



Library Services Results

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

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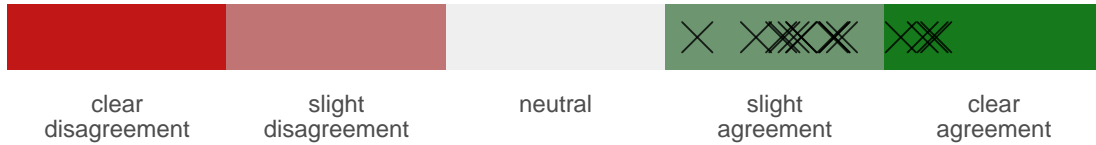
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Results Overview (25 respondents)

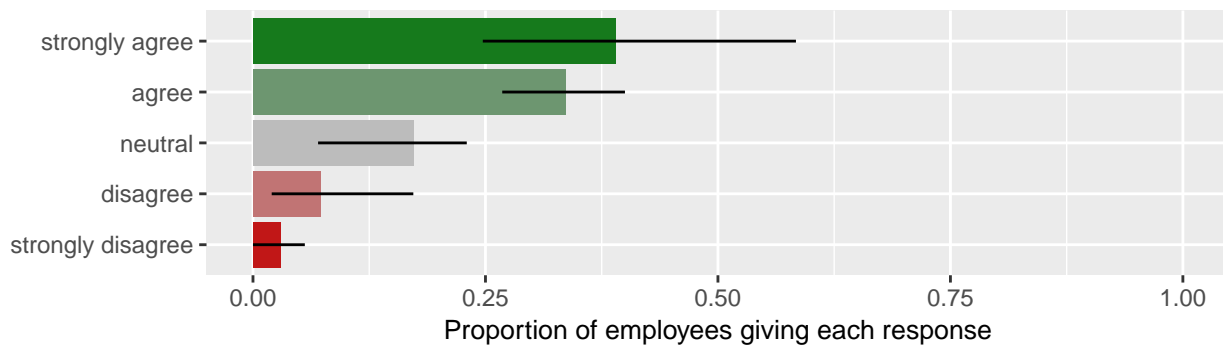
Employees' agreement and disagreement with each category.

The 15 categories are distributed as follows:

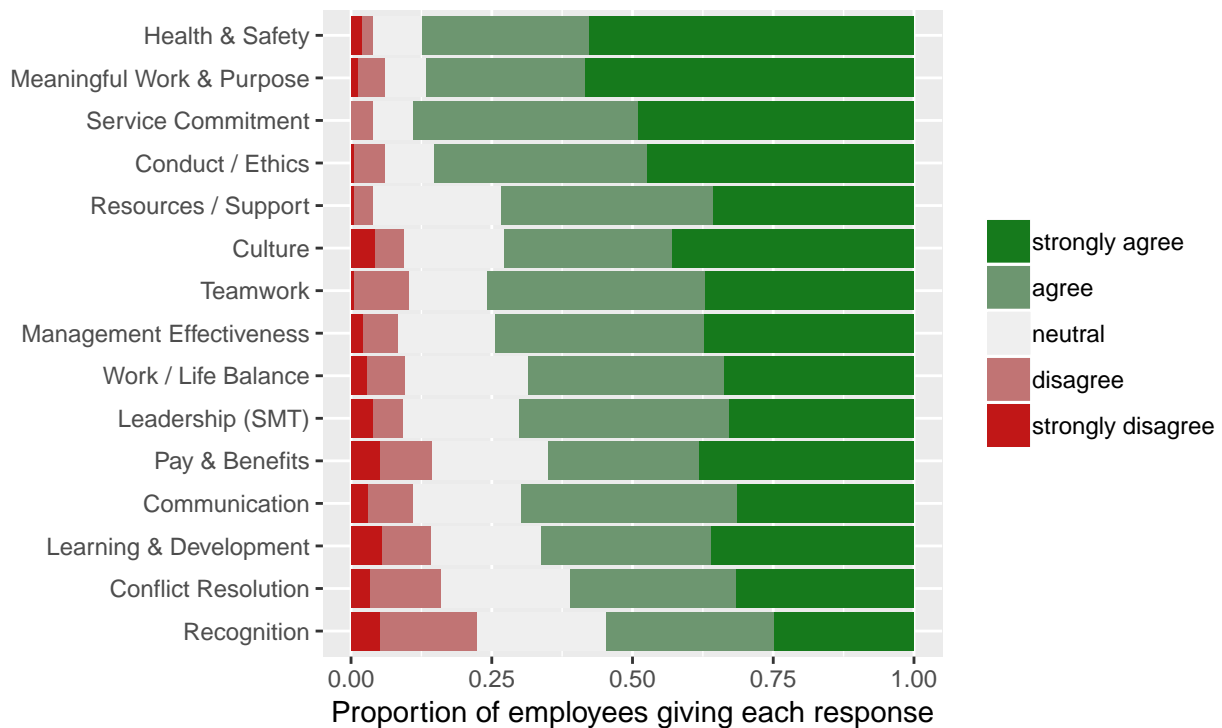
0 clear disagreement , 0 slight disagreement , 0 neutral , 11 slight agreement , 4 clear agreement



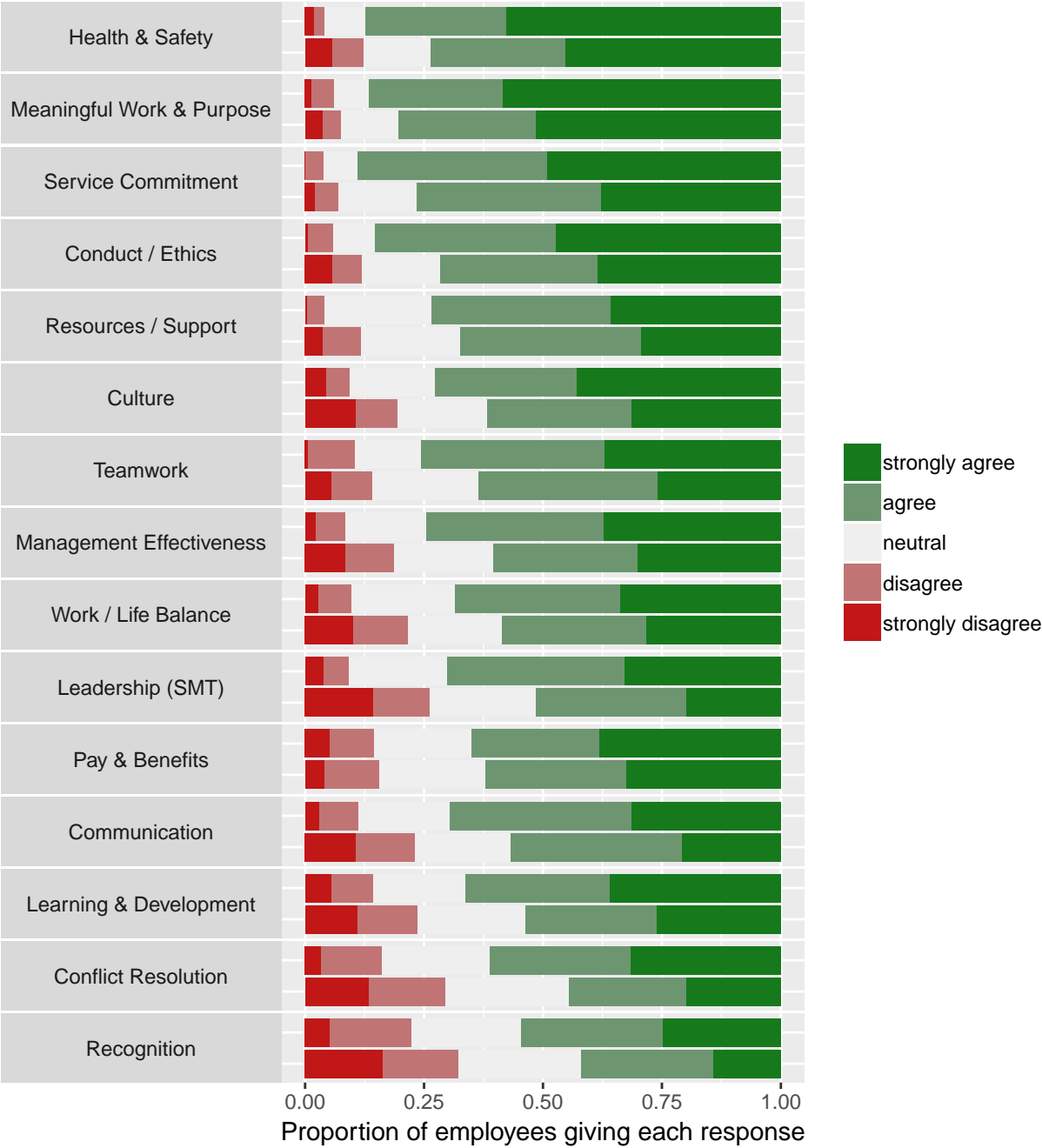
Average response profile across all categories. Lines represent the range of individual categories.



Response profile for each category.



Department response profile comparison to overall results. Within each category, the top bar represents the department and the bottom bar represents the overall results



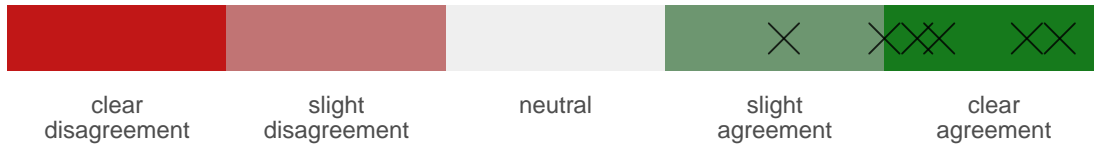
Results by Category

Health & Safety

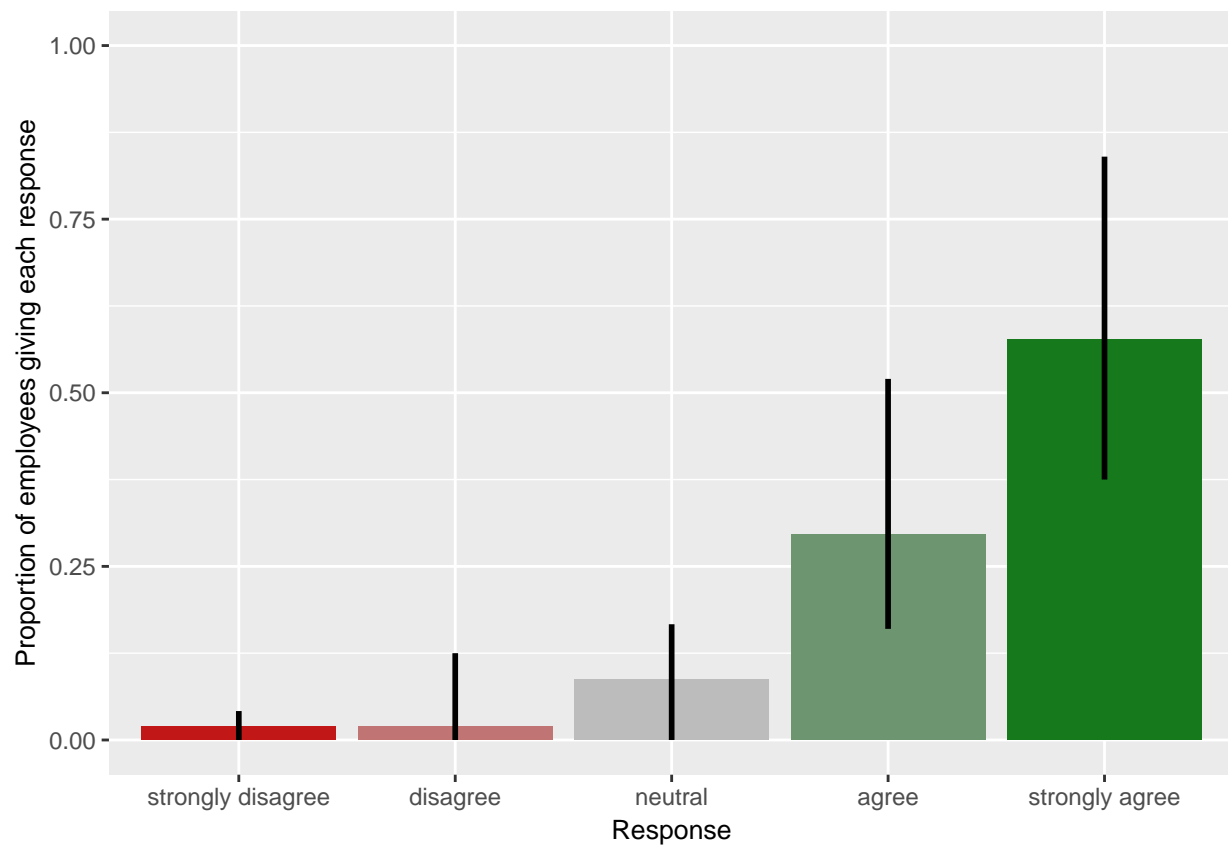
Employees' agreement and disagreement with each statement.

