

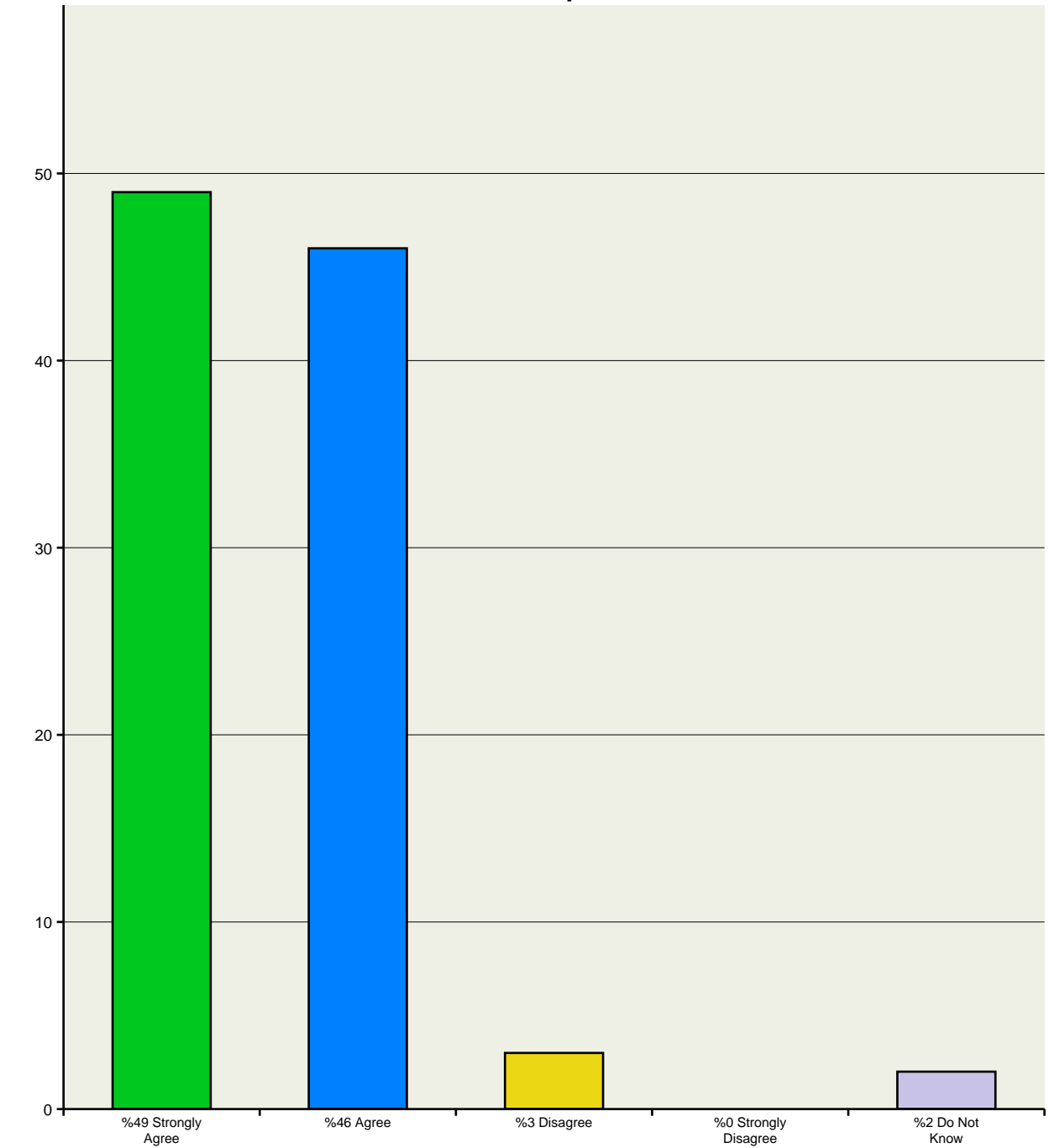


County X

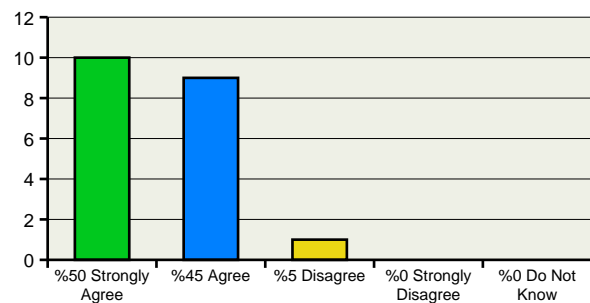
**County X  
Employee Evaluation  
Fire Department Results**

# Workplace Ethics

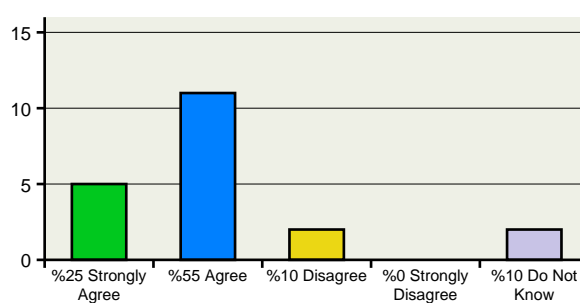
## Overall Response



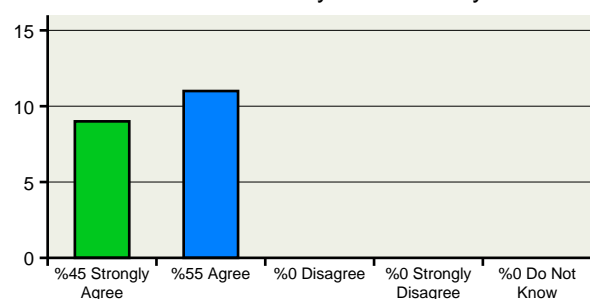
13. This organization does not tolerate or permit unethical behavior.



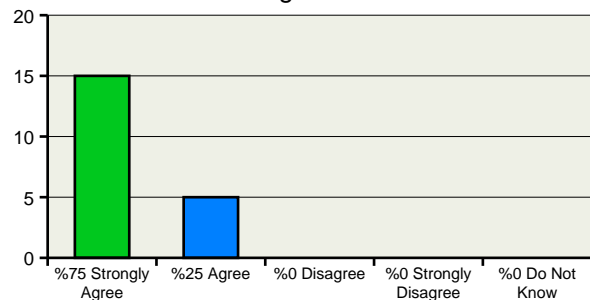
99. I would feel comfortable reporting a co-worker who is not behaving in a professional or ethical manner.



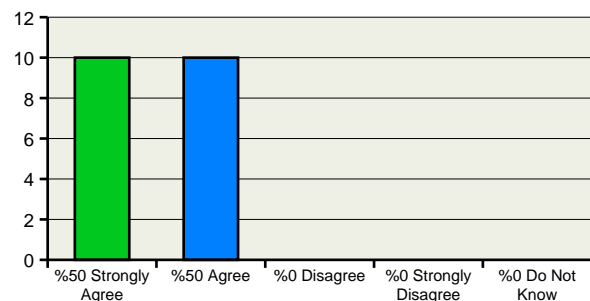
25. I am expected to treat both customers and co-workers honestly and ethically.



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

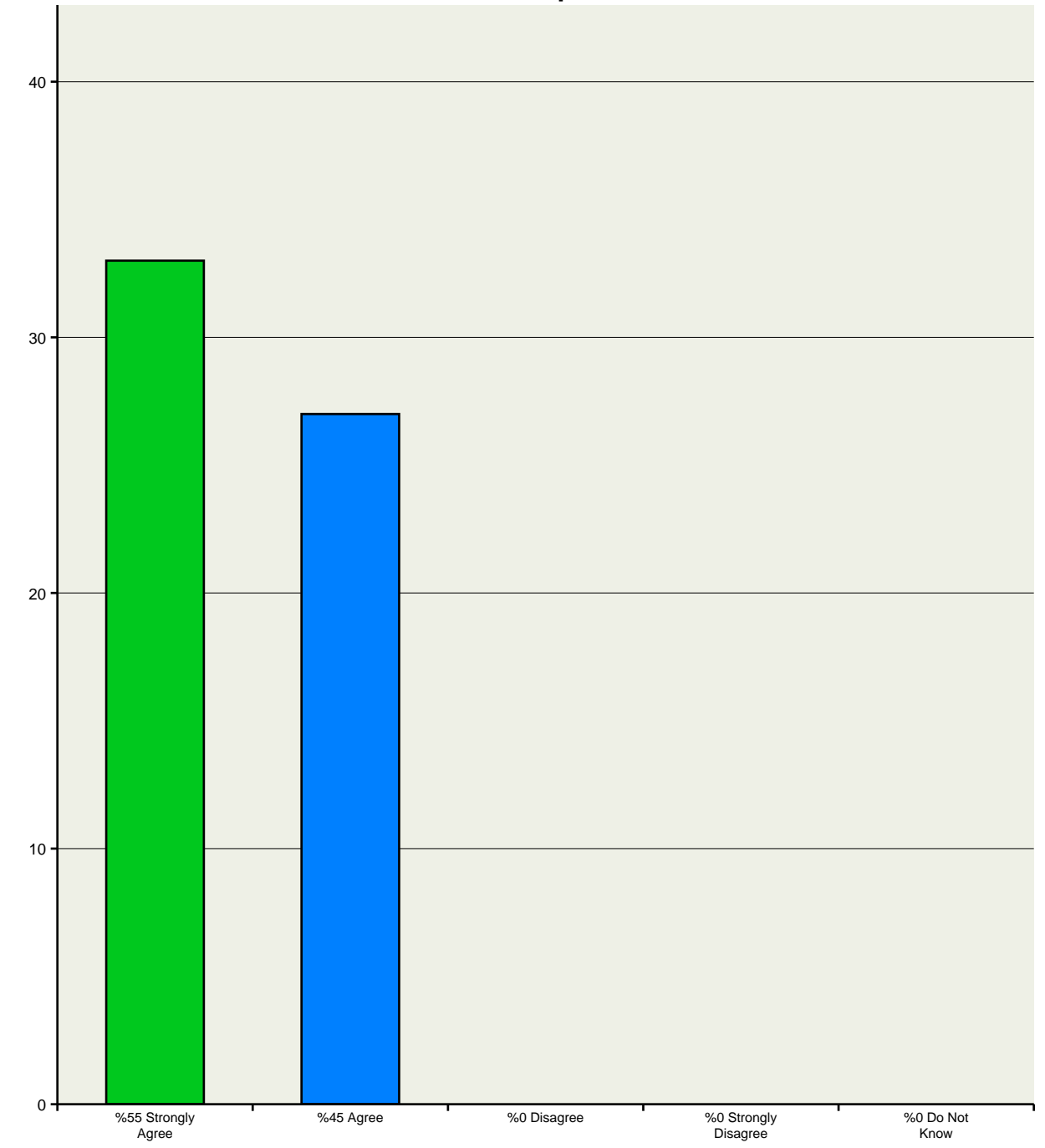


76. This organization operates in a professional and ethical manner.

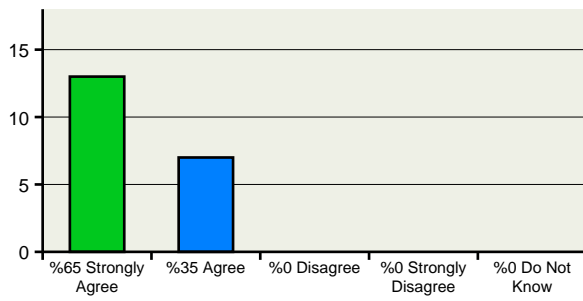


# Job Security

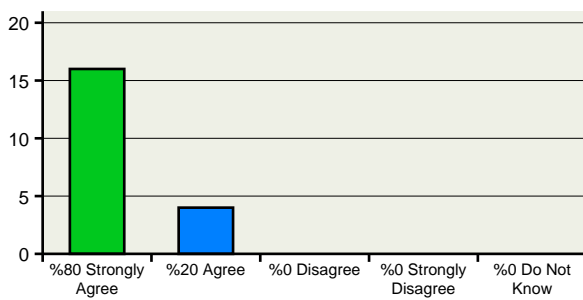
Overall Response



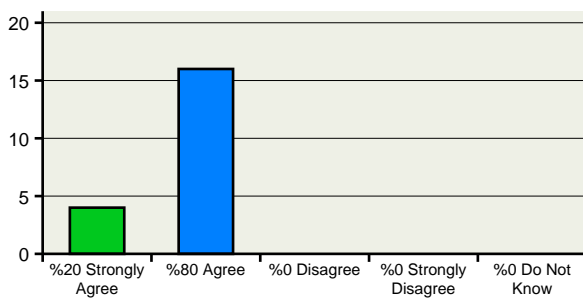
21. I feel that my job is secure with this organization.



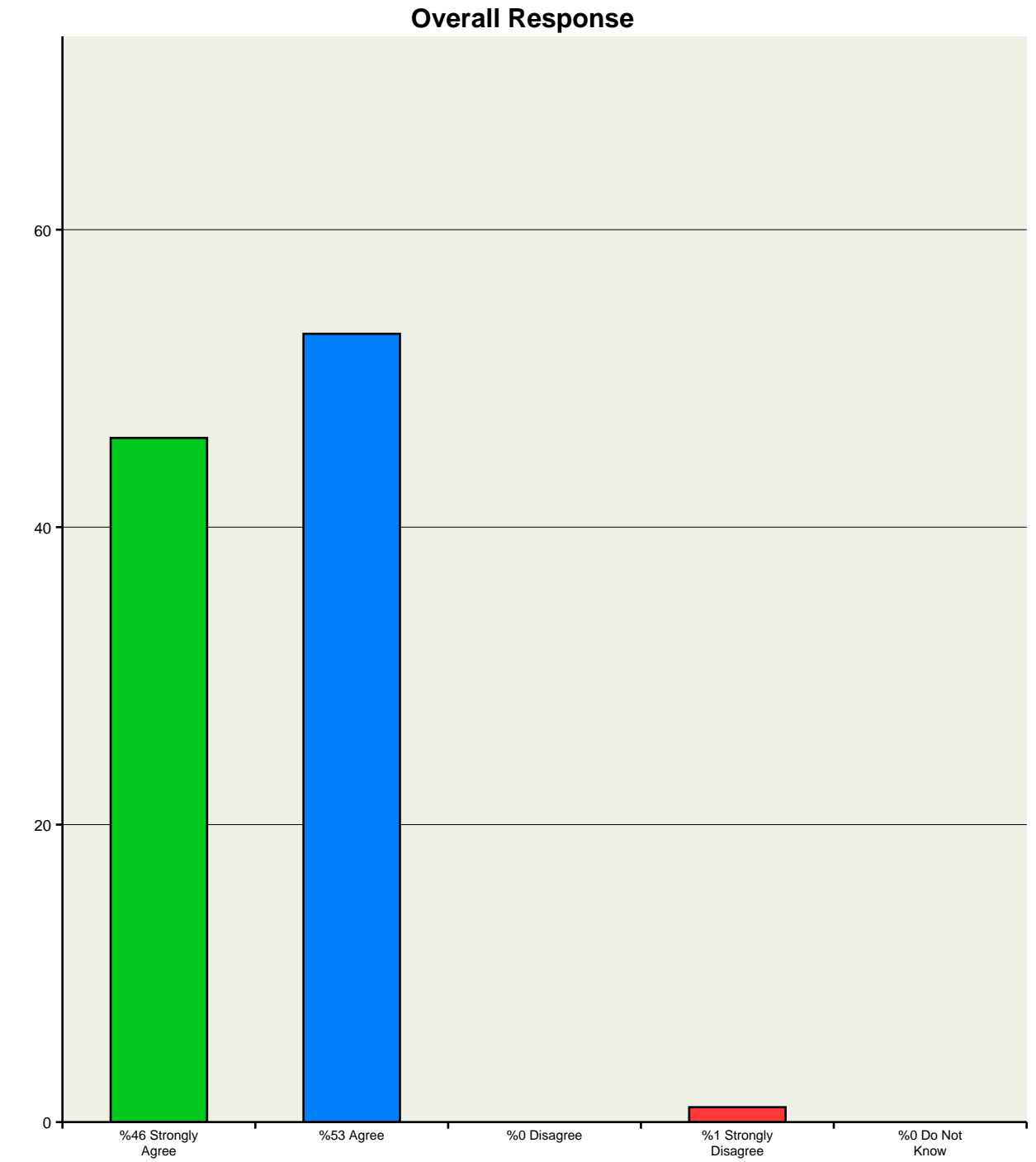
36. I believe my job is important in this organization.



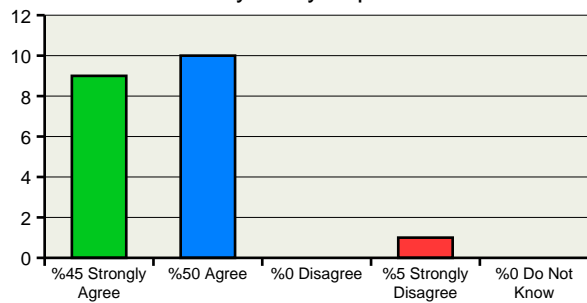
110. I believe this organization is committed to me as an employee.



