



Results by Department

[Redacted] County Employee Engagement Survey
January 10th, 2019

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Respondent Demographics

Responses by Department

| | Count |
|--|-------|
| Social Services | 43 |
| Emergency Services | 29 |
| Library Services | 25 |
| Property & Roads & Bridges | 17 |
| Administration & Human Resources | 9 |
| Finance & Provincial Offences | 9 |
| /No Response Provided/ | 7 |
| Economic Development & Museum/Archives | 7 |

Department Overview

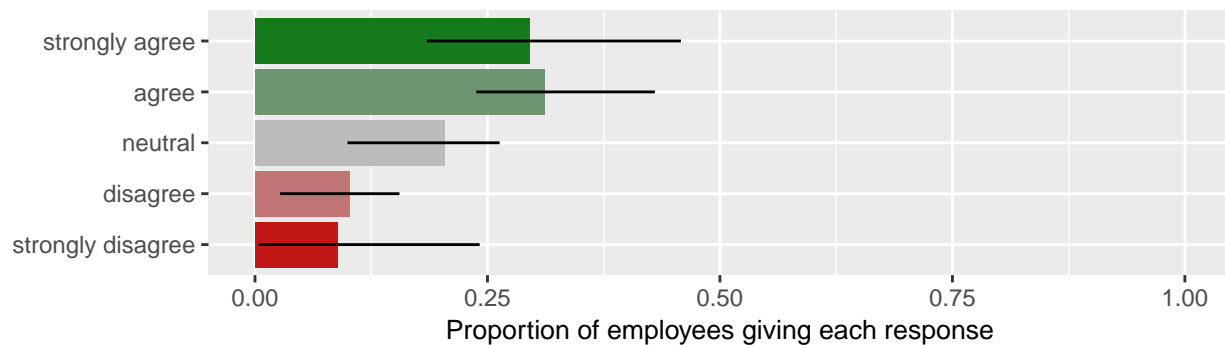
Employees' agreement and disagreement within each Department.

The Departments (including 'no response') are distributed as follows:

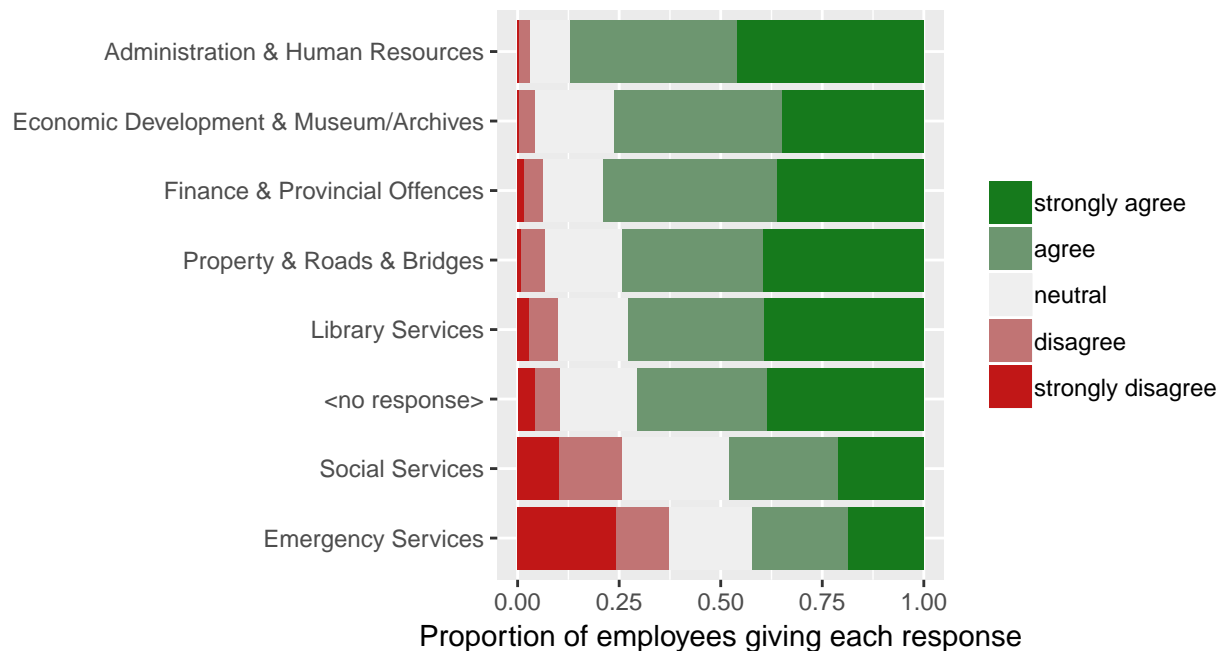
0 clear disagreement , 0 slight disagreement , 2 neutral , 5 slight agreement , 1 clear agreement



Average response profile across all Departments. Lines represent the range of individual Departments.



Response profile for each Department.



Department by Category

| Category | Department | | | | | | | |
|---------------------------|----------------------------------|--|-------------------------------|----------------------------|------------------|---------------|-----------------|--------------------|
| | Administration & Human Resources | Economic Development & Museum/Archives | Finance & Provincial Offences | Property & Roads & Bridges | Library Services | <no response> | Social Services | Emergency Services |
| Meaningful Work & Purpose | 4.6 | 4.5 | 4.8 | 4.4 | 4.4 | 4.4 | 4 | 3.8 |
| Health & Safety | 4.4 | 4.6 | 4.4 | 4.4 | 4.4 | 4.5 | 3.8 | 3.2 |
| Service Commitment | 4.4 | 4.4 | 4.4 | 4.2 | 4.3 | 4.5 | 3.9 | 3.6 |
| Conduct / Ethics | 4.6 | 4.2 | 4.1 | 4.3 | 4.3 | 4.2 | 3.6 | 3.5 |
| Resources / Support | 4 | 4.3 | 4.2 | 3.9 | 4 | 4.1 | 3.7 | 3.4 |
| Pay & Benefits | 4.2 | 4.6 | 4.1 | 3.8 | 3.9 | 4.1 | 3.8 | 3 |
| Teamwork | 4.6 | 4 | 3.8 | 4 | 4 | 4 | 3.5 | 3.1 |
| Culture | 4.4 | 4.1 | 4.3 | 4.1 | 4 | 3.8 | 3.4 | 2.8 |
| Management Effectiveness | 4.4 | 4.1 | 3.9 | 4.2 | 4 | 4 | 3.3 | 3 |
| Work / Life Balance | 3.9 | 4 | 4.3 | 4.1 | 3.9 | 3.9 | 3.4 | 2.6 |
| Learning & Development | 4.2 | 3.9 | 3.9 | 4 | 3.8 | 3.8 | 2.9 | 3.1 |
| Communication | 4.6 | 3.8 | 3.6 | 4 | 3.8 | 3.9 | 3.1 | 2.7 |
| Leadership (SMT) | 4.1 | 3.7 | 4 | 3.9 | 3.9 | 3.8 | 2.9 | 2.4 |
| Conflict Resolution | 4.3 | 3.6 | 3.3 | 3.8 | 3.7 | 3.5 | 2.8 | 2.6 |
| Recognition | 4 | 3.5 | 3.9 | 3.7 | 3.5 | 3.2 | 2.6 | 2.3 |

Colour represents average agreement with statement

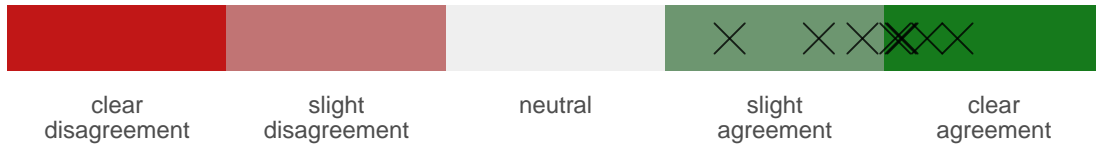
- strongly agree
- agree
- neutral
- disagree
- strongly disagree

Department Results for each Category

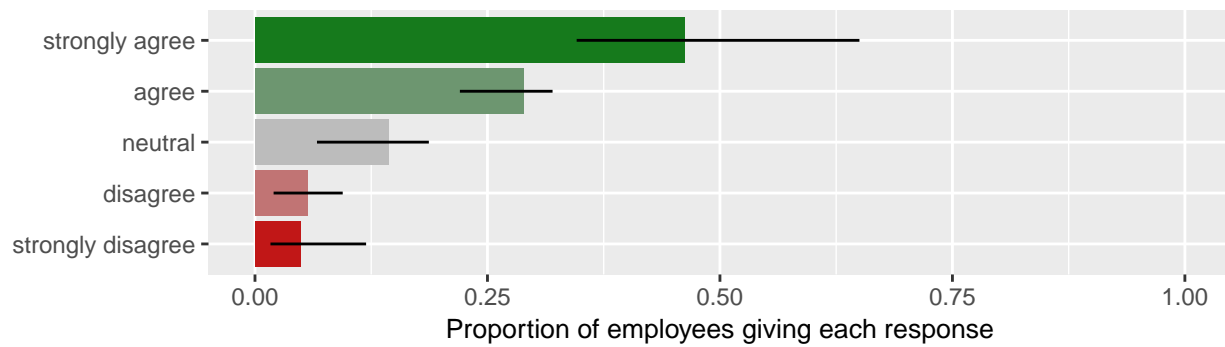
Meaningful Work & Purpose

Employee's agreement and disagreement within each Department.

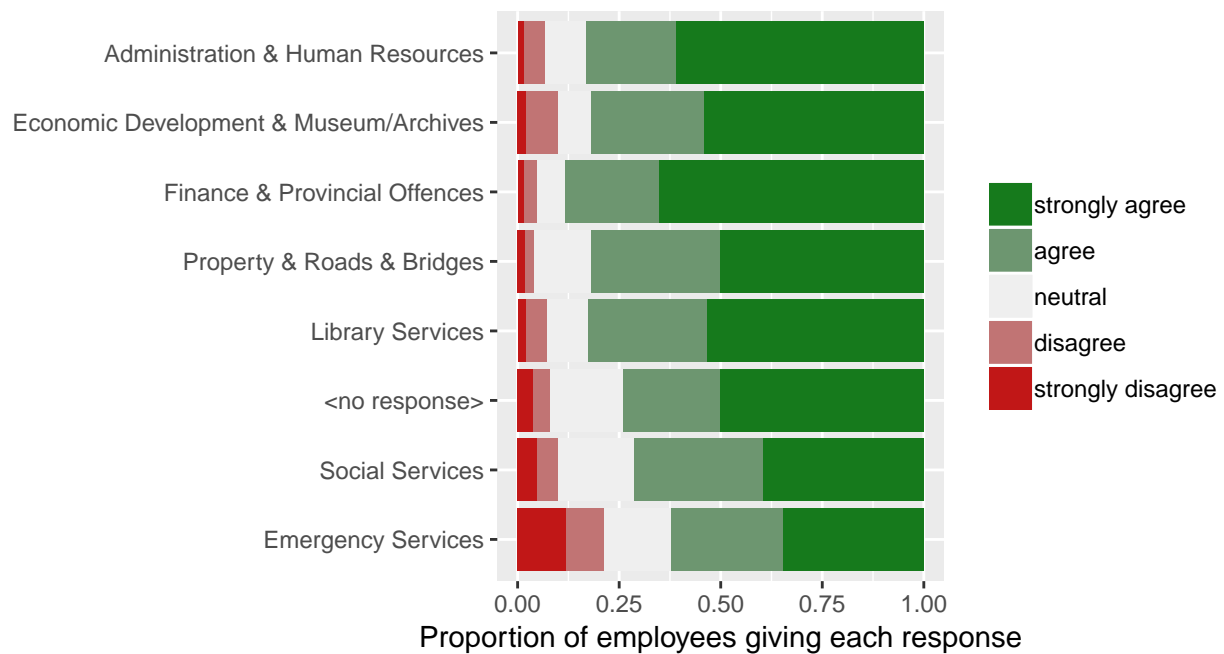
Within the Meaningful Work & Purpose category, the Departments are distributed as follows:
0 clear disagreement , 0 slight disagreement , 0 neutral , 3 slight agreement , 5 clear agreement



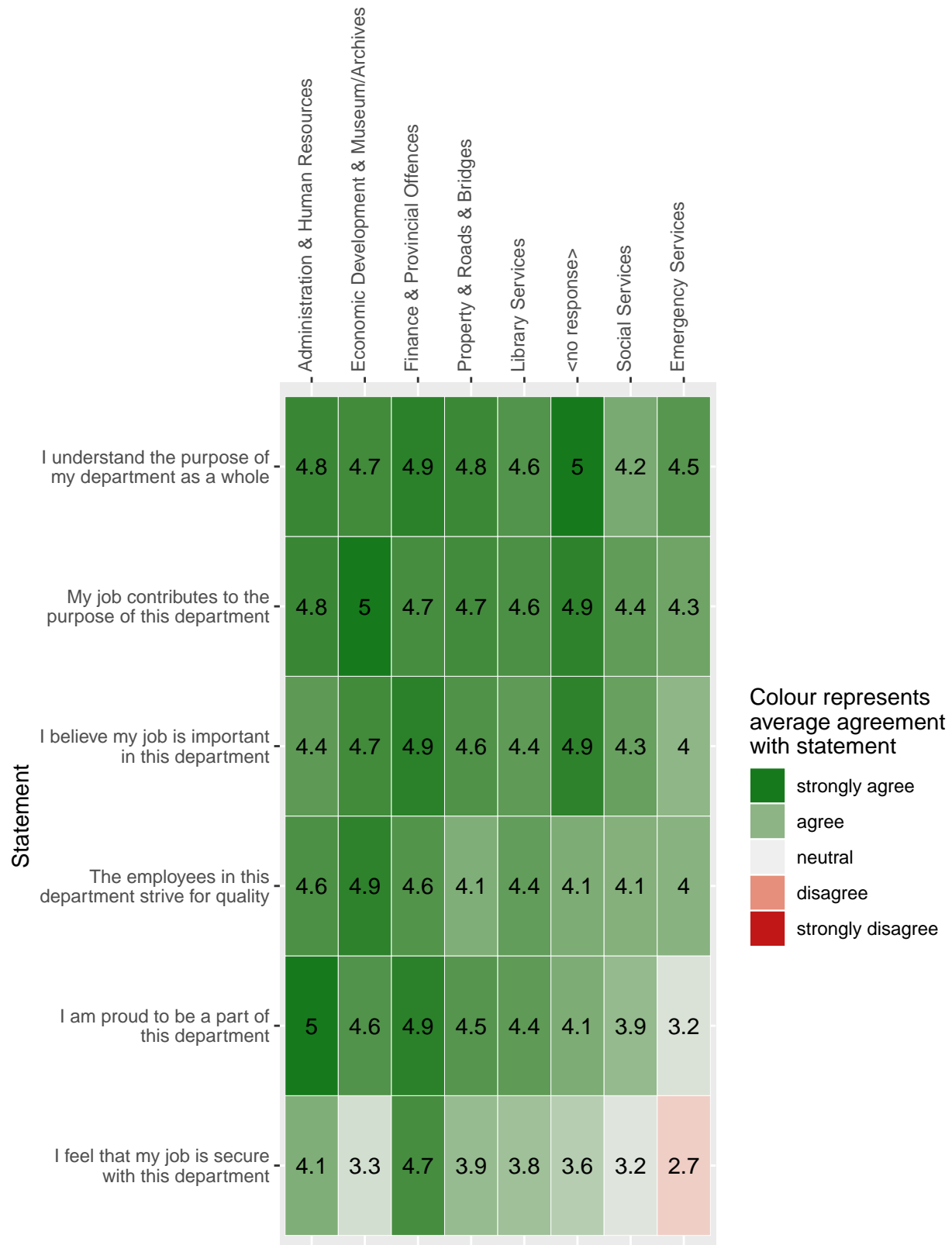
Average response profile in Meaningful Work & Purpose category across all Departments.
Lines represent the range of individual Departments.