The Health & Safety category is made up of 6 statements with the following distribution:

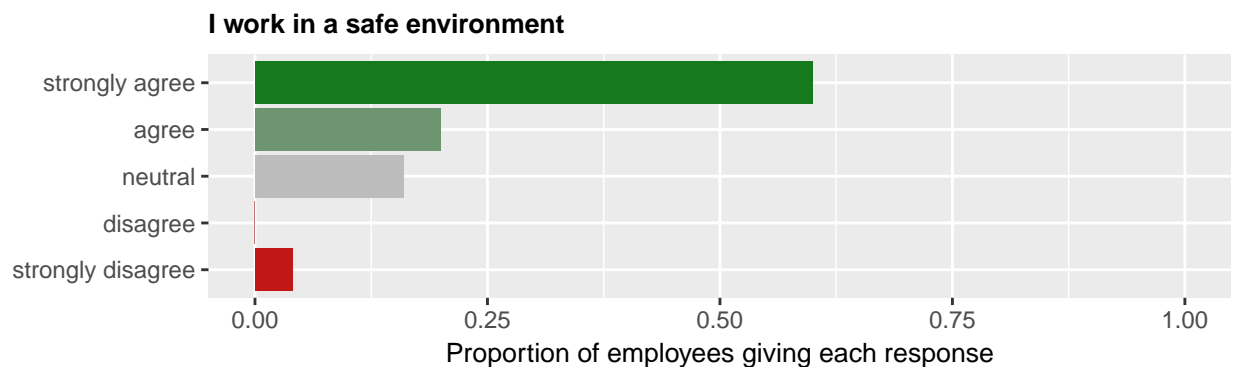
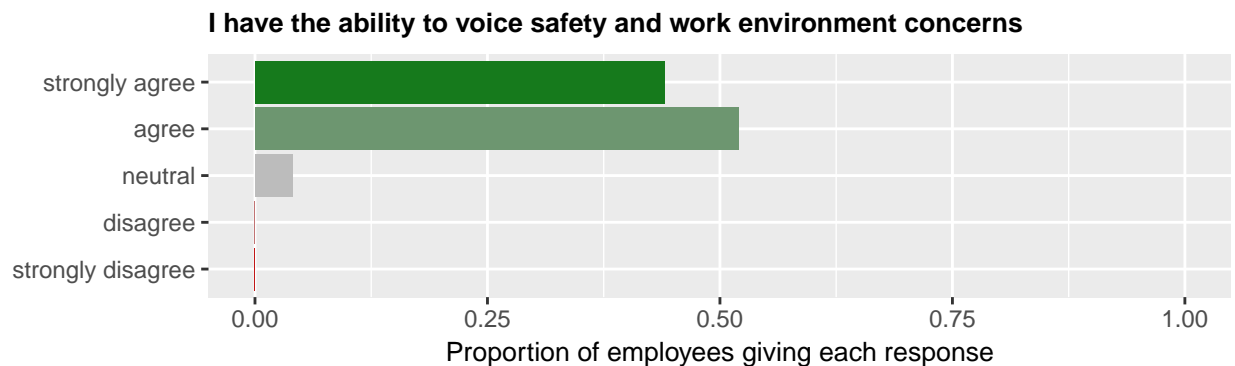
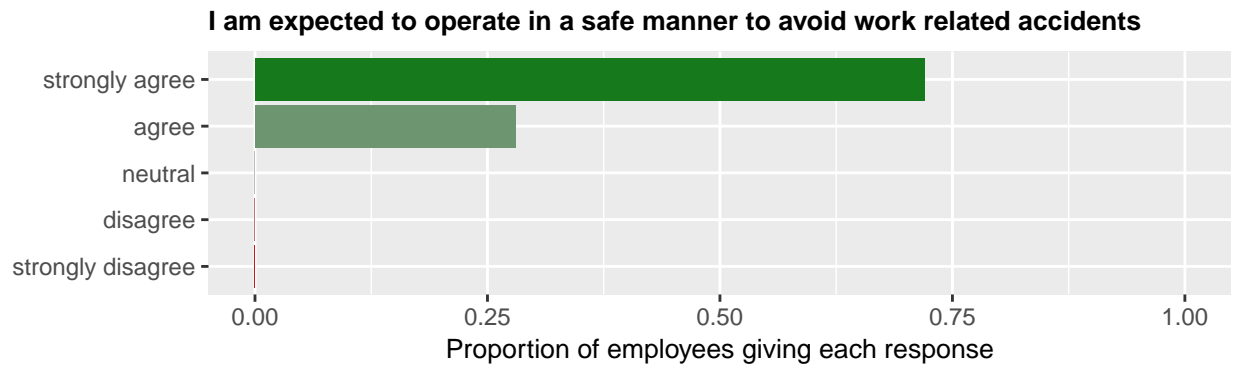
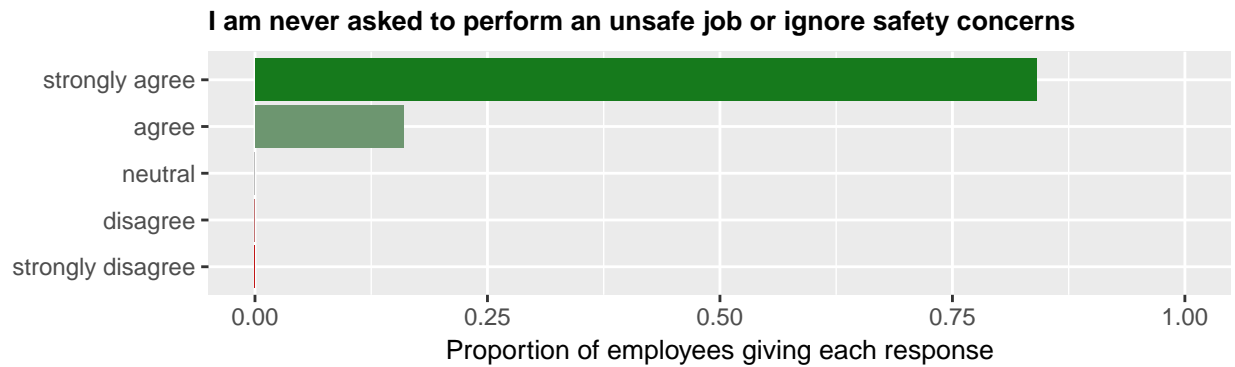
0 clear disagreement , 0 slight disagreement , 0 neutral , 2 slight agreement , 4 clear agreement



Average response profile across all statements in this category. Lines represent the range of individual statements.

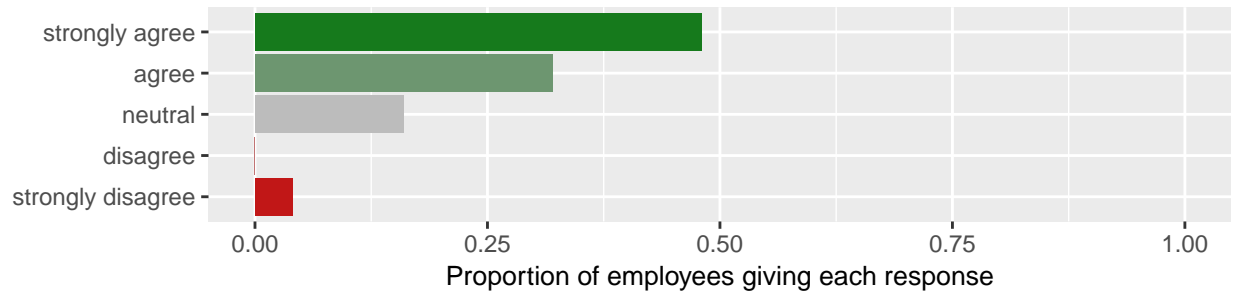


Clear Agreement - Health & Safety

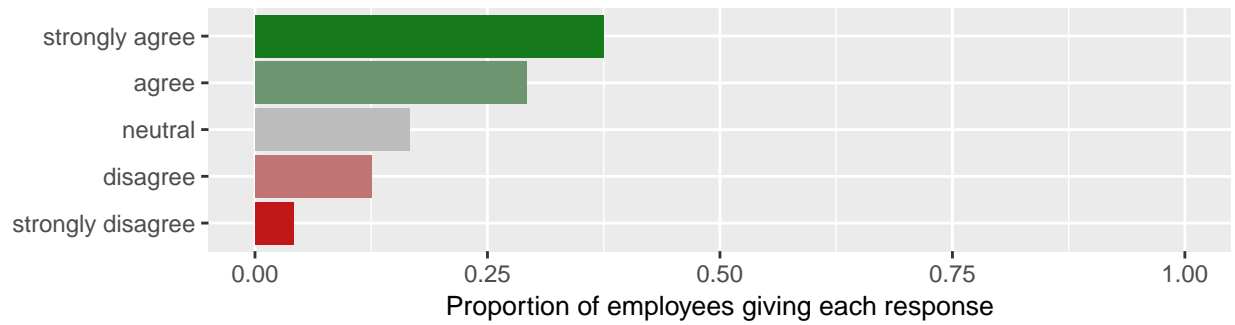


Slight Agreement - Health & Safety

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



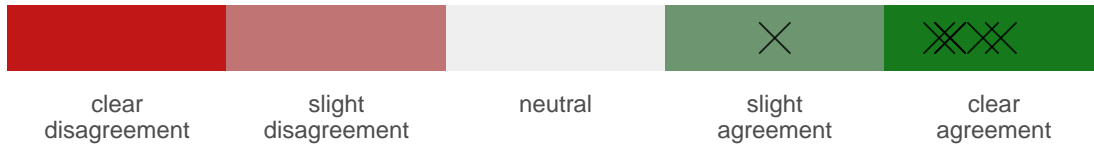
I would describe my workplace as being psychologically healthy



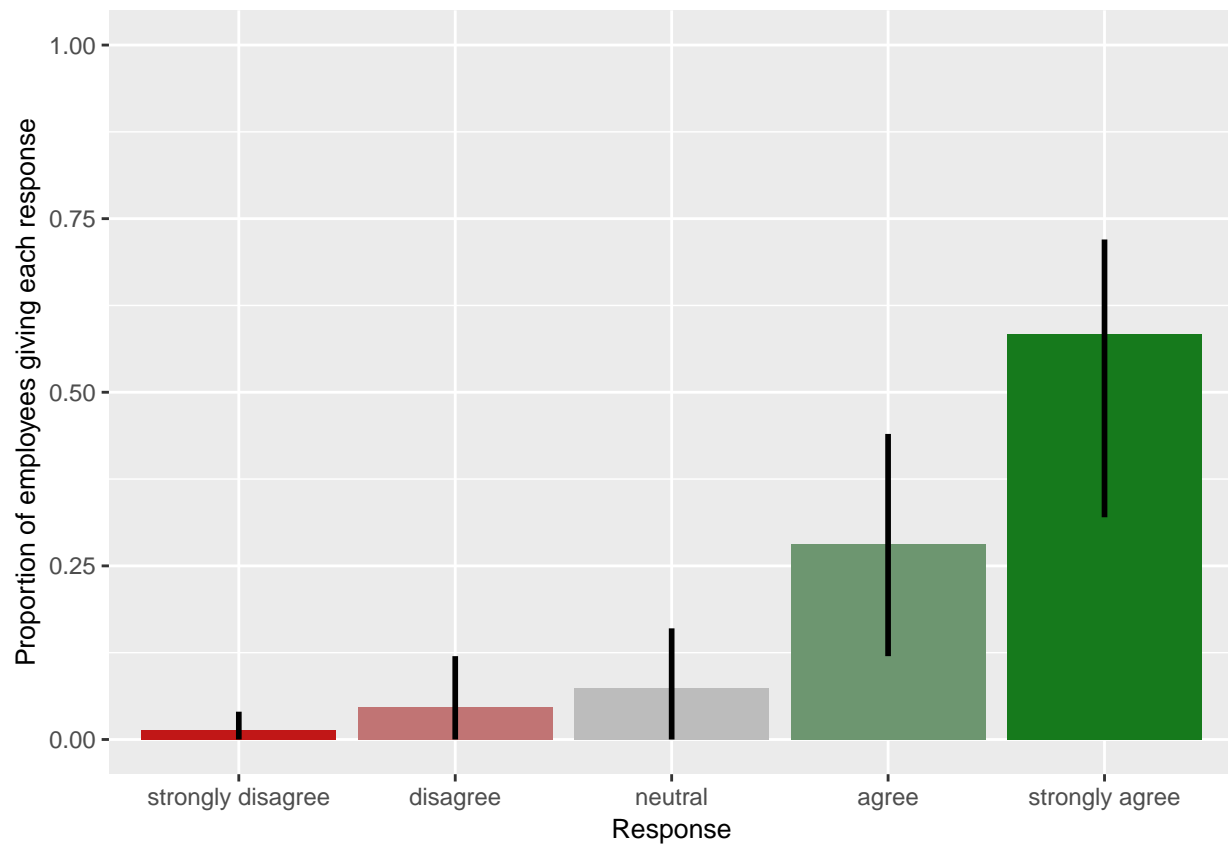
Meaningful Work & Purpose

Employees' agreement and disagreement with each statement.

