

# Overall Results

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

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# Respondent Demographics

Table 1: 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

Table 2: Responses by Position Type

	Count
Staff	120
County Management	21
/No Response Provided/	5

Table 4: Responses by Length of Service

	Count
10 to 19 years	59
1 to 9 years	58
20 to 29 years	11
less than 1 year	8
/No Response Provided/	6
30 or more years	4

Table 3: Responses by Employment Status

	Count
Full-time	106
Part-time / Casual	35
/No Response Provided/	5

Table 5: Responses by Generation

	Count
1965 to 1976	49
1977 to 1995	45
1946 to 1964	34
1996 or later	12
/No Response Provided/	6

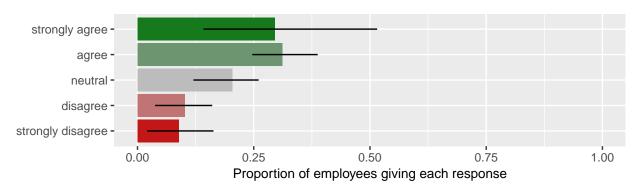
### Results Overview

### Employees' agreement and disagreement with each category.

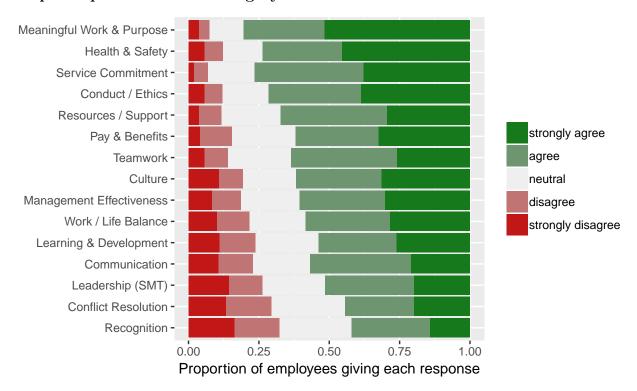
The 15 categories are distributed as follows: 0 clear disagreement, 0 slight disagreement, 3 neutral, 11 slight agreement, 1 clear agreement



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



#### Response profile for each category.



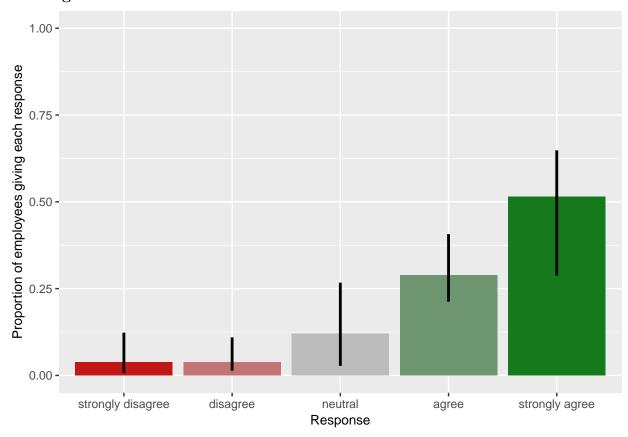
# Results by Category

### Meaningful Work & Purpose

Employees' agreement and disagreement with each statement.

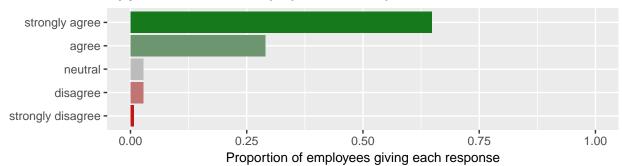
The Meaningful Work & Purpose category is made up of 6 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 0 neutral, 2 slight agreement, 4 clear agreement



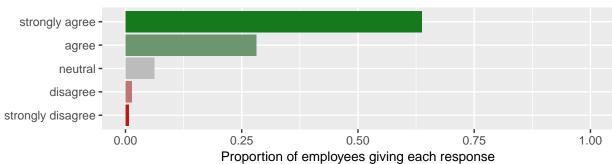


# Clear Agreement - Meaningful Work & Purpose

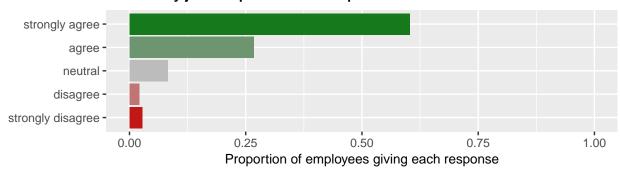
#### My job contributes to the purpose of this department



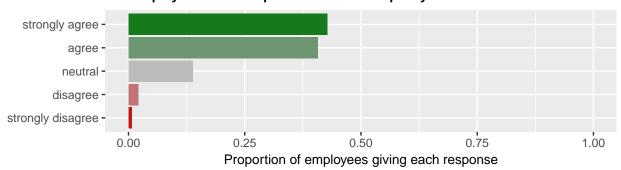
#### I understand the purpose of my department as a whole



#### I believe my job is important in this department

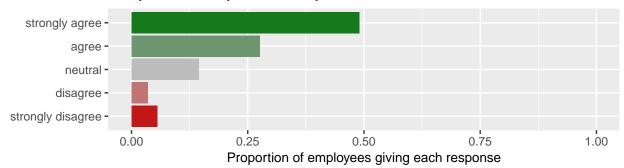


#### The employees in this department strive for quality

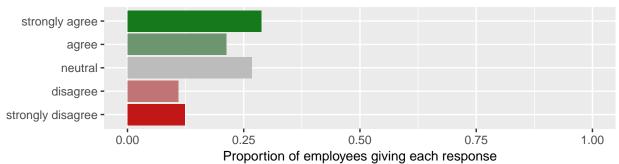


Slight Agreement - Meaningful Work & Purpose

# I am proud to be a part of this department



# I feel that my job is secure with this department

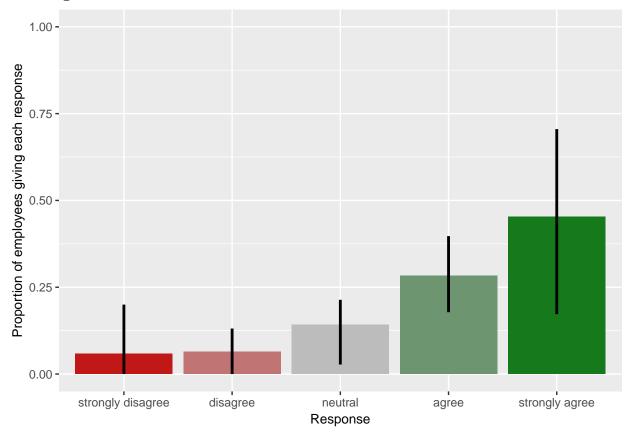


## Health & Safety

Employees' agreement and disagreement with each statement.