Response profile in Meaningful Work & Purpose category for each Department.



Department by Statement in Meaningful Work & Purpose category

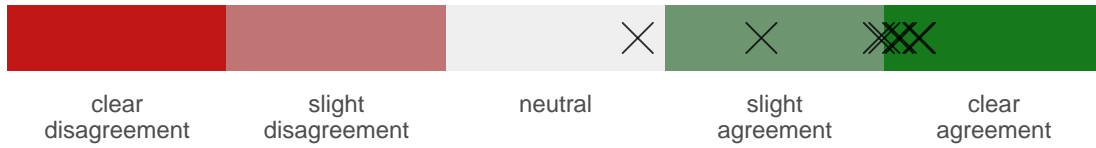


Health & Safety

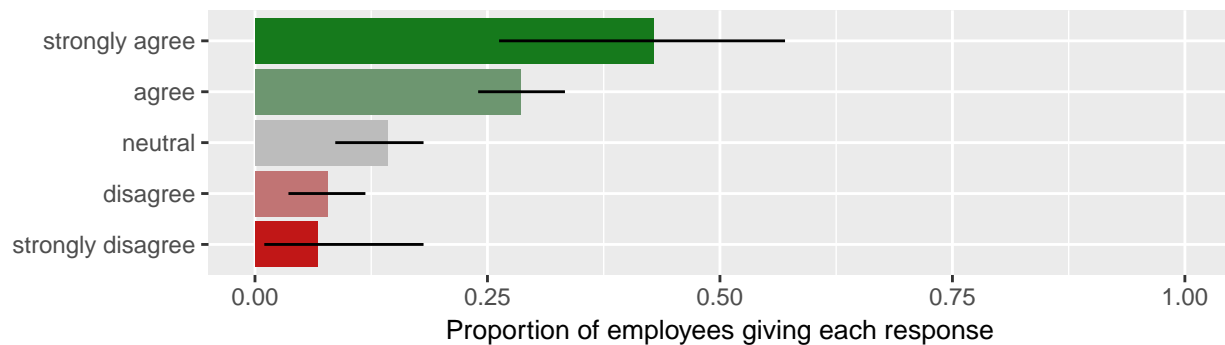
Employee's agreement and disagreement within each Department.

Within the Health & Safety category, the Departments are distributed as follows:

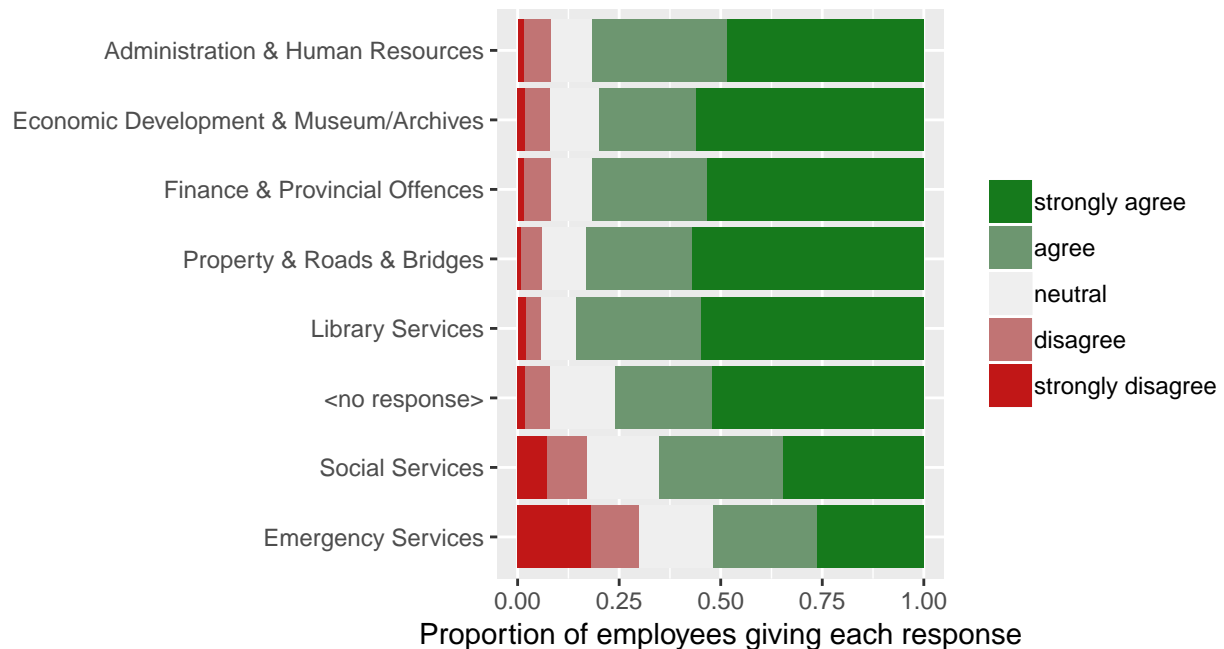
0 clear disagreement , 0 slight disagreement , 1 neutral , 3 slight agreement , 4 clear agreement



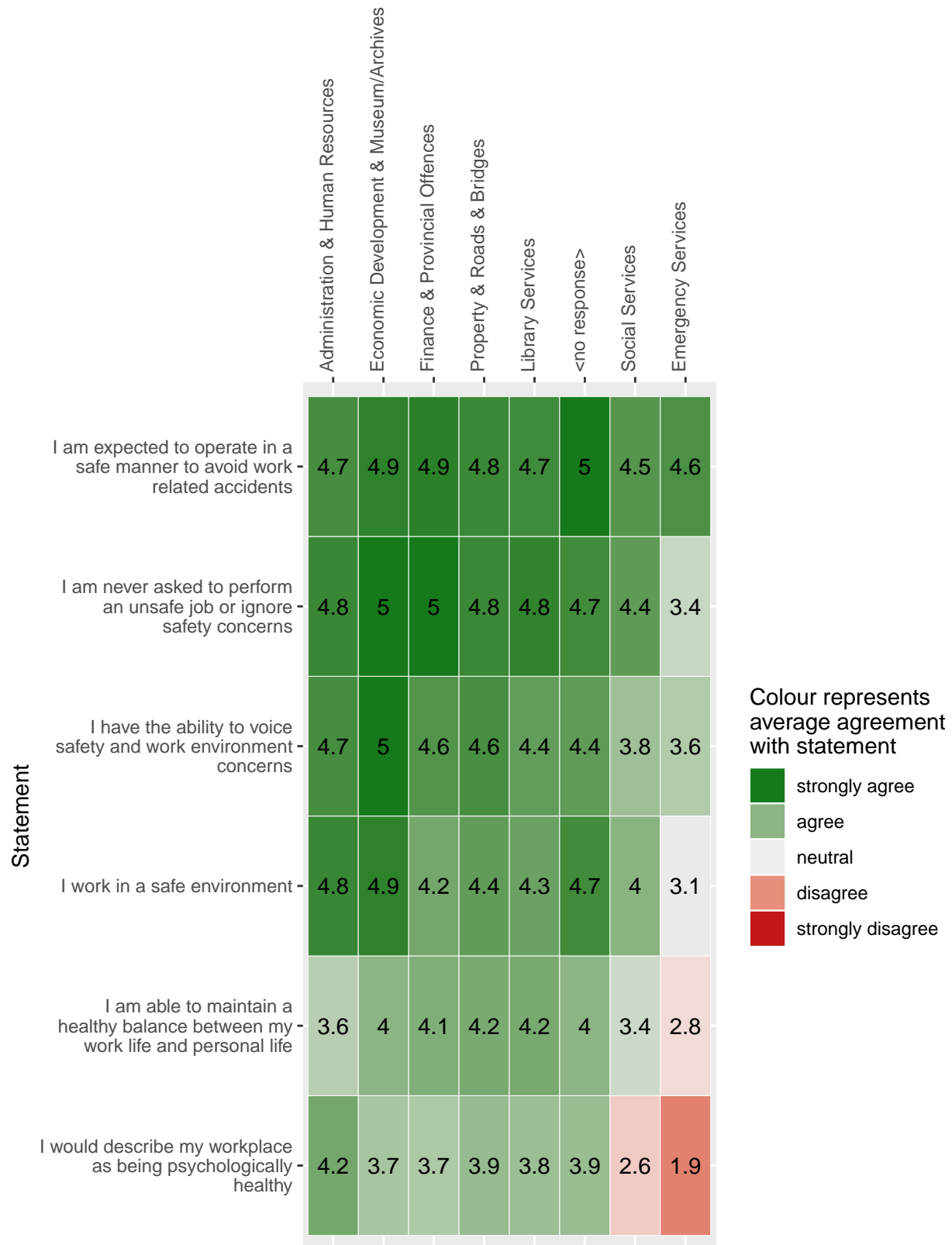
Average response profile in Health & Safety category across all Departments. Lines represent the range of individual Departments.



Response profile in Health & Safety category for each Department.



Department by Statement in Health & Safety category

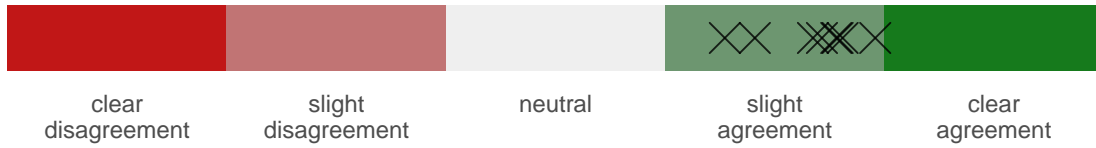


Service Commitment

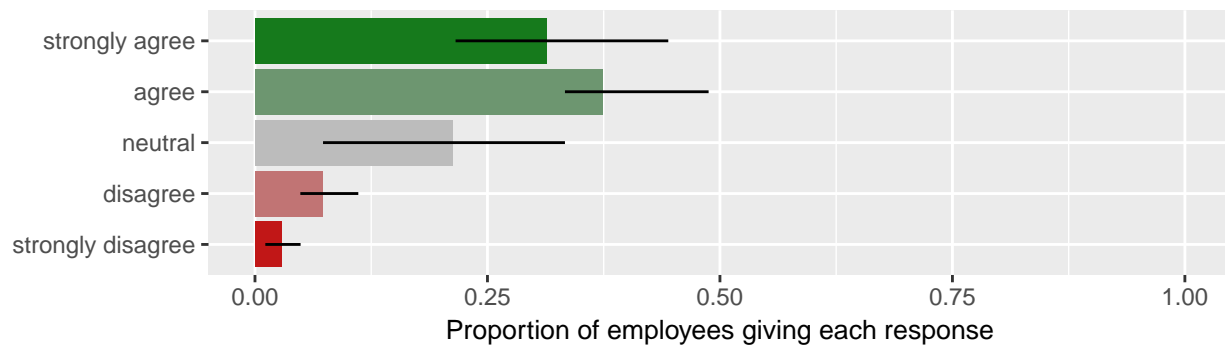
Employee's agreement and disagreement within each Department.

Within the Service Commitment category, the Departments are distributed as follows:

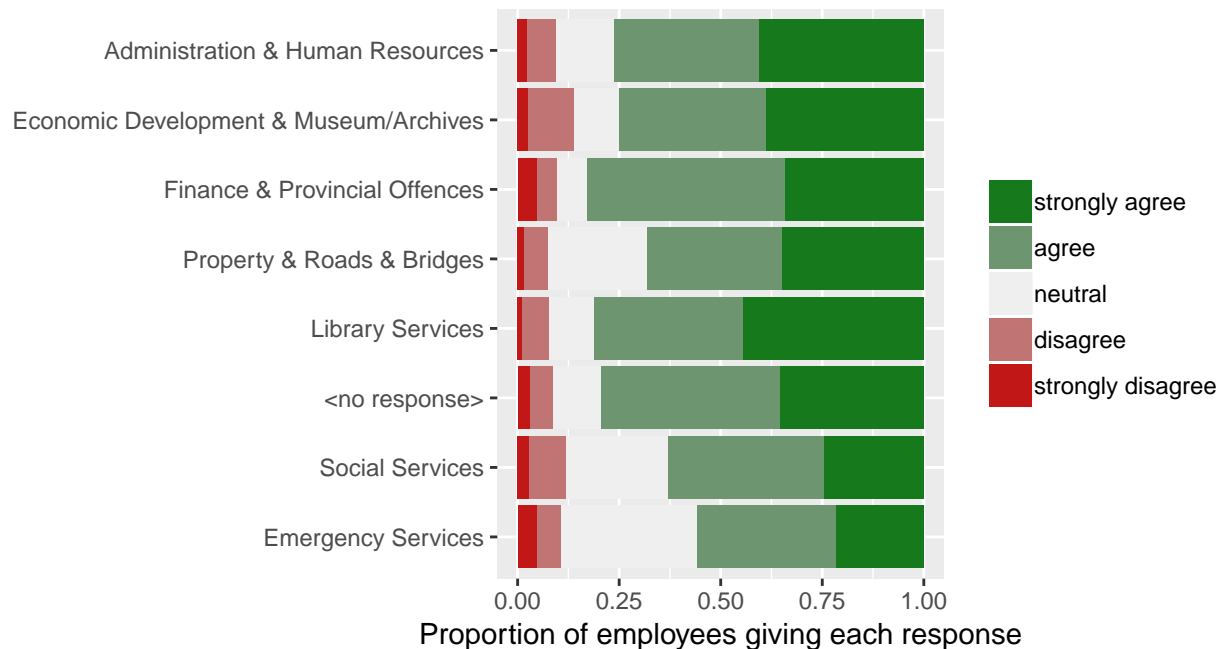
0 clear disagreement , 0 slight disagreement , 0 neutral , 8 slight agreement , 0 clear agreement