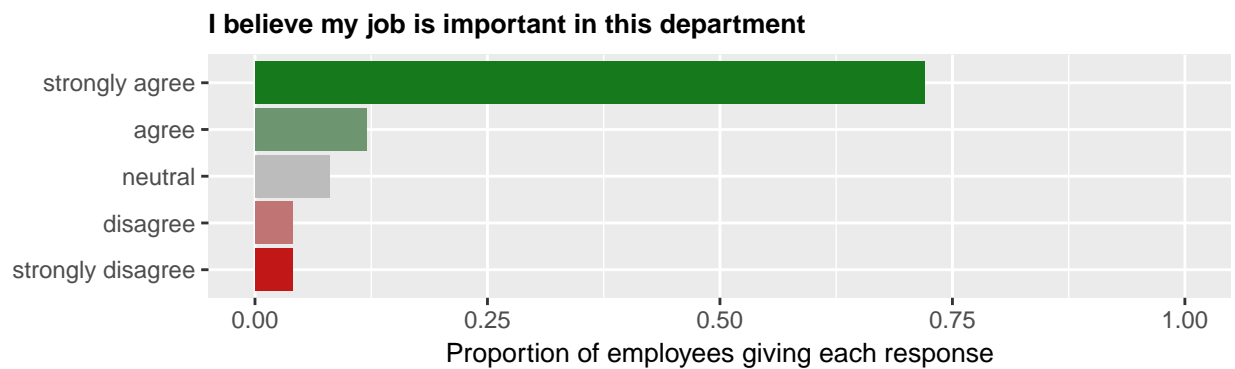
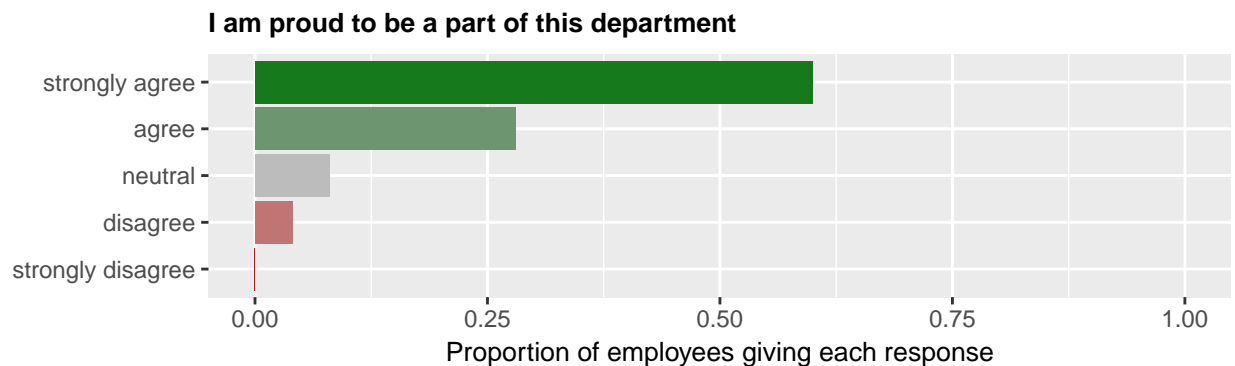
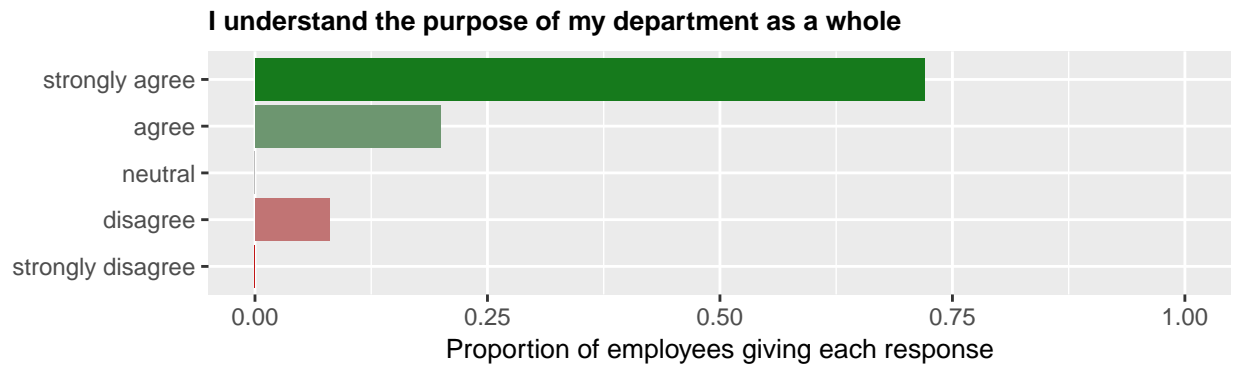
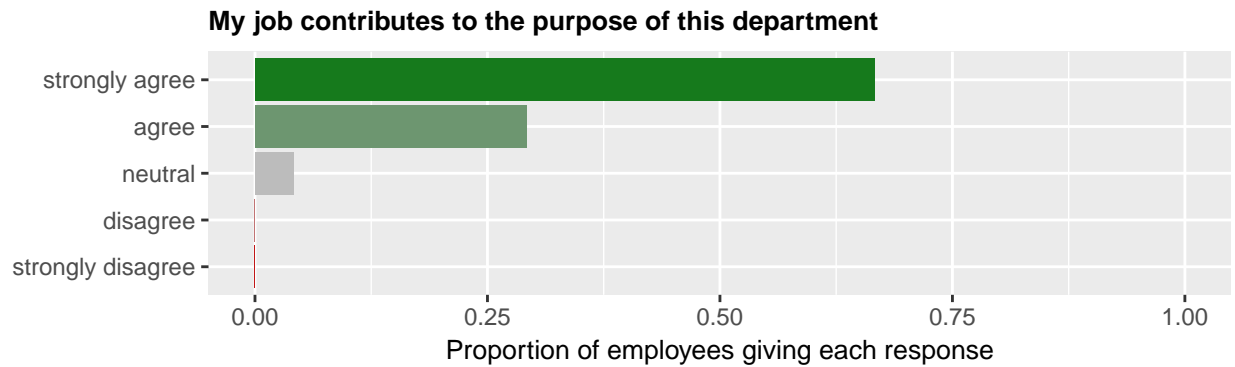
The Meaningful Work & Purpose category is made up of 6 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 0 neutral , 1 slight agreement , 5 clear agreement

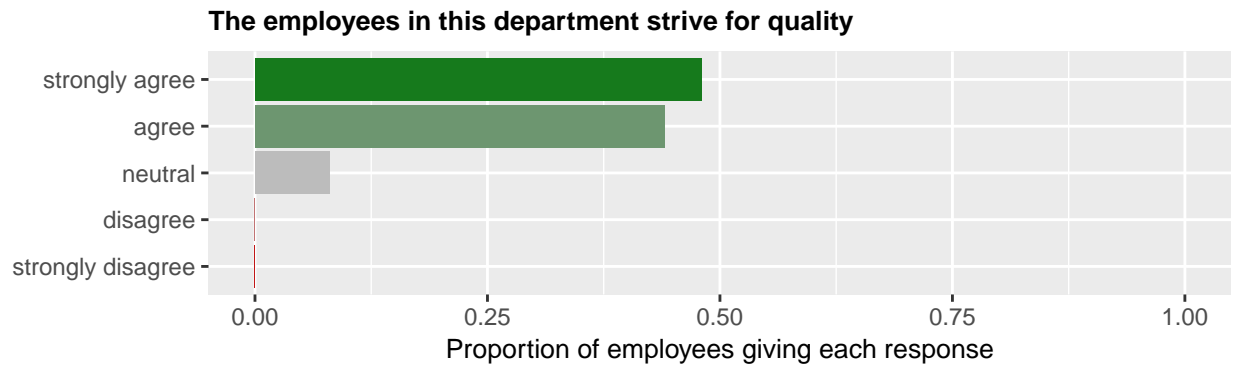


Average response profile across all statements in this category. Lines represent the range of individual statements.

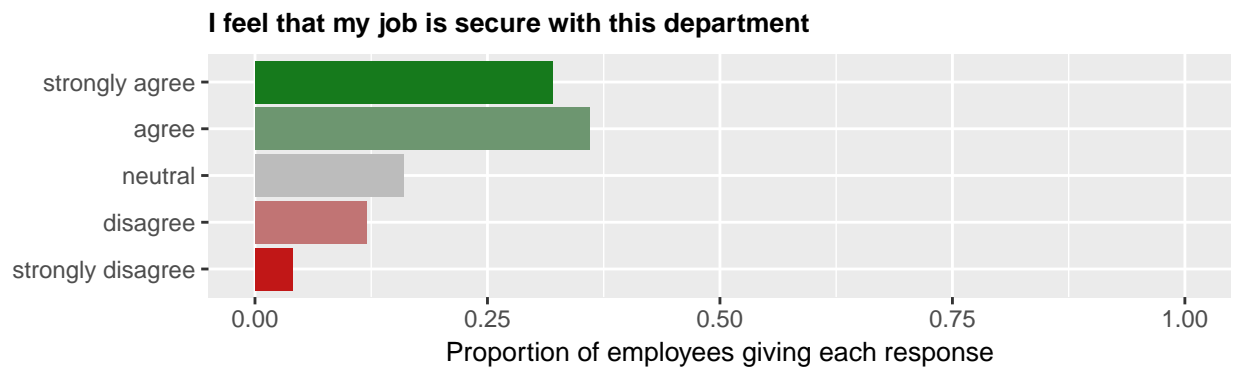


Clear Agreement - Meaningful Work & Purpose





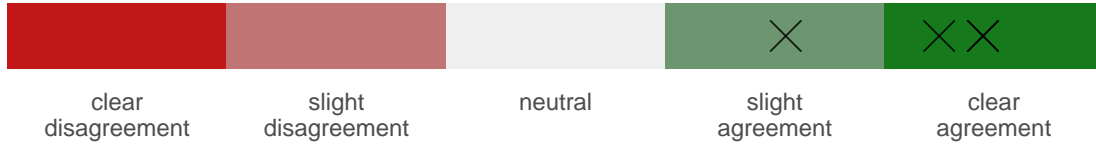
Slight Agreement - Meaningful Work & Purpose



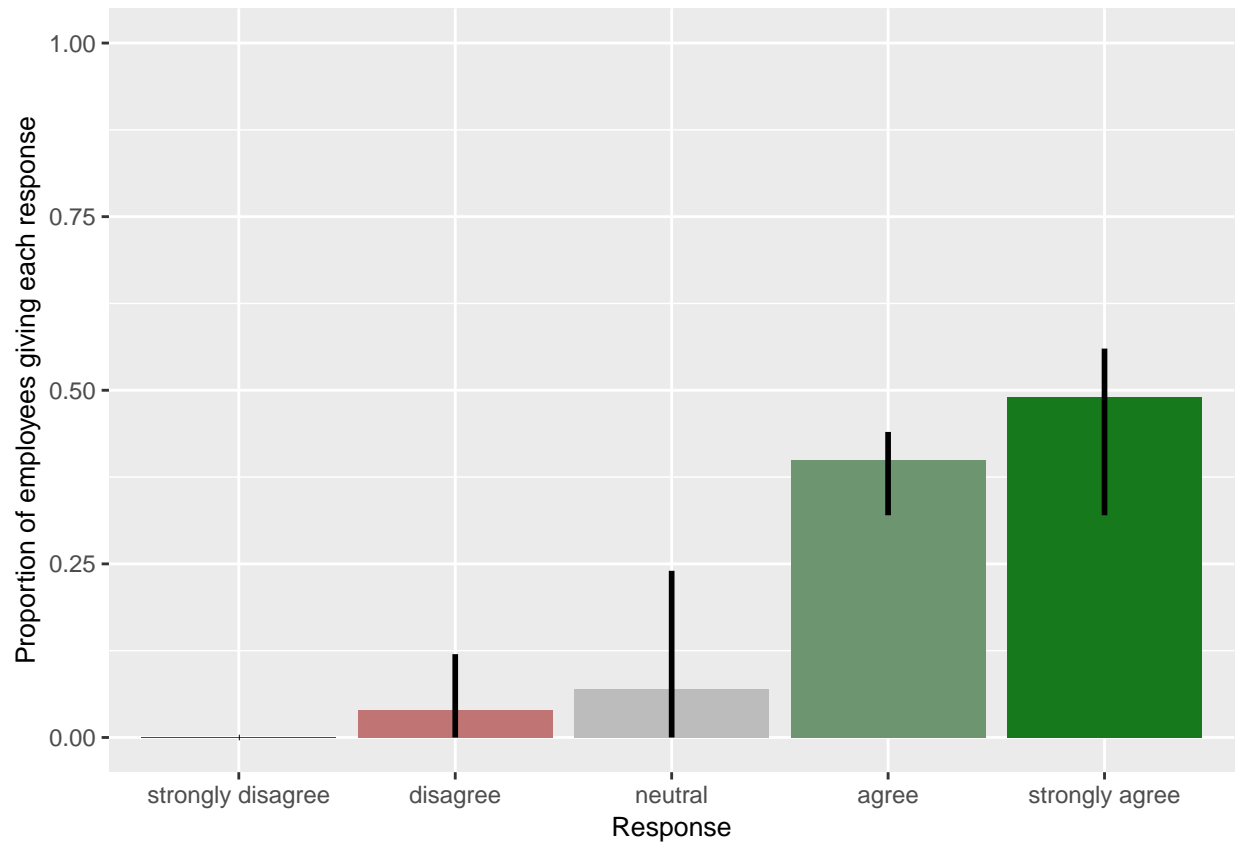
Service Commitment

Employees' agreement and disagreement with each statement.

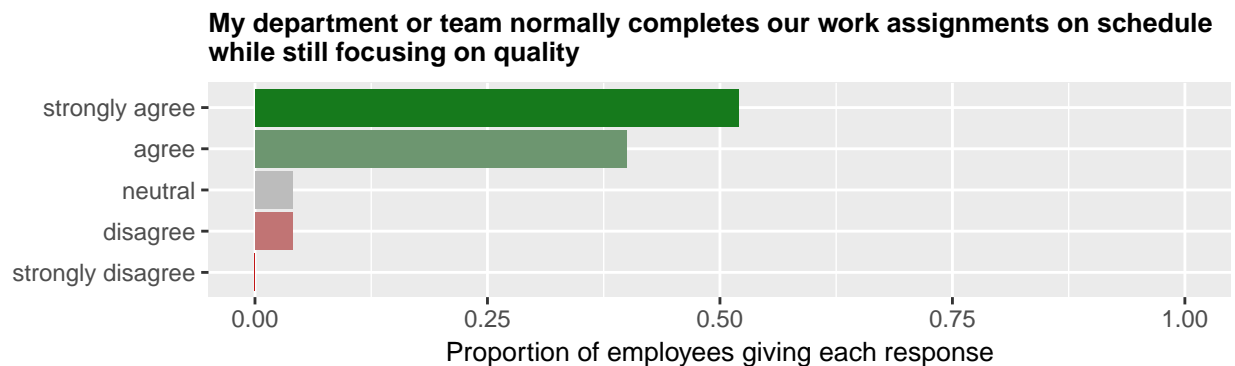
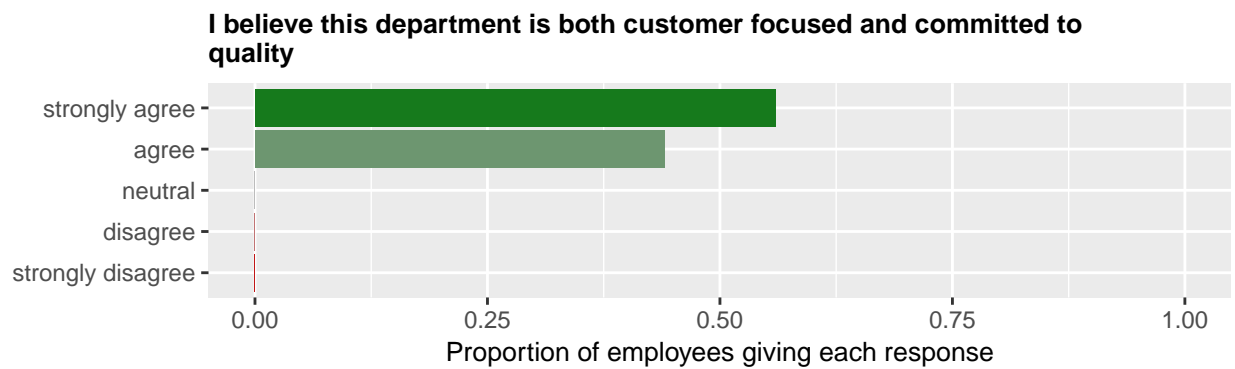
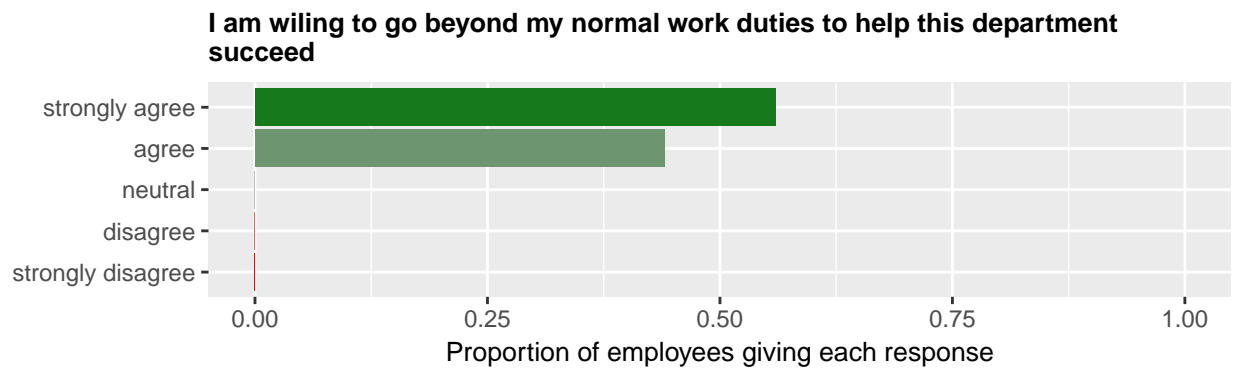
The Service Commitment category is made up of 4 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 0 neutral , 1 slight agreement , 3 clear agreement



