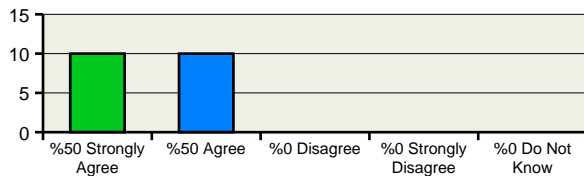
54. I believe the employees in this organization communicate effectively.



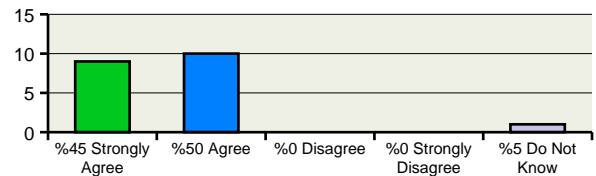
55. The employees of this organization treat each other with respect.



104. My coworkers behave in a professional manner.

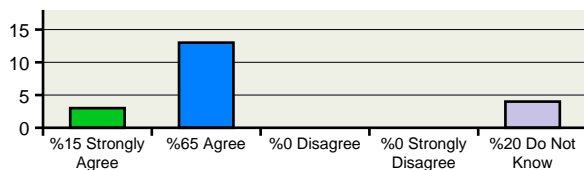


106. Employees I interact with cooperate and collaborate well with one another.

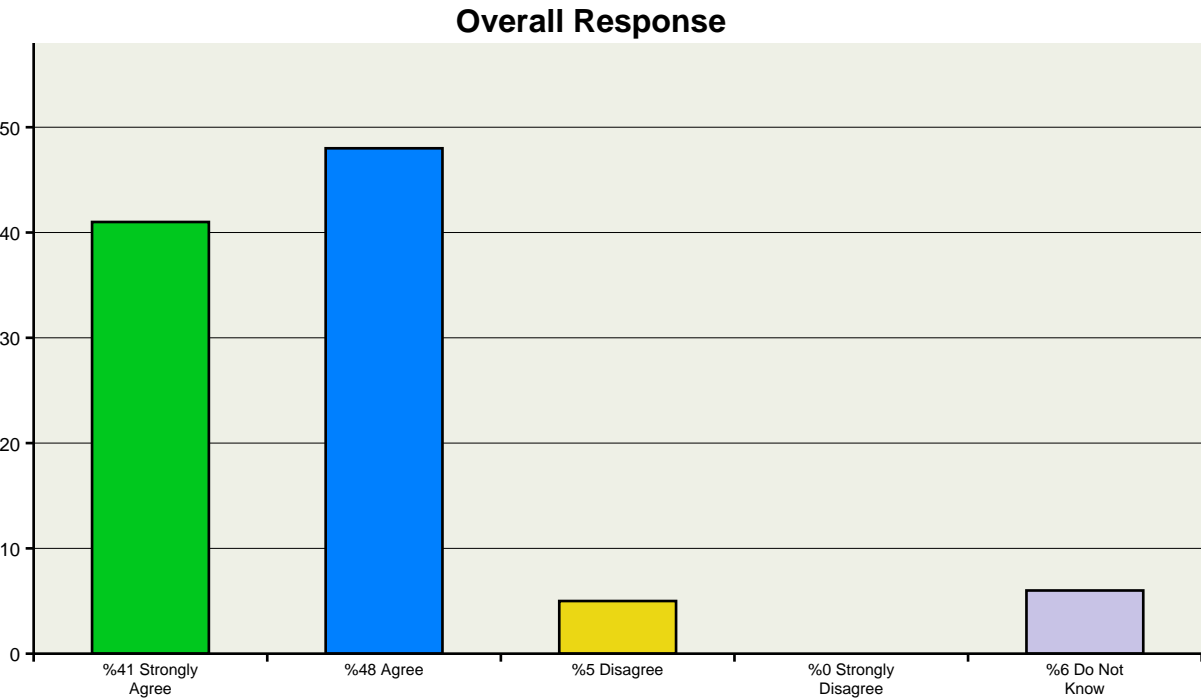


Moderate Strength

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

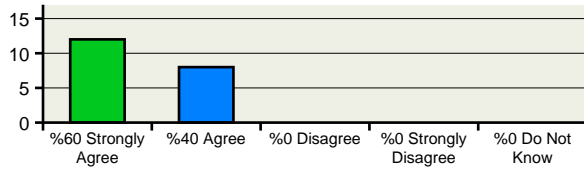


Career Opportunities

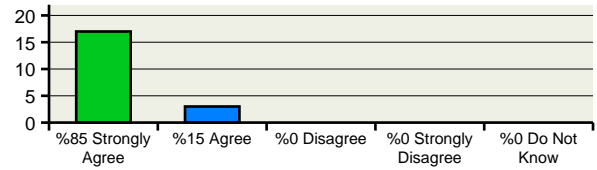


Greatest Strength

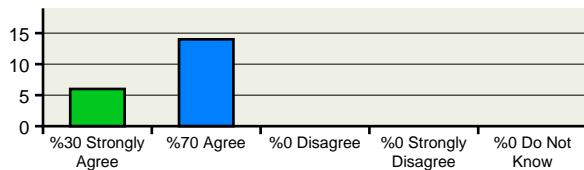
2. Hard work and dedication are the best way to advance in this organization.