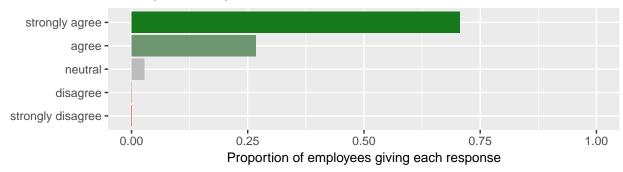
The Health & Safety category is made up of 6 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 1 neutral , 3 slight agreement , 2 clear agreement



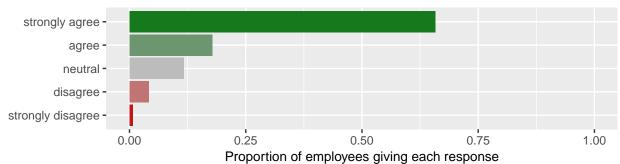


## Clear Agreement - Health & Safety

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

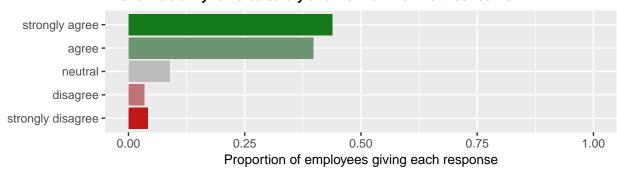


#### I am never asked to perform an unsafe job or ignore safety concerns

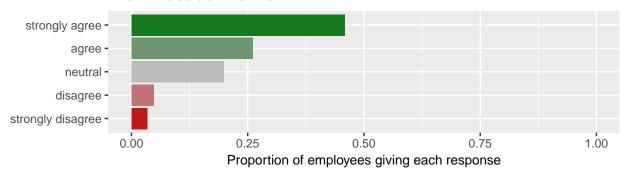


Slight Agreement - Health & Safety

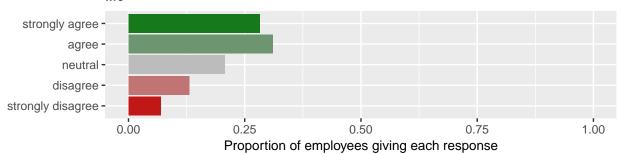
#### I have the ability to voice safety and work environment concerns



#### I work in a safe environment

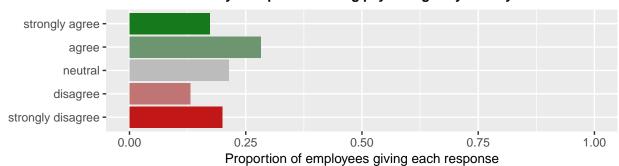


# I am able to maintain a healthy balance between my work life and personal life



Neutral - Health & Safety

### I would describe my workplace as being psychologically healthy

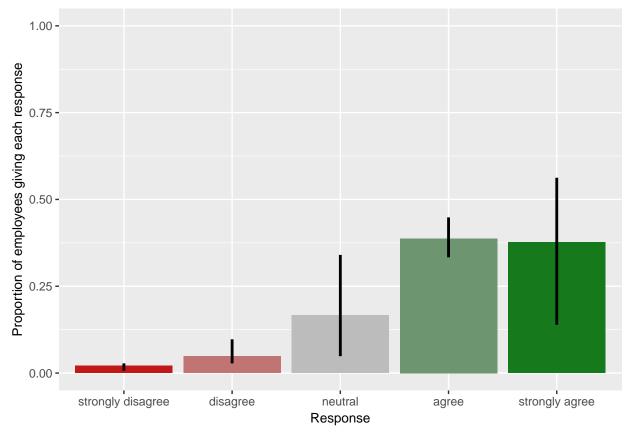


#### Service Commitment

## Employees' agreement and disagreement with each statement.

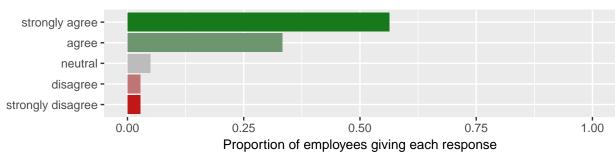
The Service Commitment category is made up of 4 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 0 neutral, 3 slight agreement, 1 clear agreement





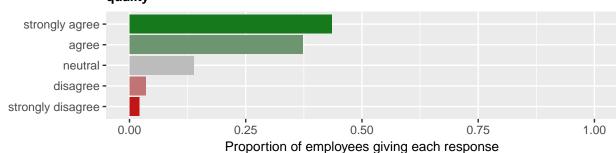
#### Clear Agreement - Service Commitment

# I am wiling to go beyond my normal work duties to help this department succeed

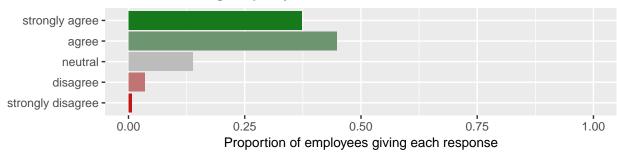


Slight Agreement - Service Commitment

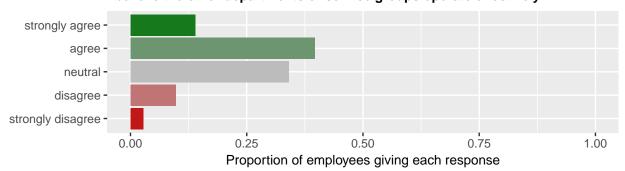
# I believe this department is both customer focused and committed to quality



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



#### I believe the other departments or service groups operate effectively

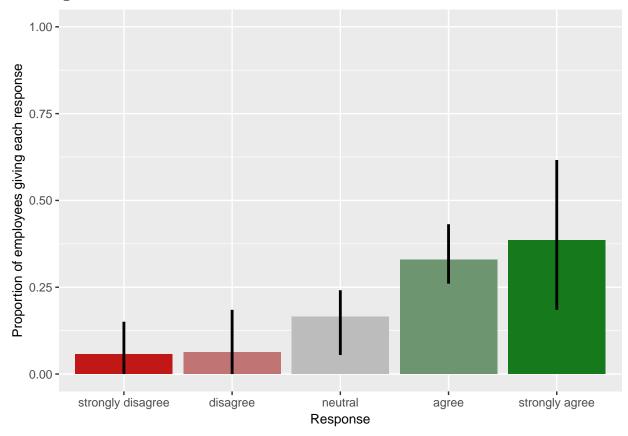


# Conduct / Ethics

## Employees' agreement and disagreement with each statement.

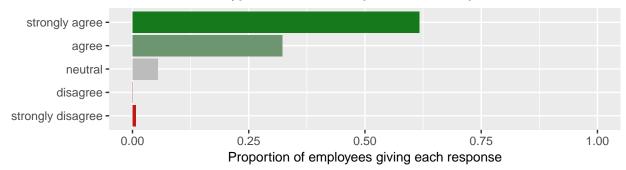
The Conduct / Ethics category is made up of 6 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 1 neutral , 4 slight agreement , 1 clear agreement





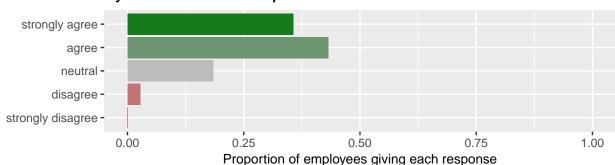
## Clear Agreement - Conduct / Ethics

#### I understand what type of behavior is expected in this department

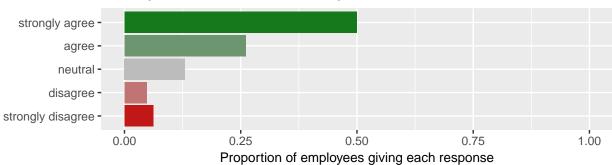


Slight Agreement - Conduct / Ethics

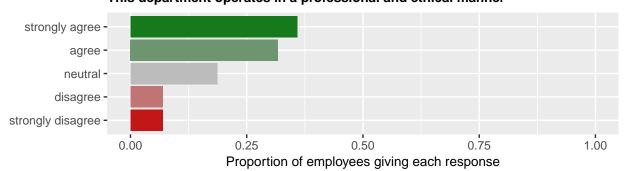
#### My coworkers behave in a professional manner



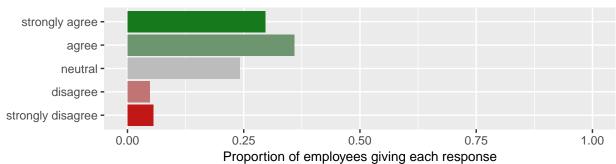
#### This department does not tolerate or permit unethical behavior