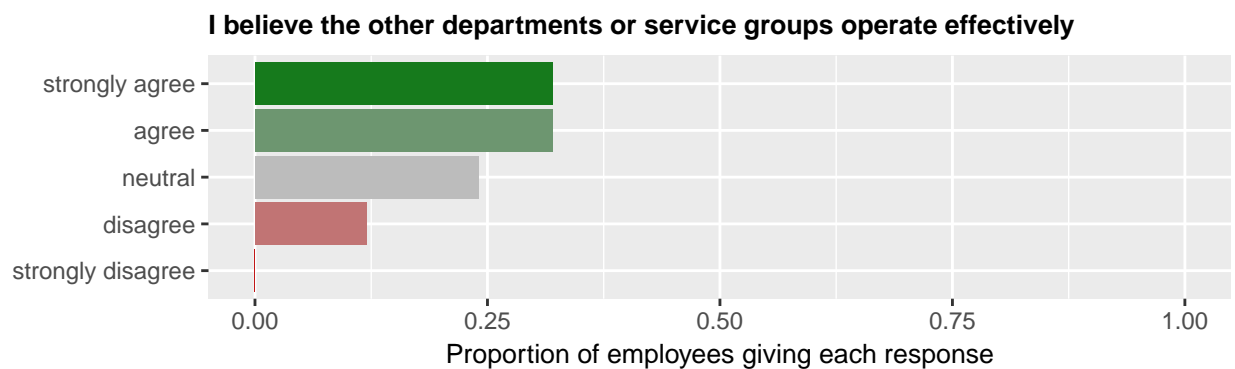
Average response profile across all statements in this category. Lines represent the range of individual statements.



Clear Agreement - Service Commitment



Slight Agreement - Service Commitment

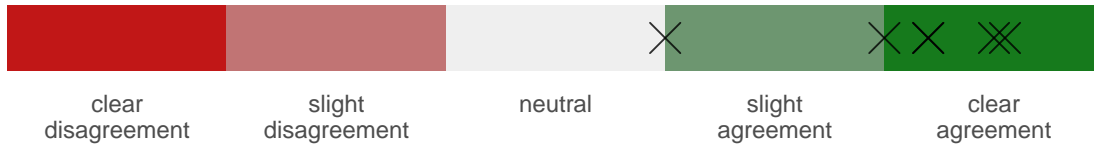


Conduct / Ethics

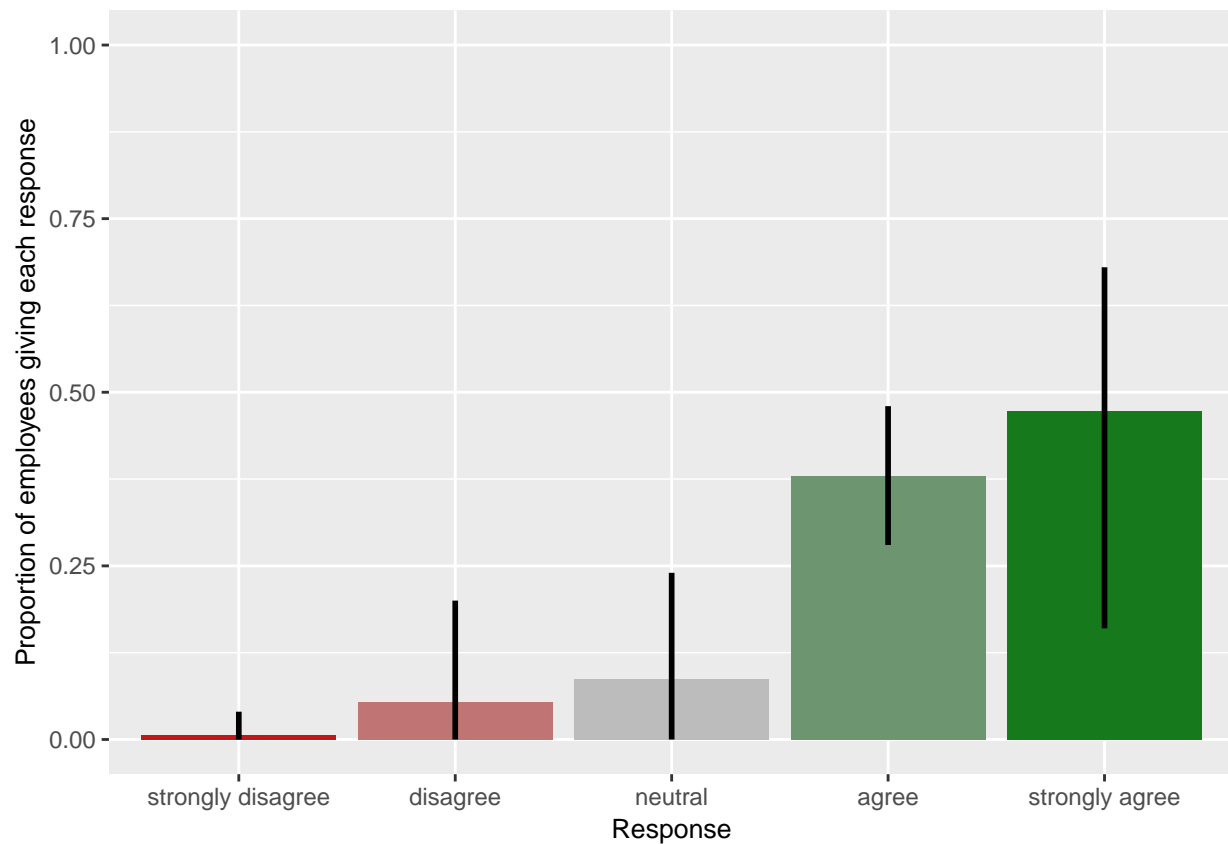
Employees' agreement and disagreement with each statement.

The Conduct / Ethics category is made up of 6 statements with the following distribution:

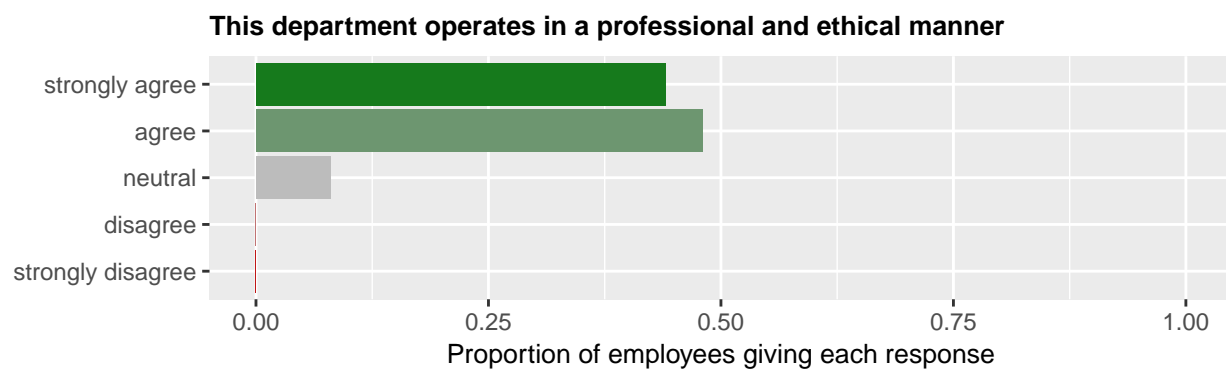
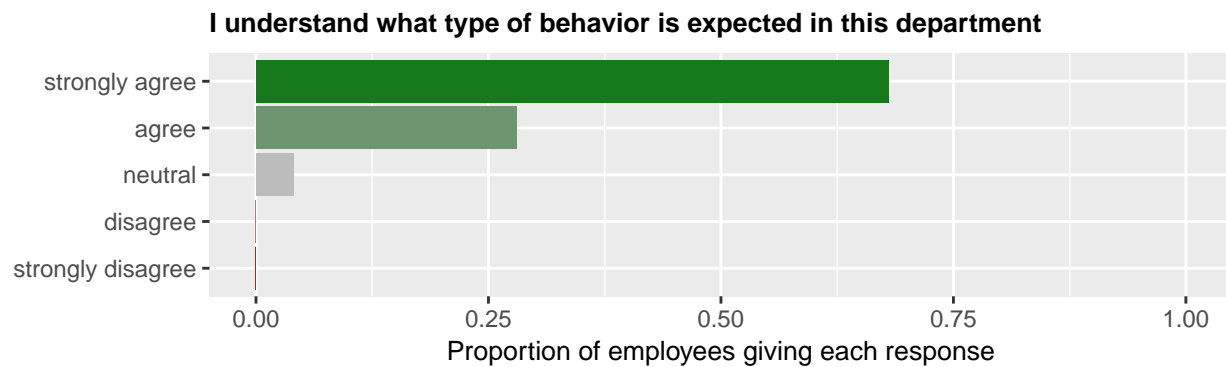
0 clear disagreement , 0 slight disagreement , 1 neutral , 1 slight agreement , 4 clear agreement



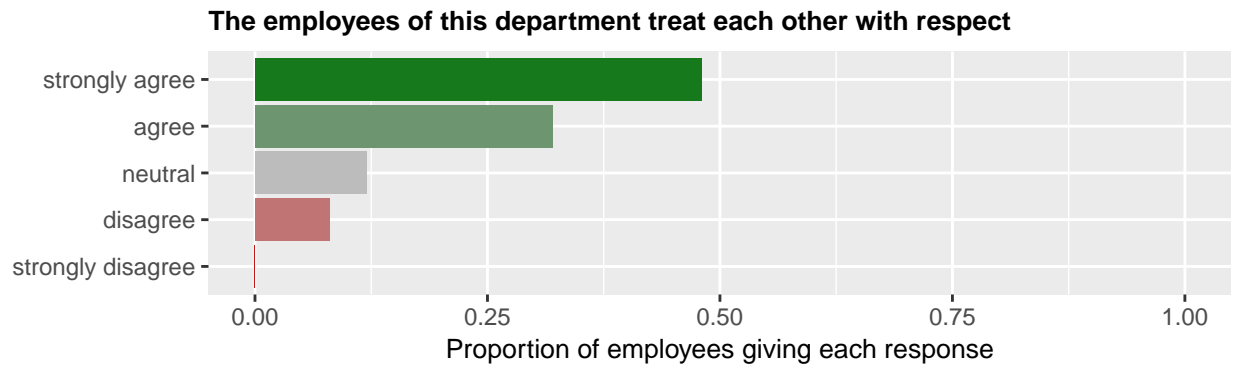
Average response profile across all statements in this category. Lines represent the range of individual statements.