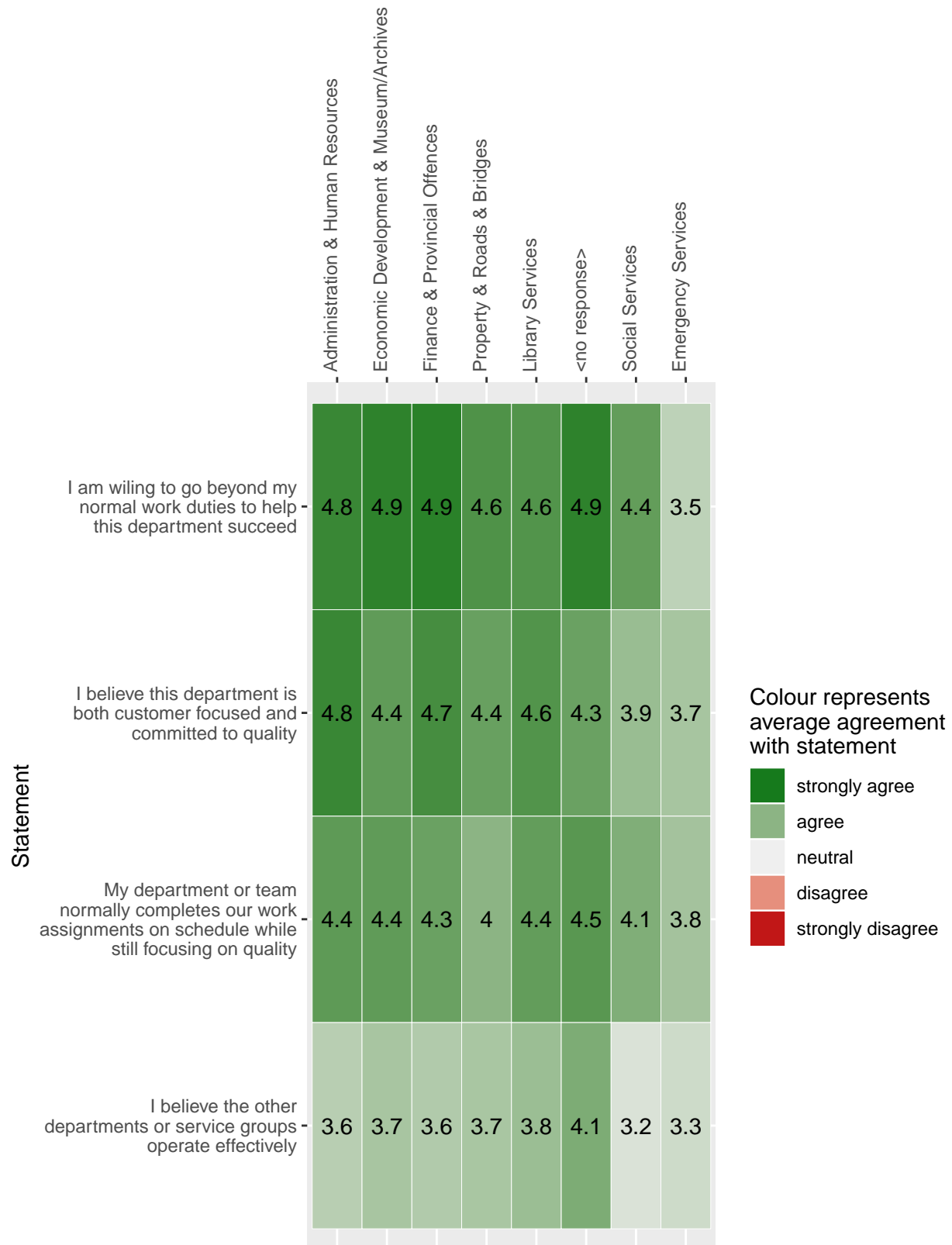
Average response profile in Service Commitment category across all Departments. Lines represent the range of individual Departments.



Response profile in Service Commitment category for each Department.



Department by Statement in Service Commitment category

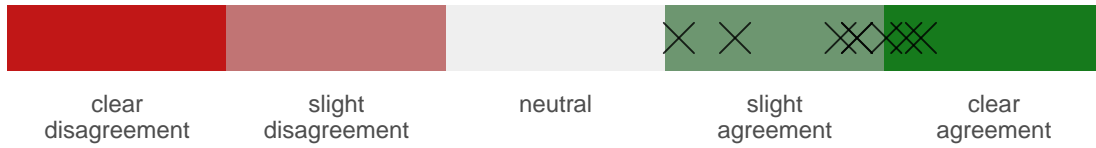


Conduct / Ethics

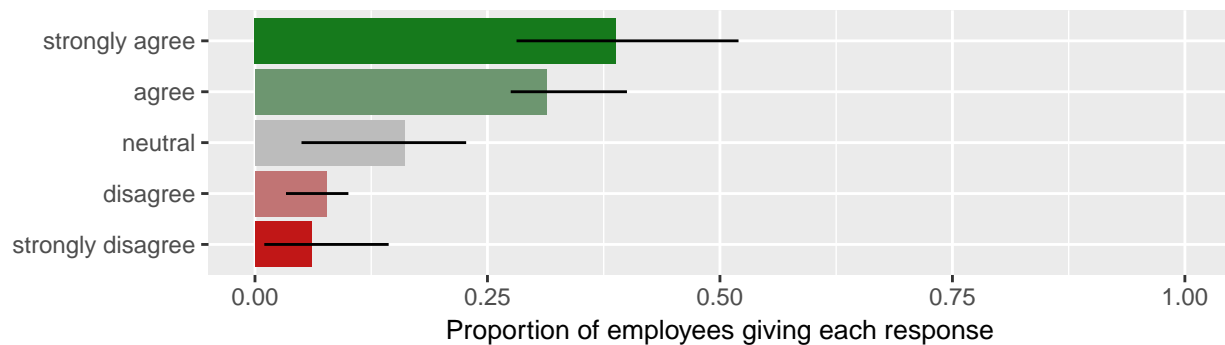
Employee's agreement and disagreement within each Department.

Within the Conduct / Ethics category, the Departments are distributed as follows:

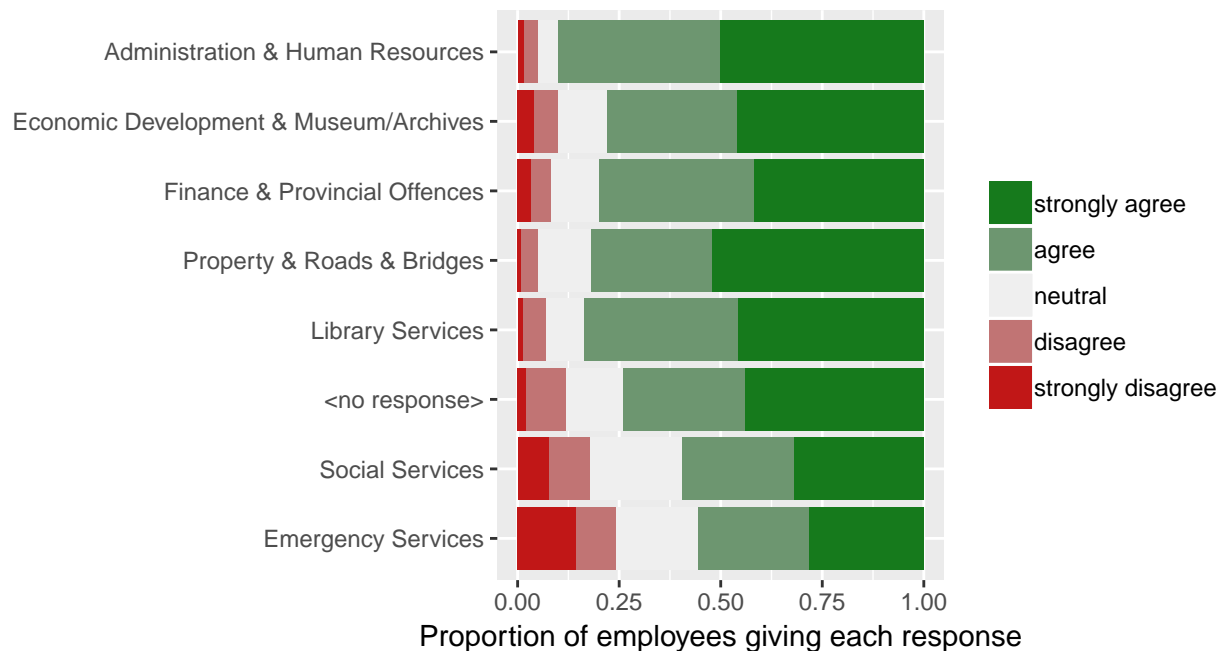
0 clear disagreement , 0 slight disagreement , 0 neutral , 5 slight agreement , 3 clear agreement



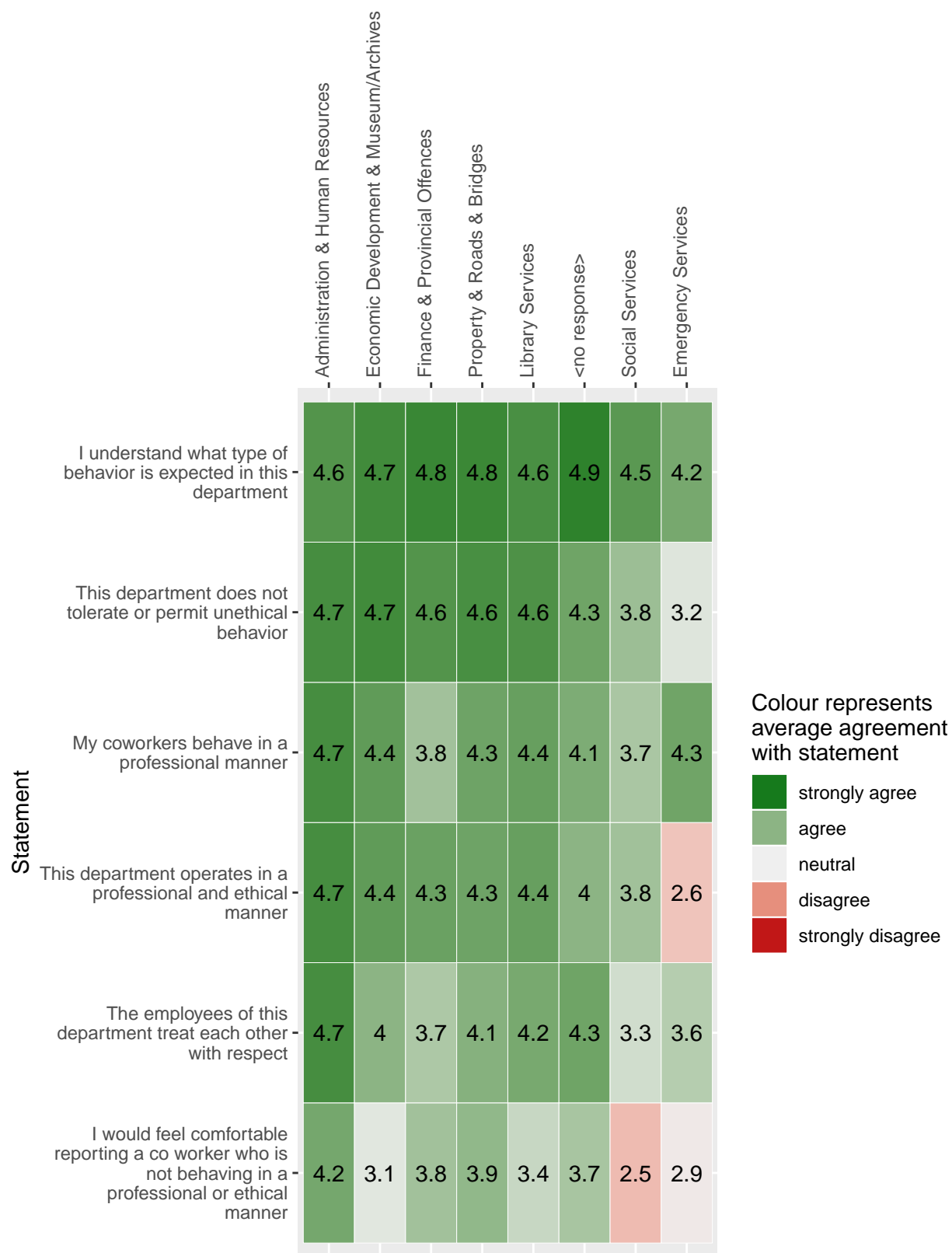
Average response profile in Conduct / Ethics category across all Departments. Lines represent the range of individual Departments.



Response profile in Conduct / Ethics category for each Department.



Department by Statement in Conduct / Ethics category

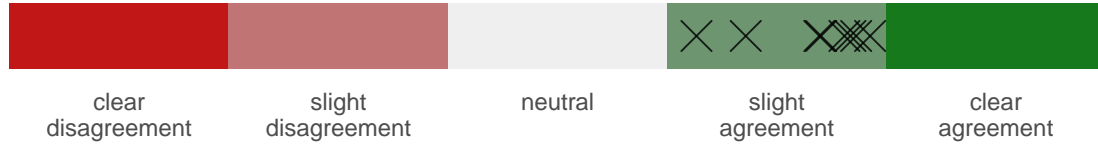


Resources / Support

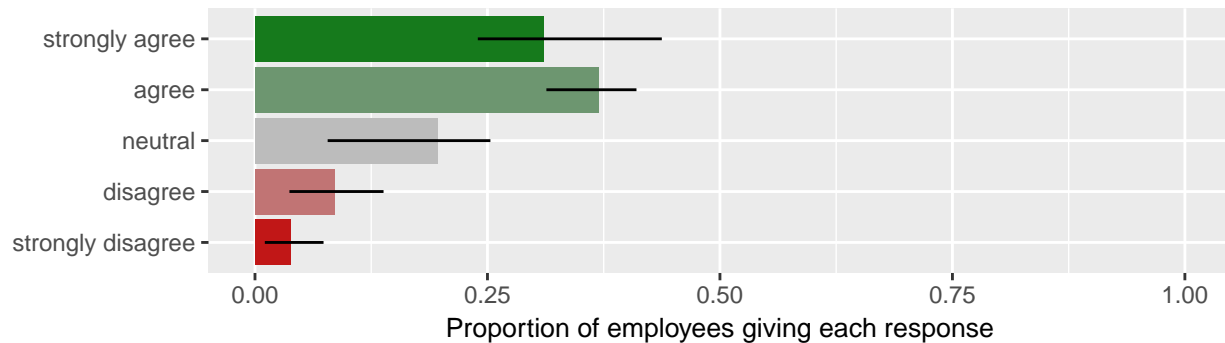
Employee's agreement and disagreement within each Department.