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

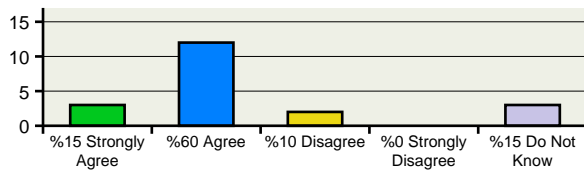


52. This organization is committed to the development of its staff members.



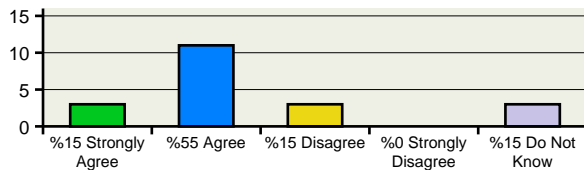
Moderate Strength

80. I have career advancement opportunities within this organization.



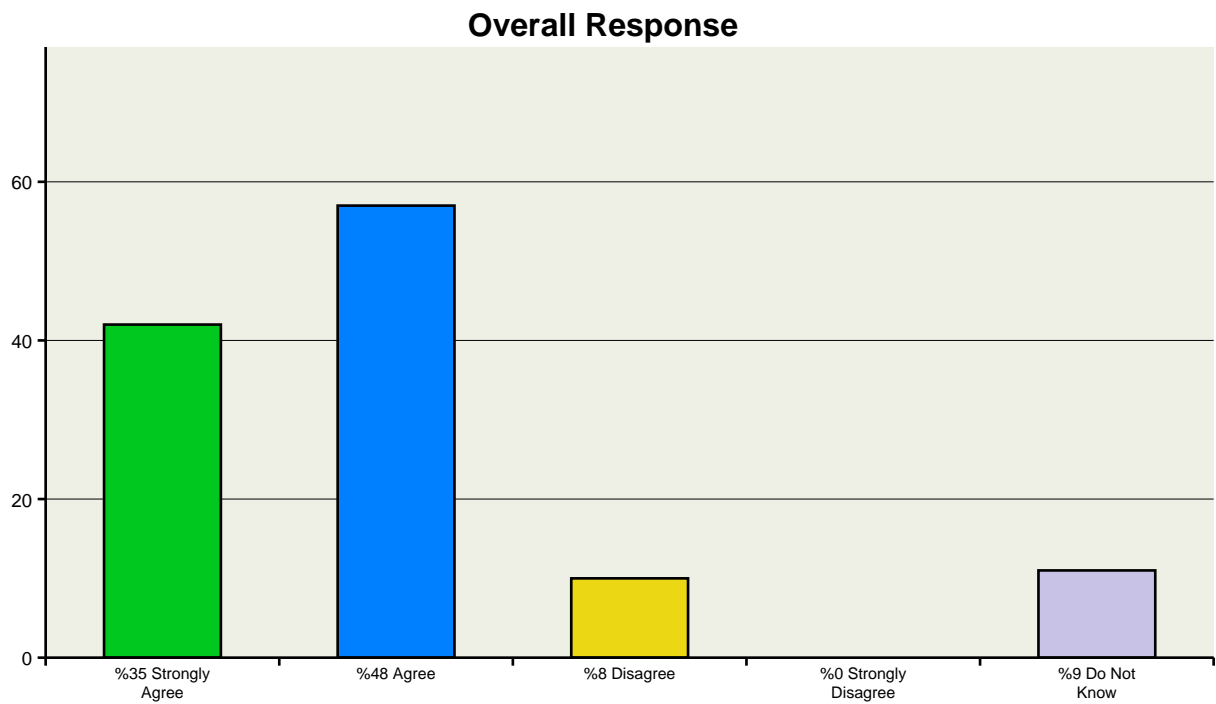
Other

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



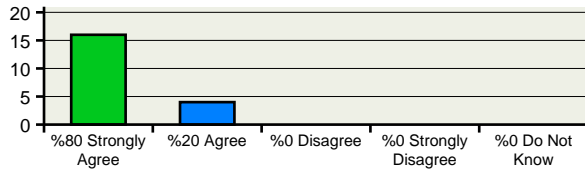
Safety & Working Environment

Very Positive  Very Challenging

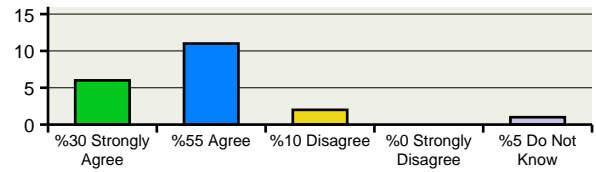


Greatest Strength

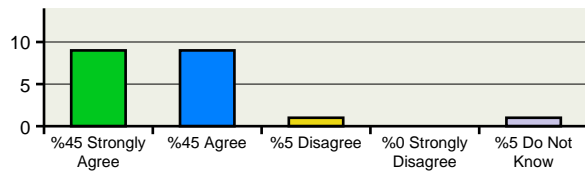
9. I am expected to operate in a safe manner to avoid work related accidents.



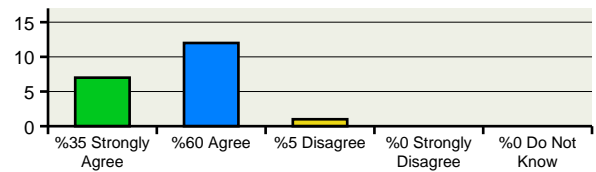
10. This workplace effectively handles "people problems" that exist between staff.