#### This department operates in a professional and ethical manner

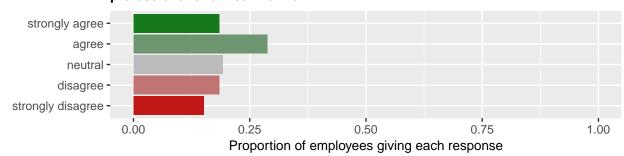


### The employees of this department treat each other with respect



Neutral - Conduct / Ethics

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



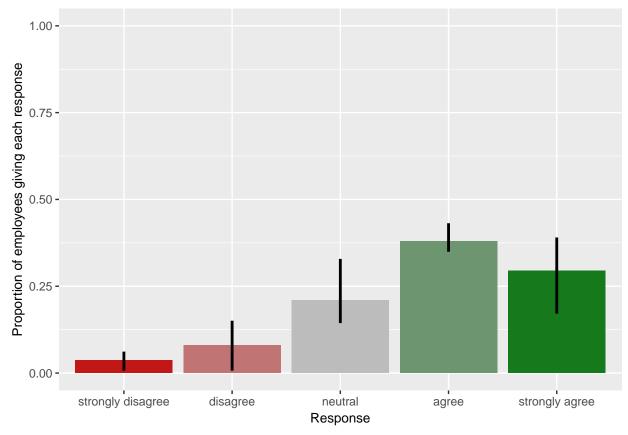
15

# Resources / Support

### Employees' agreement and disagreement with each statement.

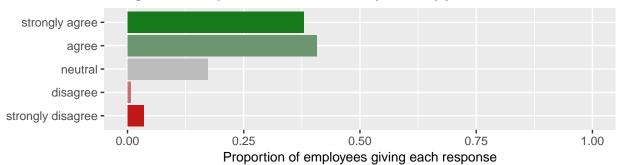
The Resources / Support category is made up of 8 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 0 neutral , 8 slight agreement , 0 clear agreement



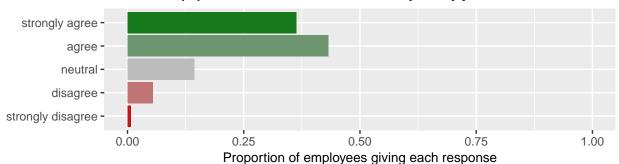


Slight Agreement - Resources / Support

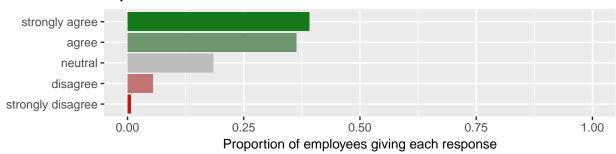
### I am given the responsibilities and authority to do my job



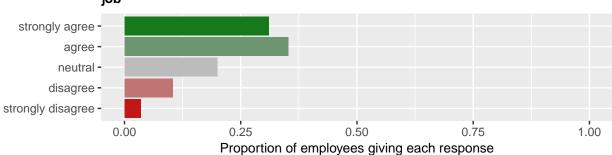
#### I have the equipment and resources to effectively do my job



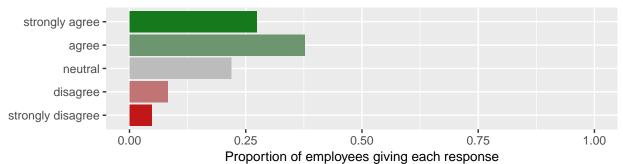
# I am satisfied with the quality of equipment and tools provided by this department



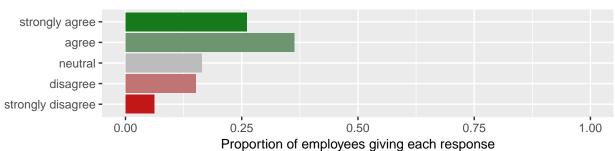
# I am supported by this department to fulfill the responsibilities of my job



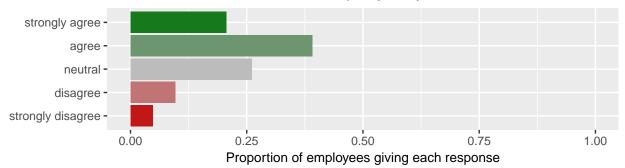
#### I am supported by the county to fulfill the responsibilities of my job



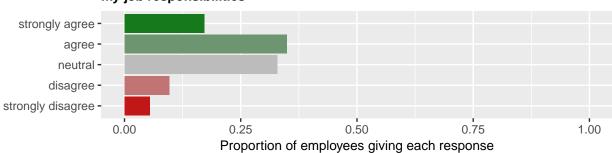
# I am able to complete my work responsibilities during normal business hours



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



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

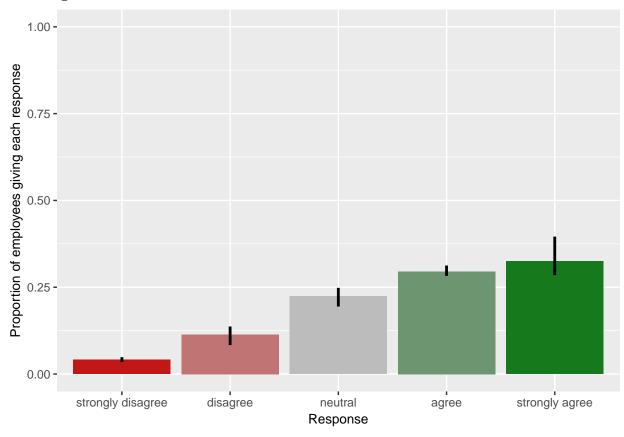


Pay & Benefits

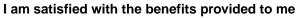
Employees' agreement and disagreement with each statement.

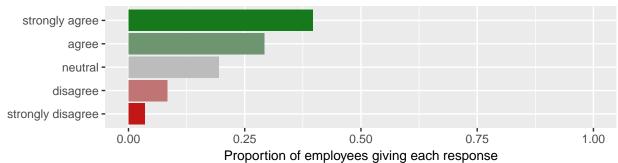
The Pay & Benefits category is made up of 4 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 0 neutral , 4 slight agreement , 0 clear agreement



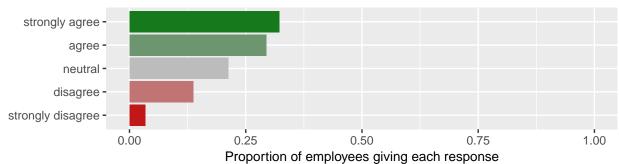


Slight Agreement - Pay & Benefits

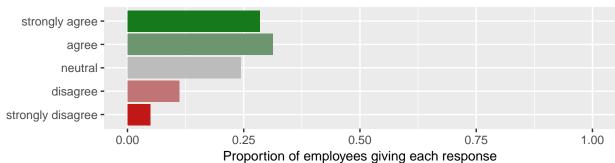




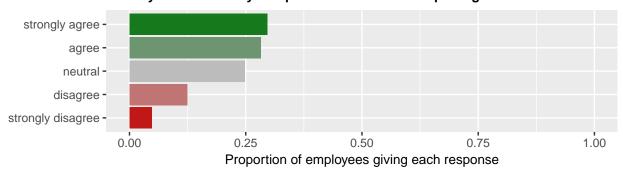
### I believe I am paid fairly for the work I do



### This department offers competitive compensation and benefits



#### I clearly understand my compensation and benefits package

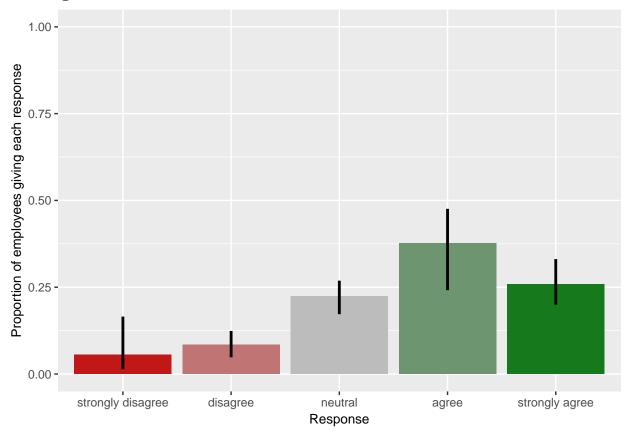


#### Teamwork

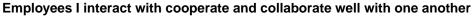
### Employees' agreement and disagreement with each statement.