Within the Resources / Support category, the Departments are distributed as follows:

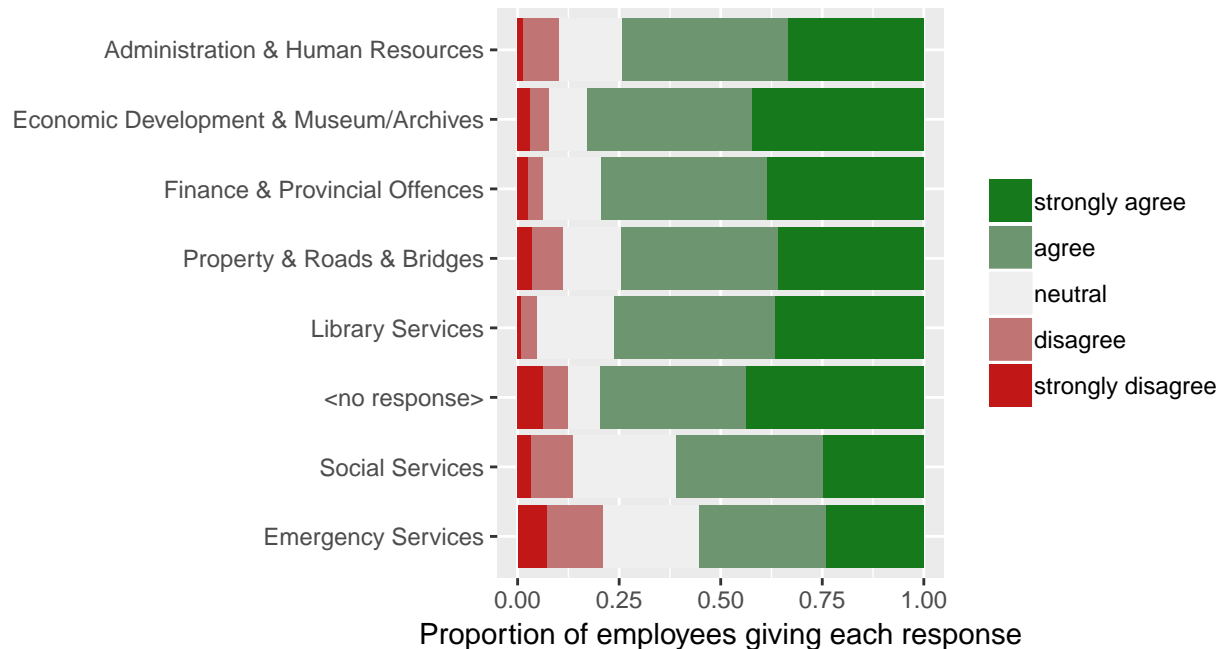
0 clear disagreement , 0 slight disagreement , 0 neutral , 8 slight agreement , 0 clear agreement



Average response profile in Resources / Support category across all Departments. Lines represent the range of individual Departments.



Response profile in Resources / Support category for each Department.



Department by Statement in Resources / Support category

| Statement | Department | | | | | | | |
|--|----------------------------------|--|------------------------------|----------------------------|------------------|---------------|-----------------|--------------------|
| | Administration & Human Resources | Economic Development & Museum/Archives | Finance & Provincial Offices | Property & Roads & Bridges | Library Services | <no response> | Social Services | Emergency Services |
| I am satisfied with the quality of equipment and tools provided by this department | 4.3 | 4.6 | 4.6 | 4 | 3.8 | 4.7 | 3.9 | 4.1 |
| I have the equipment and resources to effectively do my job | 4.4 | 4.4 | 4.7 | 3.9 | 4.2 | 4.3 | 3.8 | 4.1 |
| I am given the responsibilities and authority to do my job | 4.3 | 4 | 4.2 | 4.5 | 4.4 | 4.1 | 4 | 3.6 |
| I am supported by the county to fulfill the responsibilities of my job | 4.4 | 4.3 | 4.3 | 4.4 | 4 | 4.6 | 3.4 | 2.9 |
| I am supported by this department to fulfill the responsibilities of my job | 4.4 | 4.6 | 4.3 | 4.1 | 4.3 | 4.1 | 3.5 | 3 |
| I have sufficient time to focus on the quality of my work | 3.3 | 4 | 3.8 | 3.3 | 4 | 3.7 | 3.5 | 3.5 |
| I receive the support I need from other departments to successfully meet my job responsibilities | 3.7 | 4.3 | 4 | 3.6 | 3.6 | 3.3 | 3.5 | 2.9 |
| I am able to complete my work responsibilities during normal business hours | 2.9 | 4.1 | 3.4 | 3.8 | 4 | 3.6 | 3.7 | 3.2 |

Colour represents average agreement with statement

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

Pay & Benefits

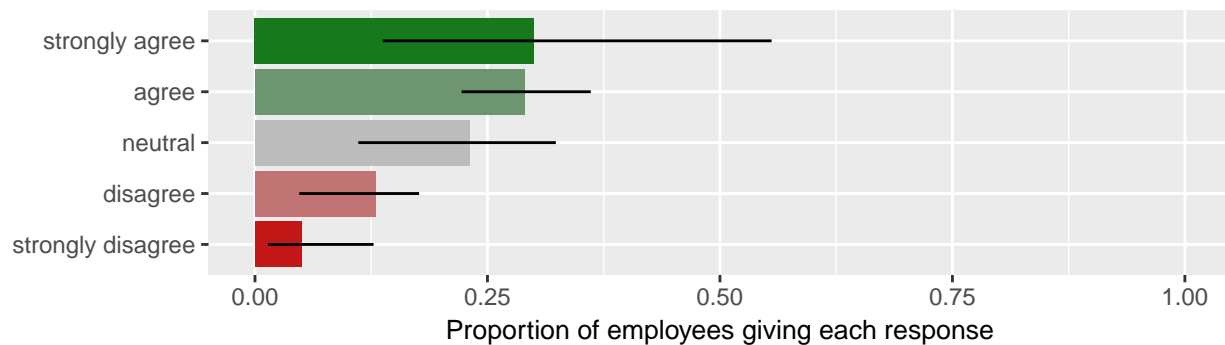
Employee's agreement and disagreement within each Department.

Within the Pay & Benefits category, the Departments are distributed as follows:

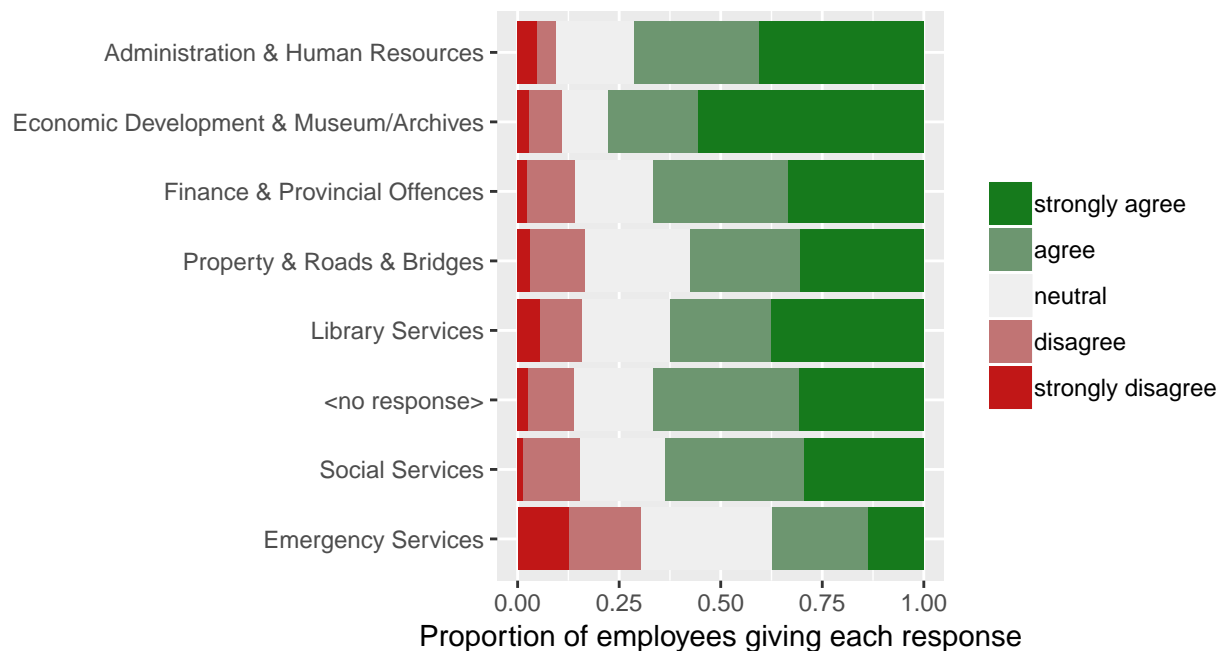
0 clear disagreement , 0 slight disagreement , 1 neutral , 7 slight agreement , 0 clear agreement



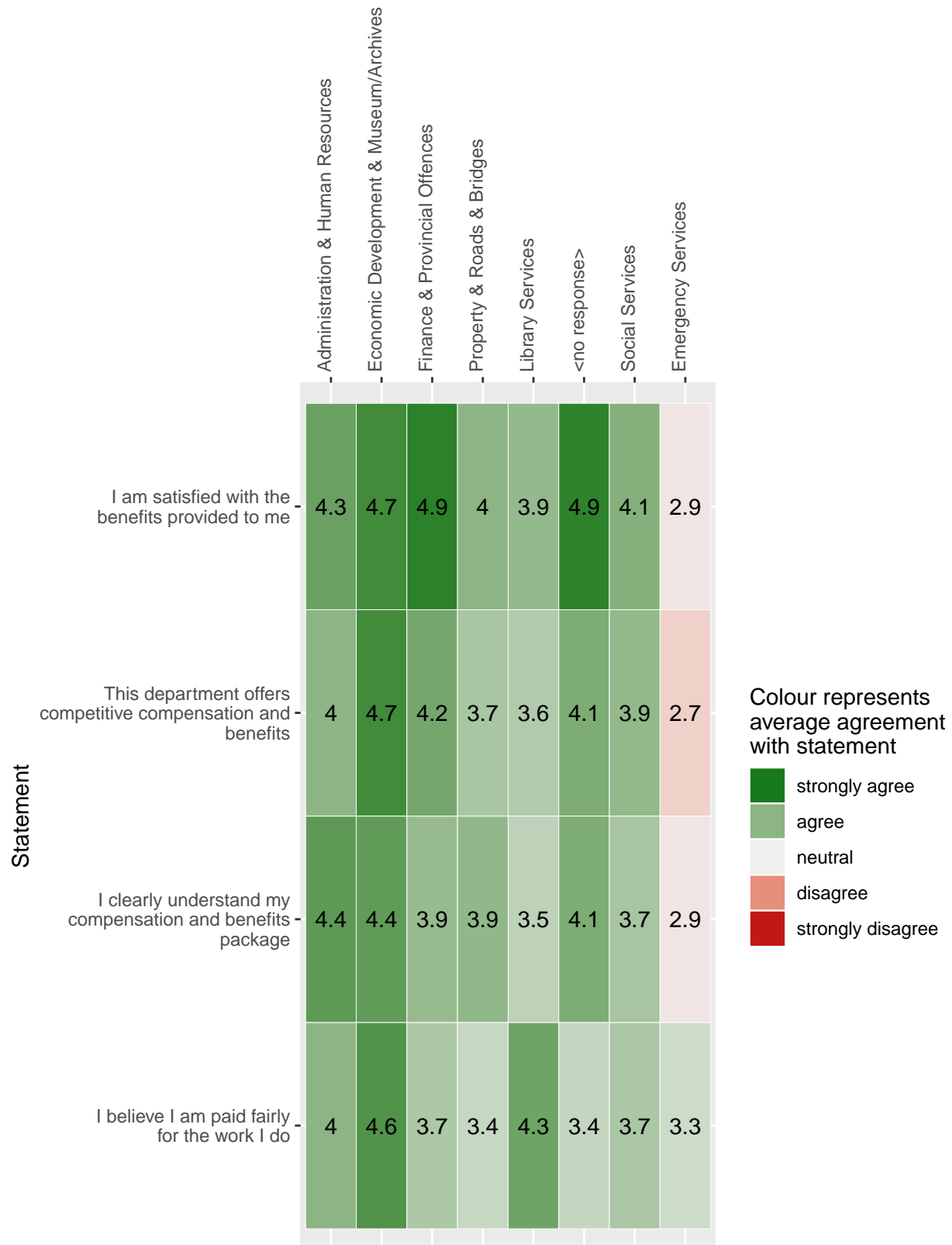
Average response profile in Pay & Benefits category across all Departments. Lines represent the range of individual Departments.



Response profile in Pay & Benefits category for each Department.



Department by Statement in Pay & Benefits category



Teamwork

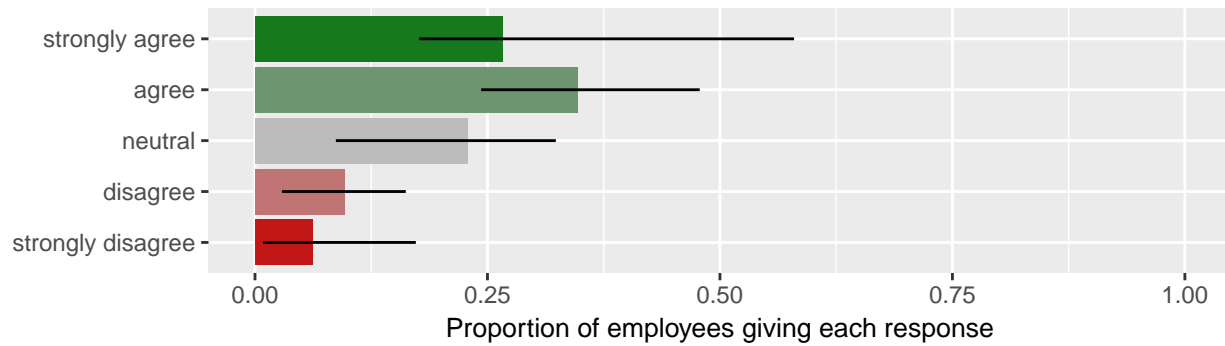
Employee's agreement and disagreement within each Department.