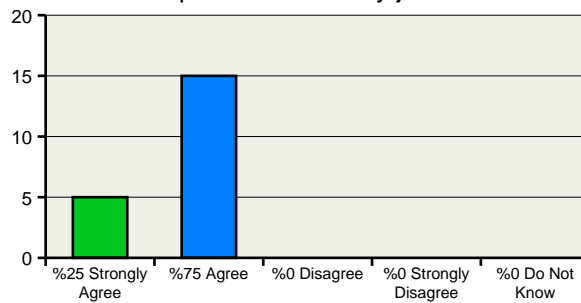
## Committee Added Questions



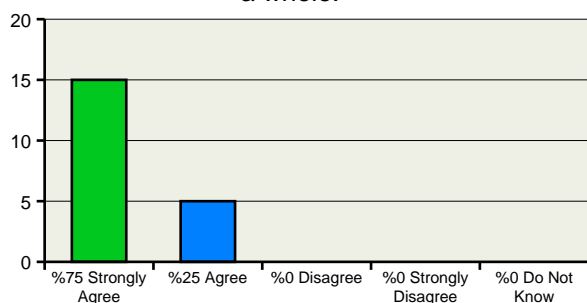
12. The organization's policies are applied fairly and consistently in my department.



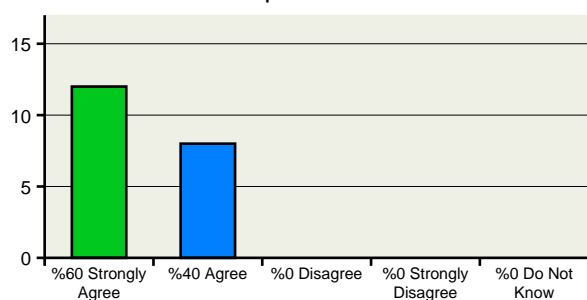
109. I am supported by my department to fulfill the responsibilities of my job.



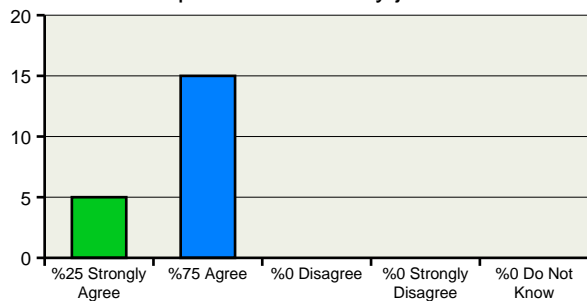
35. I understand the purpose of my organization as a whole.



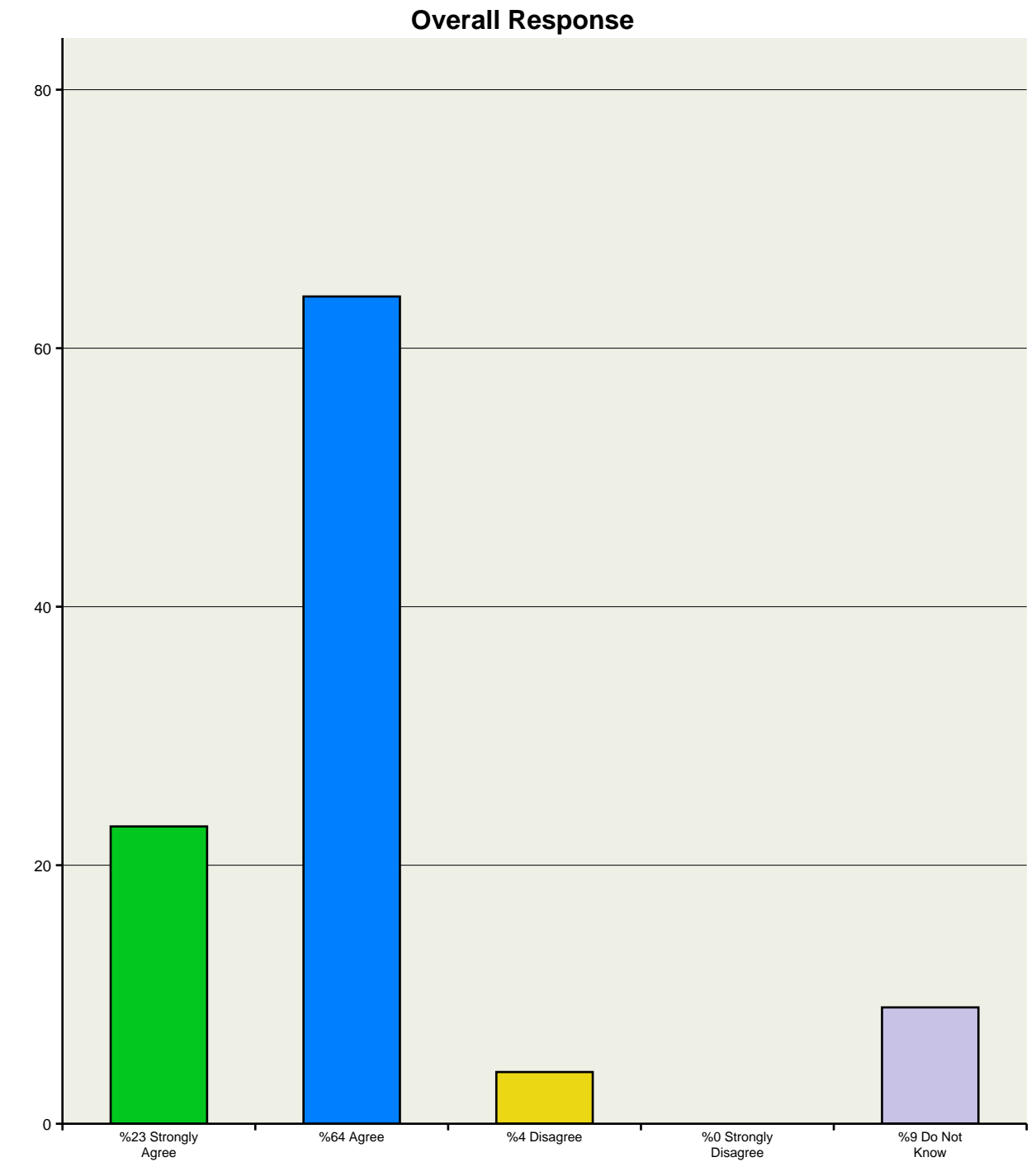
44. I am aware of whom to approach for assistance with workplace conflict.



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

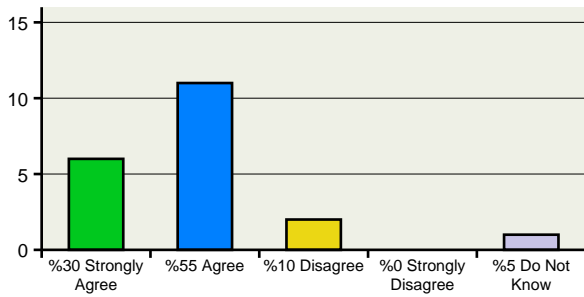


## Psychologically Healthy Workplace

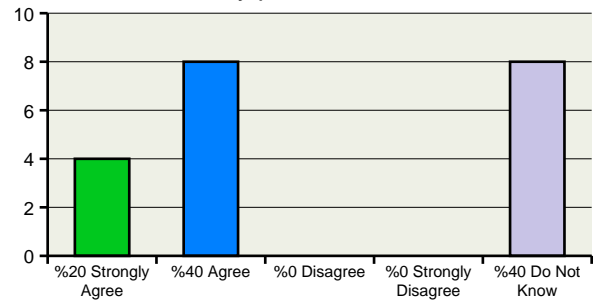




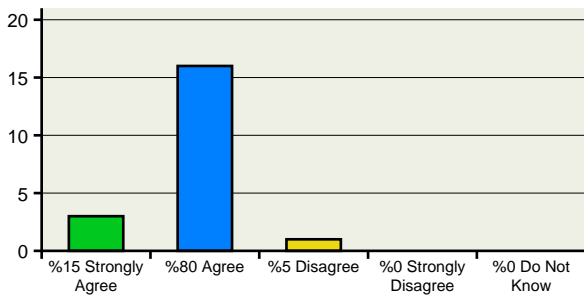
10. This workplace effectively handles “people problems” that exist between staff.



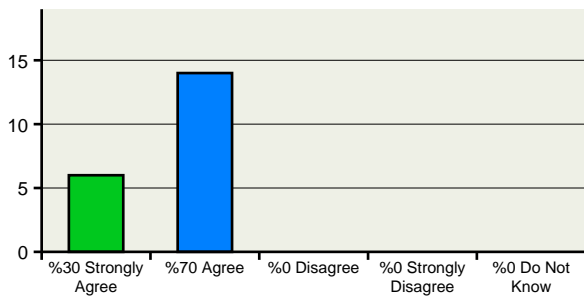
91. I have energy left at the end of most workdays for my personal life.



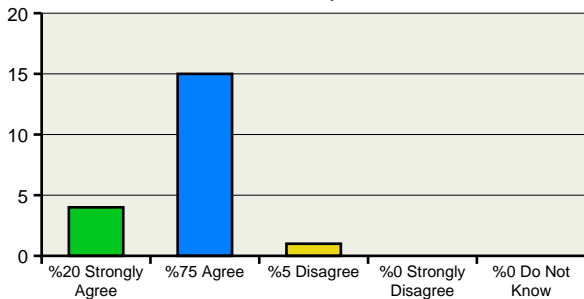
32. I would describe my workplace as being psychologically healthy.



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

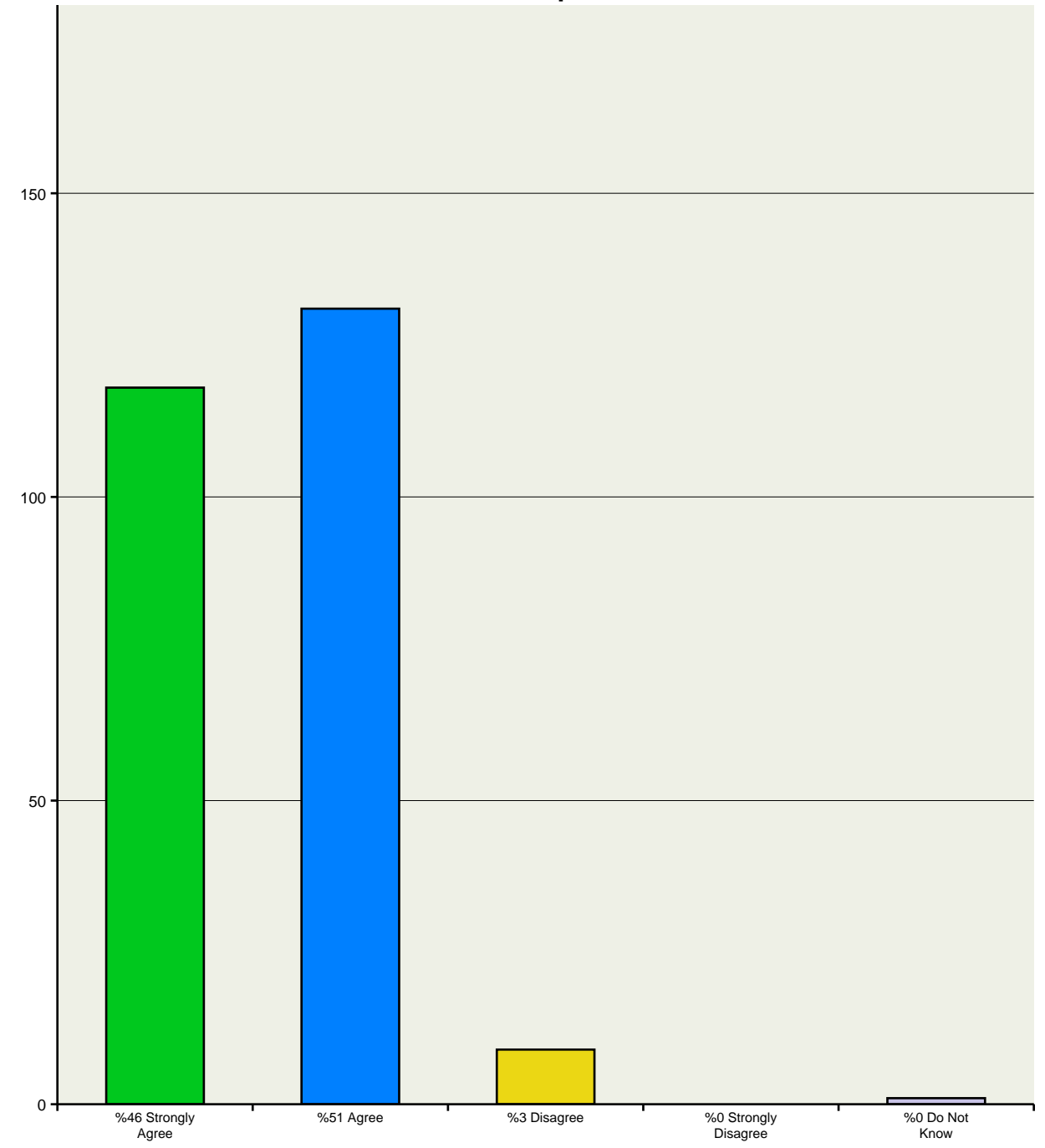


61. Difficult situations at work are addressed effectively.

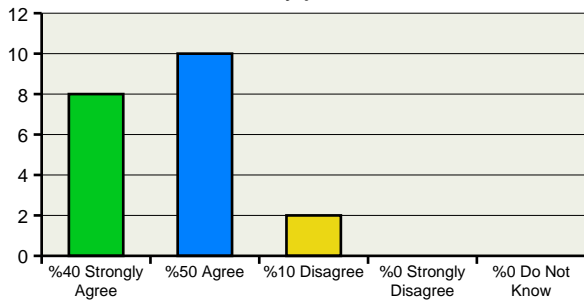


Base Questions

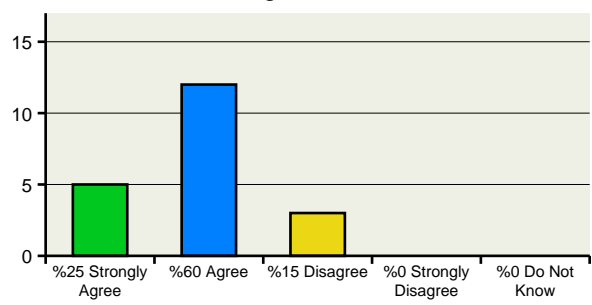
Overall Response



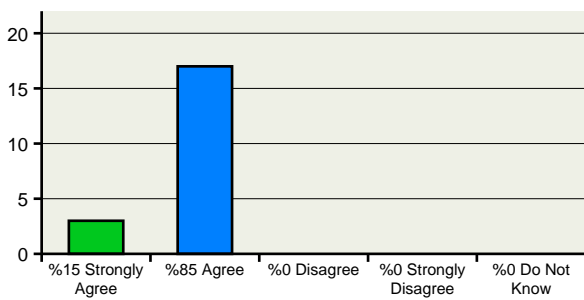
3. I have the equipment and resources to effectively do my job.



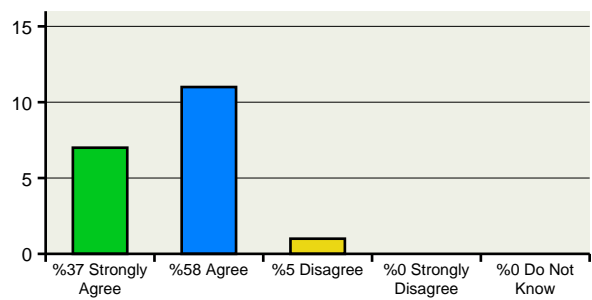
68. My development is encouraged by someone in this organization.



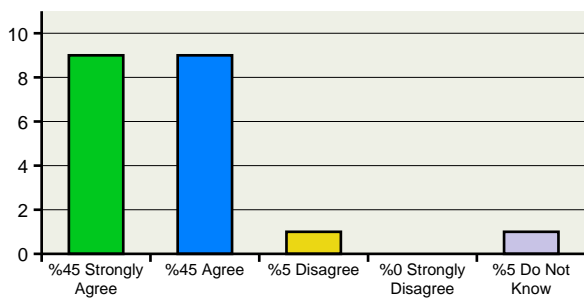
23. My job allows me to utilize my talents.



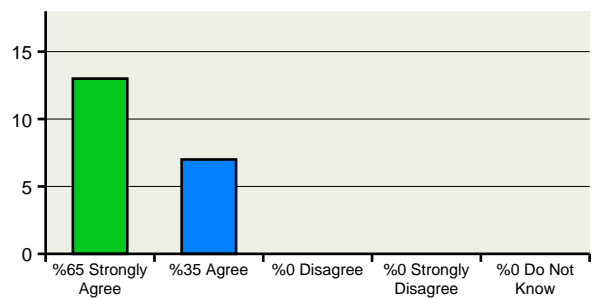
70. My opinions matter in this organization.



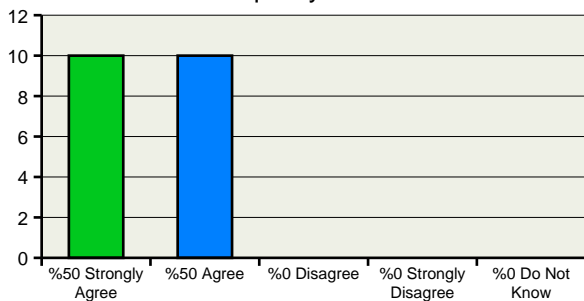
30. This organization provides me with new experiences and a chance to grow.



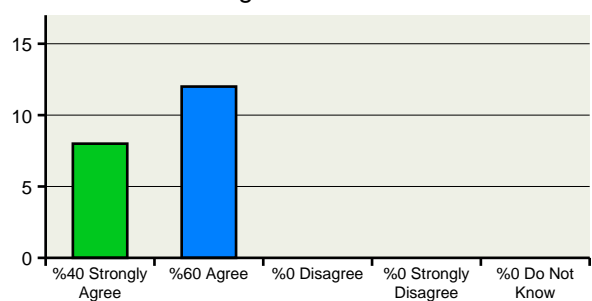
78. I would recommend working here to a friend.