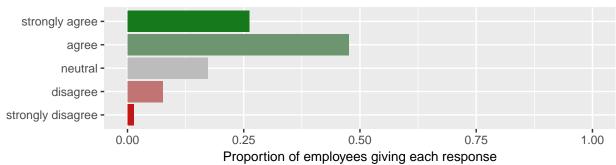
The Teamwork category is made up of 7 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 1 neutral, 6 slight agreement, 0 clear agreement



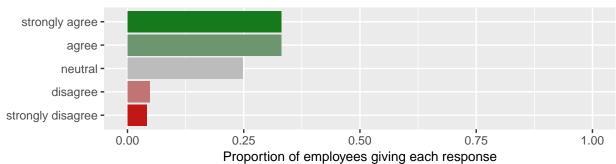


Slight Agreement - Teamwork

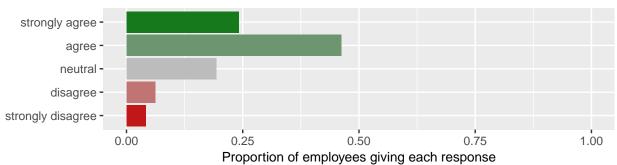




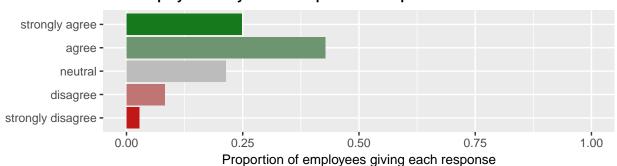
### Teamwork is practiced in this department



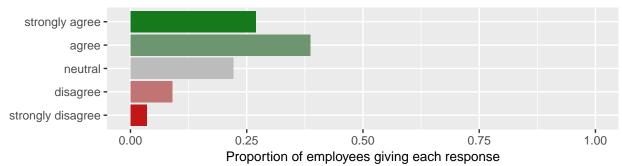
### I trust the decisions and actions of my department or team members



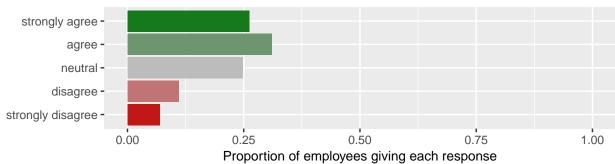
#### Most employees in my team or department are productive and motivated



### I believe my department or team works well together

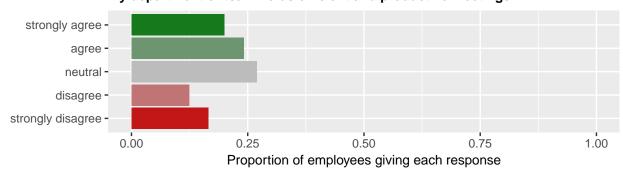


# My department or team respects the views and opinions of one another



#### Neutral - Teamwork

### My department or team holds efficient and productive meetings

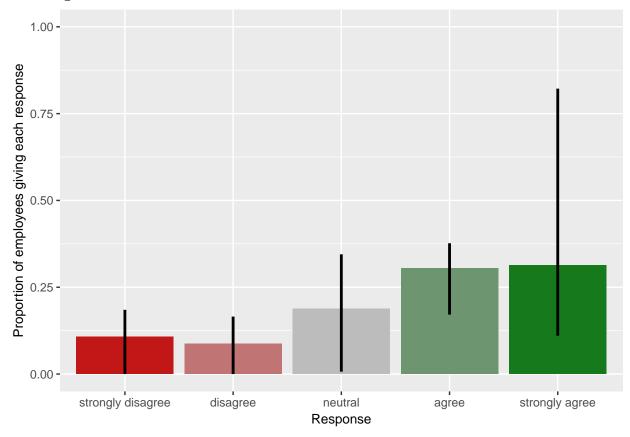


### Culture

Employees' agreement and disagreement with each statement.

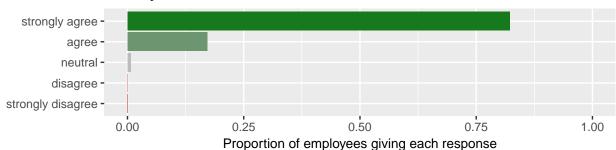
The Culture category is made up of 11 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 5 neutral, 5 slight agreement, 1 clear agreement





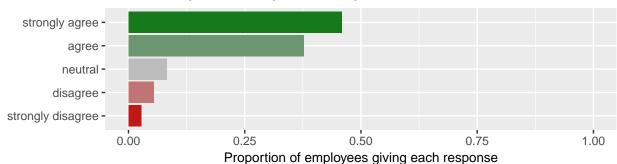
## Clear Agreement - Culture

# I am expected to treat both customers and co workers honestly and ethically

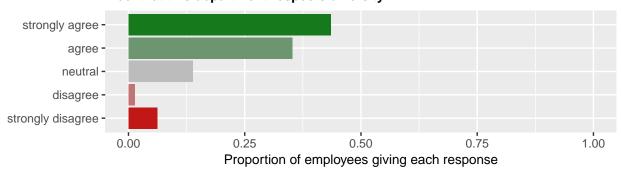


Slight Agreement - Culture

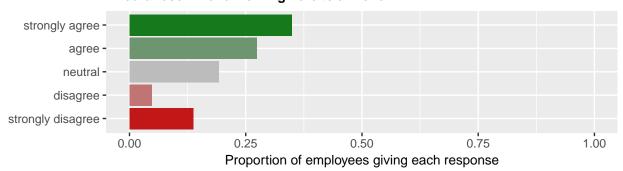
#### I have developed friendship s in this department



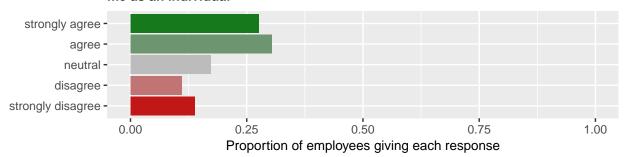
#### I feel that this department respects diversity



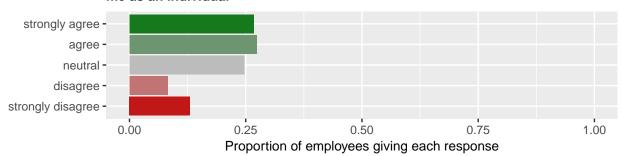
#### I would recommend working here to a friend



# There is a person in a leadership role in this department that cares about me as an individual

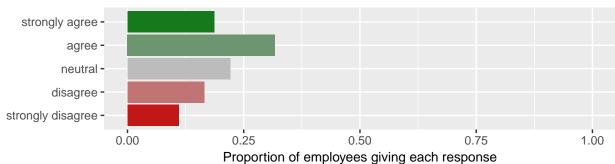


# There is a person in a leadership role within the county that cares about me as an individual

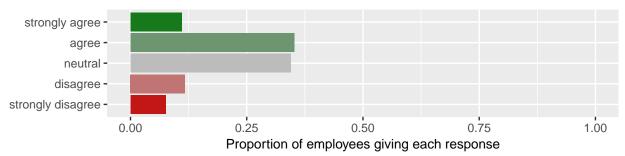


#### Neutral - Culture

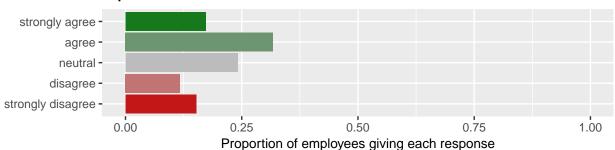
# Most employees that I regularly work with are happy with this department