Within the Teamwork category, the Departments are distributed as follows:

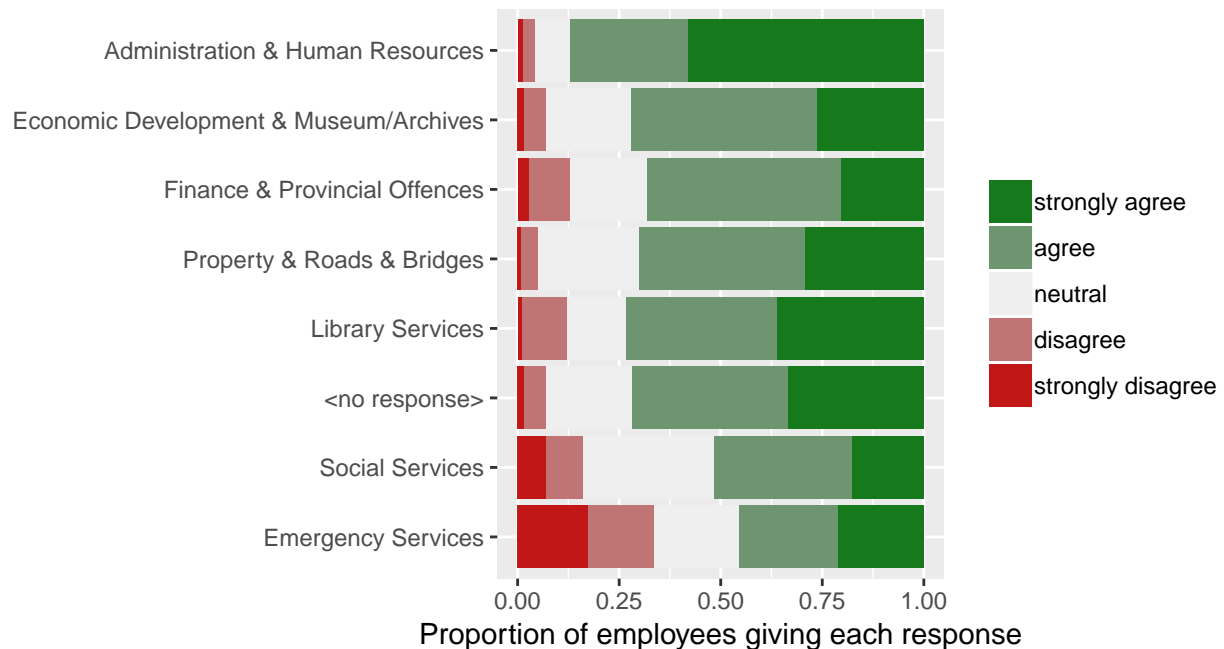
0 clear disagreement , 0 slight disagreement , 1 neutral , 6 slight agreement , 1 clear agreement



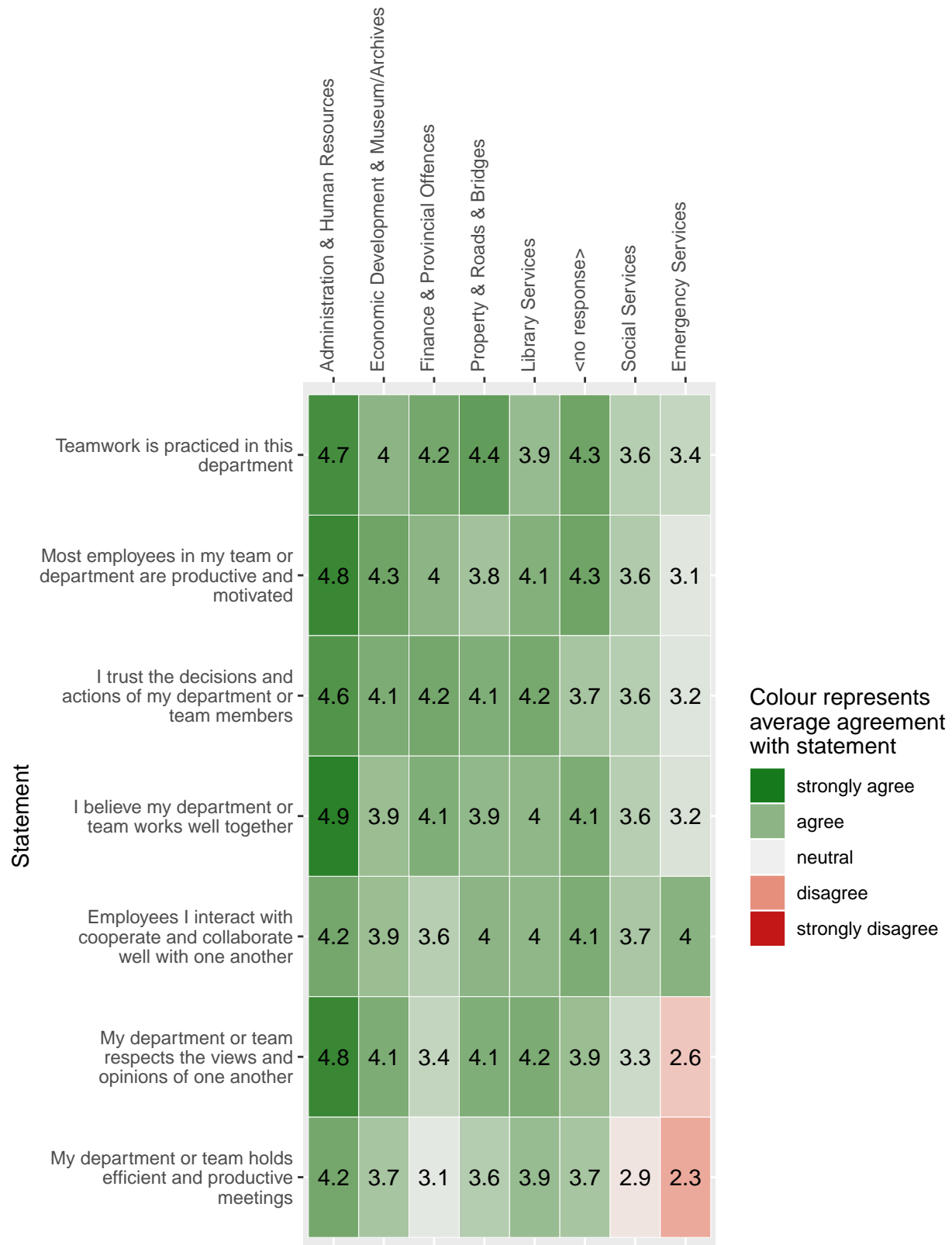
Average response profile in Teamwork category across all Departments. Lines represent the range of individual Departments.



Response profile in Teamwork category for each Department.



Department by Statement in Teamwork category



Culture

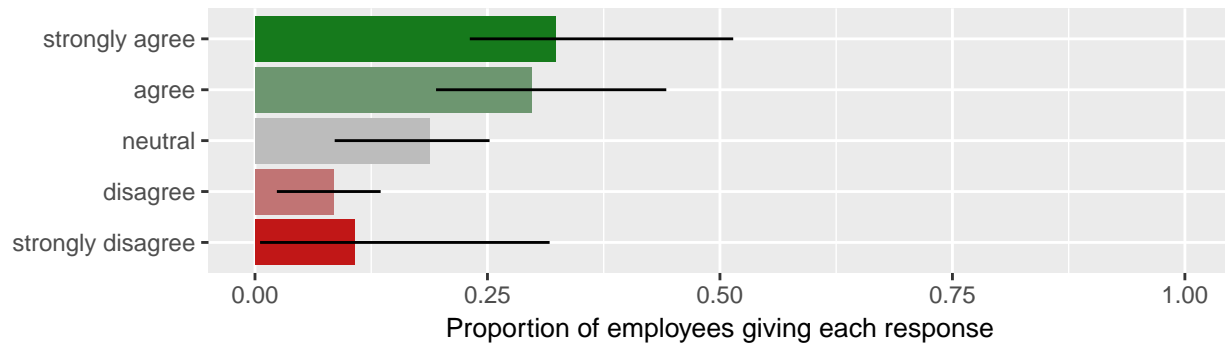
Employee's agreement and disagreement within each Department.

Within the Culture category, the Departments are distributed as follows:

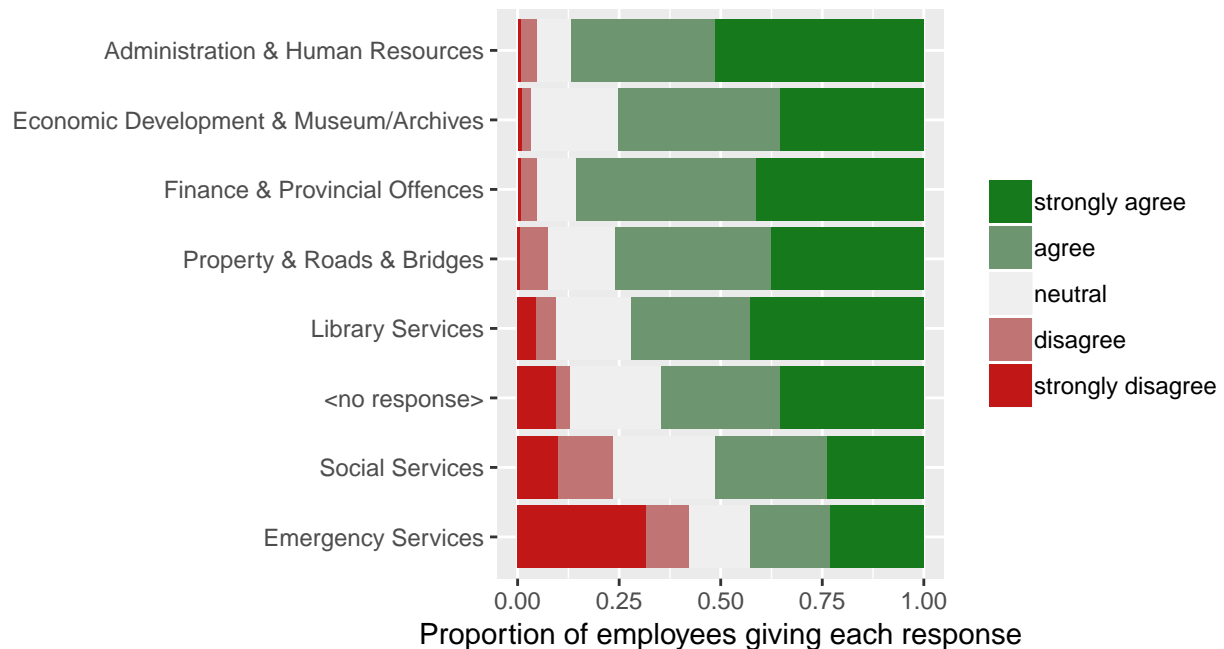
0 clear disagreement , 0 slight disagreement , 1 neutral , 5 slight agreement , 2 clear agreement



Average response profile in Culture category across all Departments. Lines represent the range of individual Departments.






Response profile in Culture category for each Department.



Department by Statement in Culture category

| Statement | Department | | | | | | | |
|--|----------------------------------|--|-------------------------------|----------------------------|------------------|---------------|-----------------|--------------------|
| | Administration & Human Resources | Economic Development & Museum/Archives | Finance & Provincial Offences | Property & Roads & Bridges | Library Services | <no response> | Social Services | Emergency Services |
| I am expected to treat both customers and co workers honestly and ethically | 4.8 | 4.9 | 4.9 | 4.9 | 4.9 | 5 | 4.7 | 4.8 |
| I feel that this department respects diversity | 4.6 | 4.3 | 4.6 | 4.5 | 4.6 | 4.4 | 3.9 | 3.2 |
| I have developed friendship s in this department | 4.6 | 4 | 4.6 | 4.2 | 4 | 3.4 | 4.2 | 4.4 |
| I would recommend working here to a friend | 4.9 | 4.3 | 4.6 | 4.1 | 4.3 | 4 | 3.2 | 2.6 |
| There is a person in a leadership role in this department that cares about me as an individual | 4.3 | 4 | 4.4 | 4.2 | 3.7 | 3.7 | 3.3 | 2.2 |
| There is a person in a leadership role within the county that cares about me as an individual | 4.4 | 4.3 | 4.2 | 3.9 | 3.6 | 3.6 | 3.4 | 2.4 |
| Most employees that I regularly work with are happy with this department | 4.4 | 3.9 | 4 | 3.6 | 3.9 | 3.6 | 3 | 2.3 |
| My opinions matter | 4.4 | 4 | 4.2 | 3.9 | 3.7 | 3.4 | 2.8 | 2 |
| The organization s policies are applied fairly and consistently in my department | 4.4 | 4.1 | 3.7 | 3.7 | 3.9 | 3.3 | 3 | 2.1 |
| The departments within our organization share a common vision and direction | 3.3 | 3.6 | 4 | 3.8 | 3.8 | 3.9 | 2.9 | 2.9 |
| The culture of the overall department is positive and optimistic | 4.6 | 4 | 3.9 | 3.6 | 3.9 | 3.3 | 2.7 | 2.1 |

Colour represents average agreement with statement

| | |
|---|-------------------|
|  | strongly agree |
|  | agree |
|  | neutral |
|  | disagree |
|  | strongly disagree |

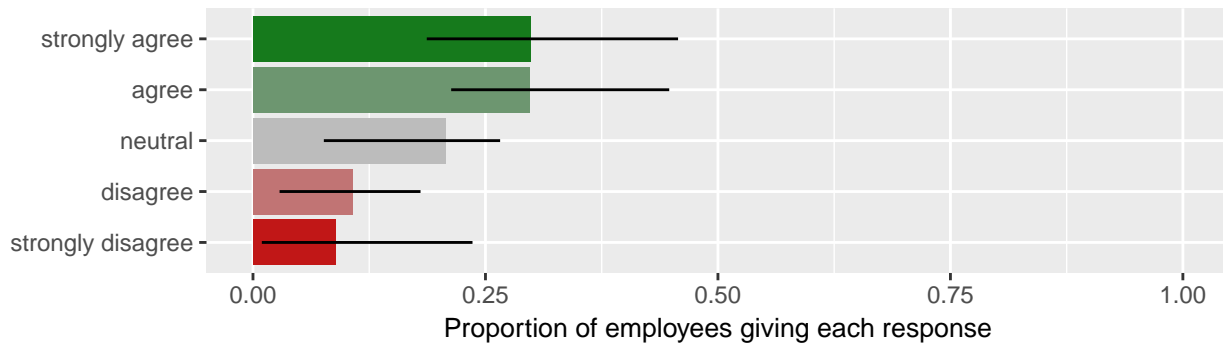
Management Effectiveness

Employee's agreement and disagreement within each Department.