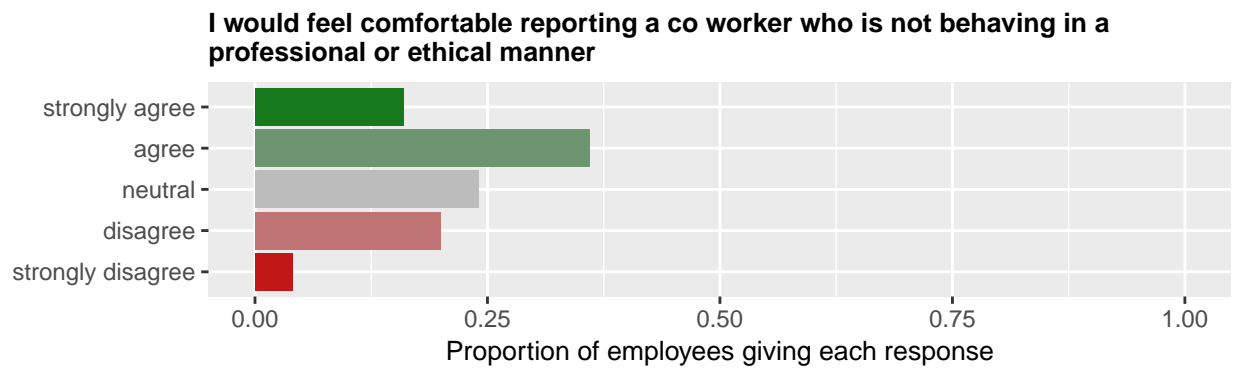
Clear Agreement - Conduct / Ethics



Slight Agreement - Conduct / Ethics



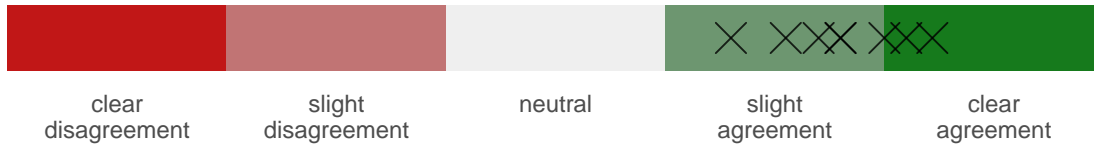
Neutral - Conduct / Ethics



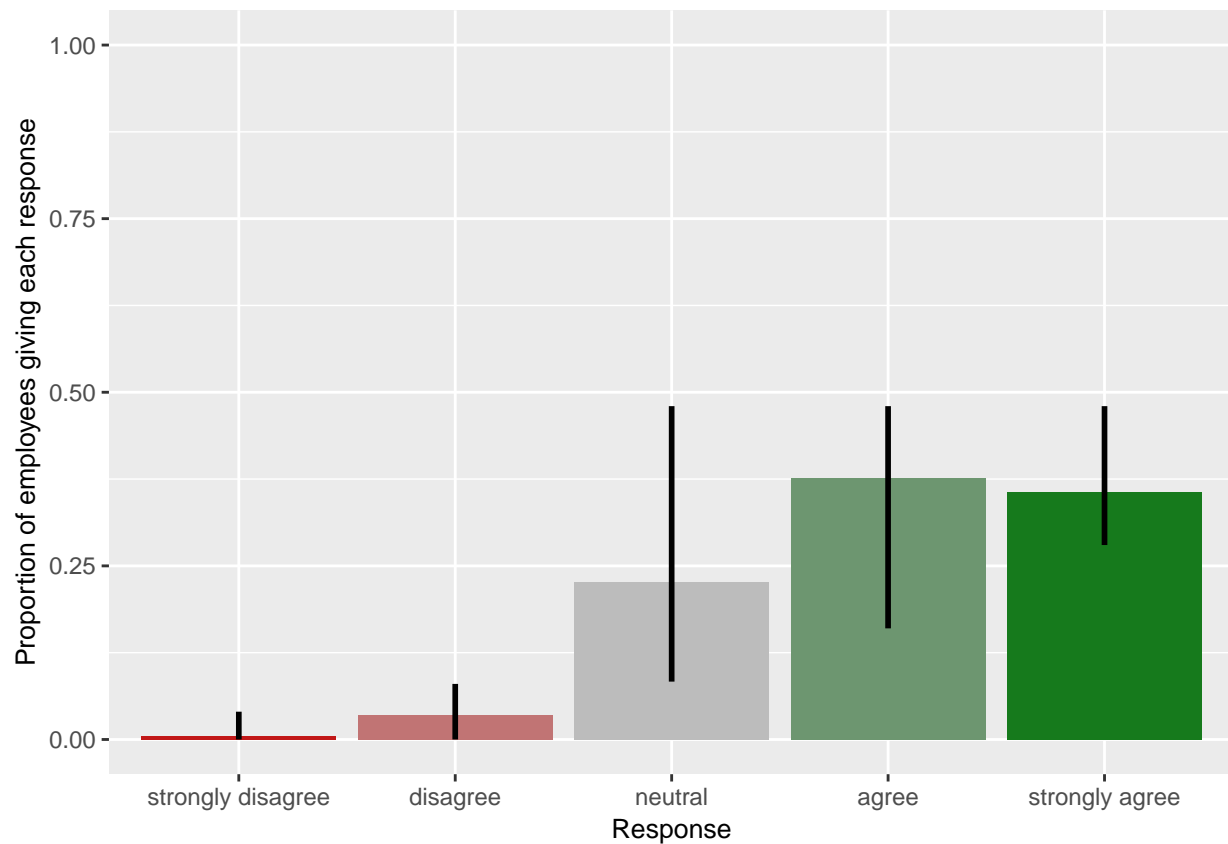
Resources / Support

Employees' agreement and disagreement with each statement.

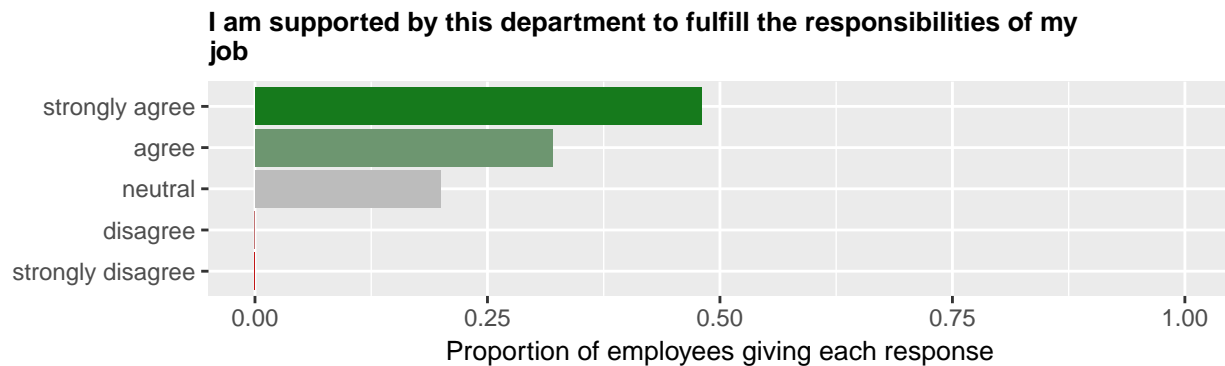
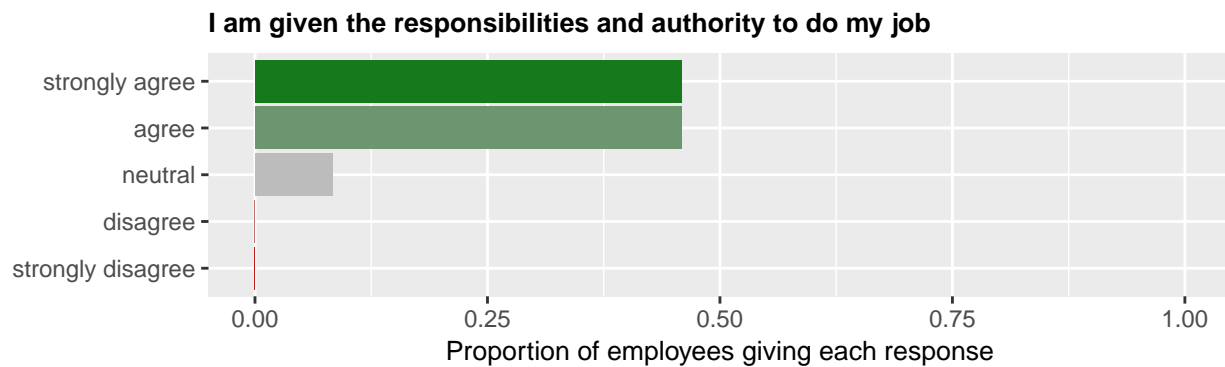
The Resources / Support category is made up of 8 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 0 neutral , 6 slight agreement , 2 clear agreement



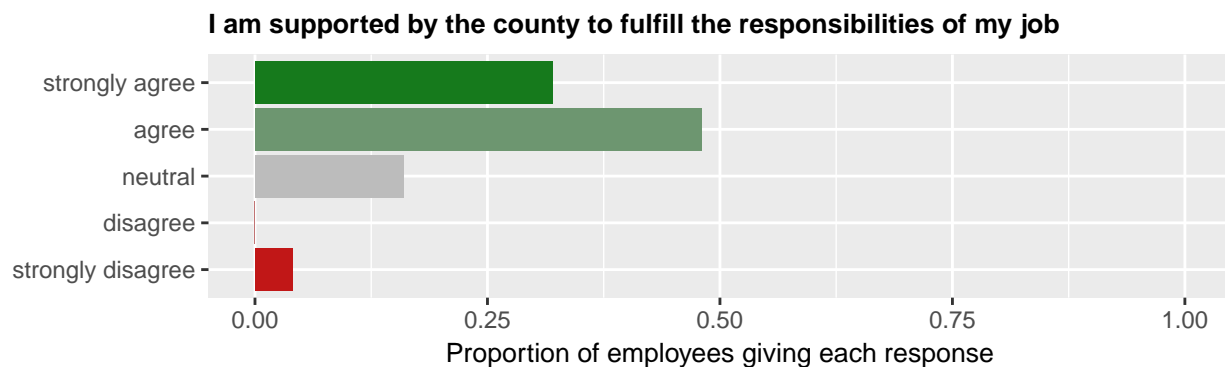
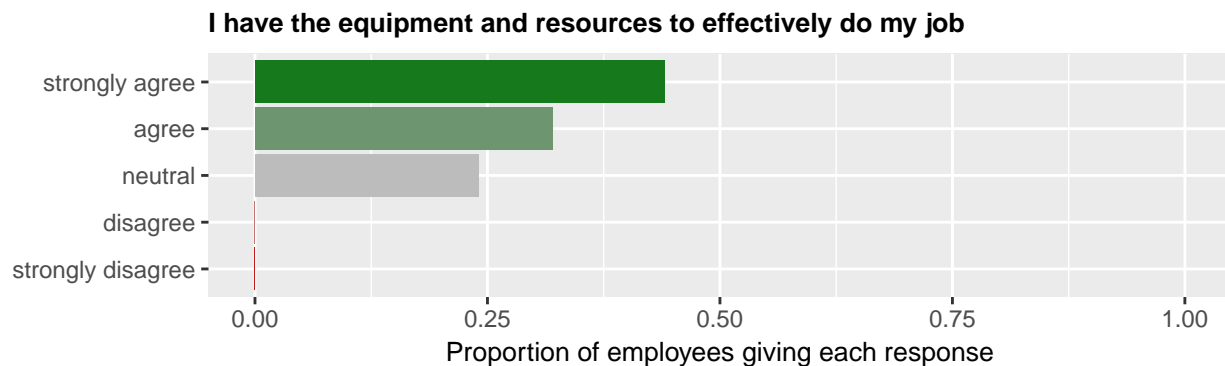
Average response profile across all statements in this category. Lines represent the range of individual statements.

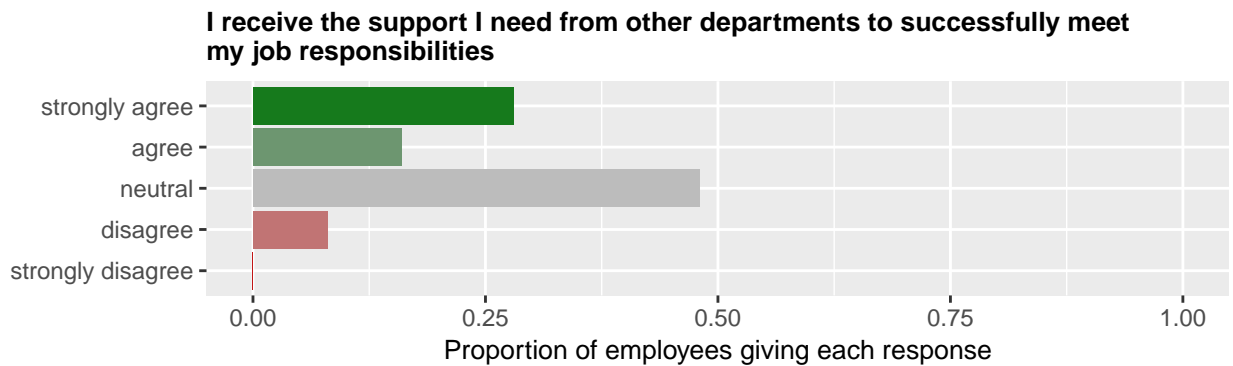
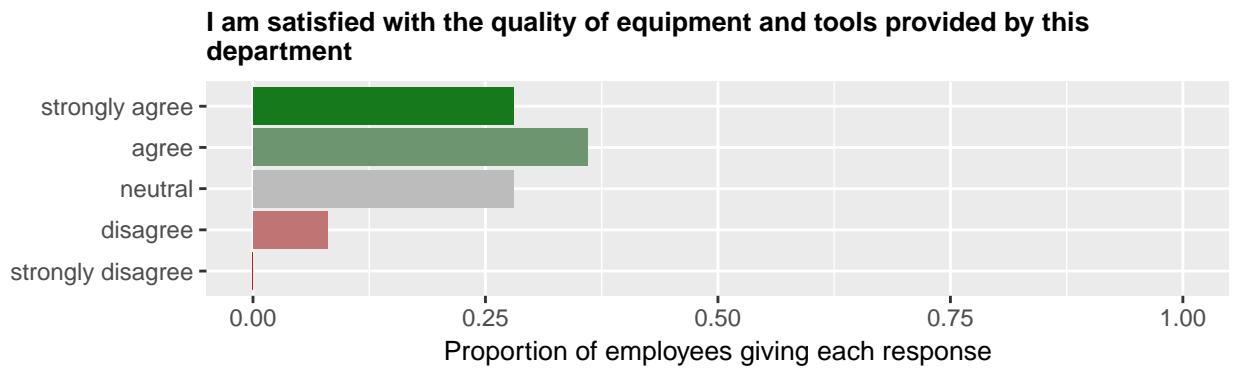
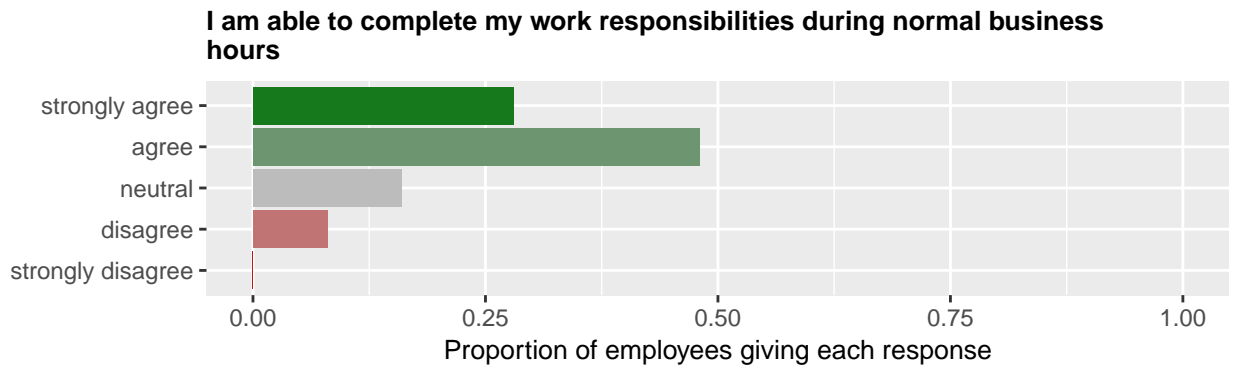
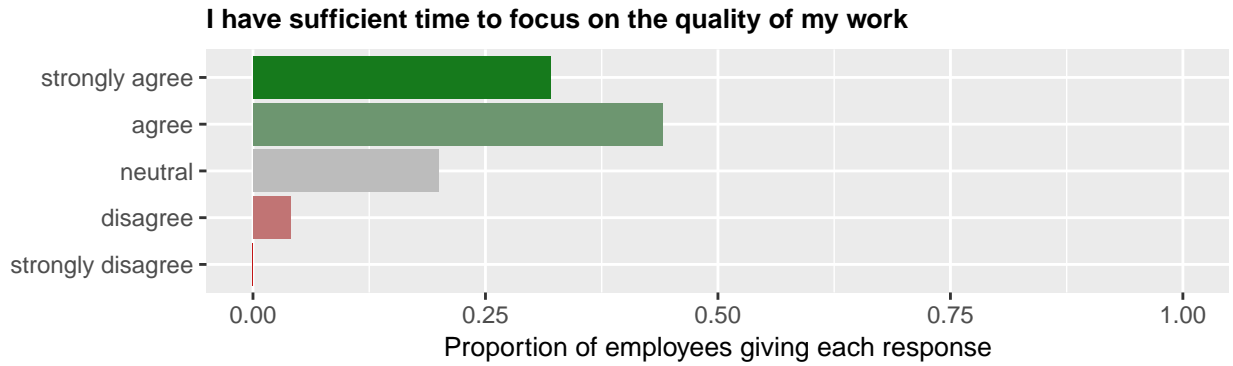