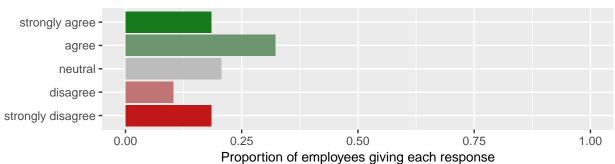
# The departments within our organization share a common vision and direction



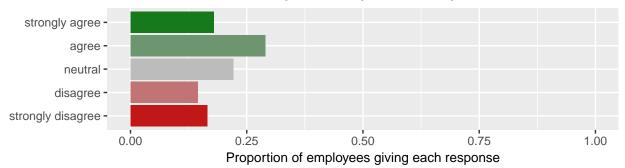
# The organization s policies are applied fairly and consistently in my department



## My opinions matter



### The culture of the overall department is positive and optimistic

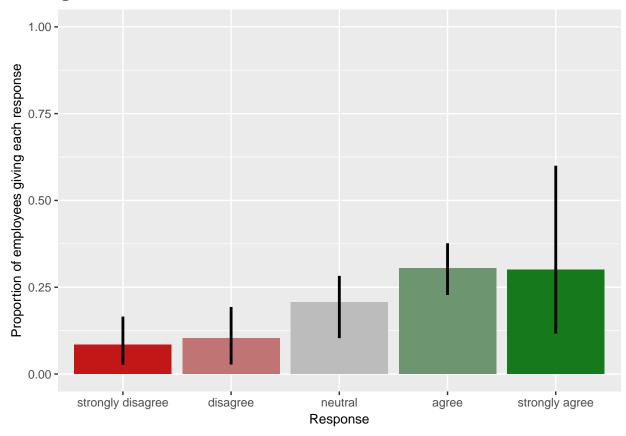


### **Management Effectiveness**

Employees' agreement and disagreement with each statement.

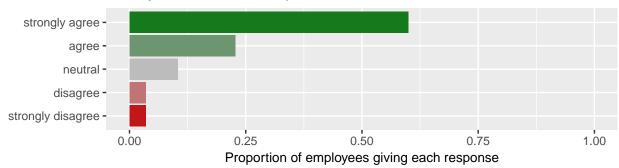
The Management Effectiveness category is made up of 11 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 4 neutral, 6 slight agreement, 1 clear agreement





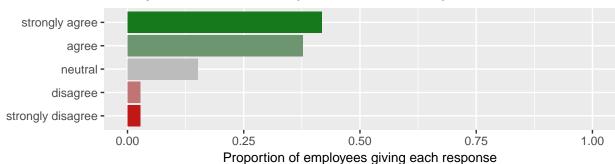
## Clear Agreement - Management Effectiveness

### I clearly understand who I report to

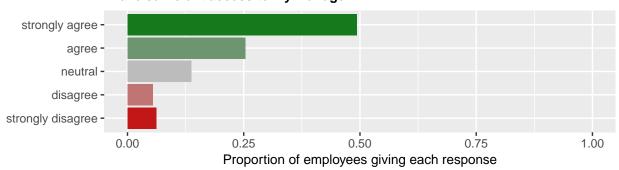


Slight Agreement - Management Effectiveness

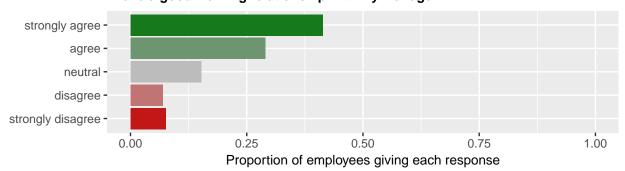
#### I clearly understand what is expected of me in this department



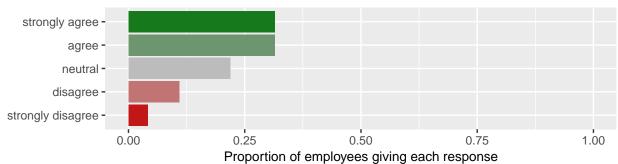
#### I have sufficient access to my Manager



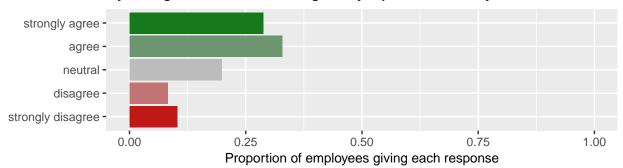
#### I have a good working relationship with my Manager



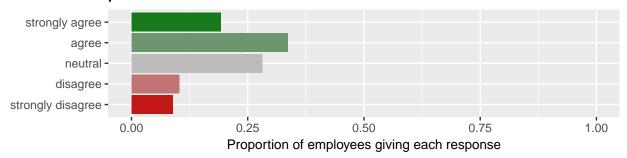
#### My manager effectively communicates my job responsibilities



#### My manager is effective in setting clear job priorities and objectives

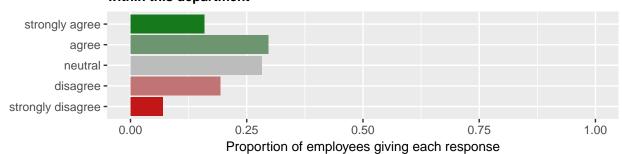


# This department structure allows us to operate in an efficient and productive manner

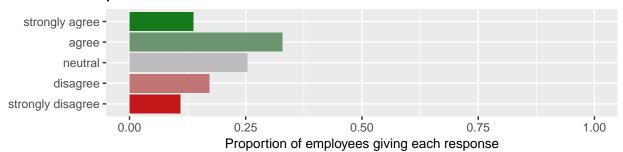


Neutral - Management Effectiveness

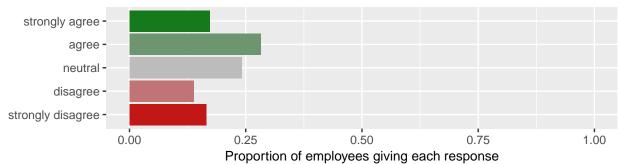
# I believe people are held accountable for their decisions and actions within this department



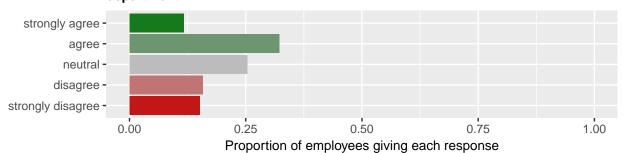
# The interviewing hiring and orientation of new employees is a well managed process



# My manager regularly provides me with feedback



# Employee performance related issues are handled appropriately in this department

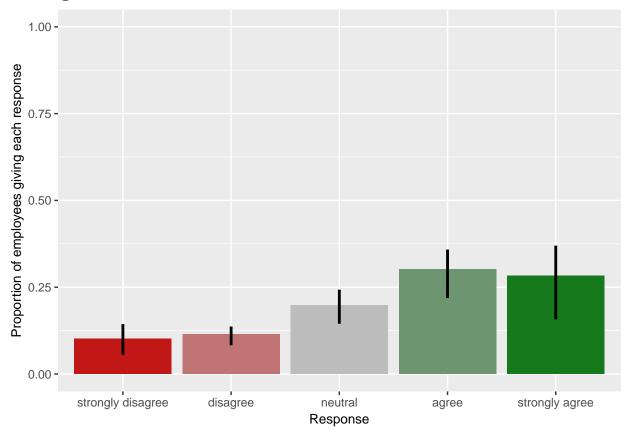


# Work / Life Balance

### Employees' agreement and disagreement with each statement.

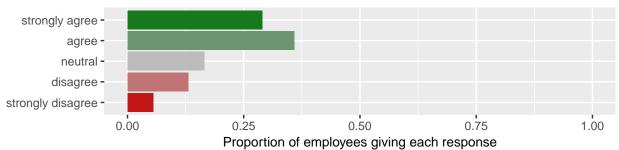
The Work / Life Balance category is made up of 7 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 1 neutral , 6 slight agreement , 0 clear agreement