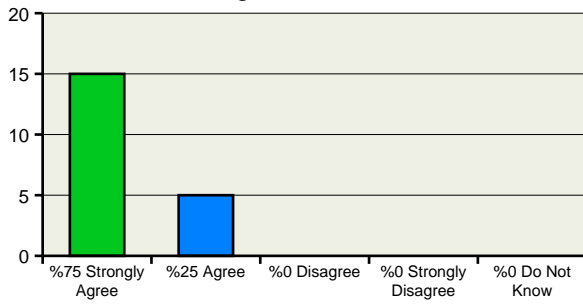
65. The employees in this organization strive for quality.



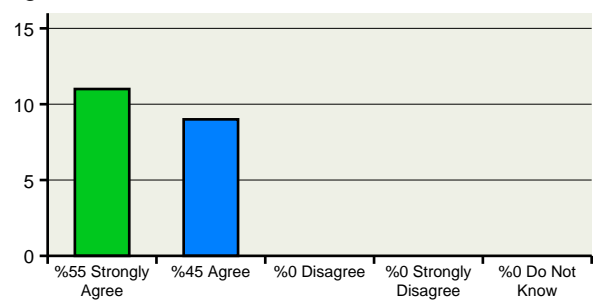
90. My job contributes to the purpose of this organization.



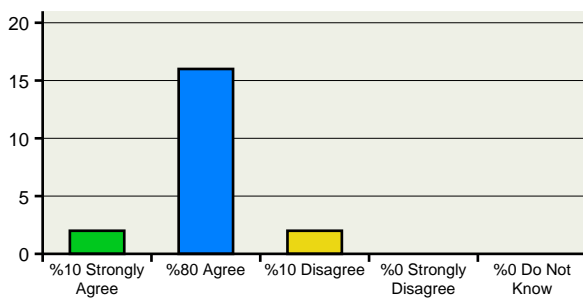
95. I have developed strong friendships in this organization.



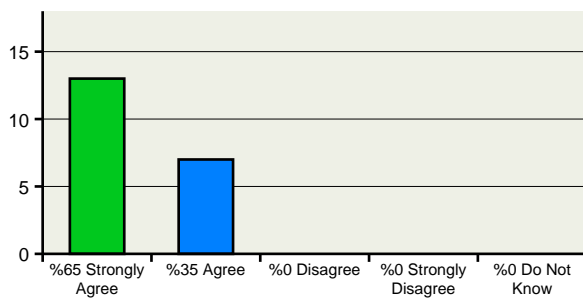
105. There is a person in a leadership role in this organization that cares about me as an individual.



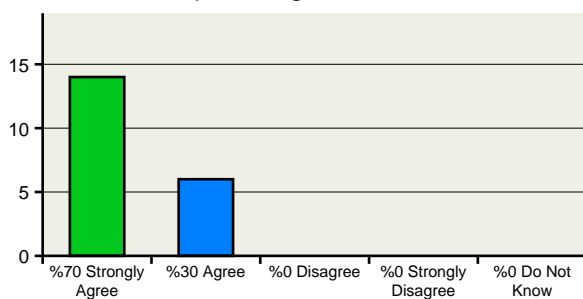
98. I receive recognition when I do a good job.



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

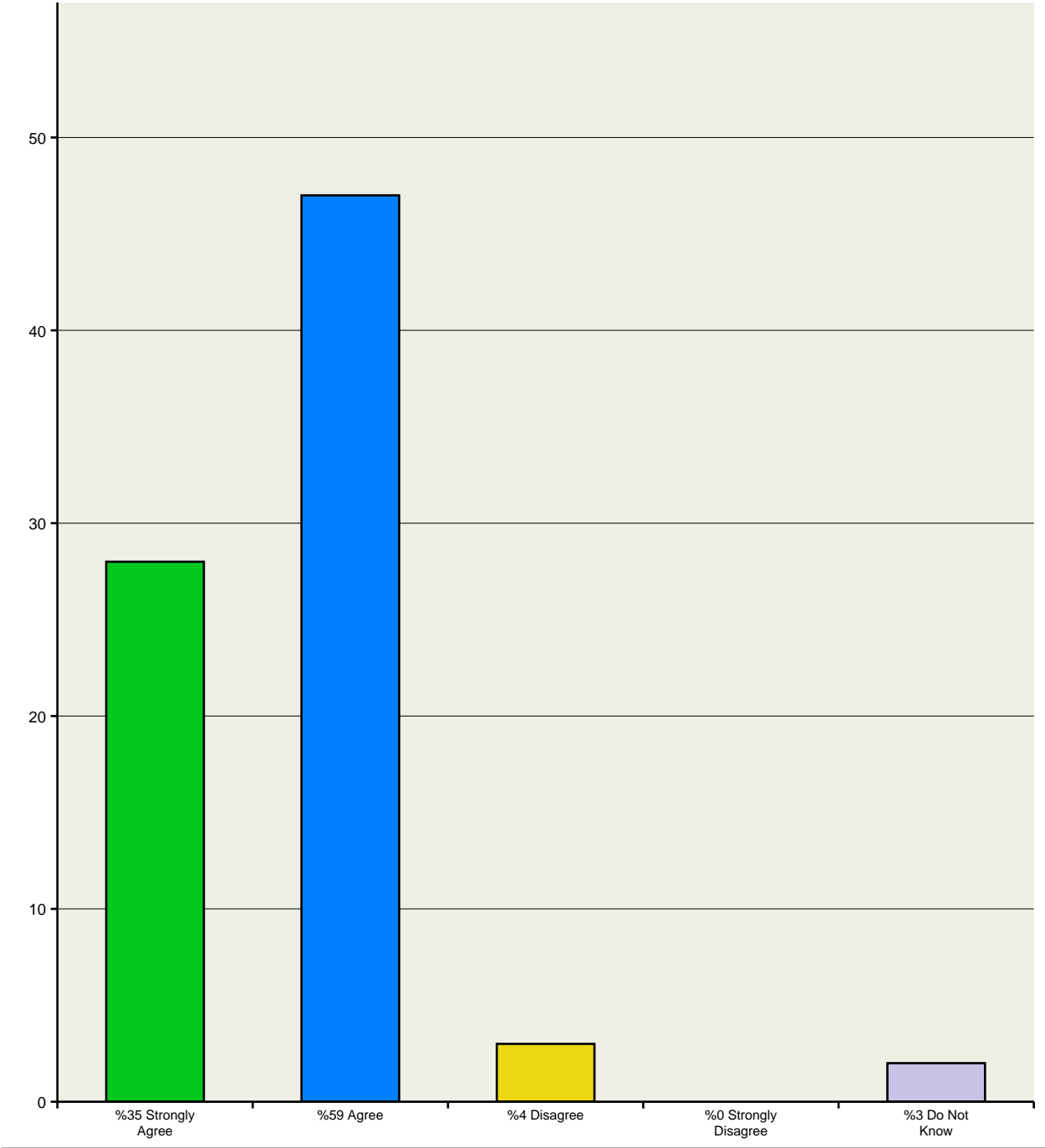


103. I am willing to go beyond my normal work duties to help this organization succeed.

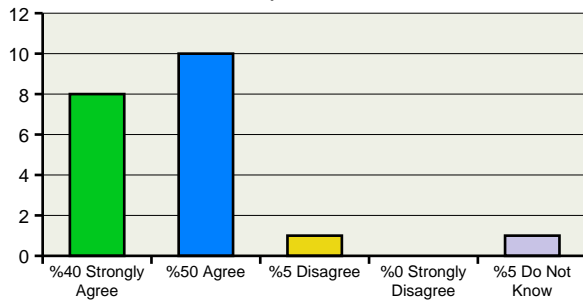


# Culture and Climate

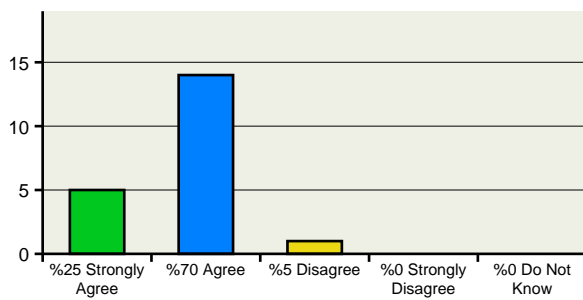
Overall Response



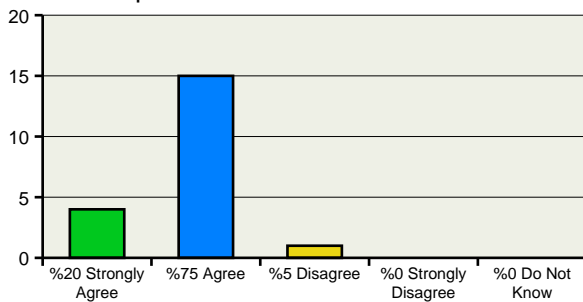
63. The culture of the overall organization is positive and optimistic.



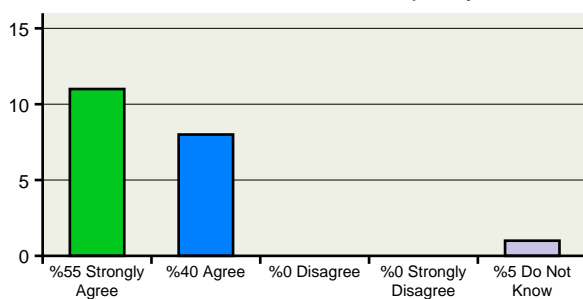
81. Most employees that I regularly work with are happy with this organization.



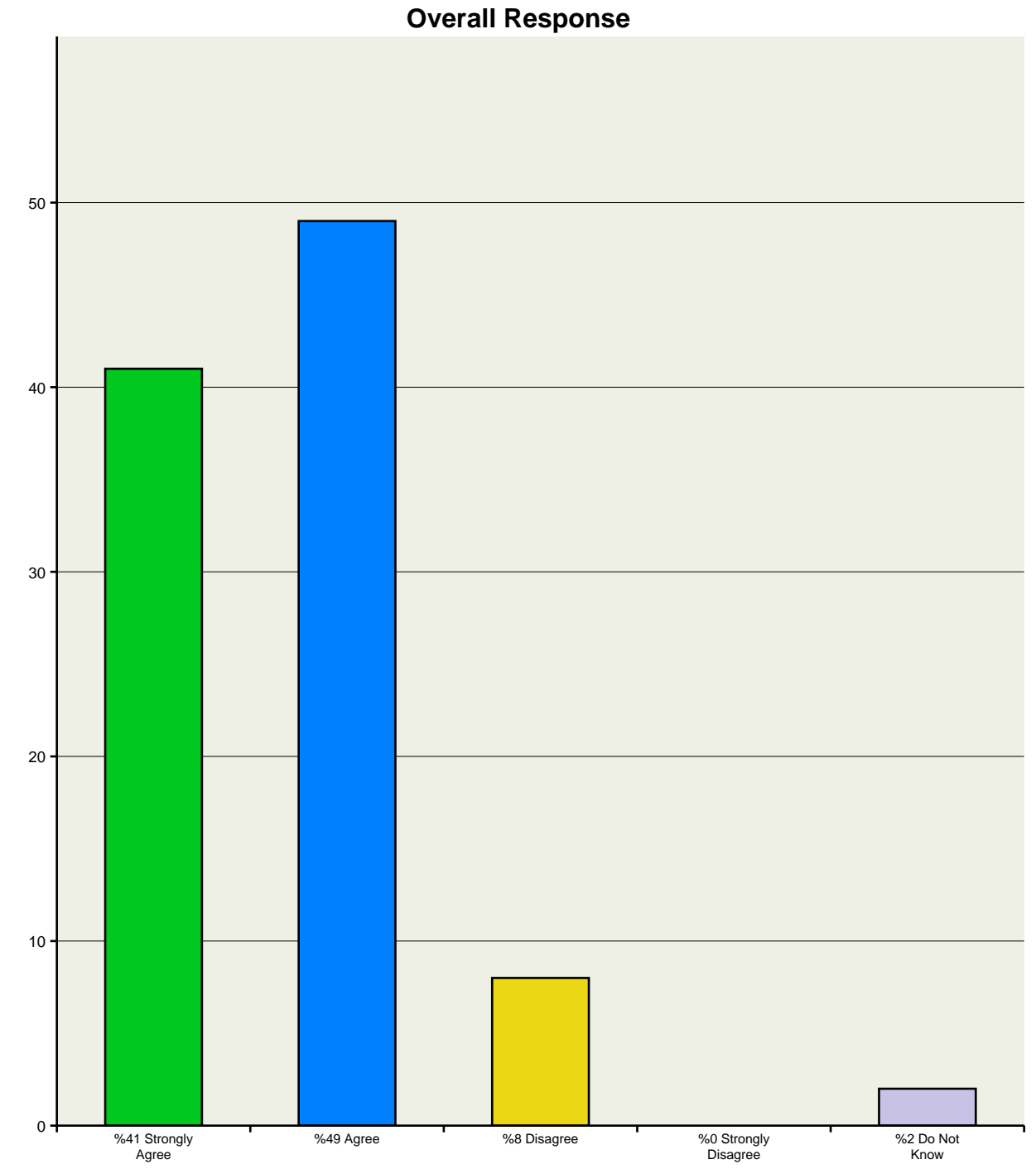
93. Most employees in this organization are productive and motivated.



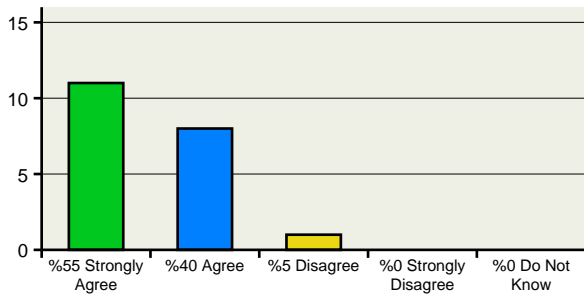
101. I believe this organization is both customer focused and committed to quality.



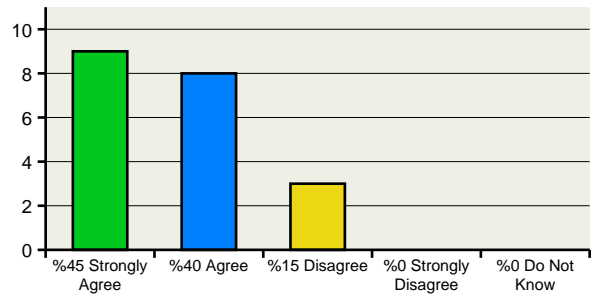
Senior Management Level



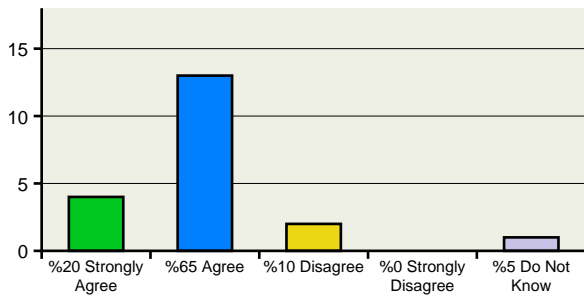
15. I trust the decisions and actions of the Senior Management Team.



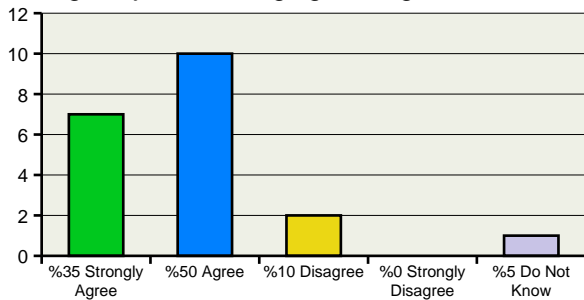
96. The Senior Management Team does a good job of establishing and communicating clear priorities and objectives.



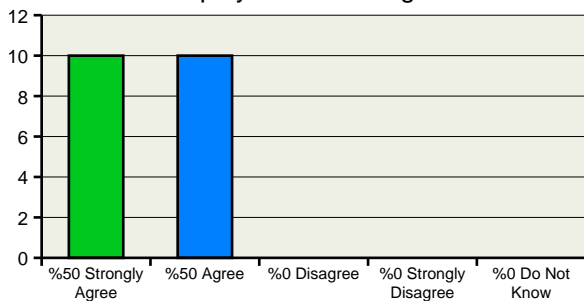
34. I believe the Senior Management Team communicates a clear vision of our future direction.