Clear Agreement - Resources / Support



Slight Agreement - Resources / Support



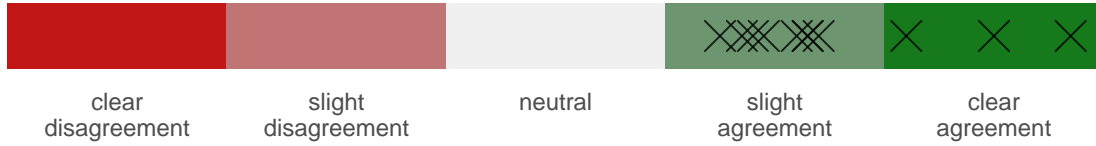


Culture

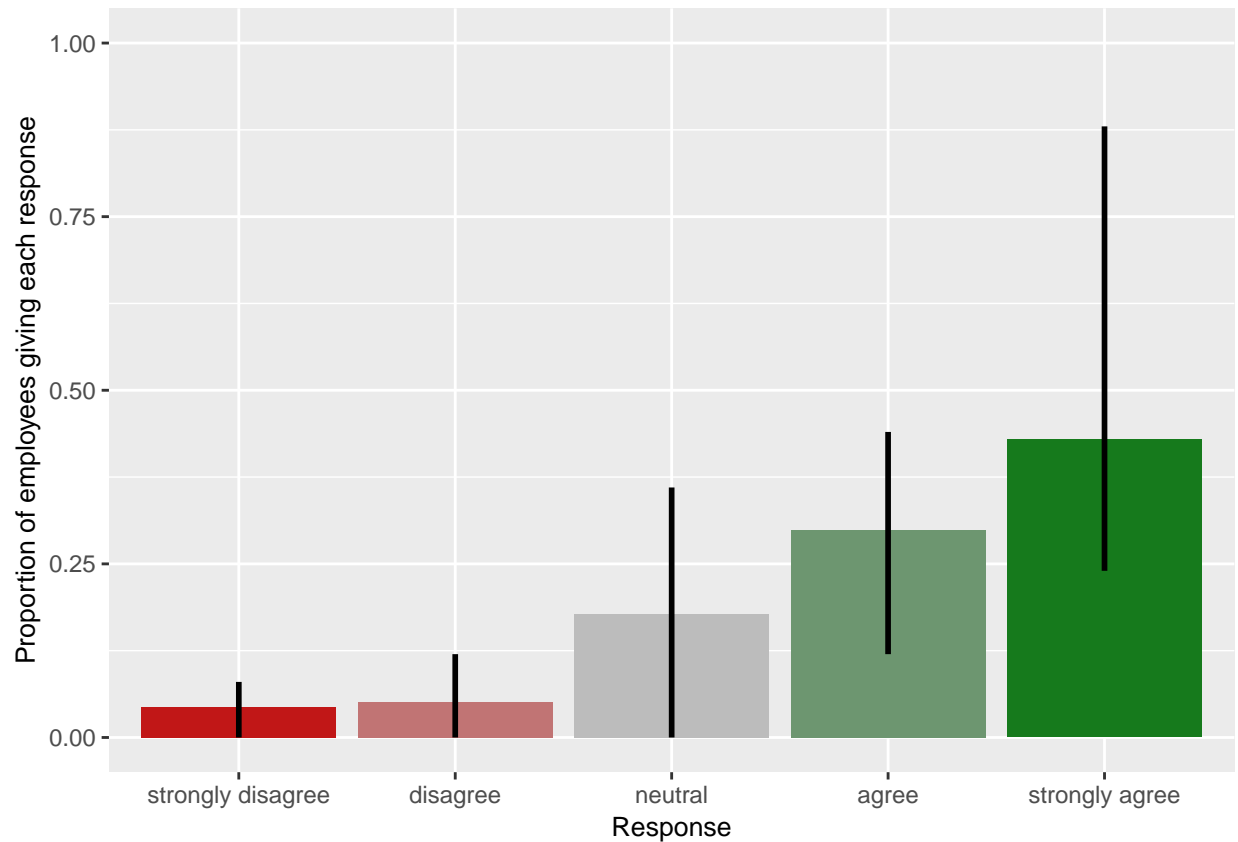
Employees' agreement and disagreement with each statement.

The Culture category is made up of 11 statements with the following distribution:

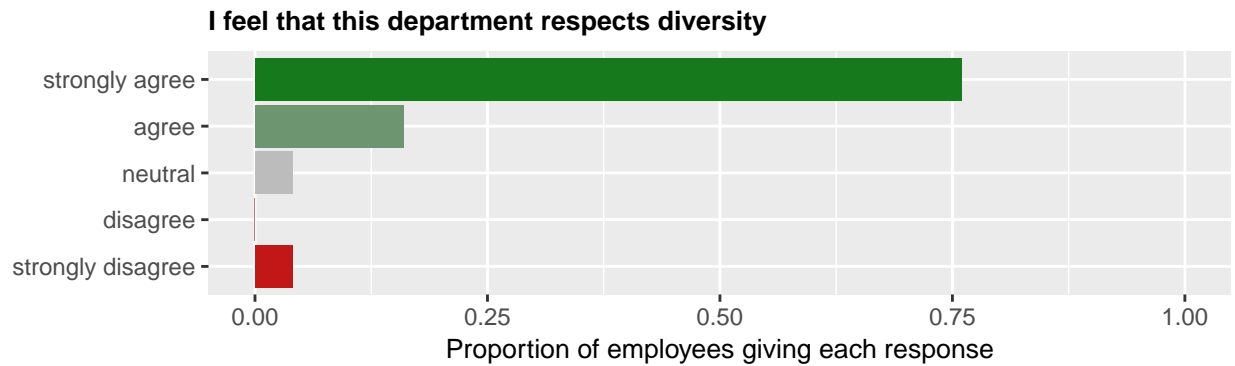
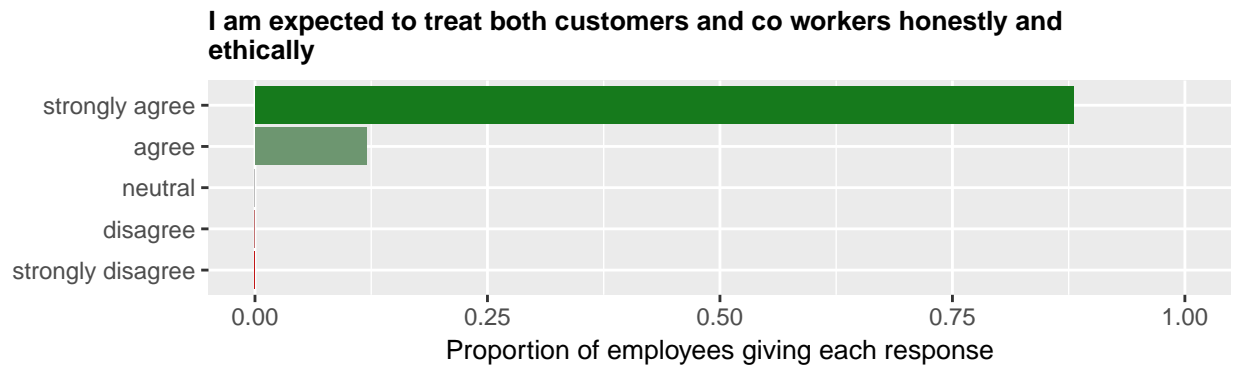
0 clear disagreement , 0 slight disagreement , 0 neutral , 8 slight agreement , 3 clear agreement



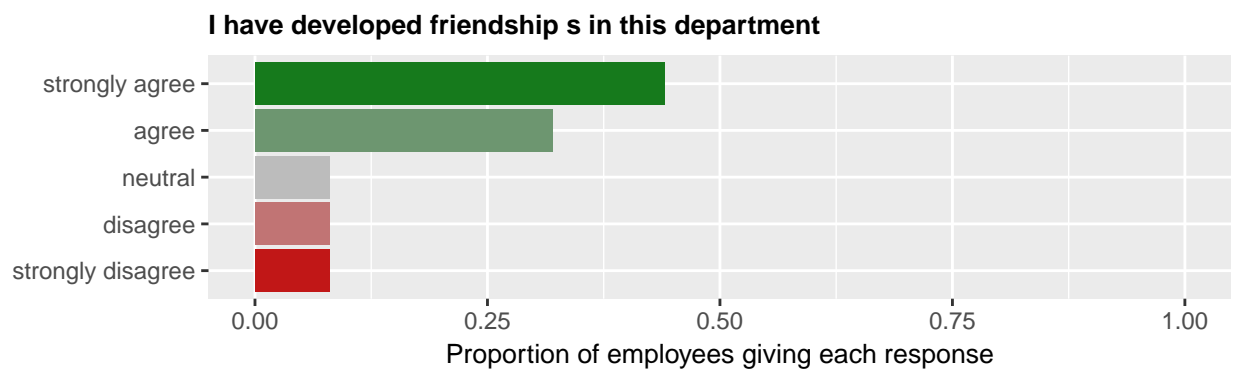
Average response profile across all statements in this category. Lines represent the range of individual statements.



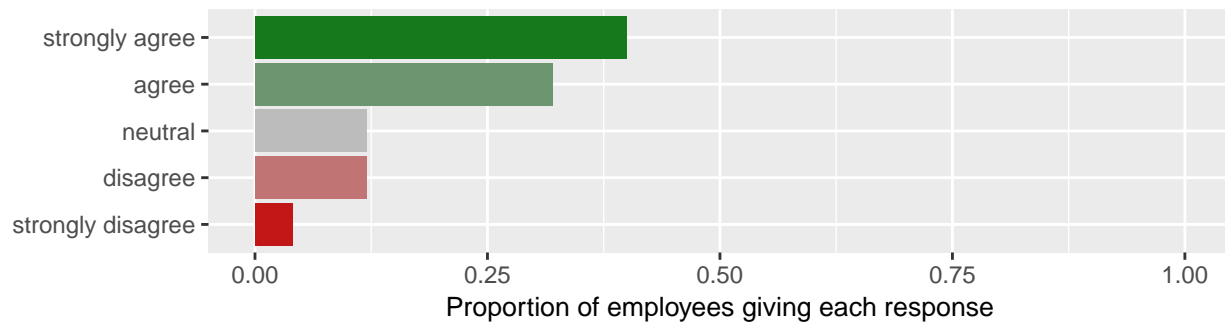
Clear Agreement - Culture



Slight Agreement - Culture



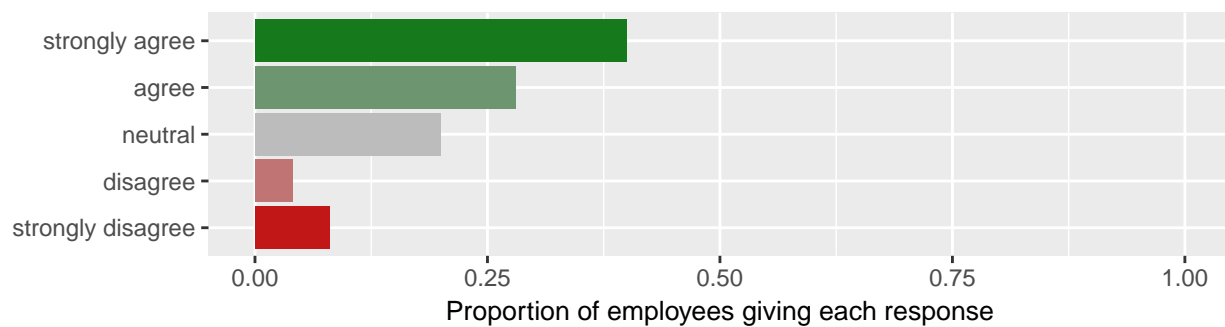
Most employees that I regularly work with are happy with this department



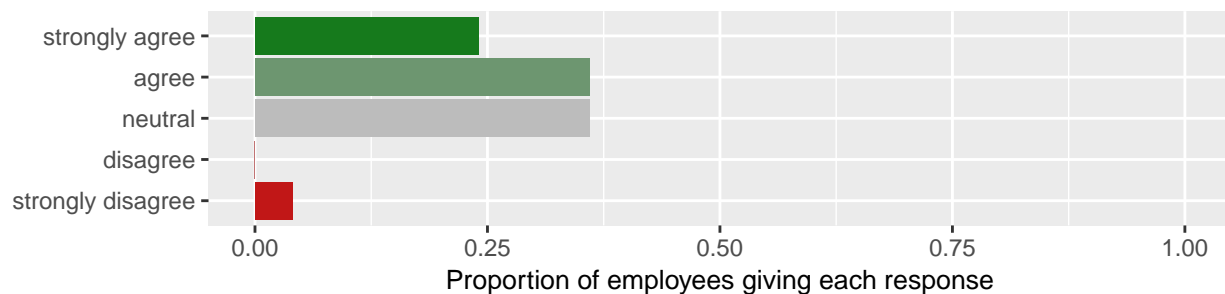
The organization s policies are applied fairly and consistently in my department



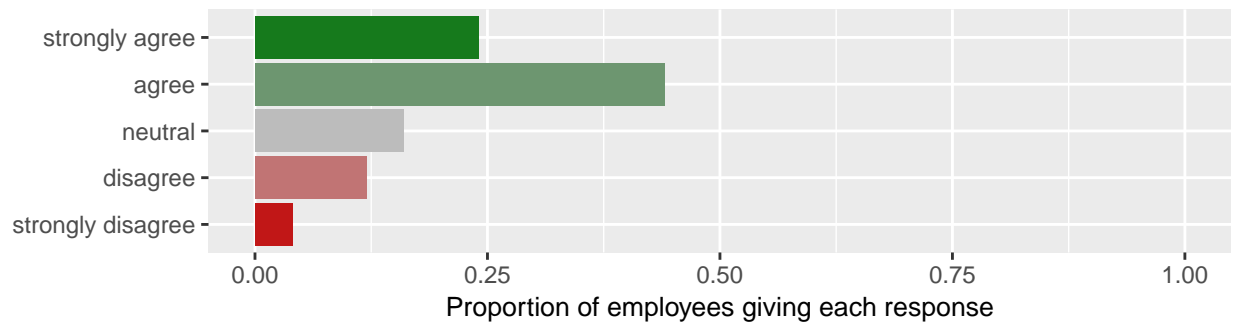
The culture of the overall department is positive and optimistic