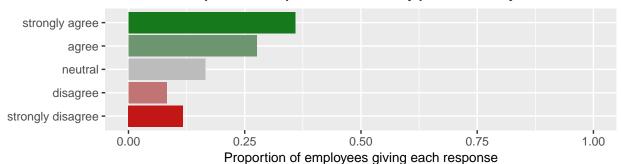


Slight Agreement - Work / Life Balance

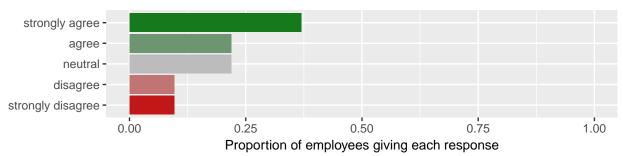
# This organization provides me with enough flexibility and support to meet the demands of my personal and family life



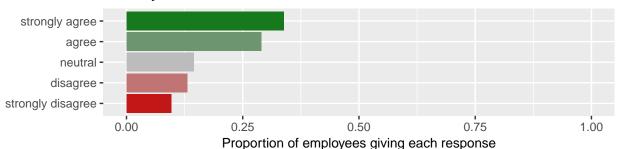
#### I believe this department respects and values my personal family life



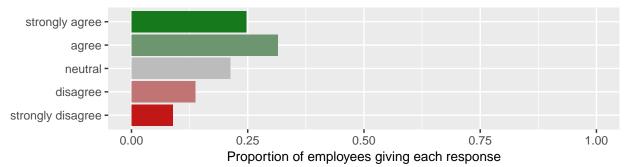
# I feel supported in my workplace when I am dealing with personal or family issues



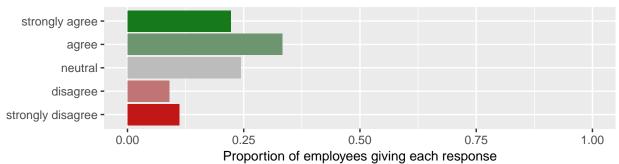
# Work related obligations seldom require me to cancel or change my personal or family commitments



### I believe the county is committed to me as an employee

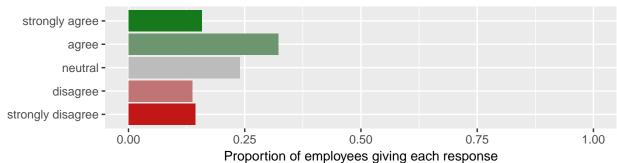


# I believe this department is committed to me as an employee



Neutral - Work / Life Balance

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

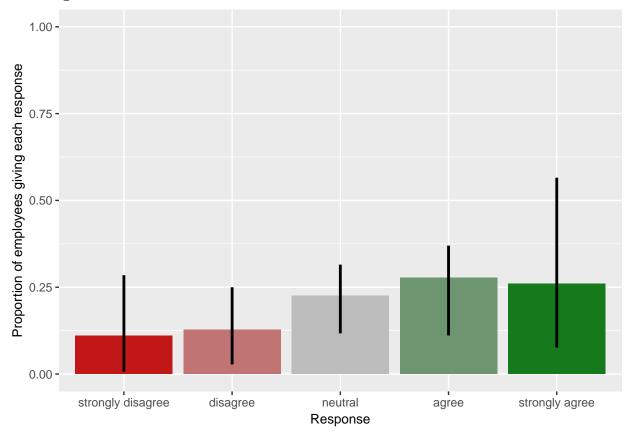


# Learning & Development

Employees' agreement and disagreement with each statement.

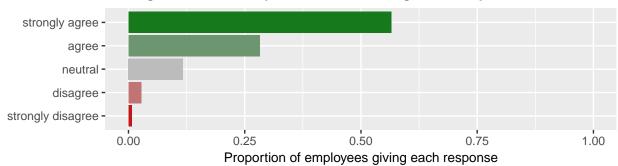
The Learning & Development category is made up of 13 statements with the following distribution: 0 clear disagreement , 1 slight disagreement , 6 neutral , 5 slight agreement , 1 clear agreement





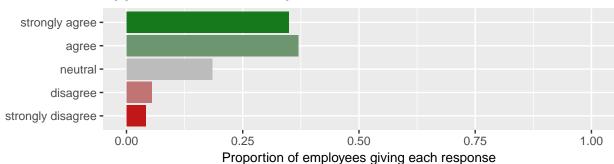
### Clear Agreement - Learning & Development

### I have gained valuable experience while working for this department

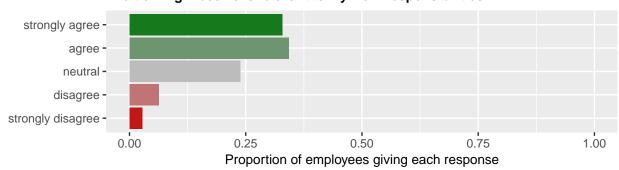


Slight Agreement - Learning & Development

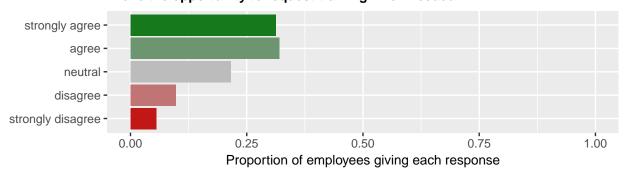
#### My job allows me to utilize my talents



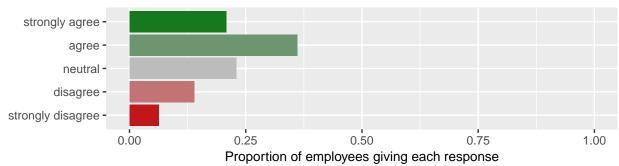
#### The training I receive is relevant to my work responsibilities



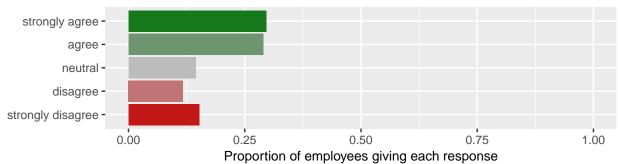
#### I have the opportunity to request training when needed