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

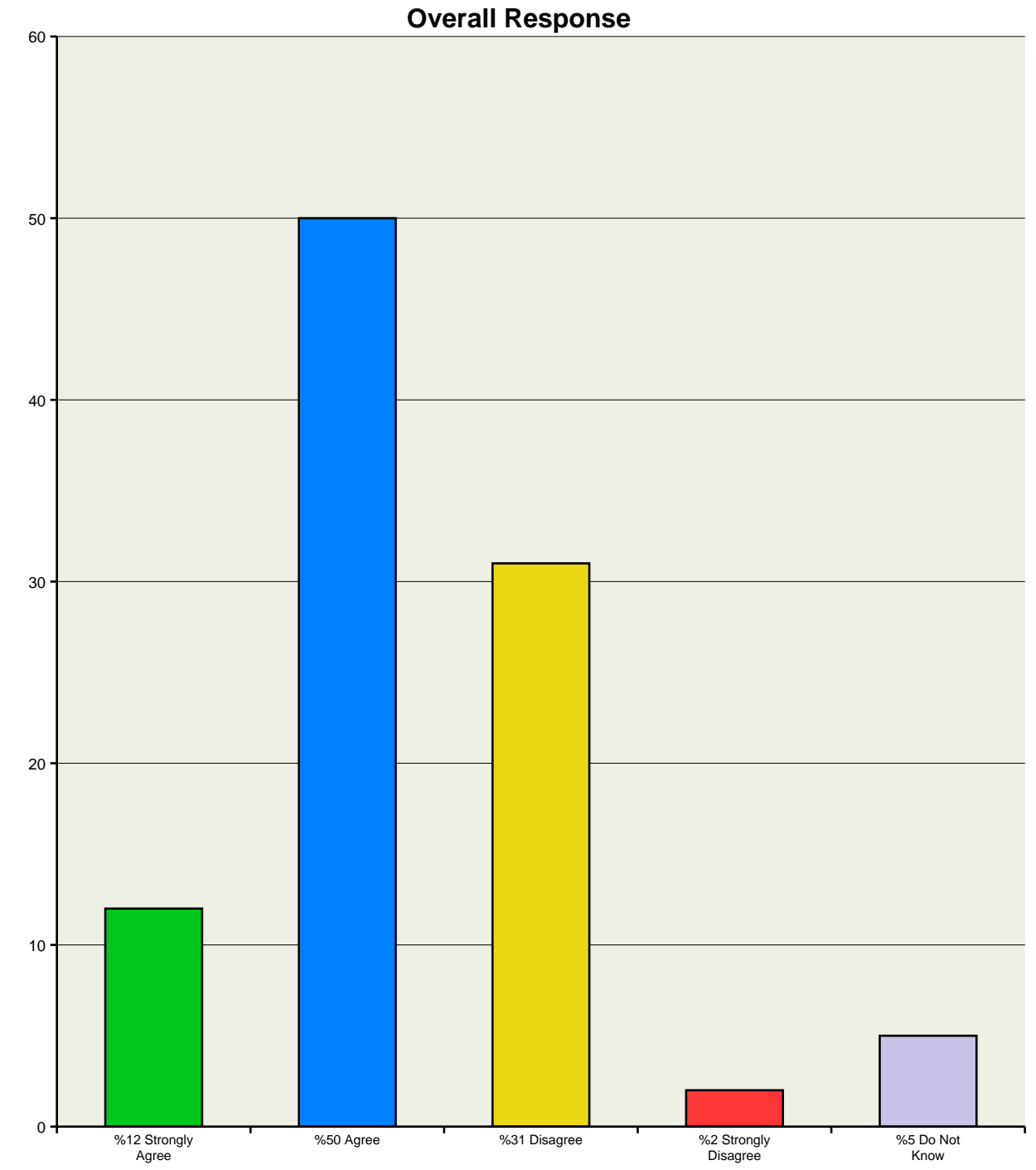


74. I believe the Senior Management Team cares about the employees in this organization.

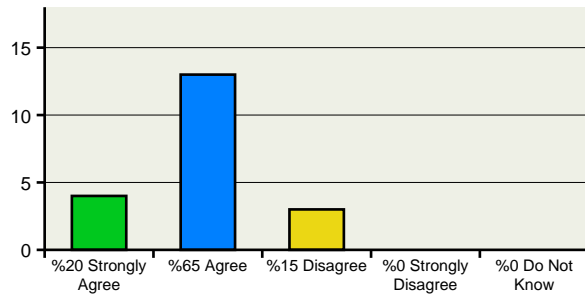




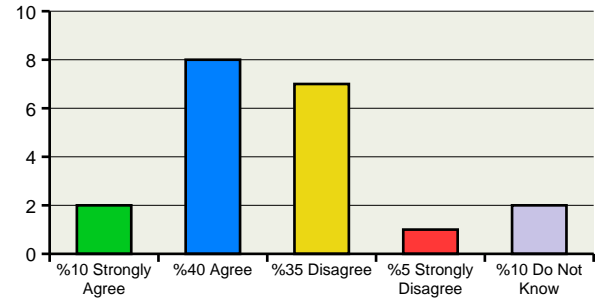
**County Council**



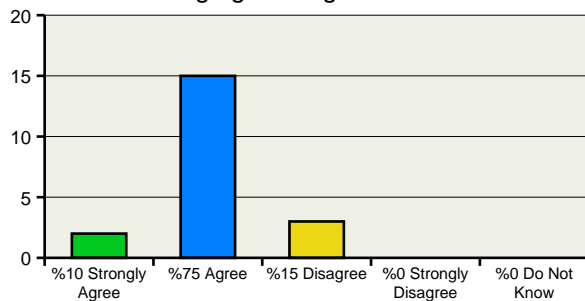
6. I believe that County Council cares about the employees of this organization.



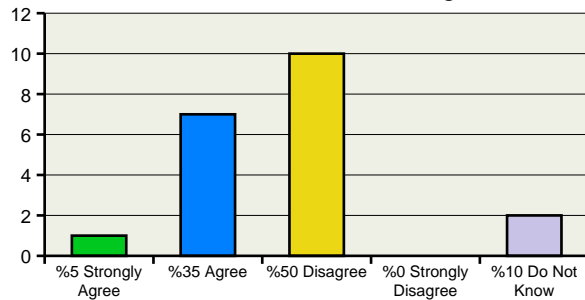
108. County Council does a good job of establishing clear priorities and objectives.



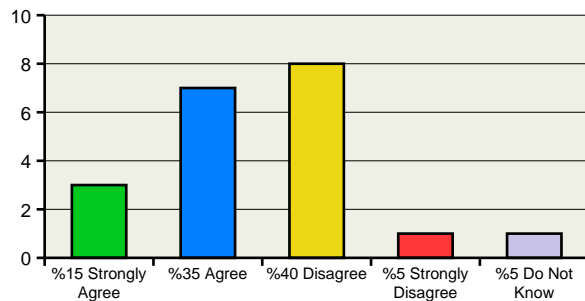
29. I believe County Council is doing a good job in managing our organization.



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

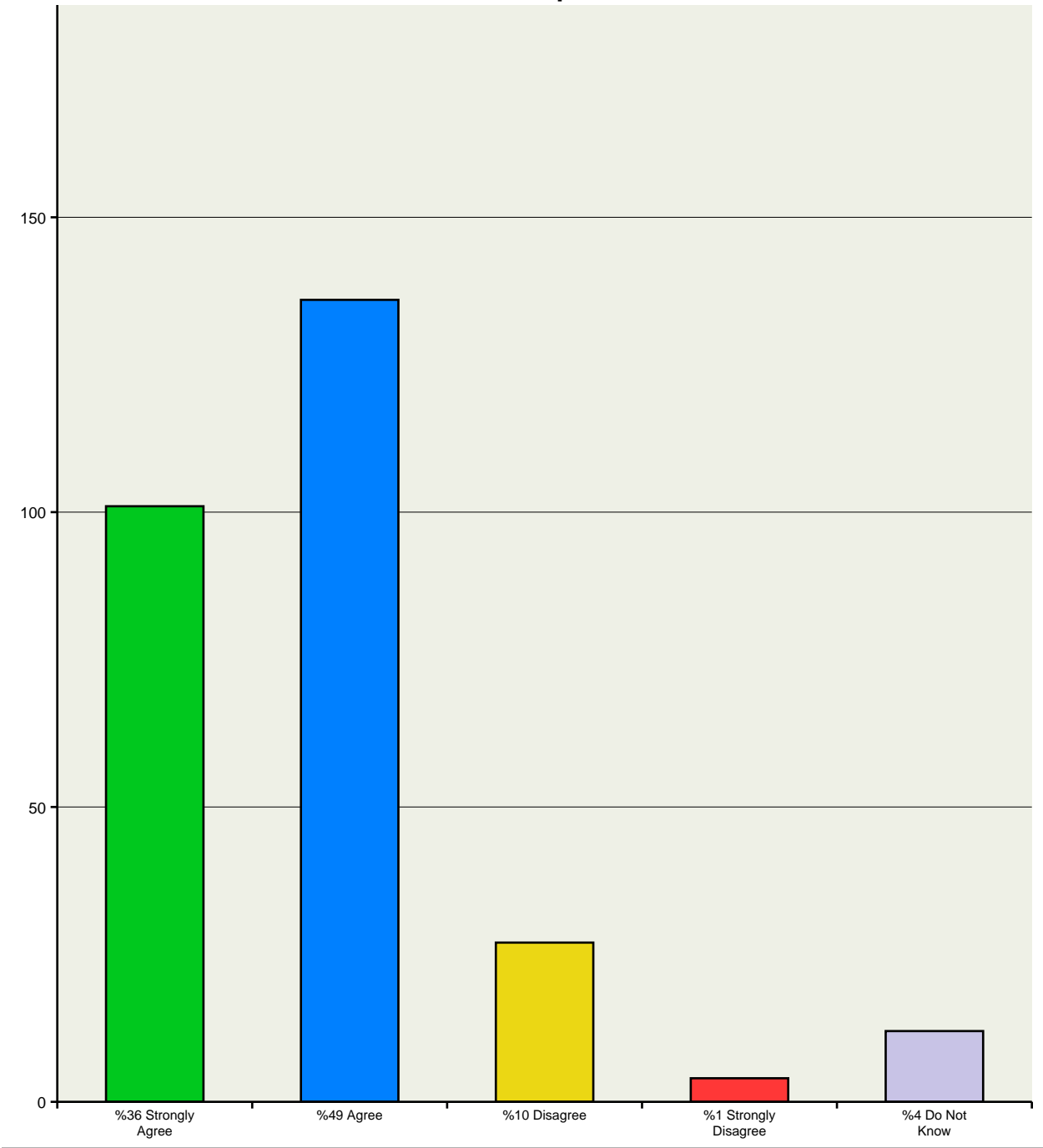


87. I trust the decisions and actions of County Council.

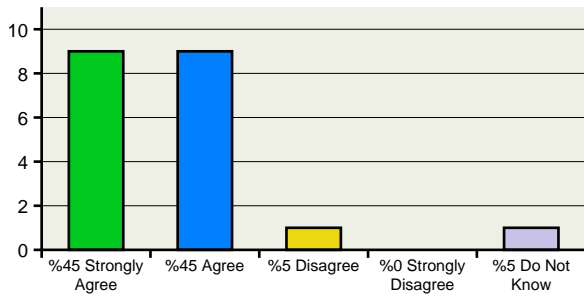


# Custom Questions

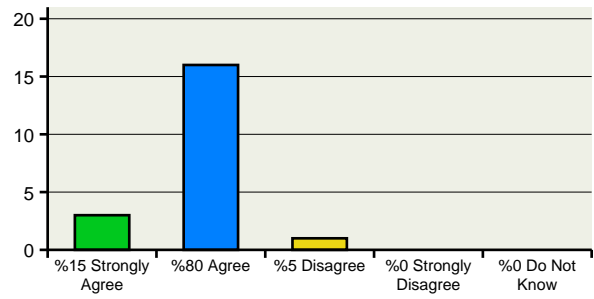
Overall Response



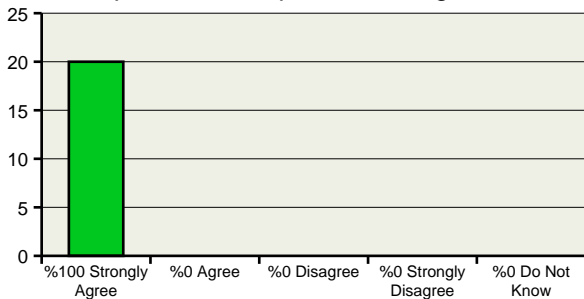
7. Internal conflict resolution is handled appropriately in this organization.



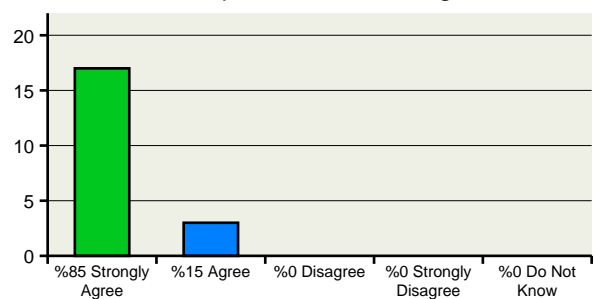
26. I feel that this organization respects diversity.



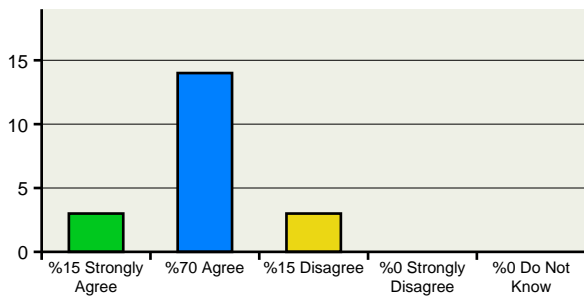
11. I am proud to be a part of this organization.



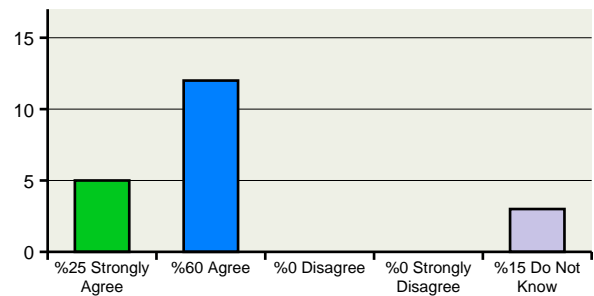
27. Teamwork is practiced in this organization.



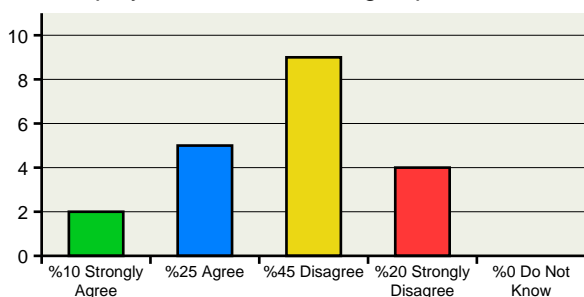
16. Employee performance related issues are handled appropriately in this organization.



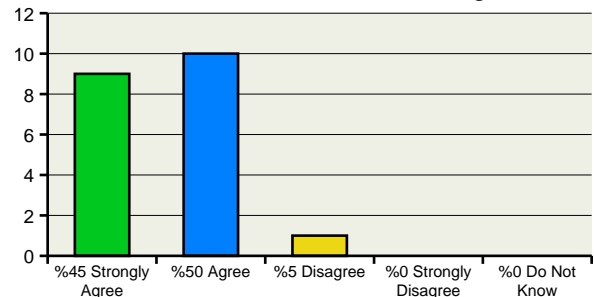
33. I have sufficient time to focus on the quality of my work.



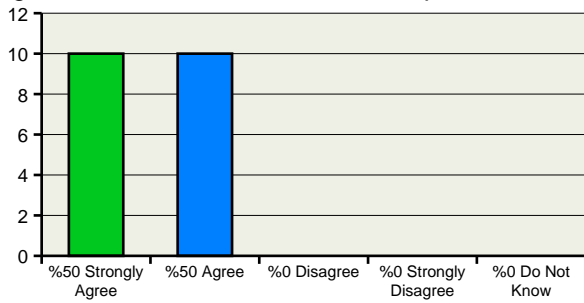
22. The interviewing, hiring and orientation of new employees is a well managed process.



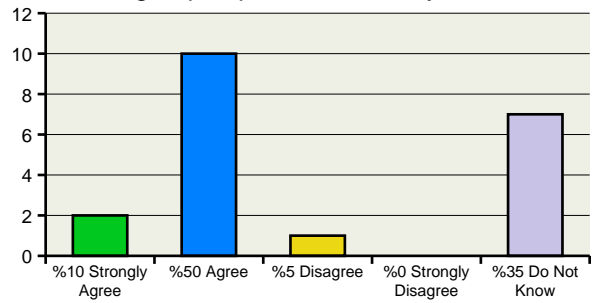
40. We celebrate our successes in this organization.



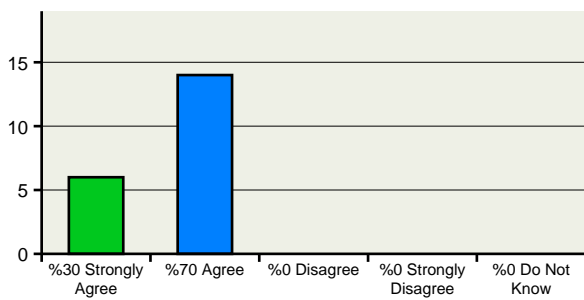
41. I am comfortable approaching someone in this organization for assistance with workplace conflict.



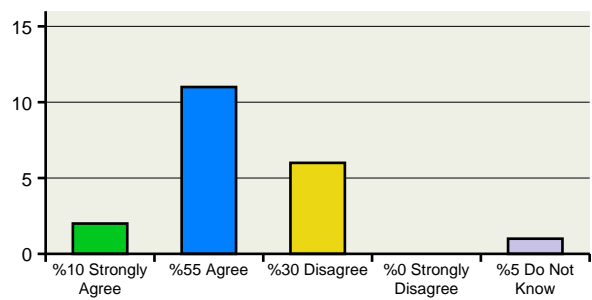
92. I believe the other departments or service groups operate effectively.



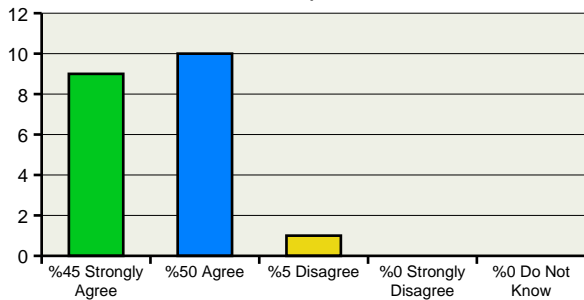
58. I am given the responsibility and authority to do my job.