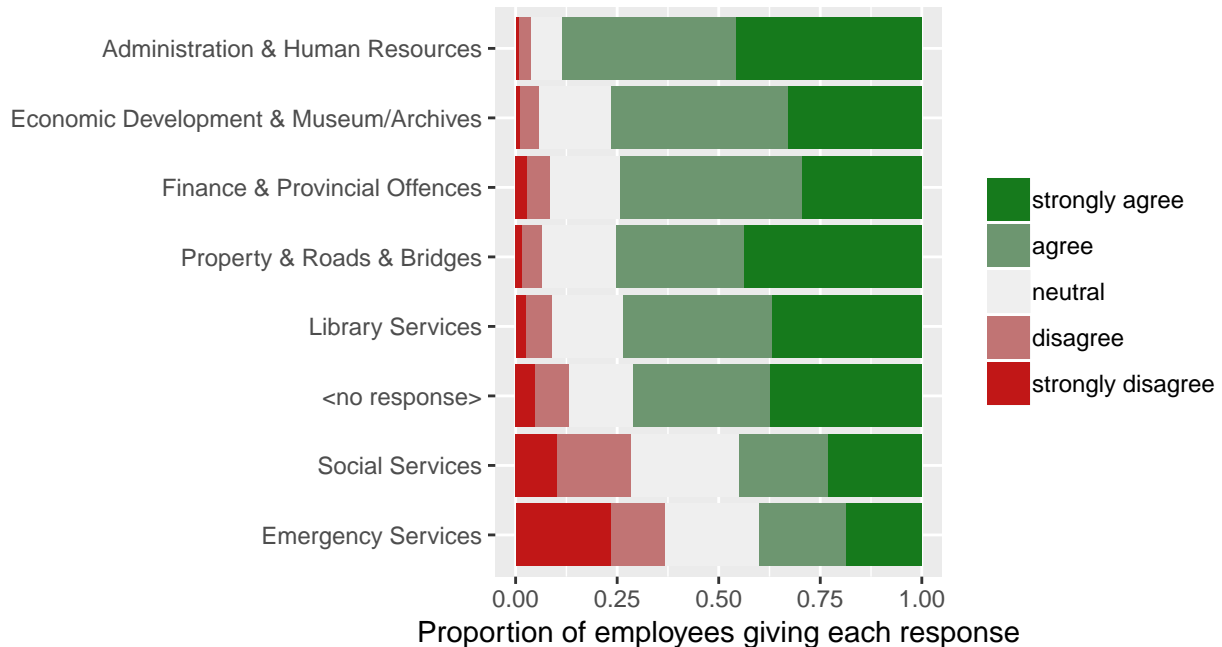
Within the Management Effectiveness category, the Departments are distributed as follows:
0 clear disagreement , 0 slight disagreement , 2 neutral , 5 slight agreement , 1 clear agreement



Average response profile in Management Effectiveness category across all Departments.
Lines represent the range of individual Departments.



Response profile in Management Effectiveness category for each Department.



Department by Statement in Management Effectiveness category

| Statement | Department | | | | | | | |
|--|----------------------------------|--|-------------------------------|----------------------------|------------------|---------------|-----------------|--------------------|
| | Administration & Human Resources | Economic Development & Museum/Archives | Finance & Provincial Offences | Property & Roads & Bridges | Library Services | <no response> | Social Services | Emergency Services |
| I clearly understand who I report to | 4.9 | 4.6 | 4.6 | 4.5 | 4.5 | 4.3 | 4.2 | 3.9 |
| I have sufficient access to my Manager | 4.8 | 4.7 | 4.7 | 4.8 | 4.4 | 4.9 | 3.7 | 3.1 |
| I clearly understand what is expected of me in this department | 4.4 | 4.4 | 4.3 | 4.6 | 4.2 | 4.4 | 3.8 | 3.9 |
| I have a good working relationship with my Manager | 4.7 | 4.3 | 4.6 | 4.6 | 4 | 4.2 | 3.9 | 2.7 |
| My manager effectively communicates my job responsibilities | 4.2 | 4.1 | 3.7 | 4.5 | 4.1 | 4.1 | 3.3 | 3.3 |
| My manager is effective in setting clear job priorities and objectives | 4.4 | 4.1 | 3.8 | 4.4 | 4 | 3.7 | 3.2 | 2.9 |
| This department structure allows us to operate in an efficient and productive manner | 4.1 | 3.9 | 3.7 | 3.9 | 4 | 4.1 | 3 | 2.7 |
| I believe people are held accountable for their decisions and actions within this department | 4.4 | 3.4 | 3.3 | 3.5 | 3.9 | 3.7 | 2.8 | 2.9 |
| The interviewing hiring and orientation of new employees is a well managed process | 4.1 | 3.7 | 3.9 | 3.5 | 3.7 | 3.4 | 2.7 | 2.7 |
| My manager regularly provides me with feedback | 3.8 | 4 | 3.6 | 3.9 | 3.4 | 3.4 | 2.9 | 2.3 |
| Employee performance related issues are handled appropriately in this department | 4.3 | 3.9 | 3.3 | 3.6 | 3.9 | 3.4 | 2.5 | 2.3 |

Colour represents average agreement with statement

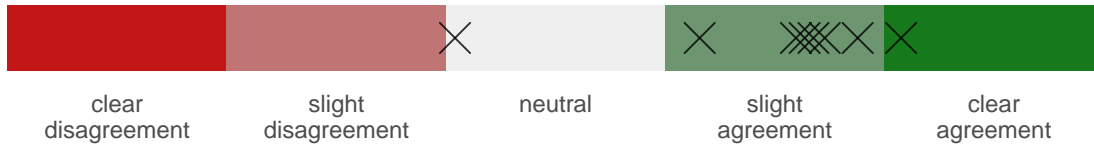
- strongly agree
- agree
- neutral
- disagree
- strongly disagree

Work / Life Balance

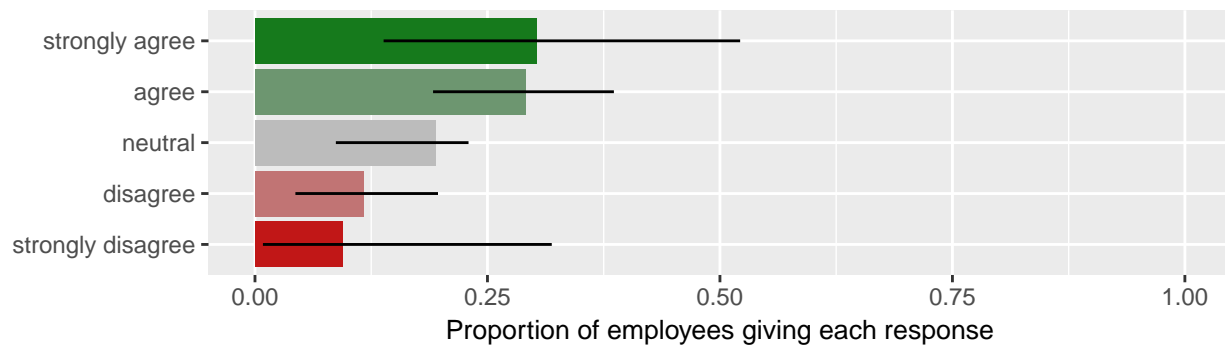
Employee's agreement and disagreement within each Department.

Within the Work / Life Balance category, the Departments are distributed as follows:

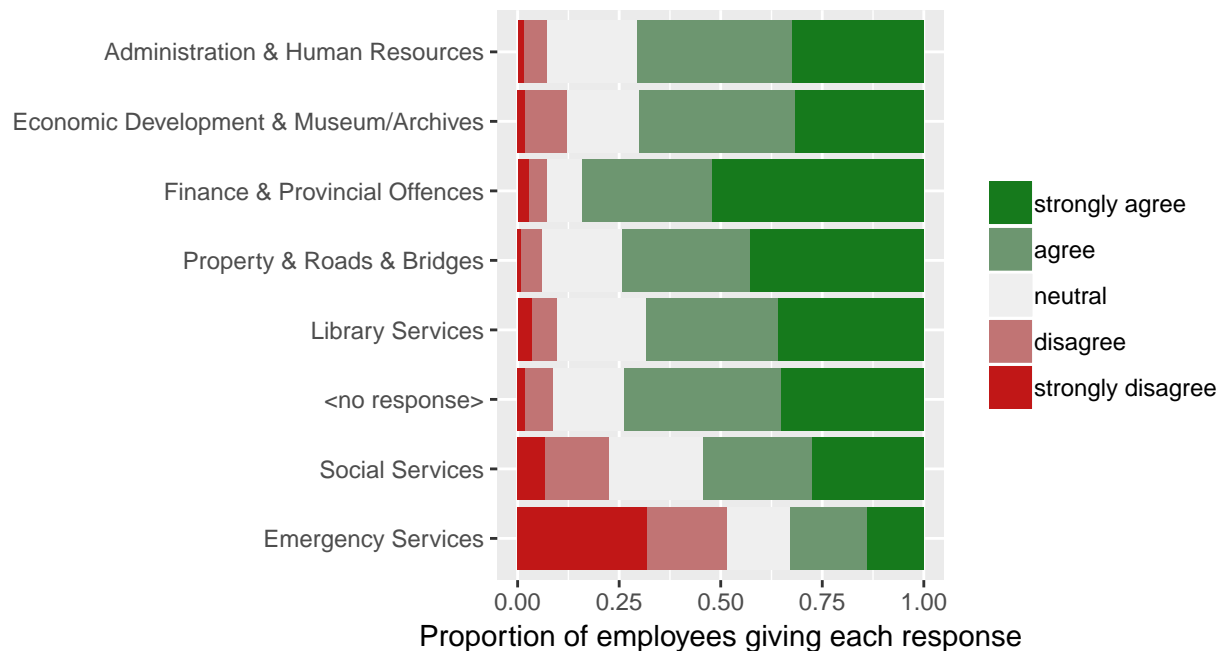
0 clear disagreement , 0 slight disagreement , 1 neutral , 6 slight agreement , 1 clear agreement



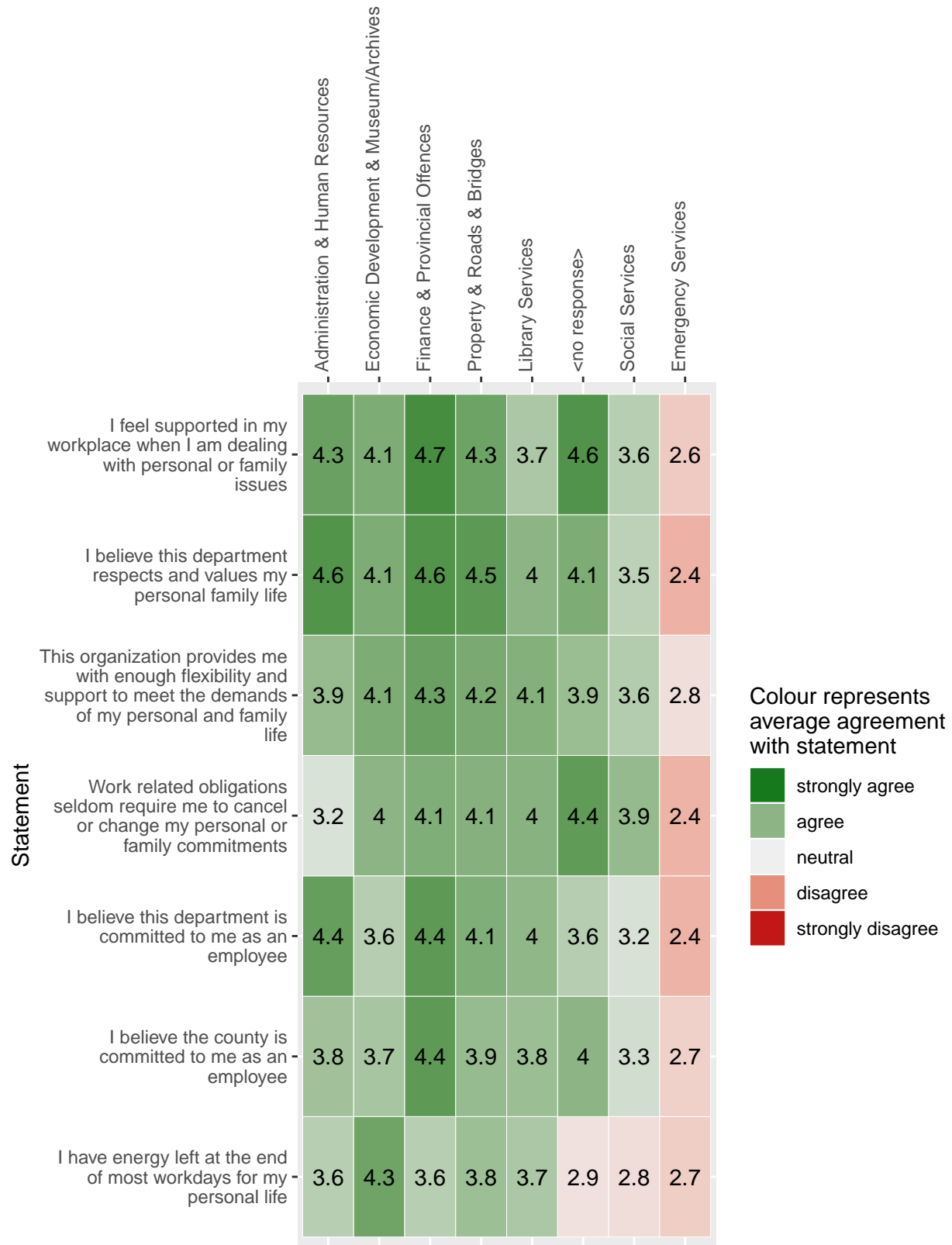
Average response profile in Work / Life Balance category across all Departments. Lines represent the range of individual Departments.



Response profile in Work / Life Balance category for each Department.



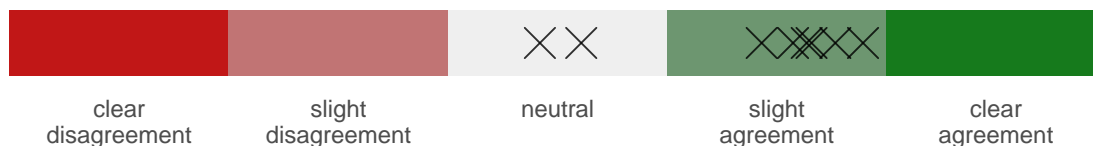
Department by Statement in Work / Life Balance category



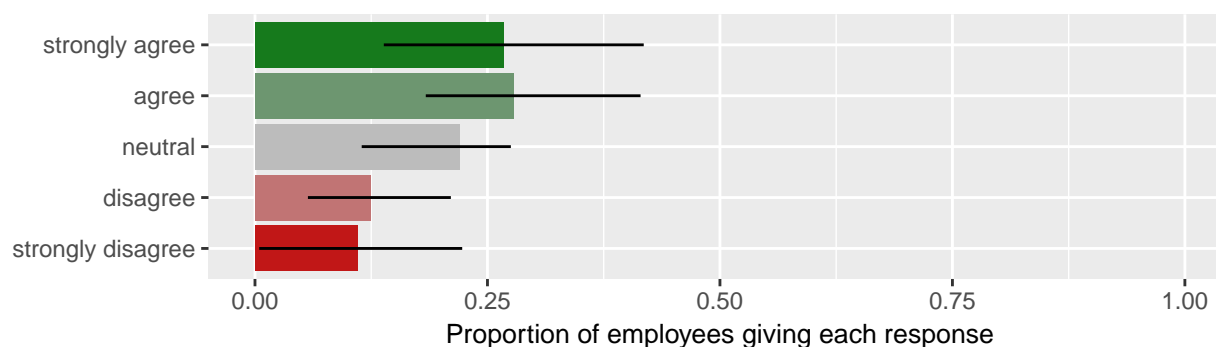
Learning & Development

Employee's agreement and disagreement within each Department.