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

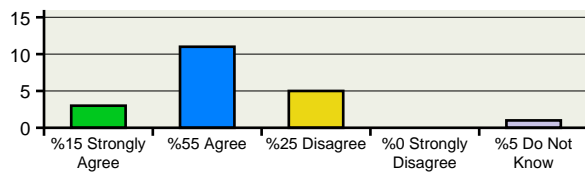


48. I have the ability to voice safety and work environment concerns.



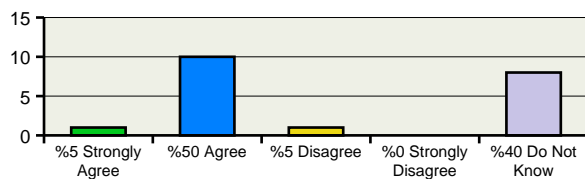
Moderate Challenge

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

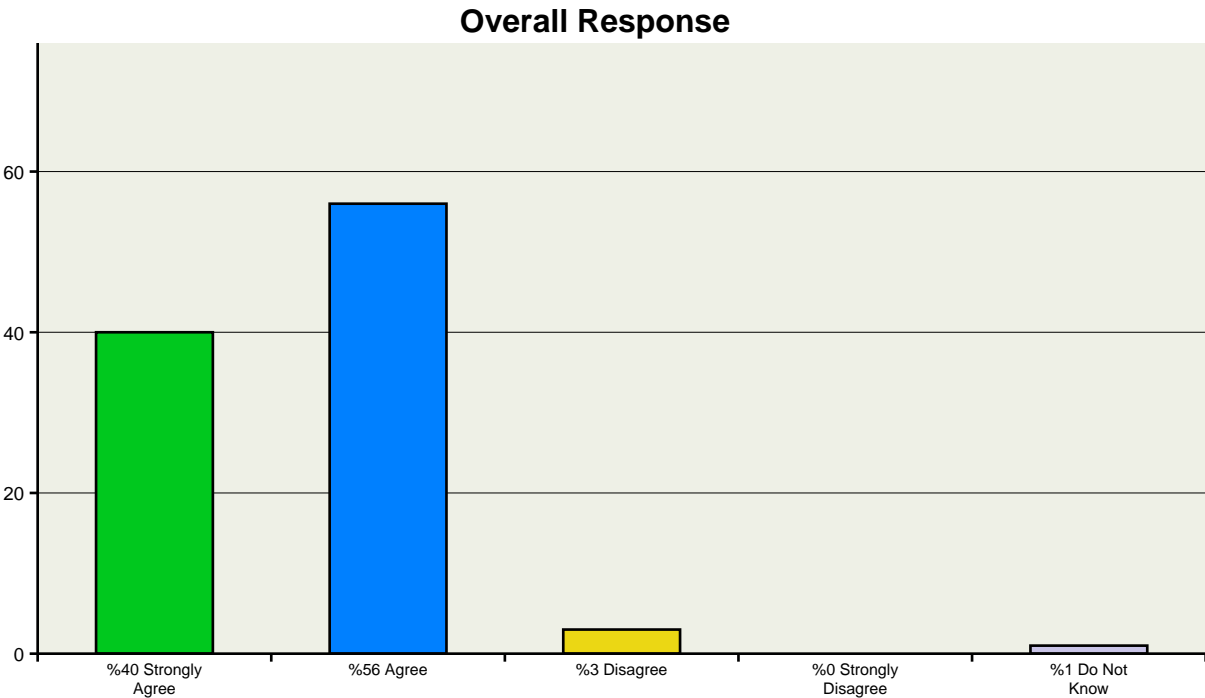


Other

82. I work in a safe environment.

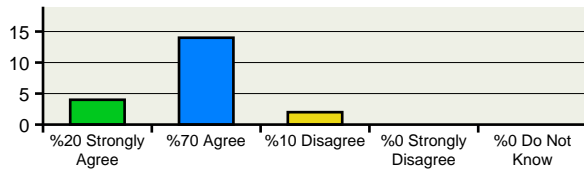