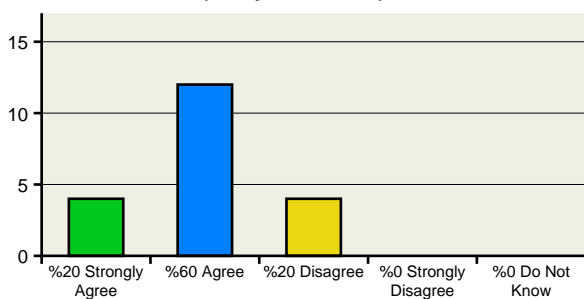
94. My manager actively solicits my suggestions and ideas.



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

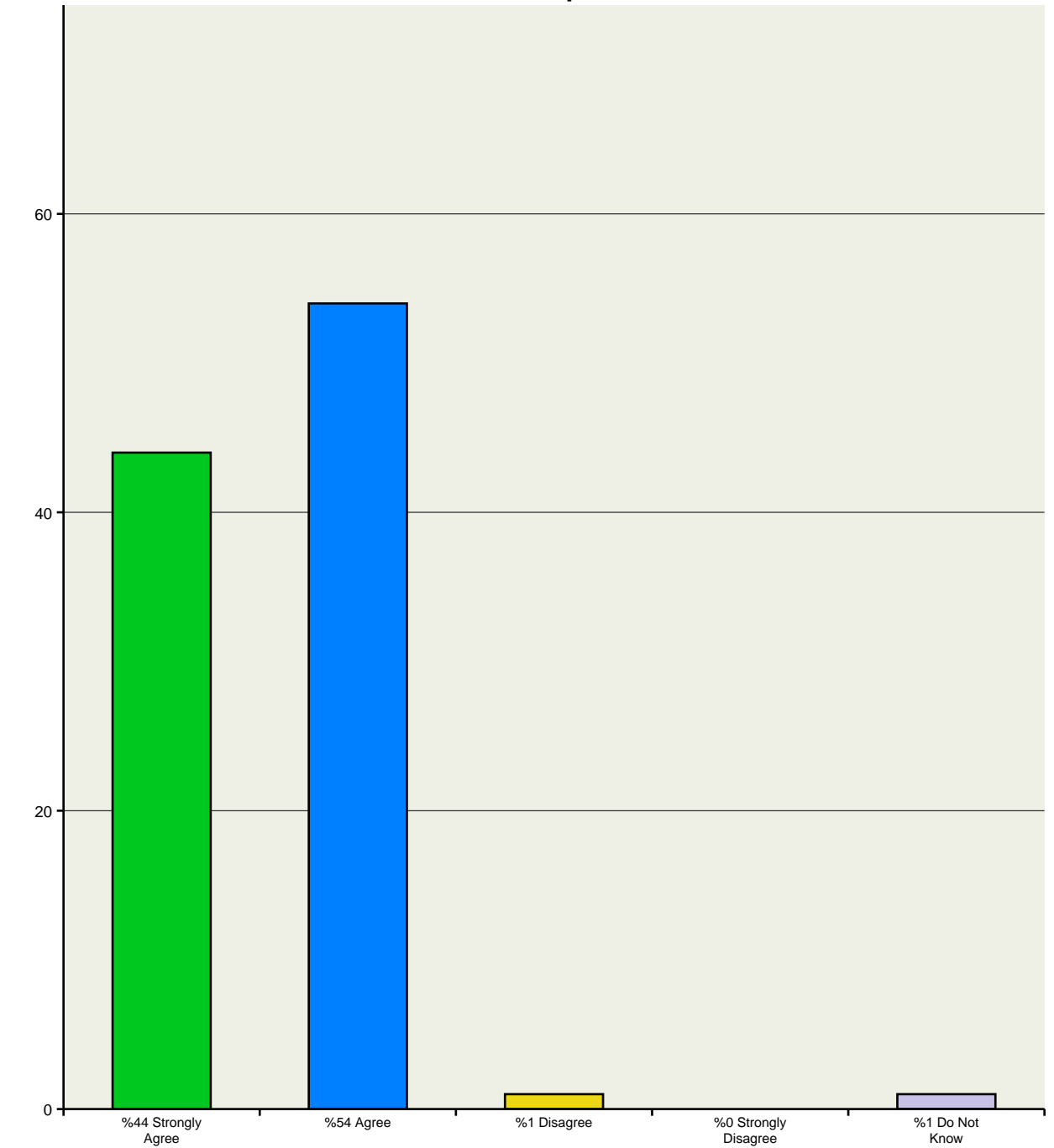


89. Leadership within this organization communicates openly about important matters.

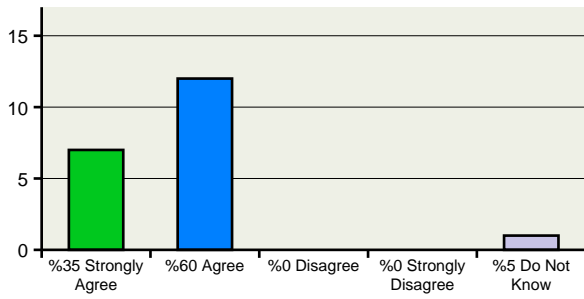


# Training Opportunities

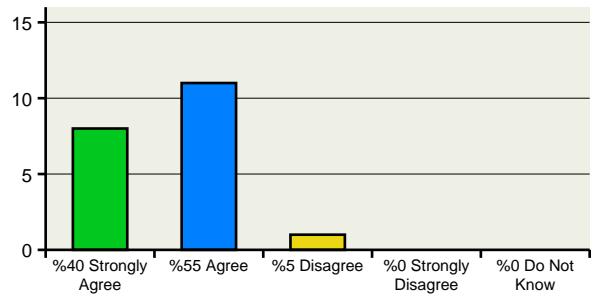
Overall Response



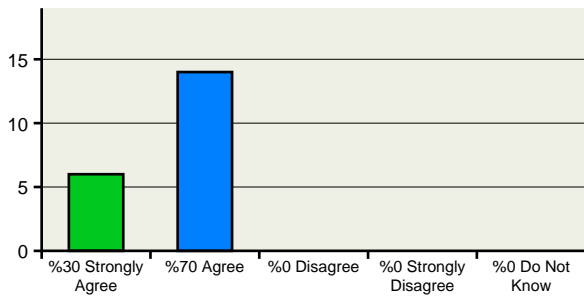
8. The training I receive allows me to assume additional work responsibilities.



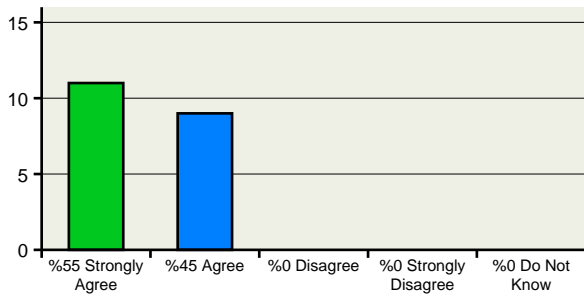
107. I have the opportunity to request training when needed.



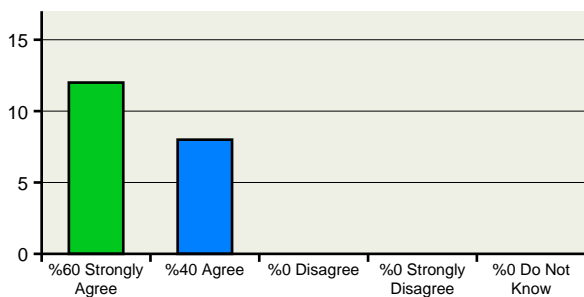
56. I am satisfied with the quality of the job training I receive.



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

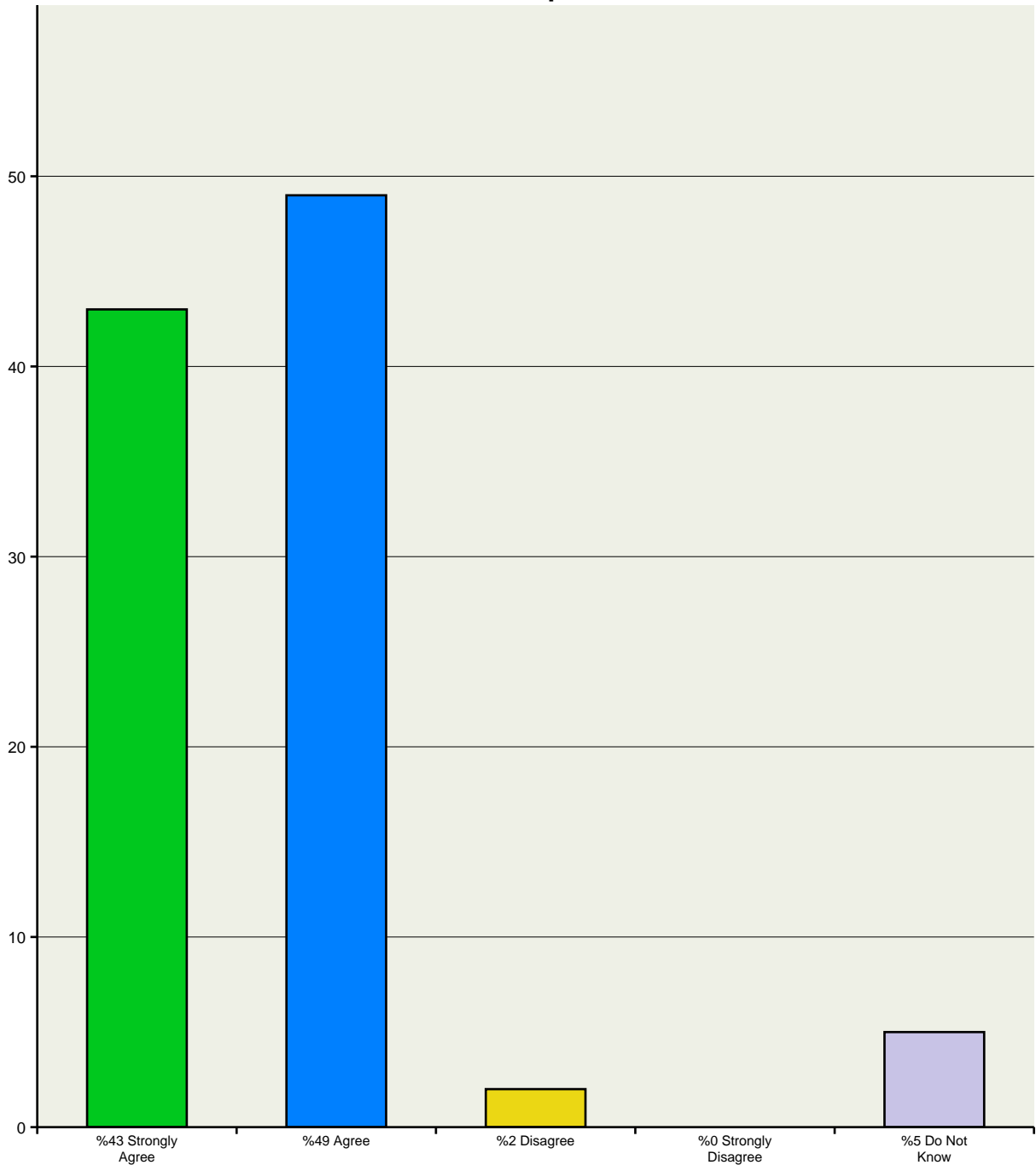


84. I receive job training on a regular basis.



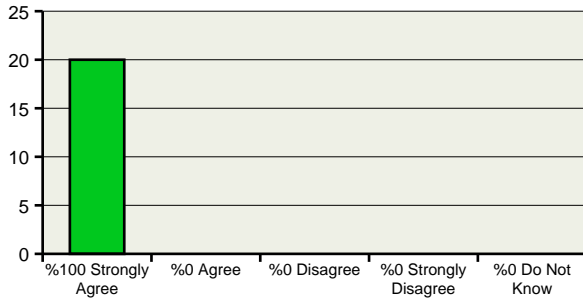
# Organizational Structure

Overall Response

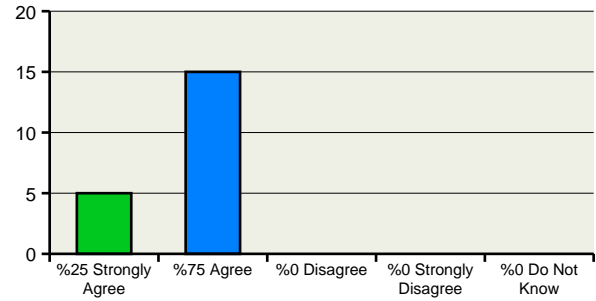




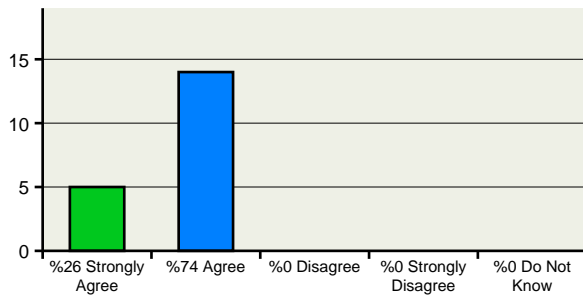
1. I clearly understand who I report to.



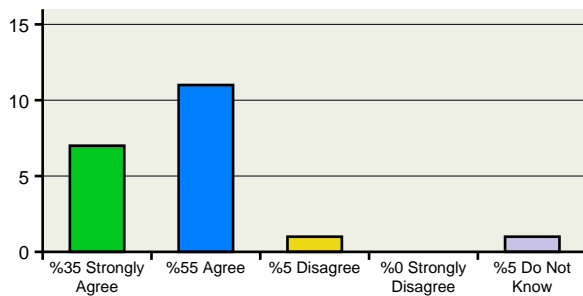
72. This organizational structure allows us to operate in an efficient and productive manner.



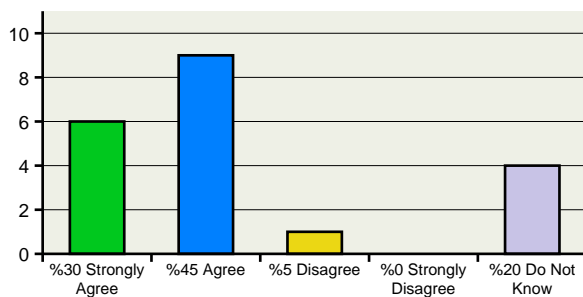
24. The structure of our organization allows for effective communication and information exchange.



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

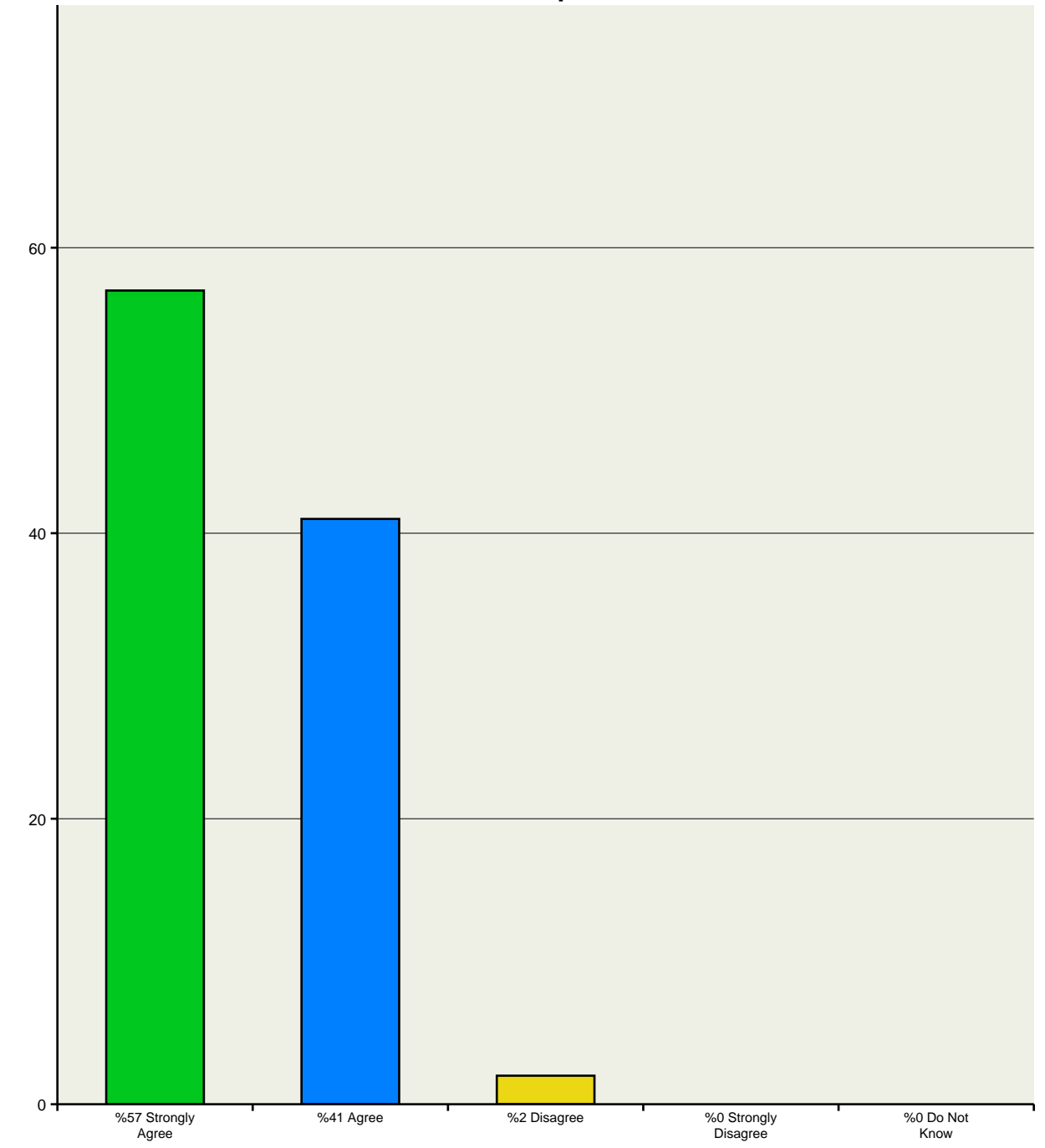


39. The departments within our organization share a common vision and direction.

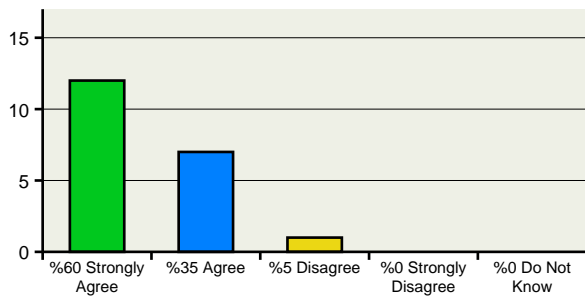


# Team Dynamics

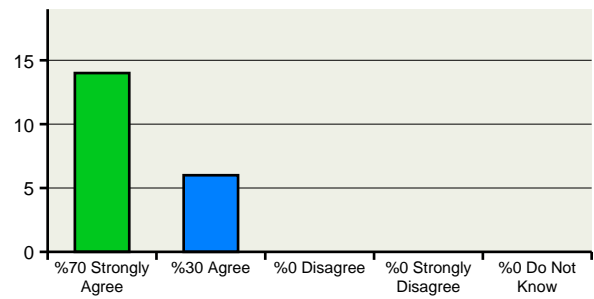
Overall Response



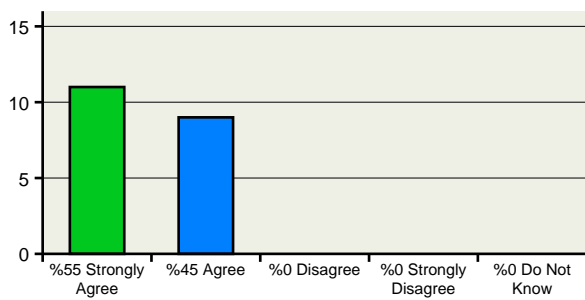
5. My department or team respects the views and opinions of one another.