The departments within our organization share a common vision and direction



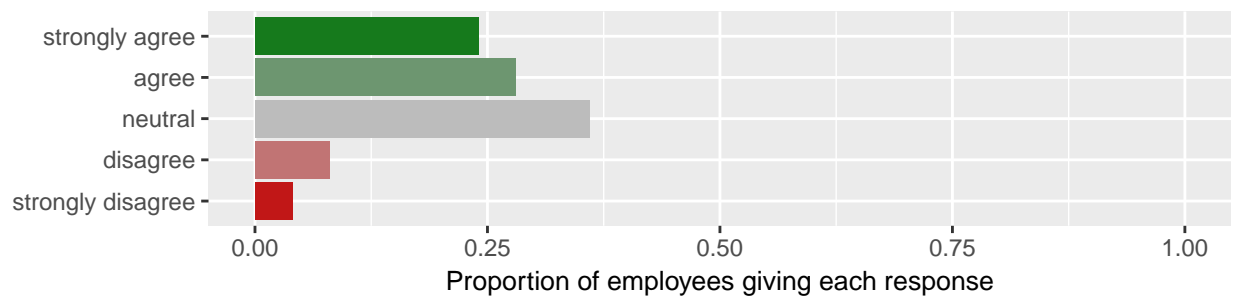
My opinions matter



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

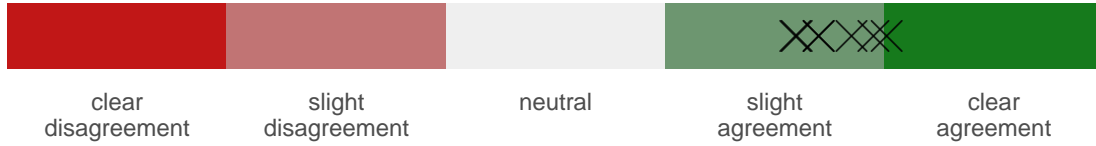


Teamwork

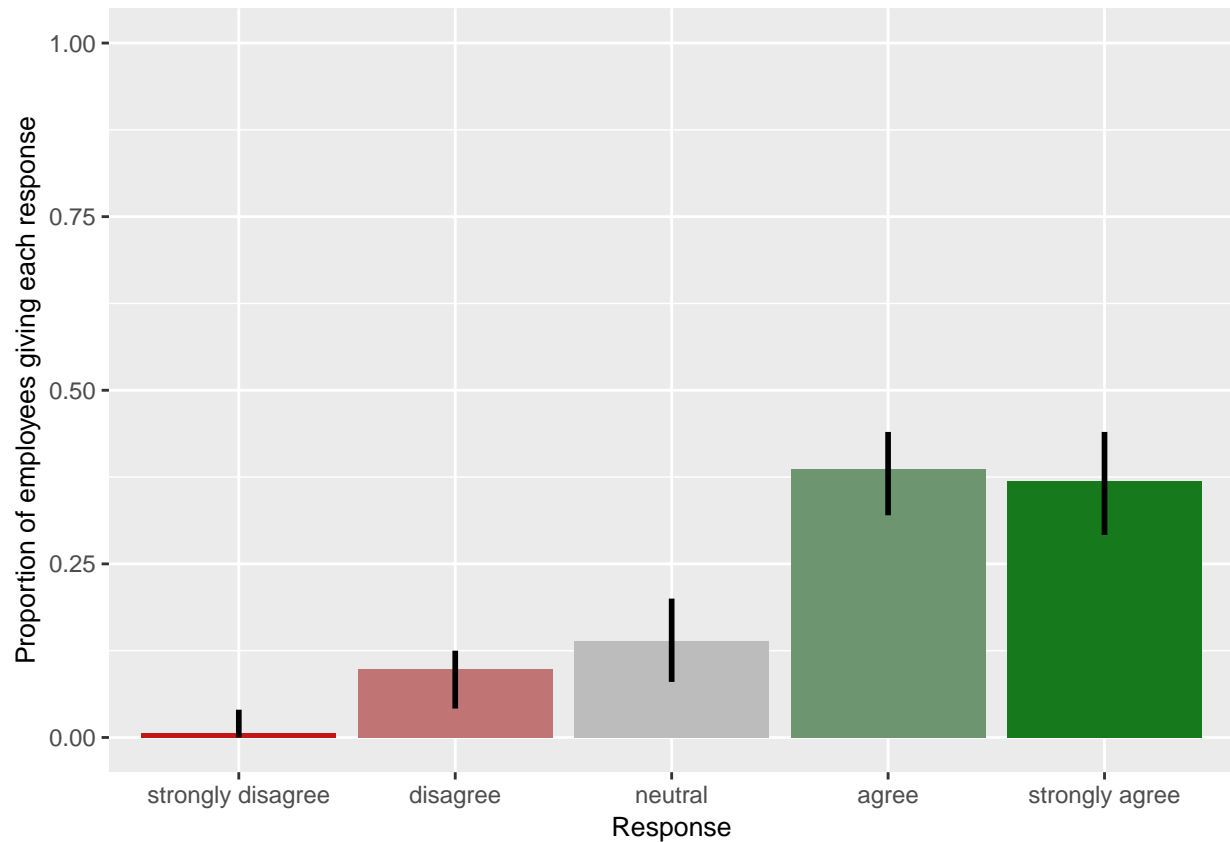
Employees' agreement and disagreement with each statement.

The Teamwork category is made up of 7 statements with the following distribution:

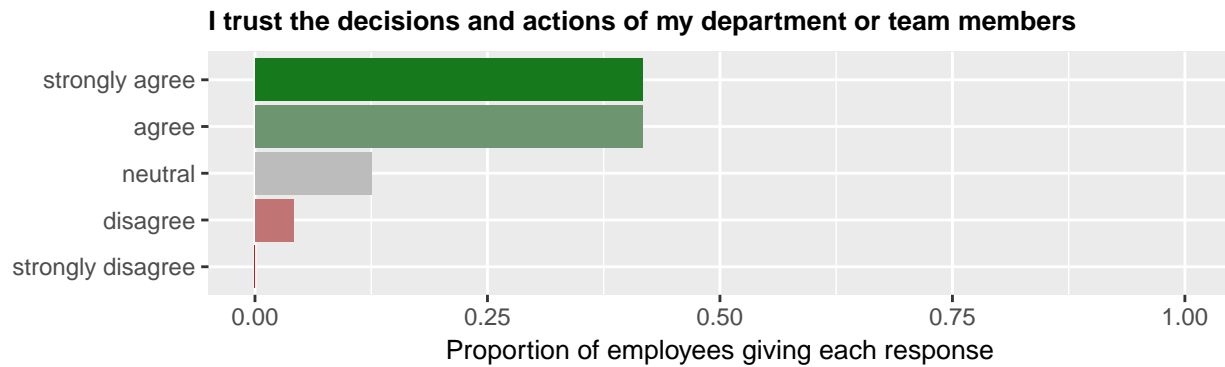
0 clear disagreement , 0 slight disagreement , 0 neutral , 6 slight agreement , 1 clear agreement



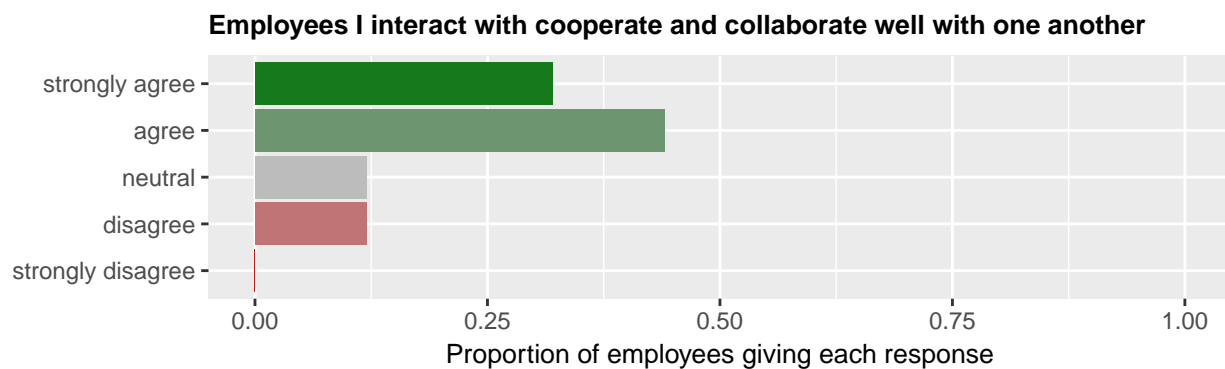
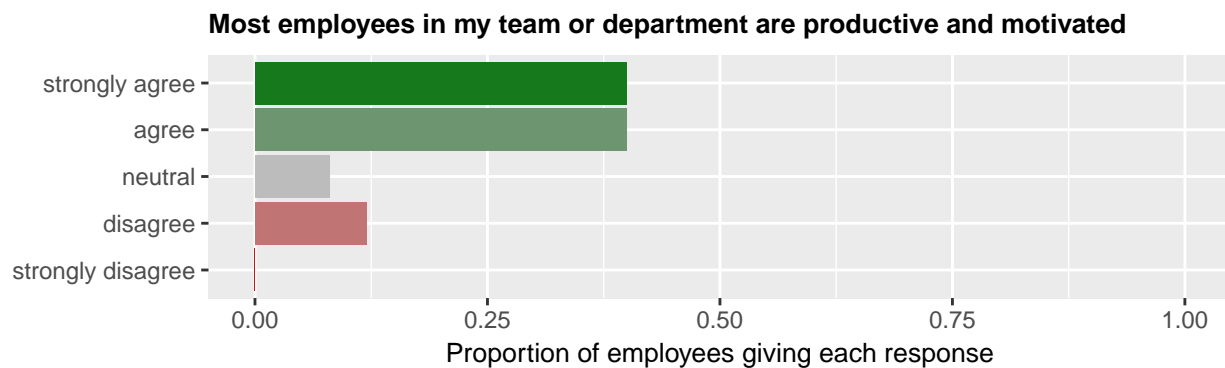
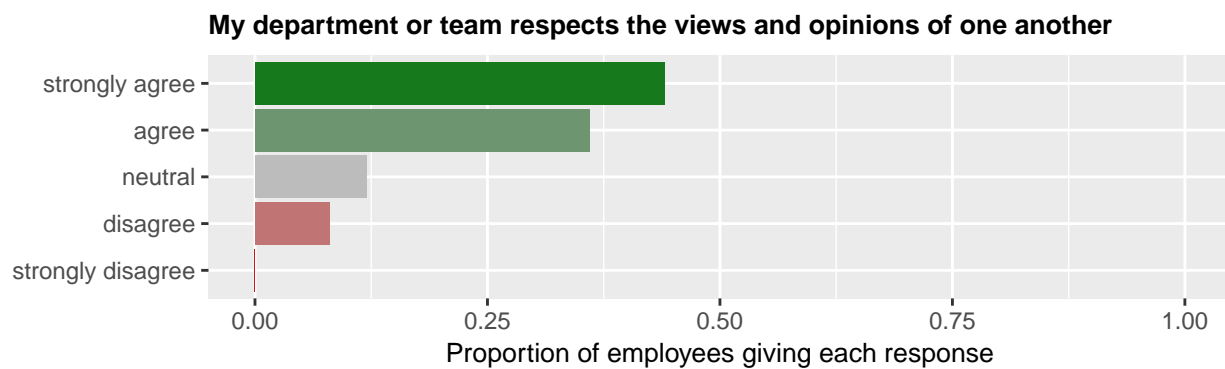
Average response profile across all statements in this category. Lines represent the range of individual statements.

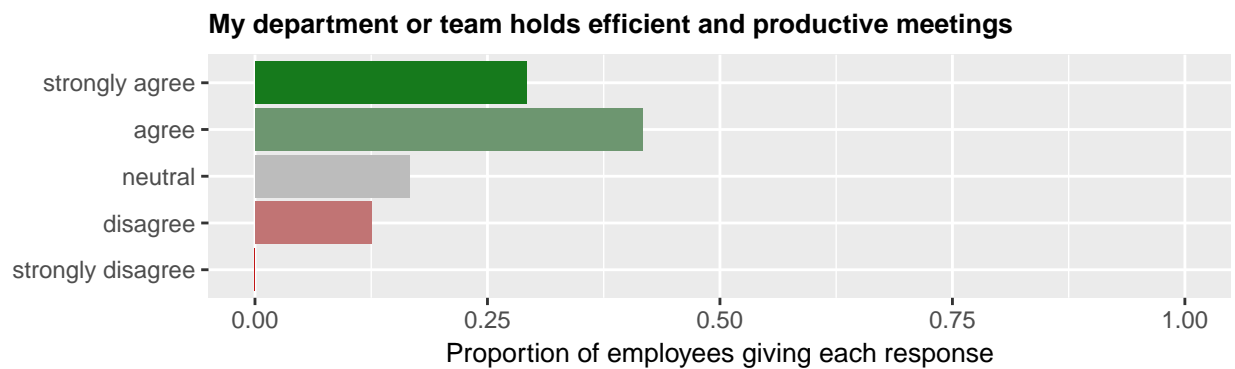
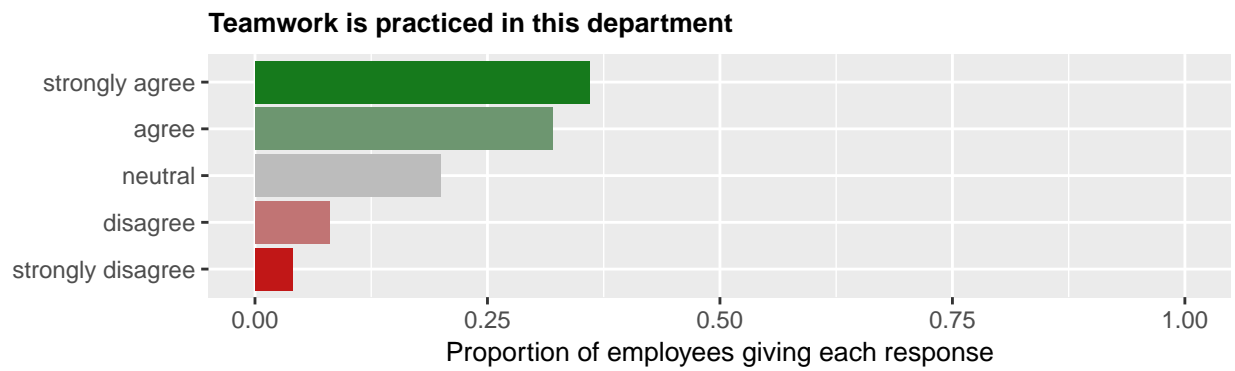