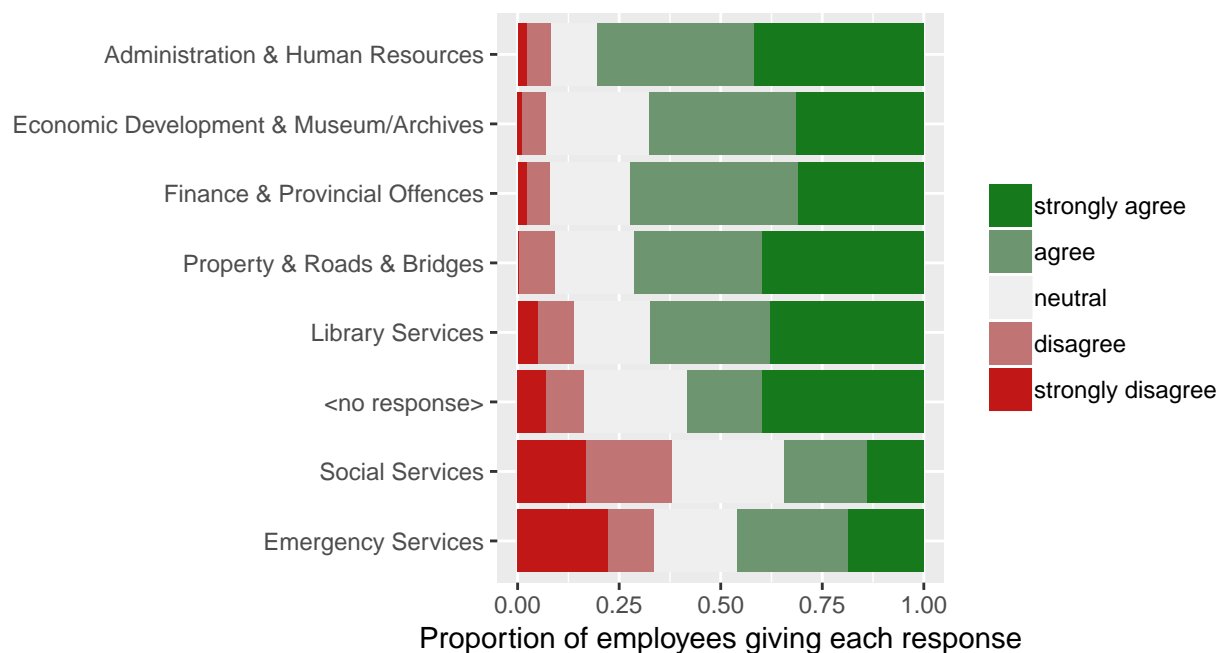
Within the Learning & Development category, the Departments are distributed as follows:
0 clear disagreement , 0 slight disagreement , 2 neutral , 6 slight agreement , 0 clear agreement



Average response profile in Learning & Development category across all Departments. Lines represent the range of individual Departments.



Response profile in Learning & Development category for each Department.



Department by Statement in Learning & Development category

| Statement | Department | | | | | | | |
|---|----------------------------------|--|-------------------------------|----------------------------|------------------|---------------|-----------------|--------------------|
| | Administration & Human Resources | Economic Development & Museum/Archives | Finance & Provincial Offences | Property & Roads & Bridges | Library Services | <no response> | Social Services | Emergency Services |
| I have gained valuable experience while working for this department | 4.9 | 4.9 | 4.4 | 4.6 | 4.5 | 4.4 | 4.2 | 4 |
| My job allows me to utilize my talents | 4.4 | 4.7 | 4.1 | 4.4 | 3.9 | 4 | 3.4 | 4 |
| The training I receive is relevant to my work responsibilities | 4.4 | 3.7 | 4.1 | 4.3 | 4.3 | 4.4 | 3.1 | 4.1 |
| I have the opportunity to request training when needed | 4.4 | 4.3 | 4.2 | 4.4 | 4.1 | 4 | 3.4 | 3 |
| My development is encouraged by someone in this department | 4.6 | 3.9 | 4.4 | 4.3 | 4 | 3.6 | 2.9 | 2.5 |
| I am satisfied with the quality of the job training I receive | 3.9 | 4 | 3.6 | 4.2 | 3.8 | 4 | 2.9 | 3.4 |
| Hard work and dedication are the best way to advance in this department | 4.3 | 4 | 4.4 | 3.9 | 3.8 | 3.4 | 2.7 | 2.3 |
| This department is committed to the development of its staff members | 4.3 | 3.7 | 4.1 | 3.8 | 4 | 3.7 | 2.7 | 2.3 |
| This department provides me with new experiences and a chance to grow | 4.7 | 3.9 | 3.9 | 3.8 | 3.7 | 3.6 | 2.7 | 2.6 |
| I receive job training on a regular basis | 3.8 | 3.6 | 3.2 | 3.9 | 3.9 | 3.9 | 2.3 | 3.8 |
| The training I receive allows me to assume additional work responsibilities | 4 | 3.6 | 3.8 | 3.8 | 3.3 | 3.9 | 2.4 | 3.1 |
| This department provides me with a clear professional development plan | 4.1 | 3.9 | 3.3 | 3.9 | 3.7 | 3 | 2.7 | 2.7 |
| I have career advancement opportunities within this department | 2.3 | 3 | 3.7 | 3.1 | 2.6 | 3 | 2 | 2 |

Colour represents average agreement with statement

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

Communication

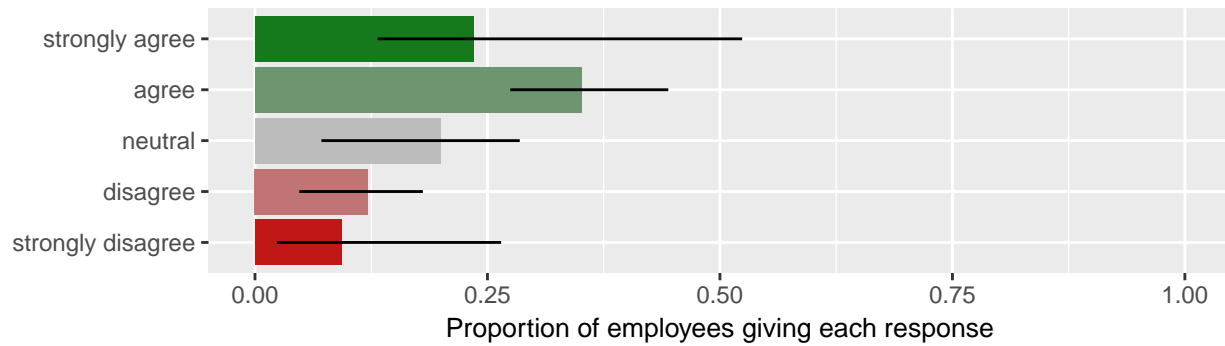
Employee's agreement and disagreement within each Department.

Within the Communication category, the Departments are distributed as follows:

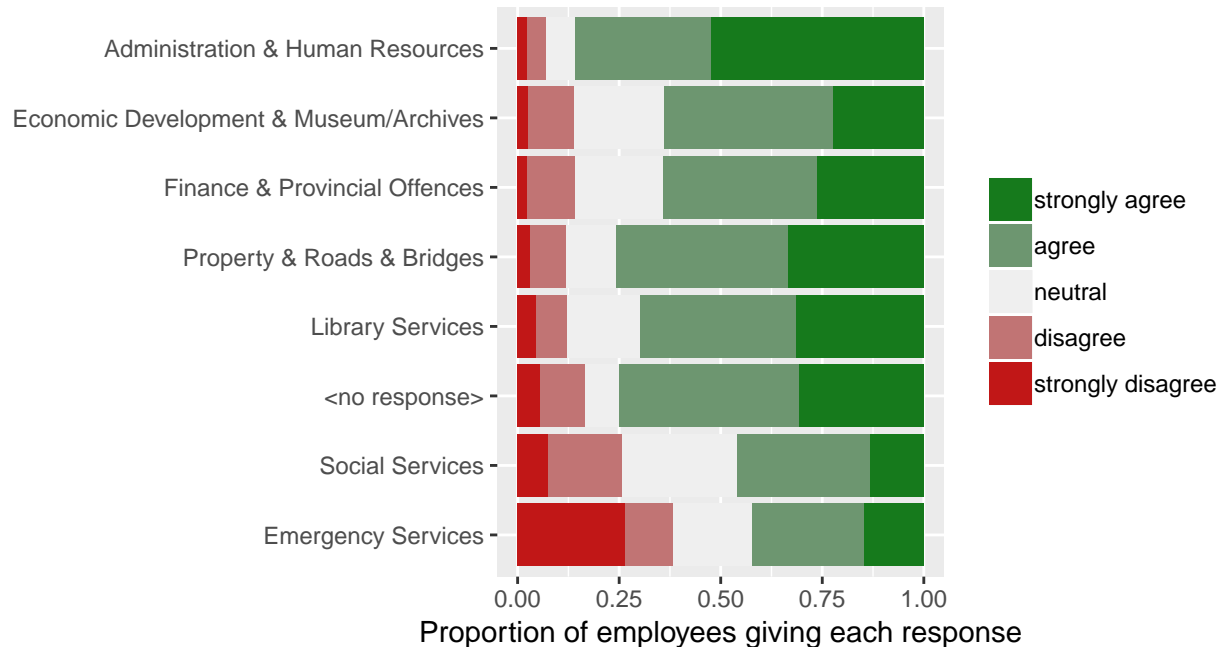
0 clear disagreement , 0 slight disagreement , 2 neutral , 5 slight agreement , 1 clear agreement



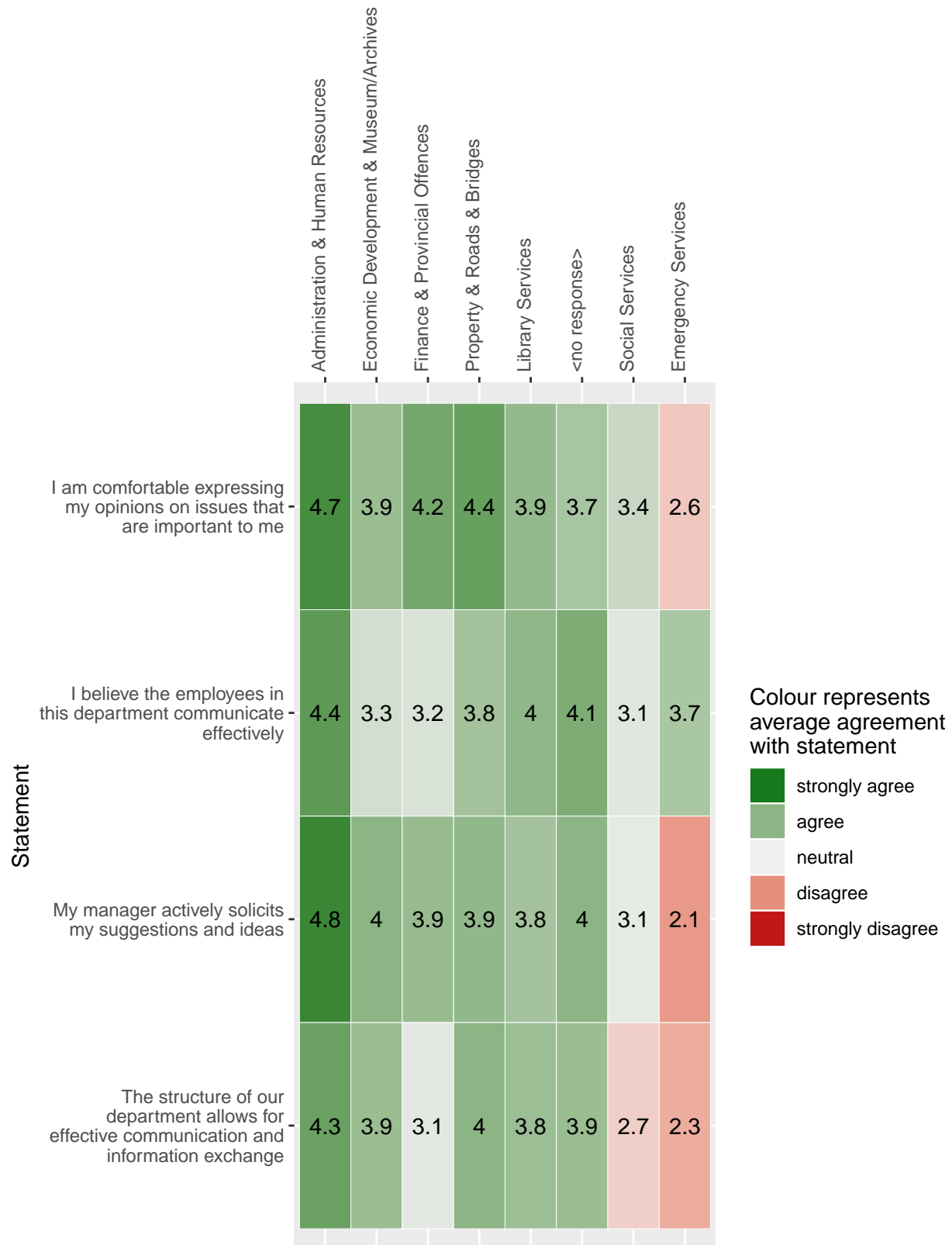
Average response profile in Communication category across all Departments. Lines represent the range of individual Departments.



Response profile in Communication category for each Department.



Department by Statement in Communication category



Leadership (SMT)

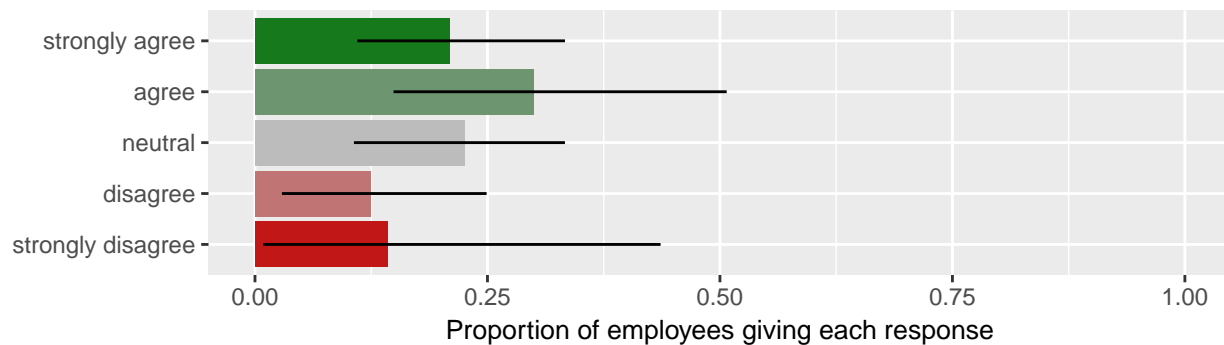
Employee's agreement and disagreement within each Department.