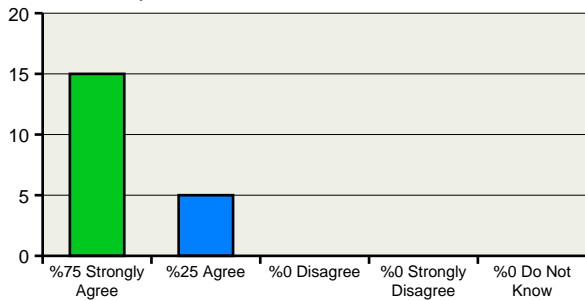
49. I believe my department or team works well together.



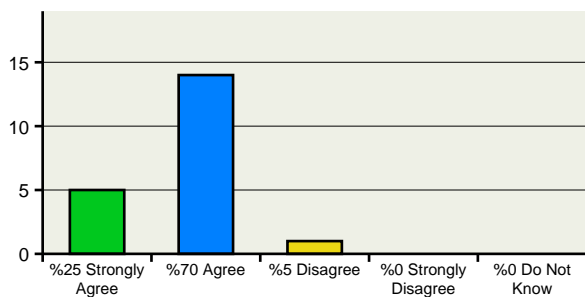
14. My department or team normally completes our work assignments on schedule while still focusing on quality.



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

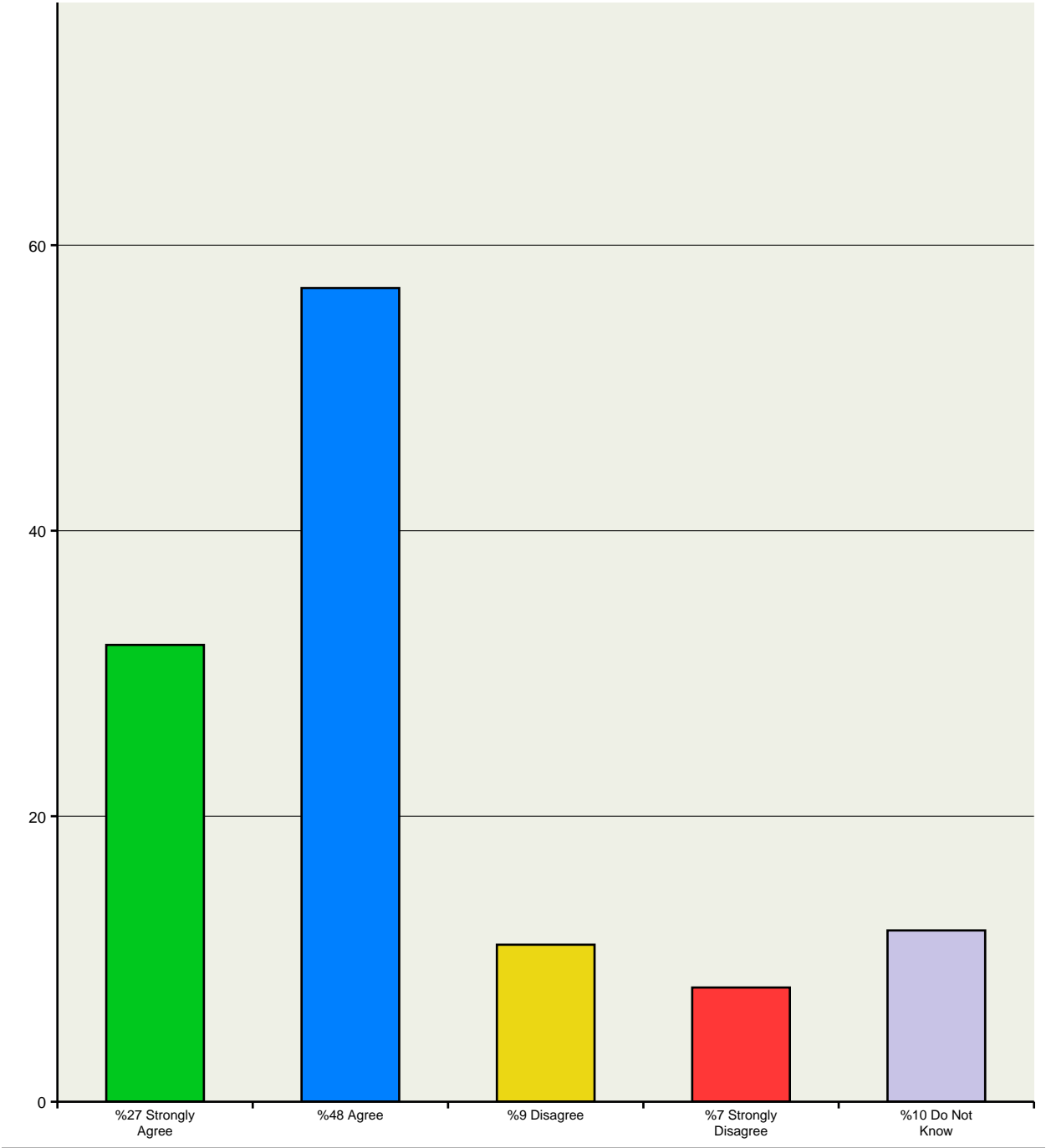


43. My department or team holds efficient and productive meetings.

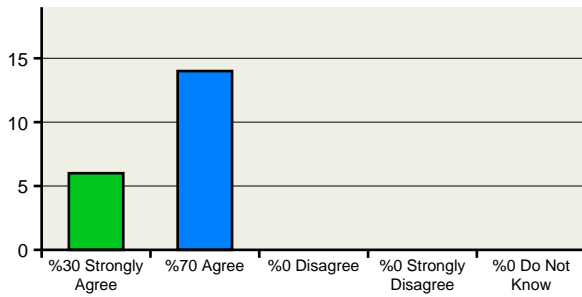


# Work/Life Balance

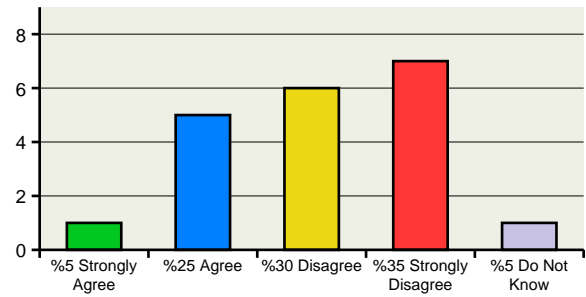
Overall Response



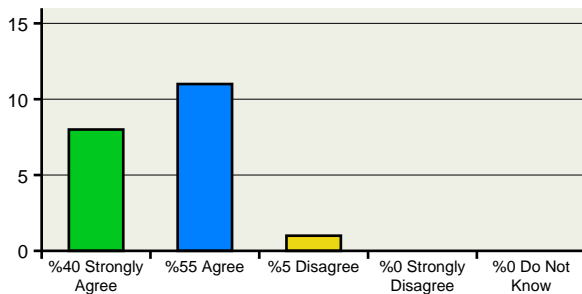
20. I am able to maintain a healthy balance between my work life and personal life.



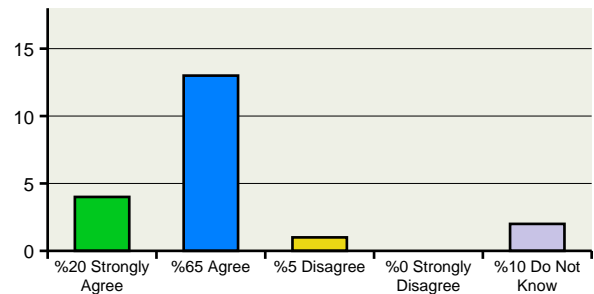
85. Work related obligations seldom require me to cancel or change my personal or family commitments.



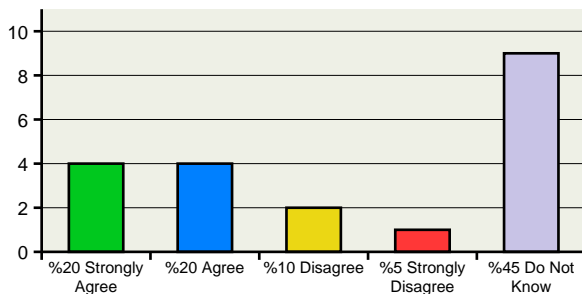
50. The department provides me with enough flexibility and support to meet the demands of my personal and family life.



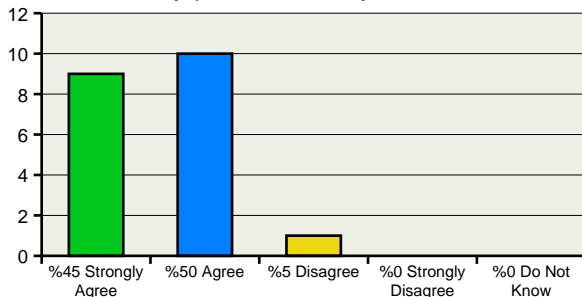
102. This organization provides me with enough flexibility and support to meet the demands of my personal and family life.



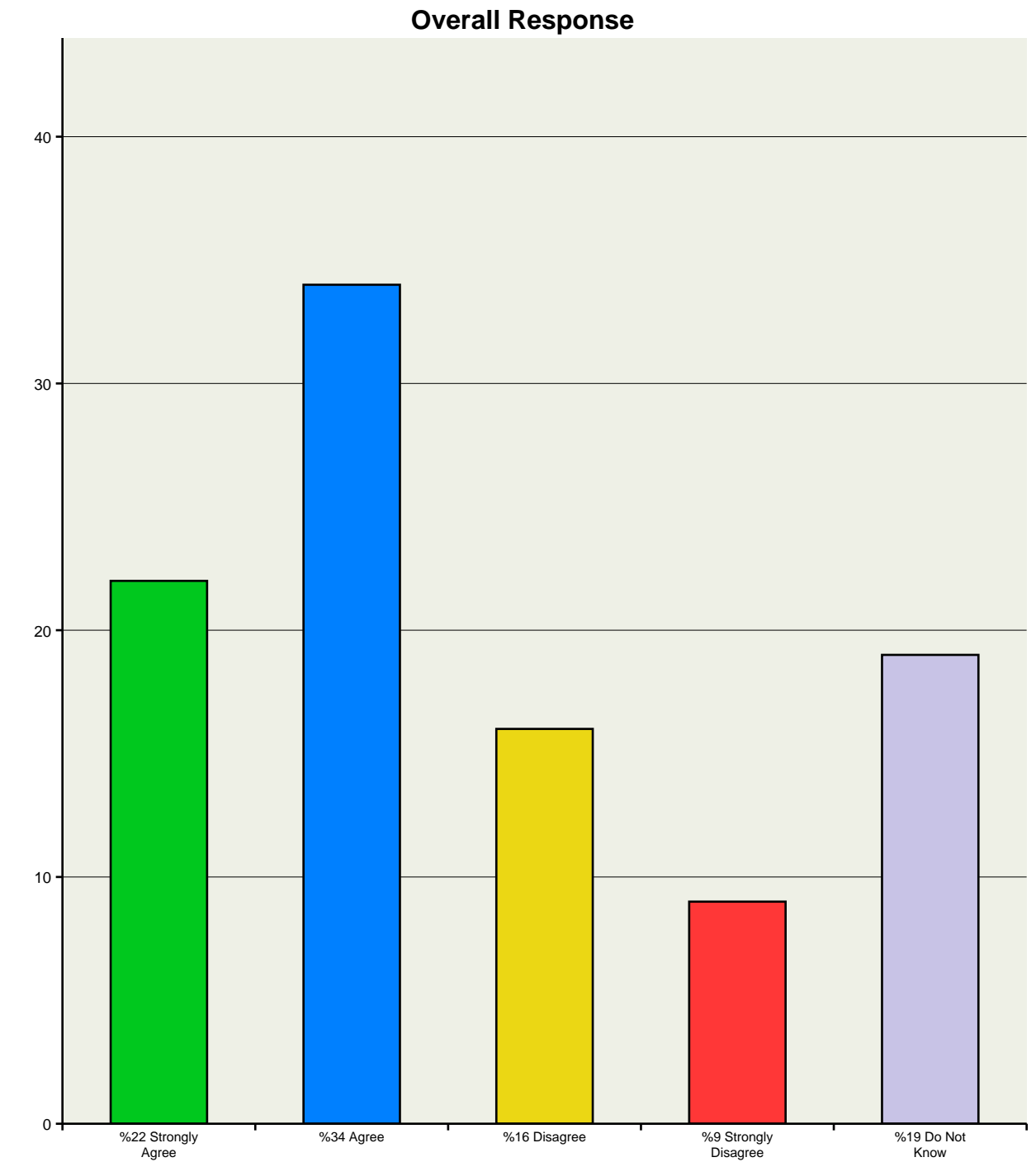
66. I am able to complete my work responsibilities during normal business hours.



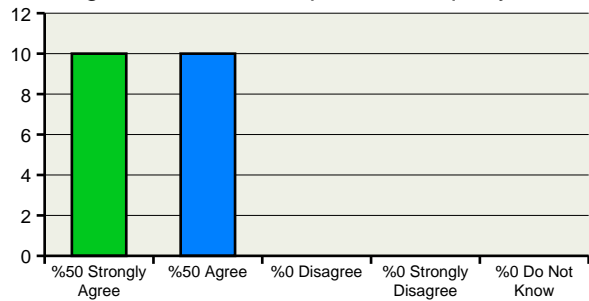
71. I believe this organization respects and values my personal/family life.



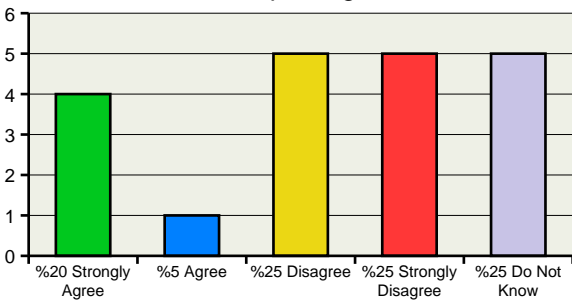
## Compensation & Benefits



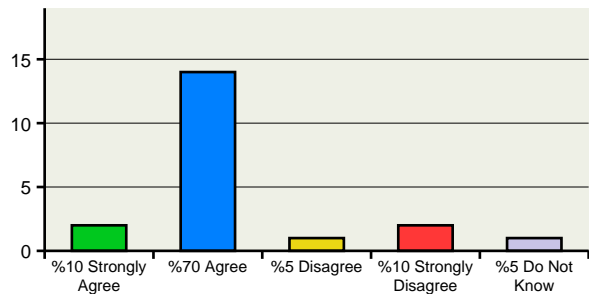
4. I believe employees doing the same job in this organization are compensated equally.



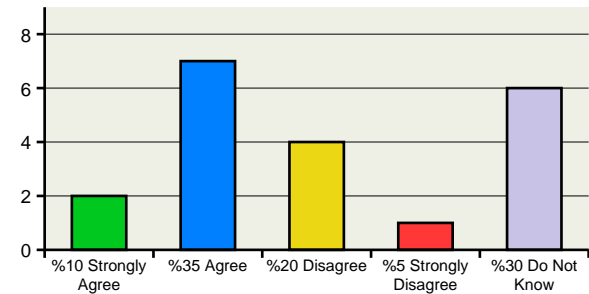
86. I clearly understand my compensation and benefits package.