### I am satisfied with the quality of the job training I receive

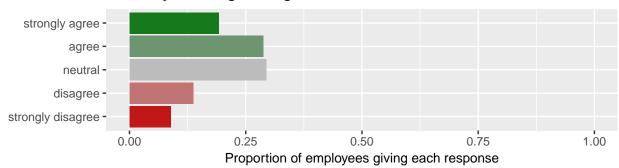


### My development is encouraged by someone in this department

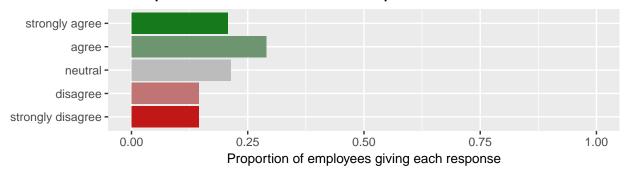


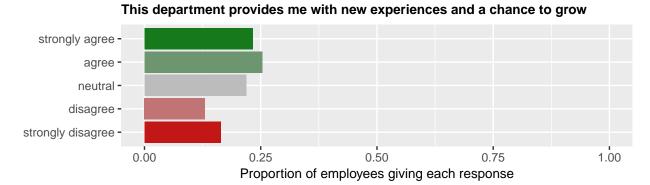
Neutral - Learning & Development

#### I receive job training on a regular basis

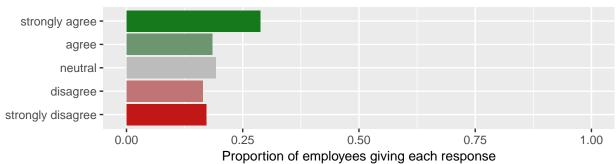


### This department is committed to the development of its staff members

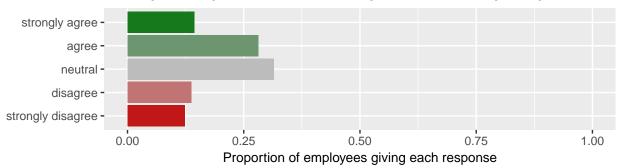




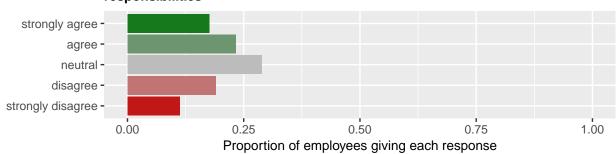
### Hard work and dedication are the best way to advance in this department



#### This department provides me with a clear professional development plan

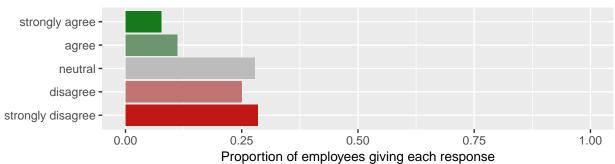


# The training I receive allows me to assume additional work responsibilities



Slight Disagreement - Learning & Development

### I have career advancement opportunities within this department

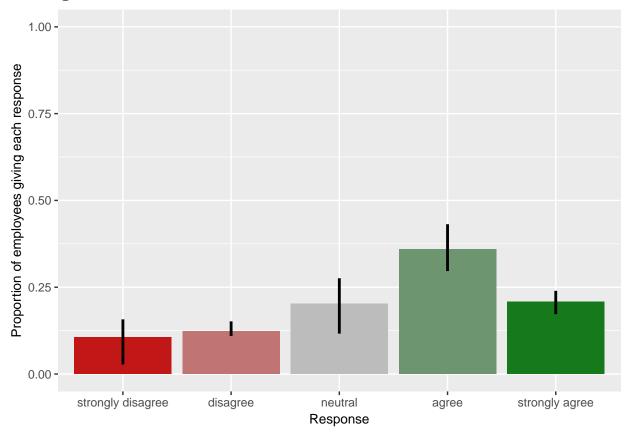


#### Communication

Employees' agreement and disagreement with each statement.

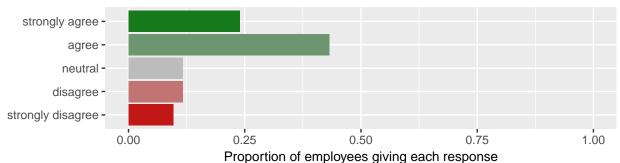
The Communication category is made up of 4 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 2 neutral , 2 slight agreement , 0 clear agreement



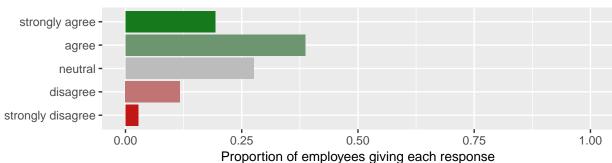


Slight Agreement - Communication



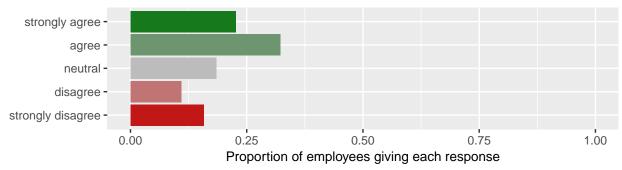


#### I believe the employees in this department communicate effectively

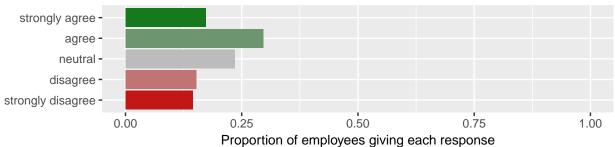


#### Neutral - Communication

#### My manager actively solicits my suggestions and ideas



# The structure of our department allows for effective communication and information exchange

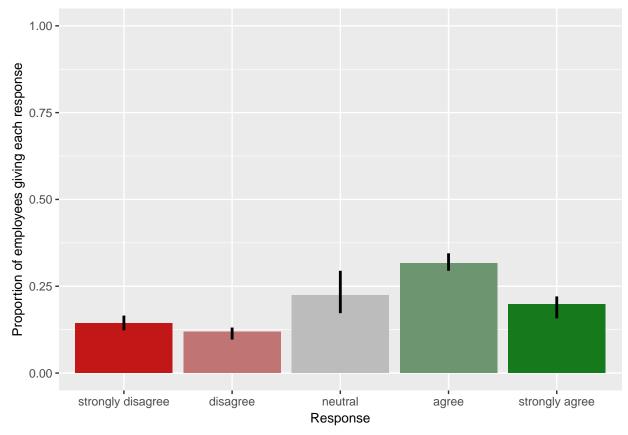


### Leadership (SMT)

### Employees' agreement and disagreement with each statement.

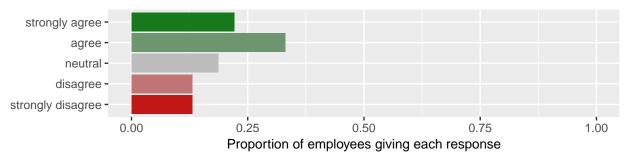
The Leadership (SMT) category is made up of 7 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 7 neutral, 0 slight agreement, 0 clear agreement



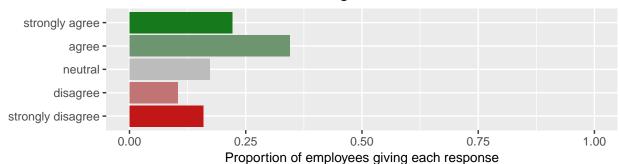


### Neutral - Leadership (SMT)

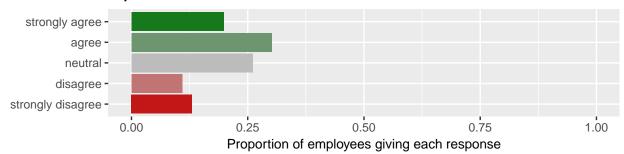
### Leadership within this department communicates openly about important matters



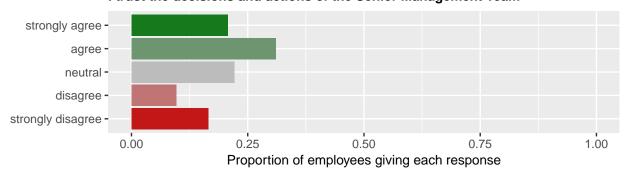
#### I have confidence in the Senior Management Team



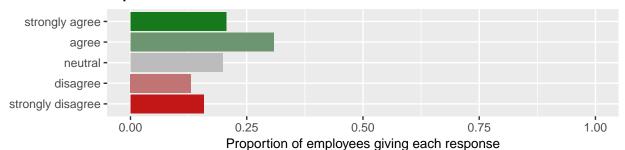
### I believe the Senior Management Team is doing a good job in managing our department