My Manager/Supervisor

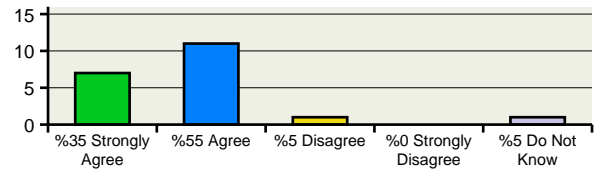


Greatest Strength

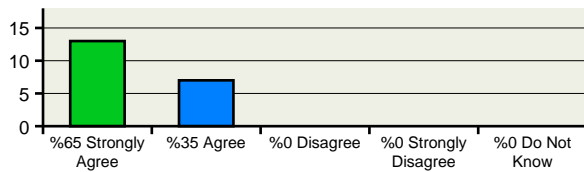
37. My manager regularly provides me with feedback.



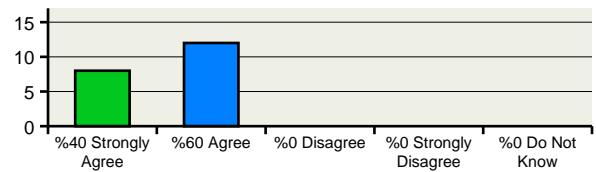
45. My manager effectively communicates my job responsibilities.



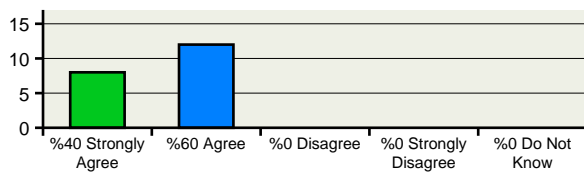
60. I have sufficient access to my Manager.