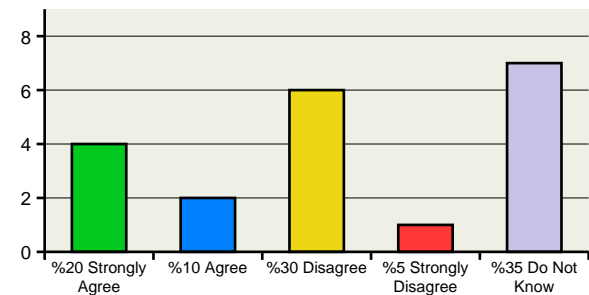
18. I believe I am paid fairly for the work I do.



53. This organization offers competitive compensation and benefits.

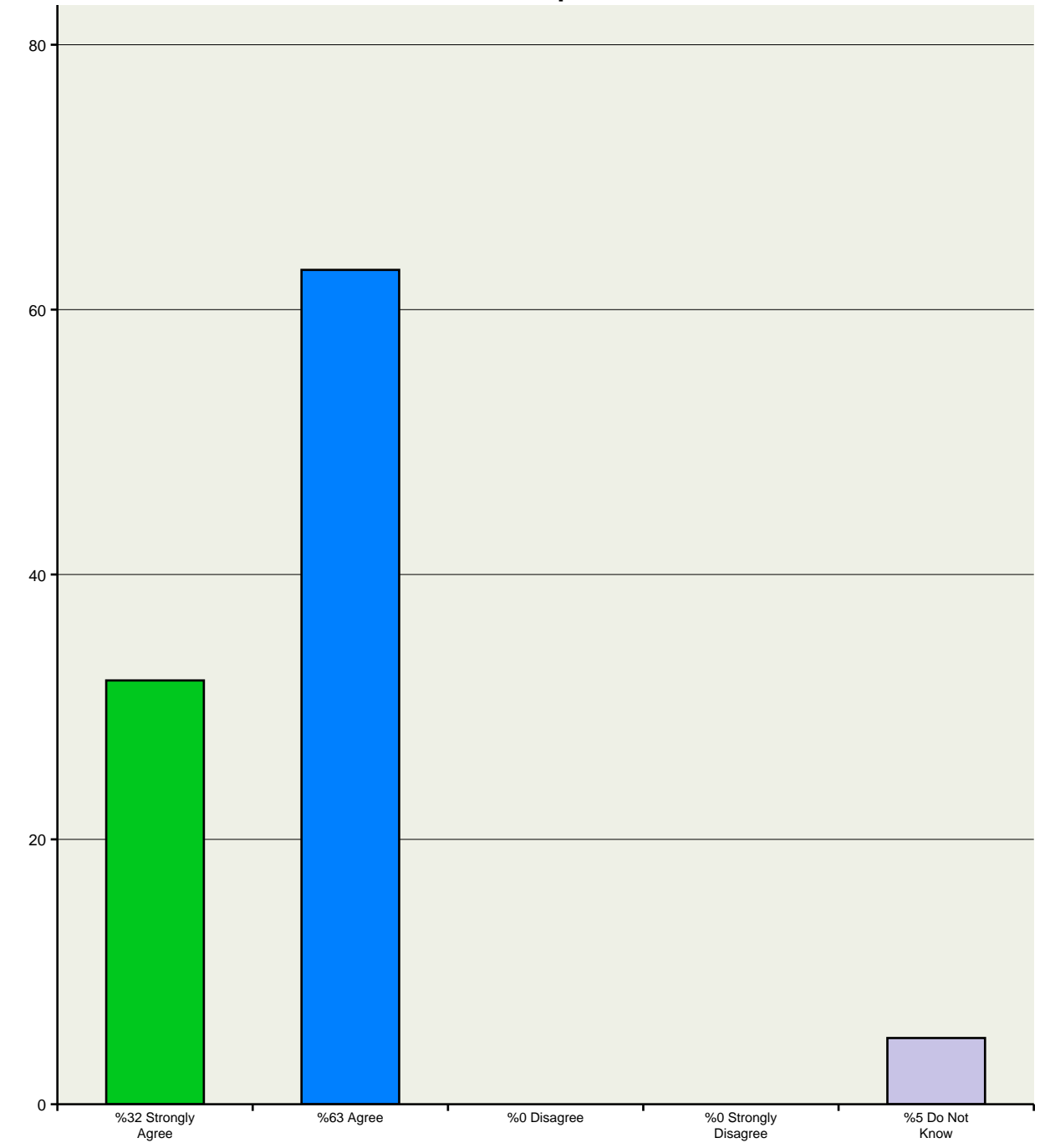


73. I am satisfied with the benefits provided to me.



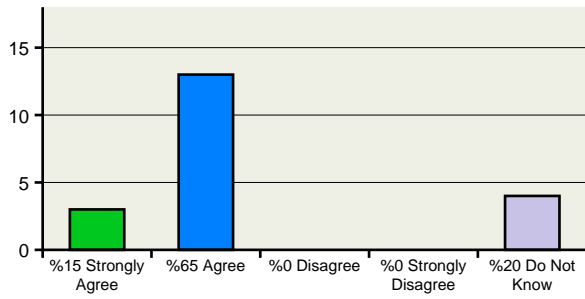
# Coworkers

Overall Response

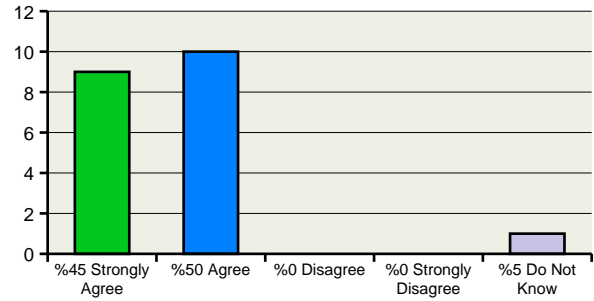




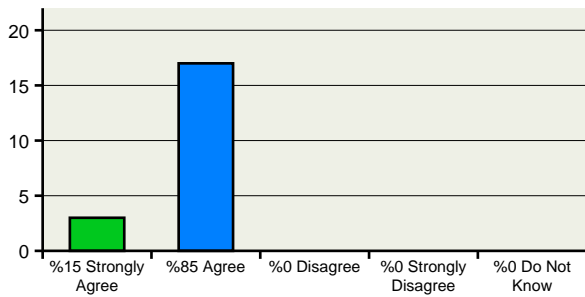
19. I receive the support I need from other departments to successfully meet my job responsibilities.



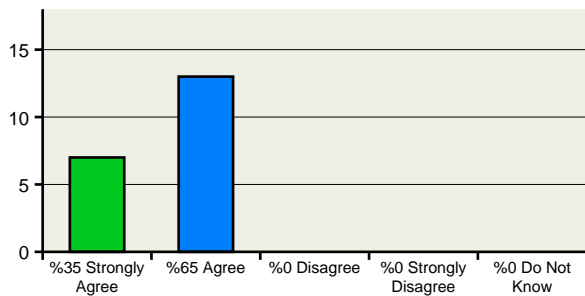
106. Employees I interact with cooperate and collaborate well with one another.



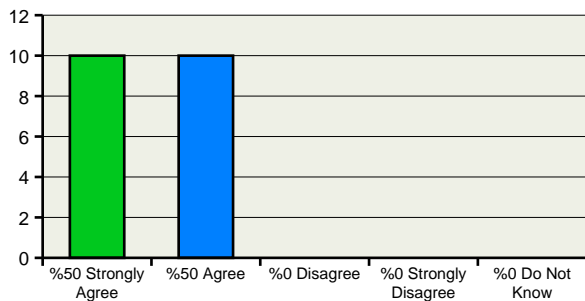
54. I believe the employees in this organization communicate effectively.



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

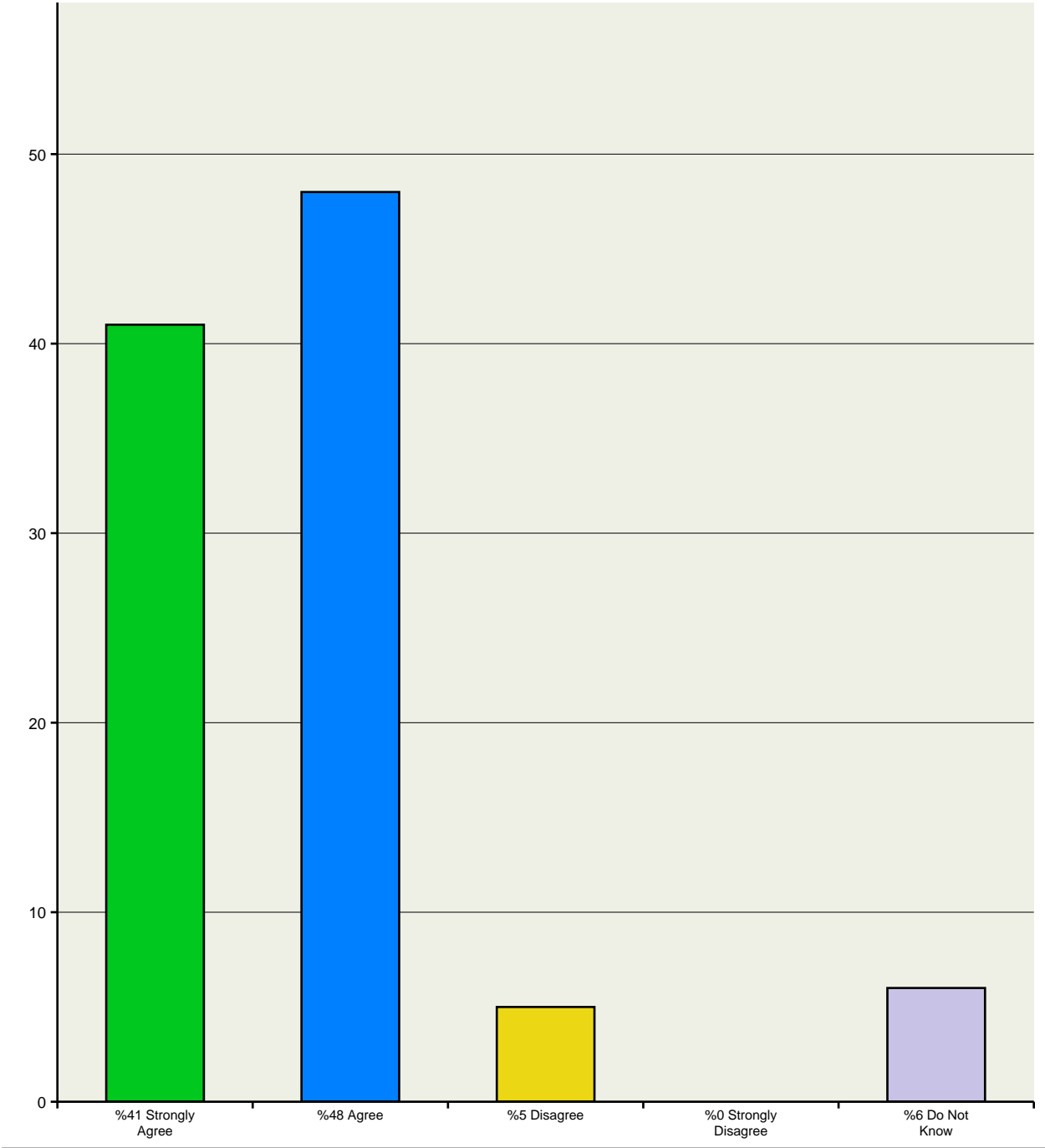


104. My coworkers behave in a professional manner.

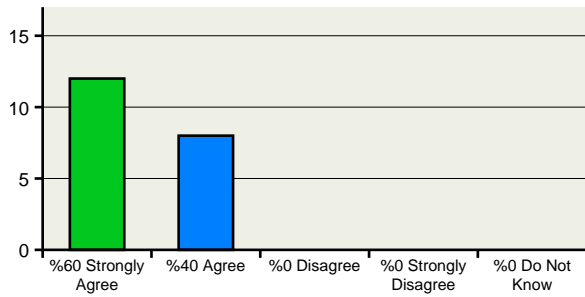


# Career Opportunities

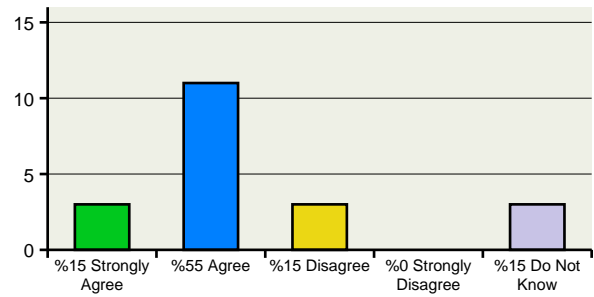
Overall Response



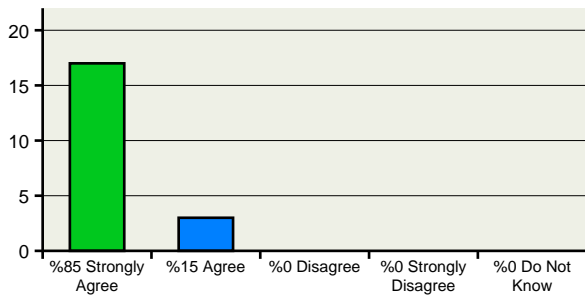
2. Hard work and dedication are the best way to advance in this organization.



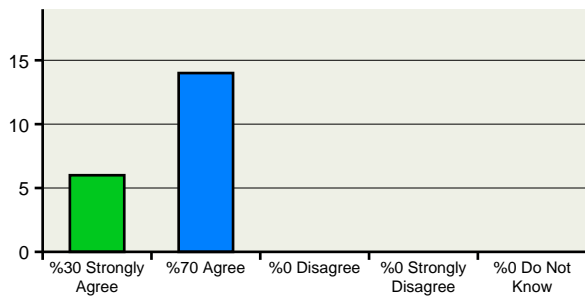
88. This organization provides me with a clear professional development plan.



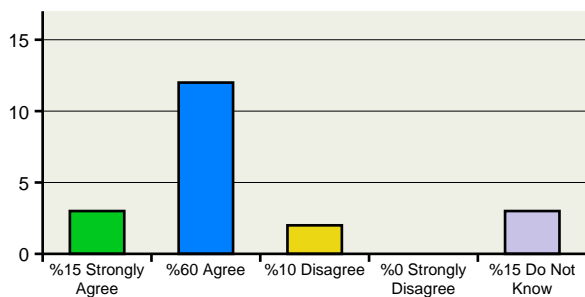
51. I have gained valuable experience while working for this organization.



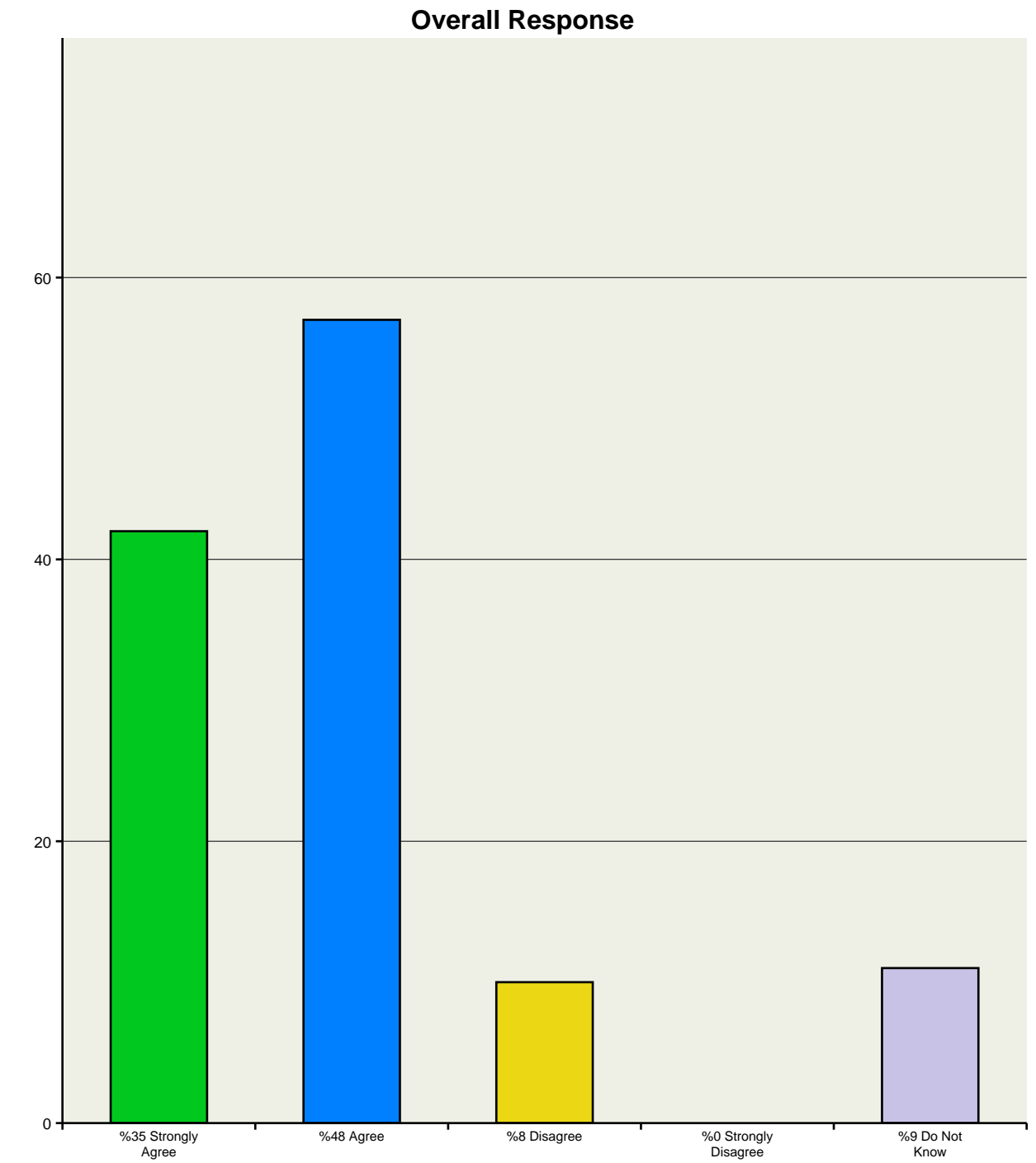
52. This organization is committed to the development of its staff members.



