**Employee Survey Responses**

**project 4**

**Q1. Which survey questions did respondents agree with or disagree with most**

The survey results showed that respondents most strongly agreed with the statement, *“I know what is expected of me at work,”* with 92.61% agreement, indicating that employees have a clear understanding of their roles. Other statements with high agreement included *“My supervisor, or someone at work, seems to care about me as a person”* (86.41%) and *“My department is inclusive and demonstrates support of a diverse workforce”* (83.30%). On the other hand, the statement with the highest level of disagreement was *“I have a best friend at work,”* with 47.57% disagreeing, suggesting weaker social connections among coworkers. Employees also expressed concern about recognition and accountability, as seen in the higher disagreement with statements about receiving praise (34.79%) and supervisors holding employees accountable (25.00%). Overall, while the organization shows strength in communication, support, and inclusion, it may benefit from improving employee recognition, accountability practices, and opportunities for stronger workplace relationships.

**Q2. Do you see any patterns or trends by department or role?**

The survey results show clear patterns across departments and roles. Overall, employees strongly agree that they know what is expected of them at work and feel their jobs are important, especially in departments like Human Resources, Communications, and the Executive Office where agreement scores often exceed 85–90%. These same departments also report higher inclusivity and stronger supervisor support. In contrast, recognition for good work, accountability, and building friendships at work are consistently weak across nearly all departments, with the Sheriff’s Department standing out for particularly low satisfaction (often below 50%).

Looking at roles, Directors and Managers report the highest agreement with strategic questions such as clarity of expectations and mission importance, while Staff show the lowest scores overall, particularly on recognition, accountability, and job satisfaction. Supervisors fall in between but also highlight growth and accountability concerns. The overall trend suggests that while the organization communicates expectations and mission effectively, cultural aspects like appreciation, feedback, and workplace relationships are the main areas needing improvement.

**Q3. As an employer, what steps might you take to improve employee satisfaction based on the survey results?**

Based on the survey results, improving employee satisfaction should focus on strengthening recognition, accountability, and workplace relationships. First, introduce a **formal recognition program** so employees feel their contributions are noticed regularly, not just annually. Second, provide **leadership training for supervisors and managers** to help them deliver consistent feedback, hold teams accountable, and support professional growth. Third, encourage **team-building activities and cross-departmental collaboration** to foster stronger workplace friendships and inclusivity. Fourth, create more **career development opportunities**, such as mentoring, workshops, and clear advancement paths, to increase motivation and retention. Finally, departments with lower scores, particularly operational units like the Sheriff’s Office, may require **targeted engagement initiatives**, including listening sessions, wellness support, and tailored action plans to address unique challenges.