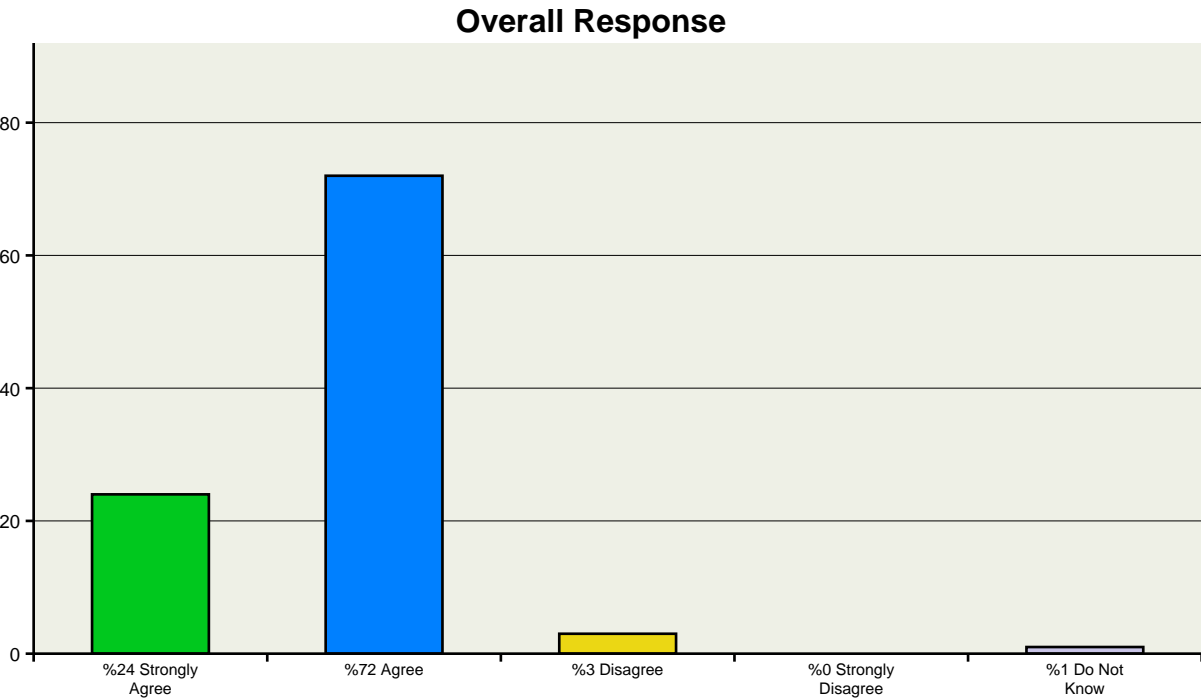
67. I have a good working relationship with my Manager.



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

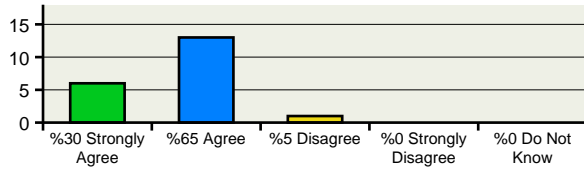


Recognition

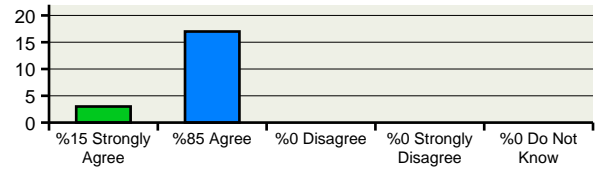


Greatest Strength

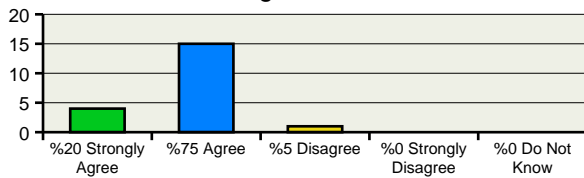
17. I believe I am recognized for my efforts.



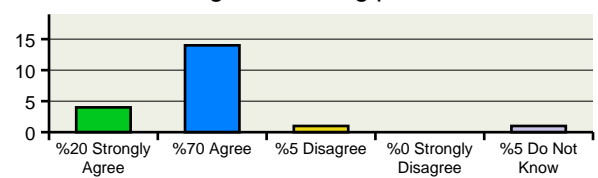
42. Recognition is accurately distributed to the employees who deserve the credit.



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.