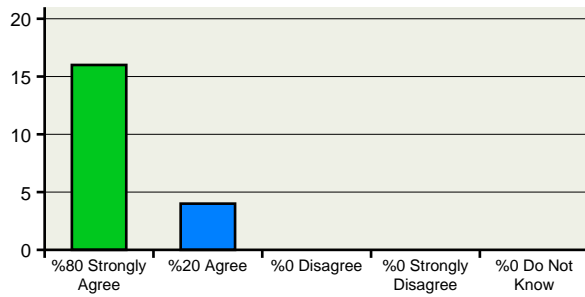
80. I have career advancement opportunities within this organization.



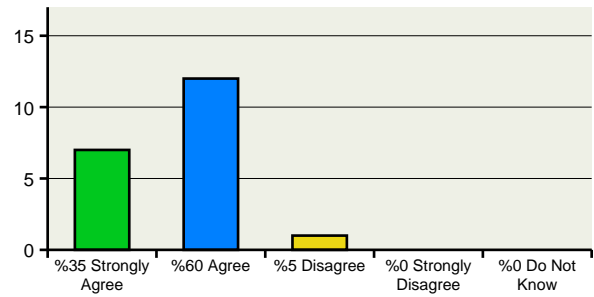
## Safety & Working Environment



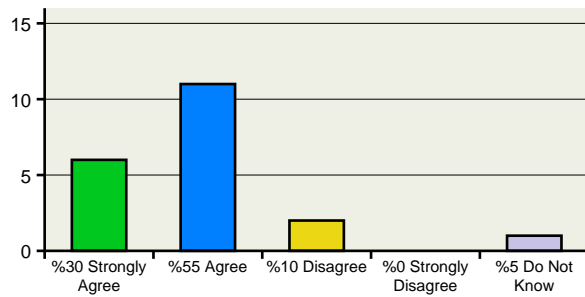
9. I am expected to operate in a safe manner to avoid work related accidents.



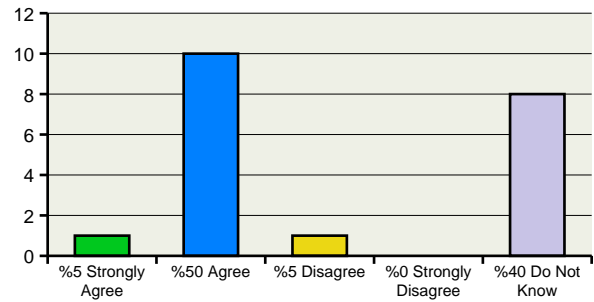
48. I have the ability to voice safety and work environment concerns.



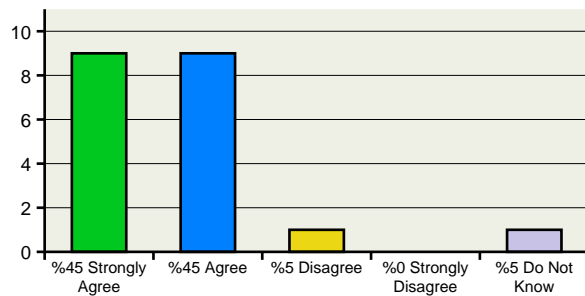
10. This workplace effectively handles "people problems" that exist between staff.



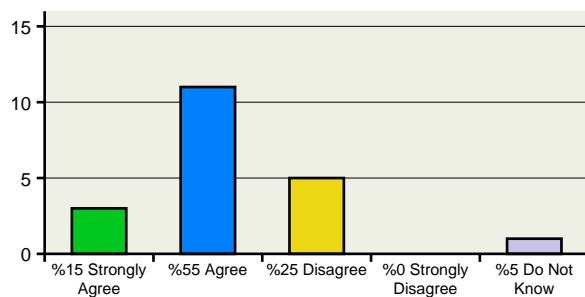
82. I work in a safe environment.



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

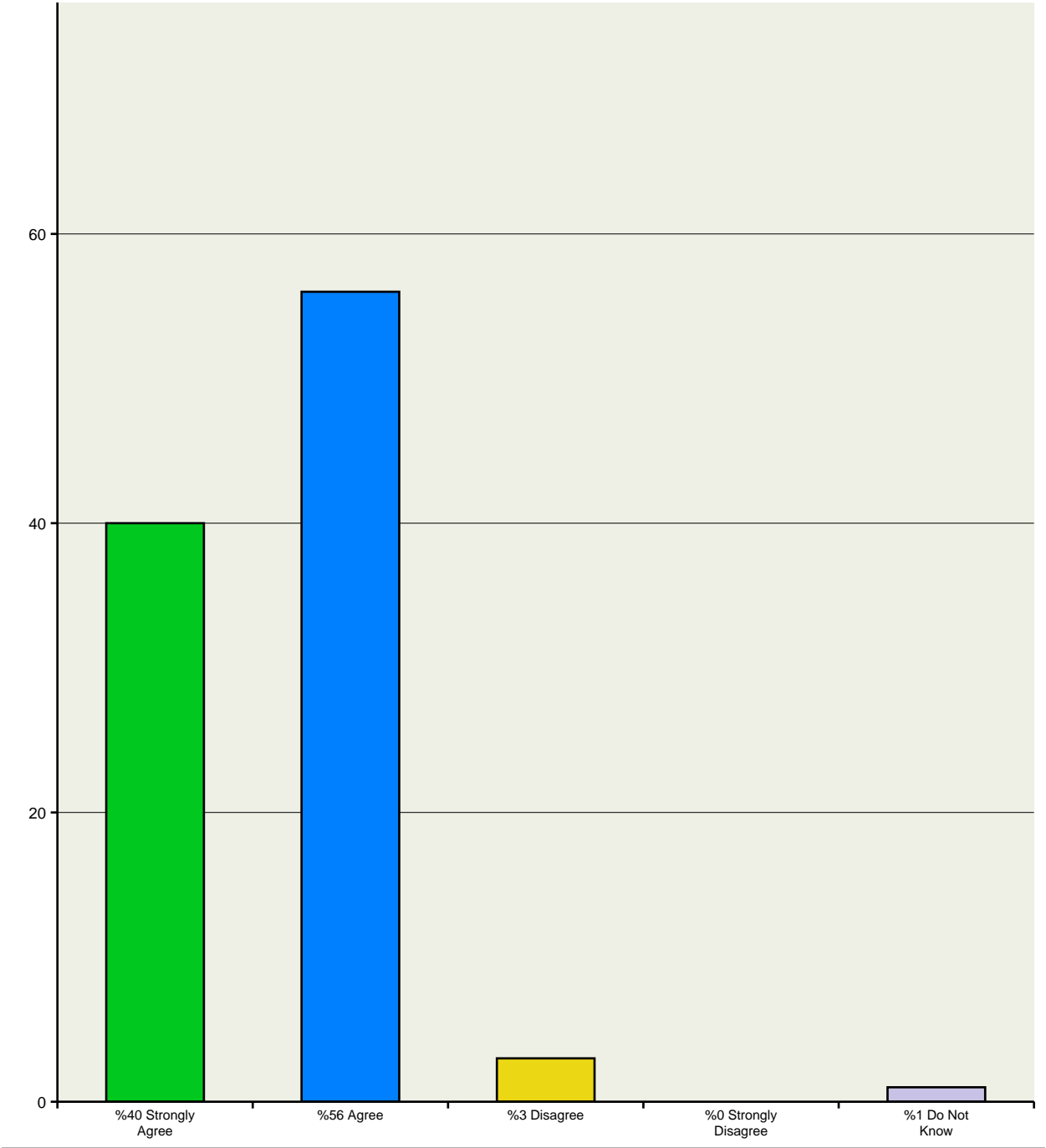


47. I am satisfied with the quality of equipment and tools provided by this organization.

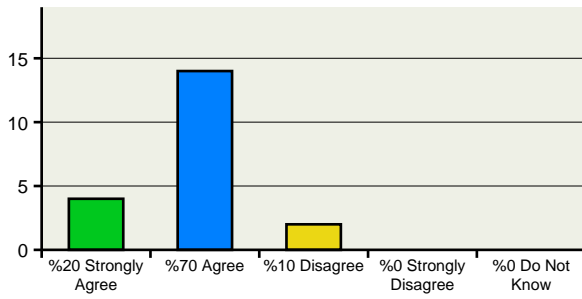


# My Manager/Supervisor

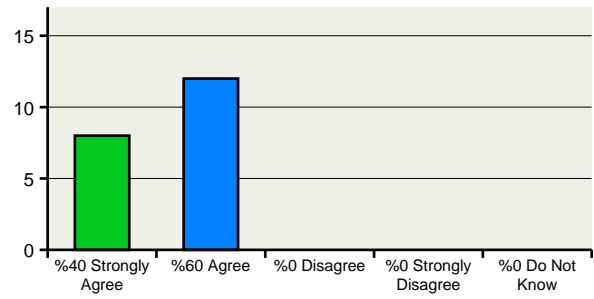
Overall Response



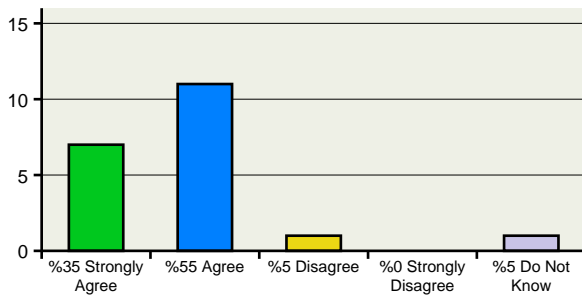
37. My manager regularly provides me with feedback.



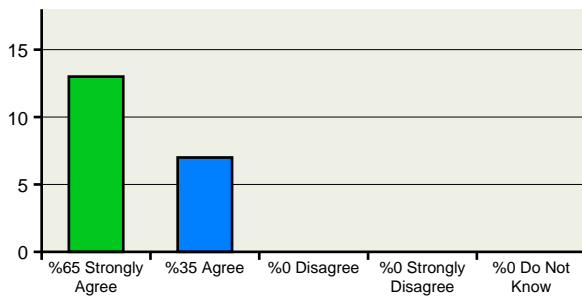
97. My manager is effective in setting clear job priorities and objectives.



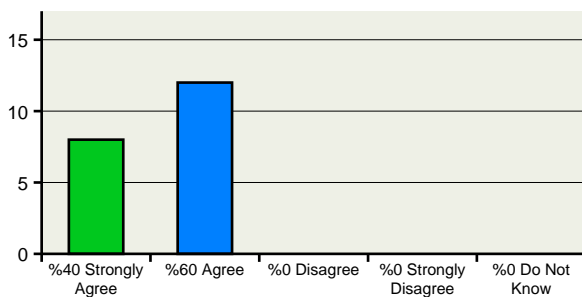
45. My manager effectively communicates my job responsibilities.



60. I have sufficient access to my Manager.

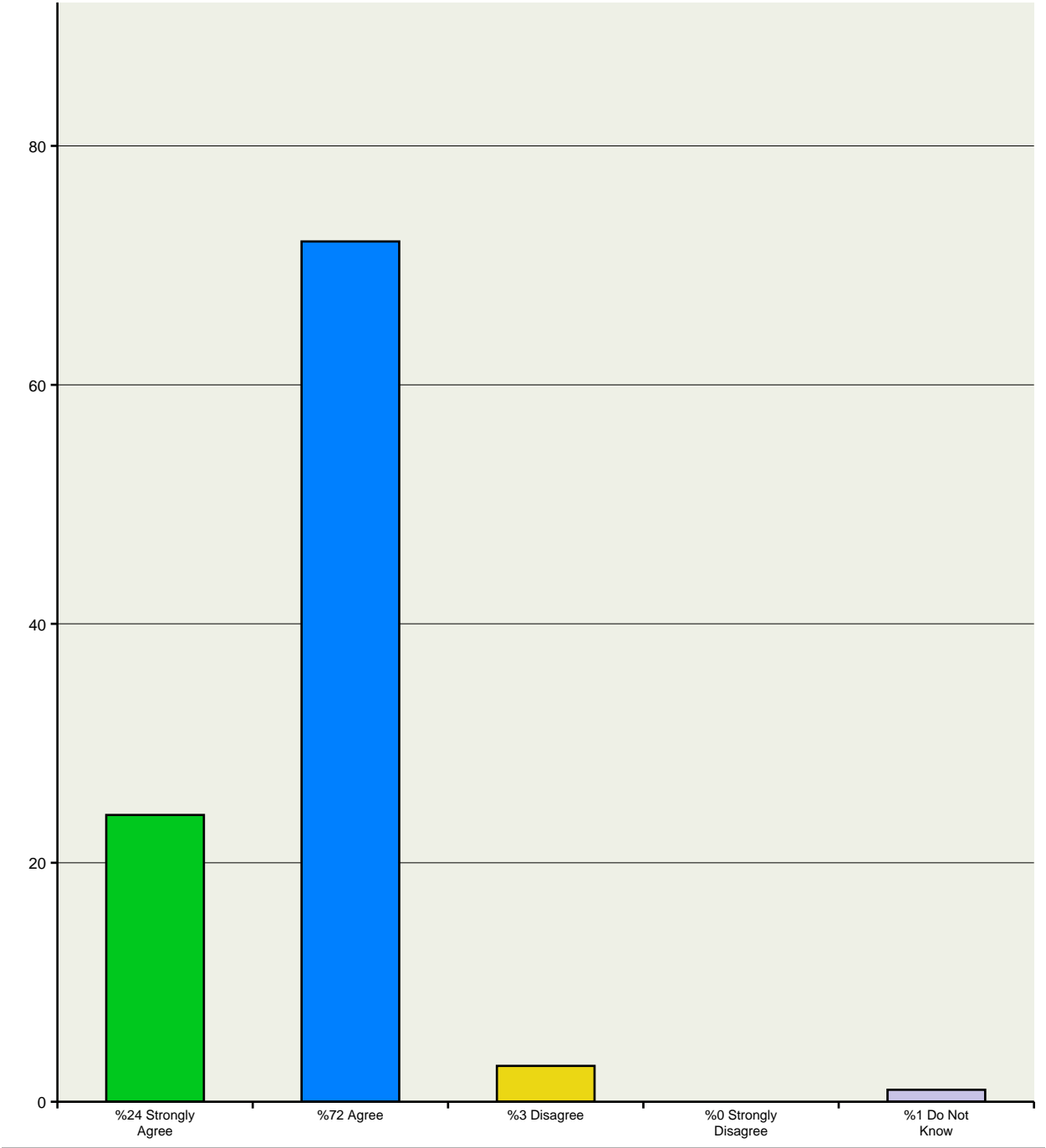


67. I have a good working relationship with my Manager.



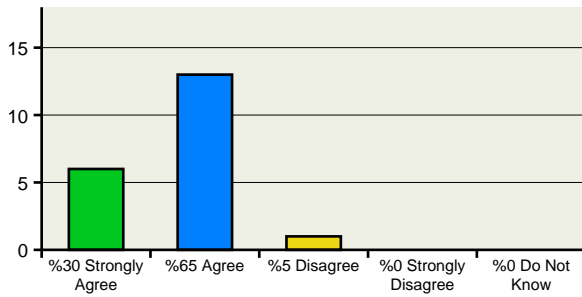
# Recognition

Overall Response

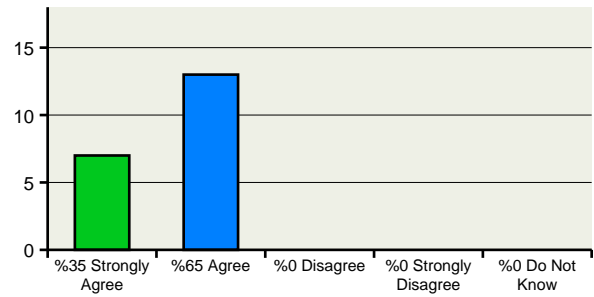




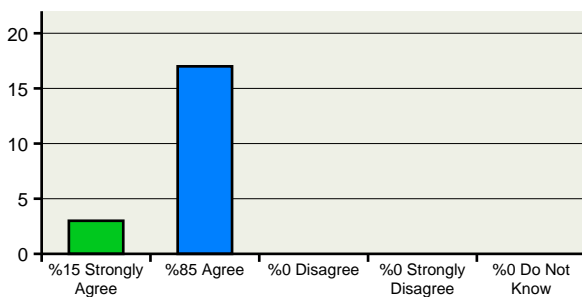
17. I believe I am recognized for my efforts.



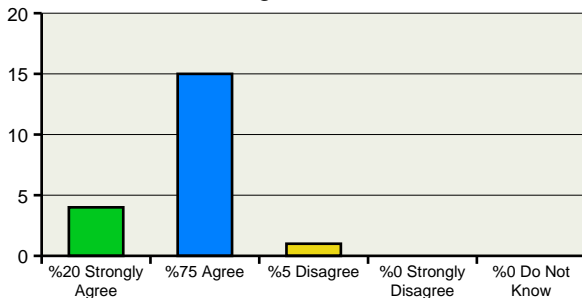
79. I'm valued and appreciated for the job I do.



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.