Within the Leadership (SMT) category, the Departments are distributed as follows:

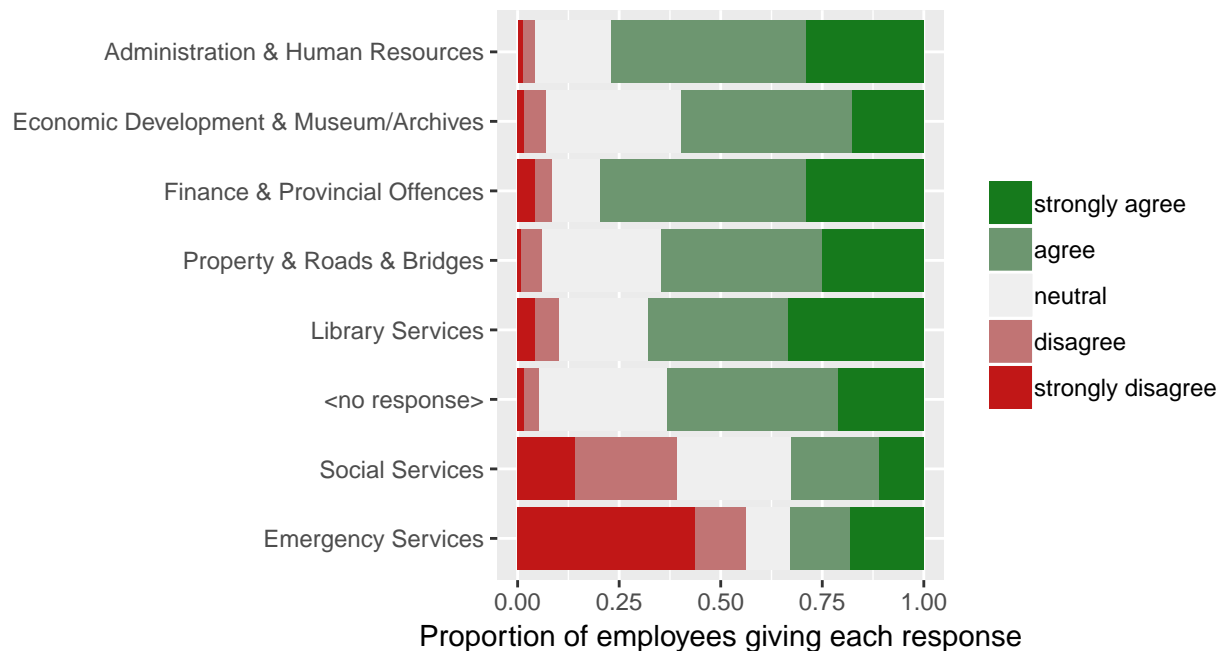
0 clear disagreement , 1 slight disagreement , 1 neutral , 6 slight agreement , 0 clear agreement



Average response profile in Leadership (SMT) category across all Departments. Lines represent the range of individual Departments.



Response profile in Leadership (SMT) category for each Department.



Department by Statement in Leadership (SMT) category

| Statement | Department | | | | | | | |
|--|----------------------------------|--|------------------------------|----------------------------|------------------|---------------|-----------------|--------------------|
| | Administration & Human Resources | Economic Development & Museum/Archives | Finance & Provincial Offices | Property & Roads & Bridges | Library Services | <no response> | Social Services | Emergency Services |
| Leadership within this department communicates openly about important matters | 4.4 | 4 | 3.9 | 4.1 | 4 | 4 | 2.9 | 2.3 |
| I have confidence in the Senior Management Team | 4.3 | 3.7 | 4.3 | 4.1 | 4.2 | 3.7 | 2.8 | 2.3 |
| I trust the decisions and actions of the Senior Management Team | 4.2 | 3.7 | 4.3 | 3.9 | 4 | 3.7 | 2.8 | 2.2 |
| I believe the Senior Management Team is doing a good job in managing our department | 4 | 3.9 | 3.9 | 3.6 | 4 | 4 | 3 | 2.4 |
| I believe the Senior Management Team cares about the employees in this department | 4 | 3.7 | 4.6 | 3.8 | 3.8 | 3.7 | 3 | 2.1 |
| The Senior Management Team does a good job of establishing and communicating clear priorities and objectives | 4 | 3.6 | 3.7 | 3.9 | 3.8 | 4 | 2.8 | 2.6 |
| I believe the Senior Management Team communicates a clear vision of our future direction | 4 | 3.6 | 3.4 | 3.8 | 3.5 | 3.7 | 2.7 | 2.9 |

Colour represents average agreement with statement

- strongly agree
- agree
- neutral
- disagree
- strongly disagree

Conflict Resolution

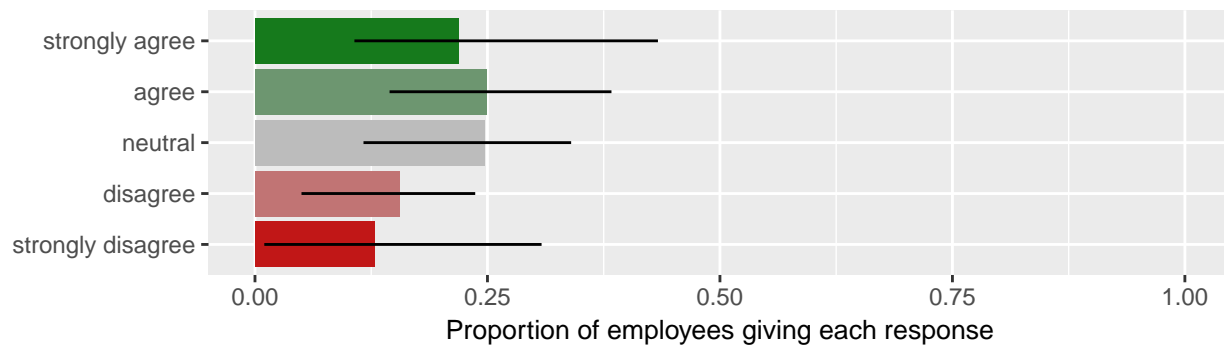
Employee's agreement and disagreement within each Department.

Within the Conflict Resolution category, the Departments are distributed as follows:

0 clear disagreement , 0 slight disagreement , 3 neutral , 5 slight agreement , 0 clear agreement



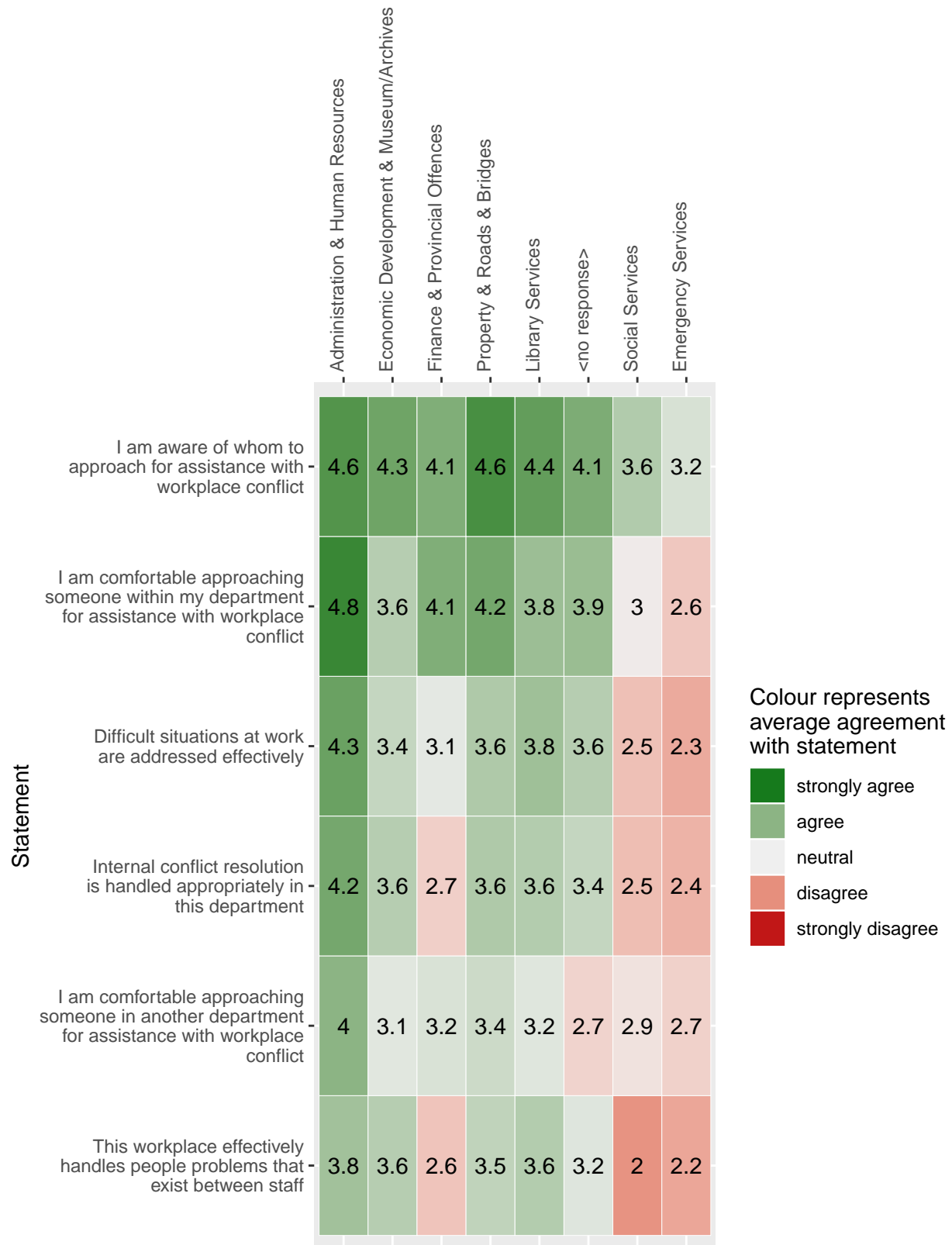
Average response profile in Conflict Resolution category across all Departments. Lines represent the range of individual Departments.



Response profile in Conflict Resolution category for each Department.



Department by Statement in Conflict Resolution category



Recognition

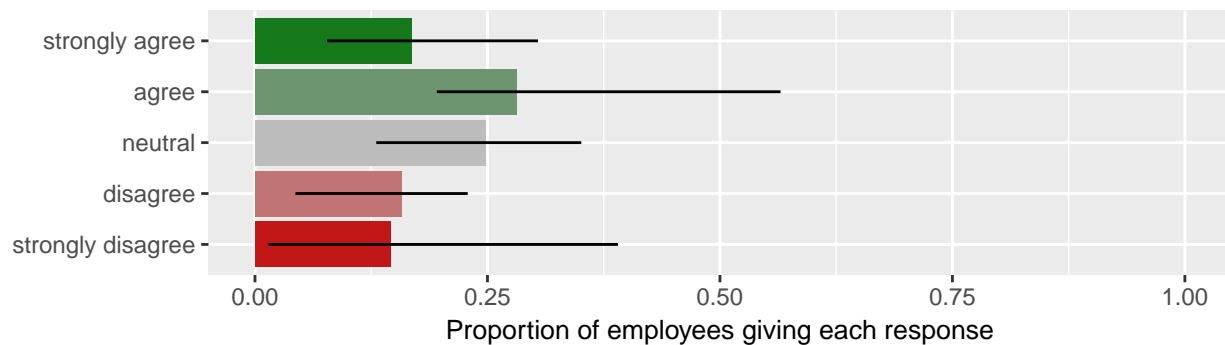
Employee's agreement and disagreement within each Department.

Within the Recognition category, the Departments are distributed as follows:

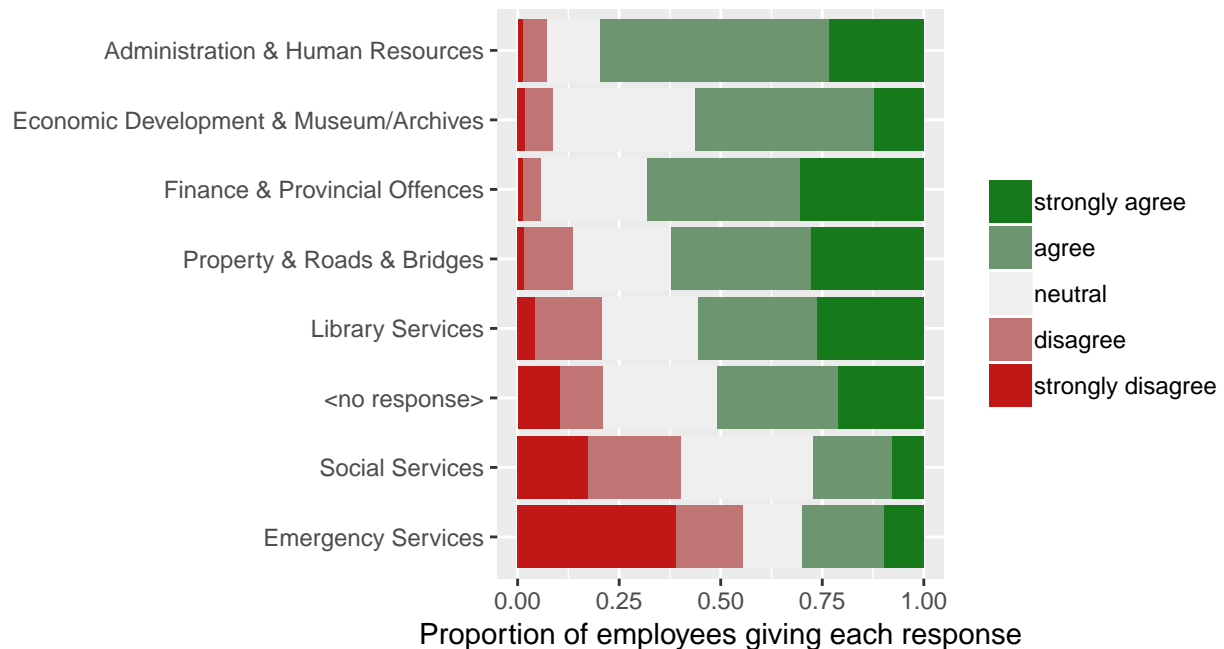
0 clear disagreement , 1 slight disagreement , 1 neutral , 6 slight agreement , 0 clear agreement



Average response profile in Recognition category across all Departments. Lines represent the range of individual Departments.



Response profile in Recognition category for each Department.



Department by Statement in Recognition category