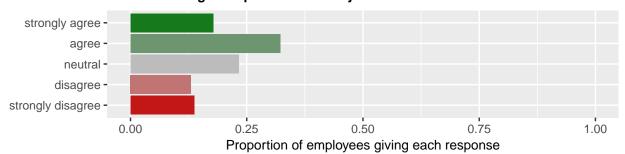
#### I trust the decisions and actions of the Senior Management Team



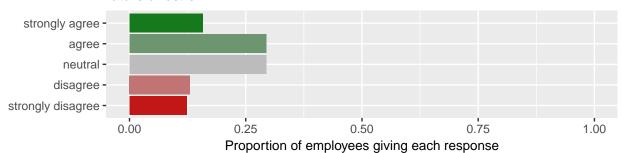
### I believe the Senior Management Team cares about the employees in this department



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



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

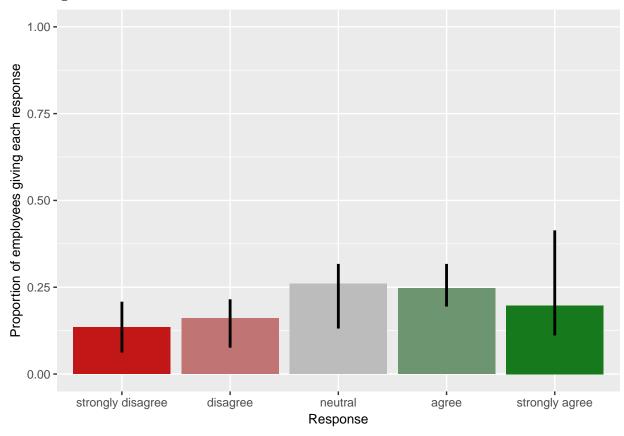


#### **Conflict Resolution**

Employees' agreement and disagreement with each statement.

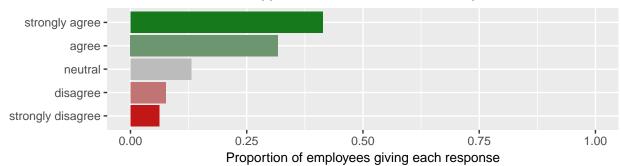
The Conflict Resolution category is made up of 6 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 2 slight agreement , 0 clear agreement



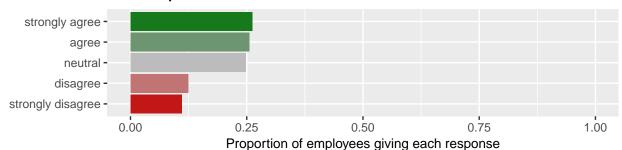


Slight Agreement - Conflict Resolution



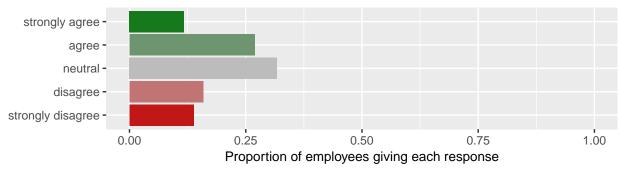


### I am comfortable approaching someone within my department for assistance with workplace conflict

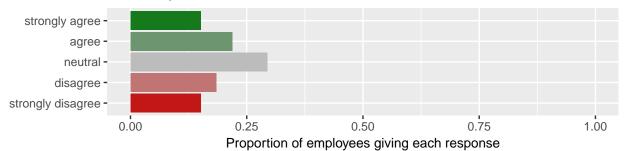


**Neutral** - Conflict Resolution

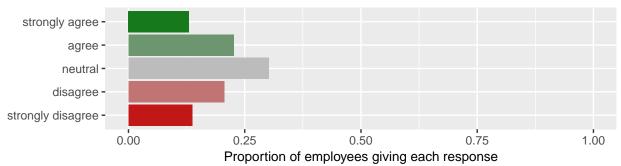
#### Difficult situations at work are addressed effectively



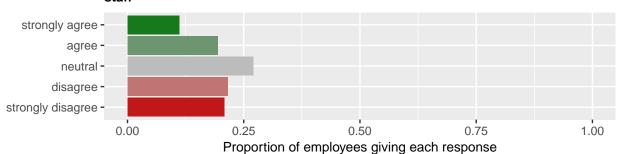
# I am comfortable approaching someone in another department for assistance with workplace conflict



### Internal conflict resolution is handled appropriately in this department



# This workplace effectively handles people problems that exist between staff

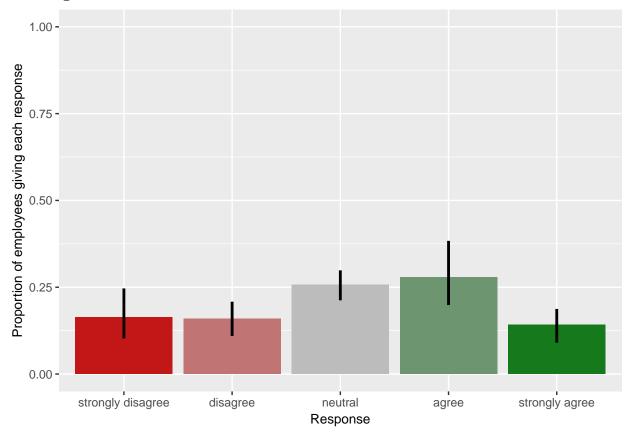


### Recognition

Employees' agreement and disagreement with each statement.

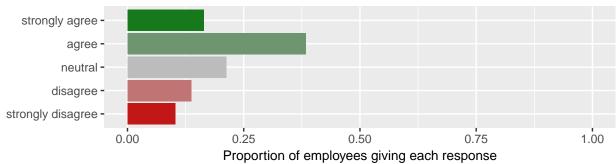
The Recognition category is made up of 7 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 7 neutral, 0 slight agreement, 0 clear agreement



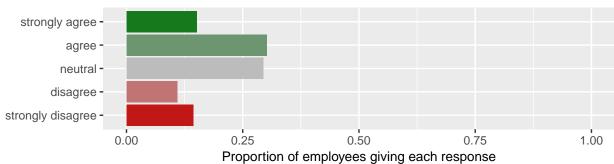


### Neutral - Recognition

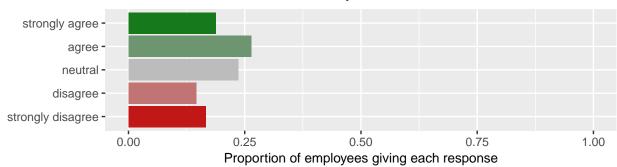
### I m valued and appreciated for the job I do



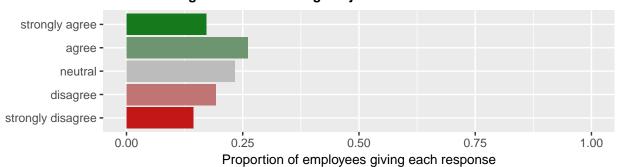
### I believe I am recognized for my efforts



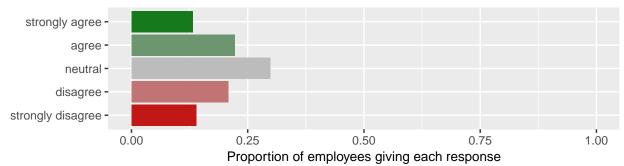
### We celebrate our successes in this department



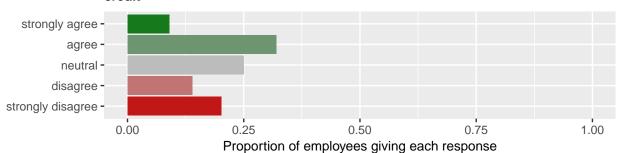
### I receive recognition when I do a good job



### I feel that recognition is fair and consistent within our department



# Recognition is accurately distributed to the employees who deserve the credit



# This department does a good job of recognizing and rewarding outstanding performance