Clear Agreement - Teamwork



Slight Agreement - Teamwork

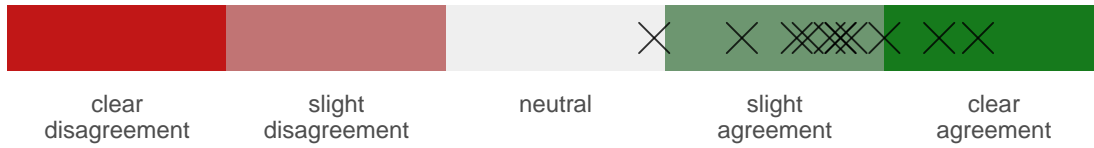




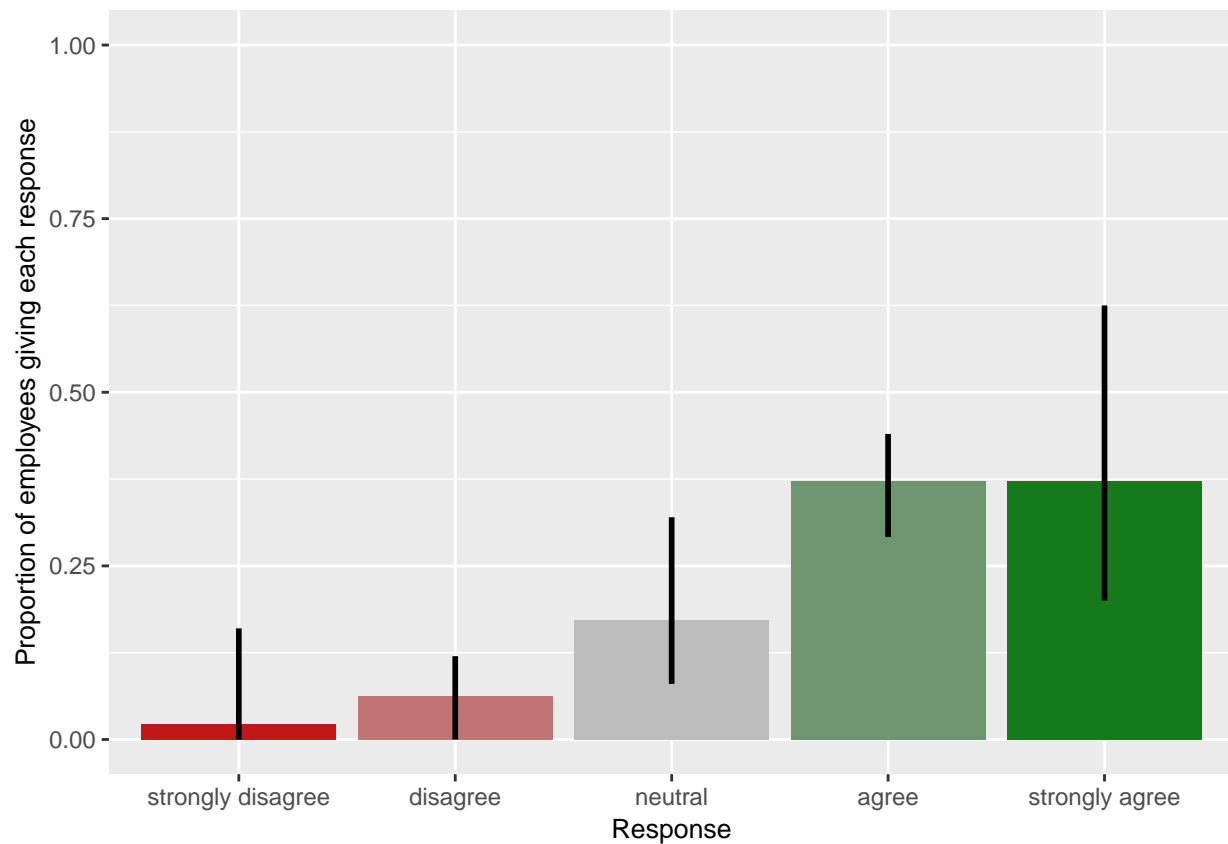
Management Effectiveness

Employees' agreement and disagreement with each statement.

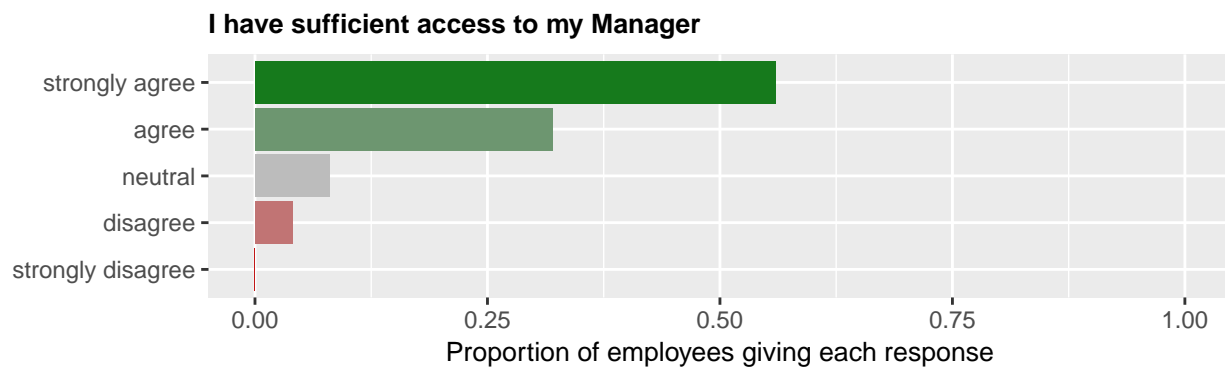
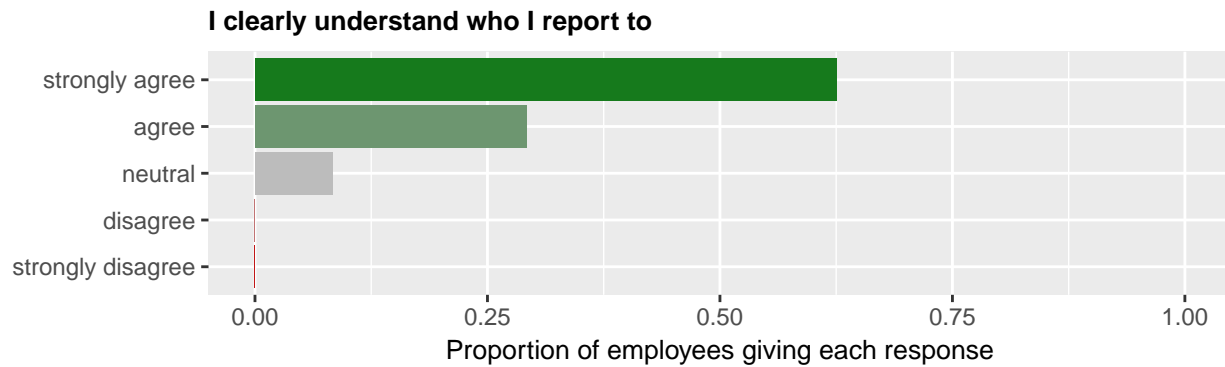
The Management Effectiveness category is made up of 11 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 1 neutral , 8 slight agreement , 2 clear agreement



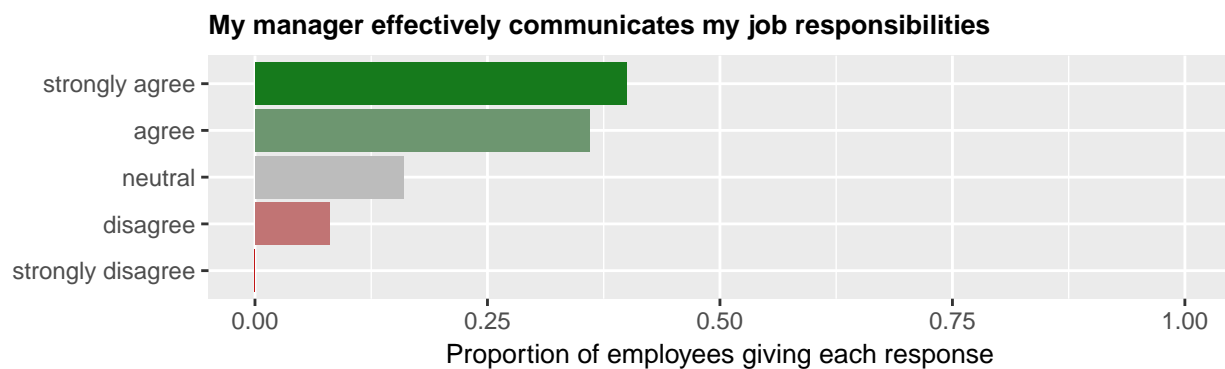
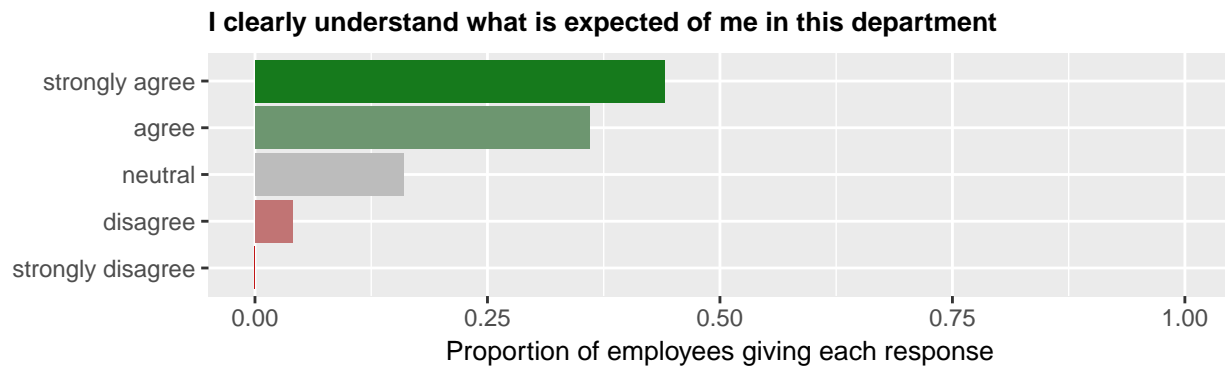
Average response profile across all statements in this category. Lines represent the range of individual statements.



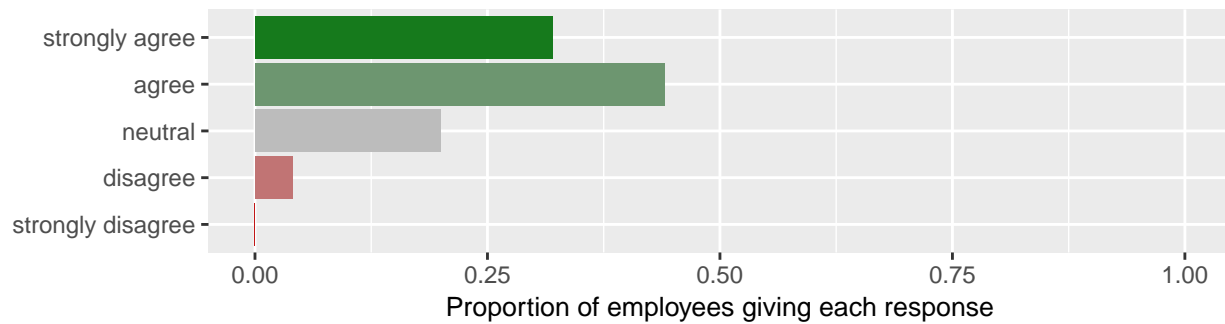
Clear Agreement - Management Effectiveness



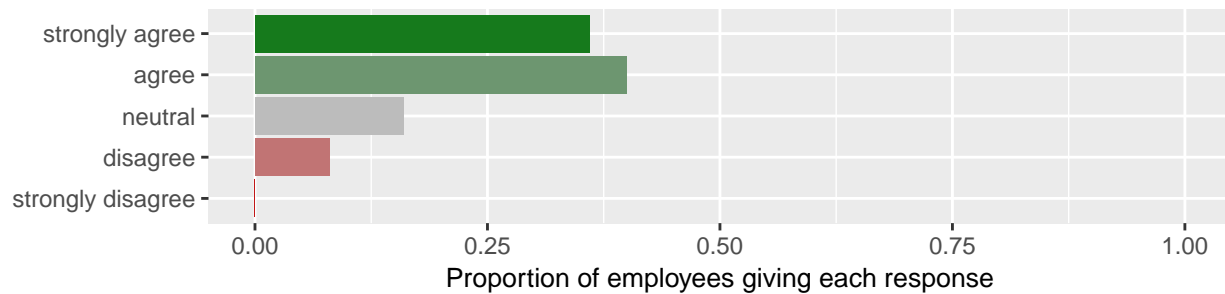
Slight Agreement - Management Effectiveness



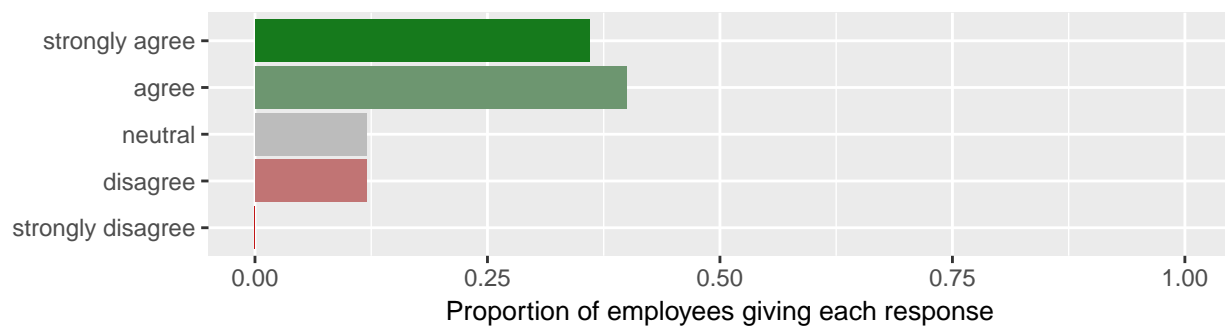
My manager is effective in setting clear job priorities and objectives



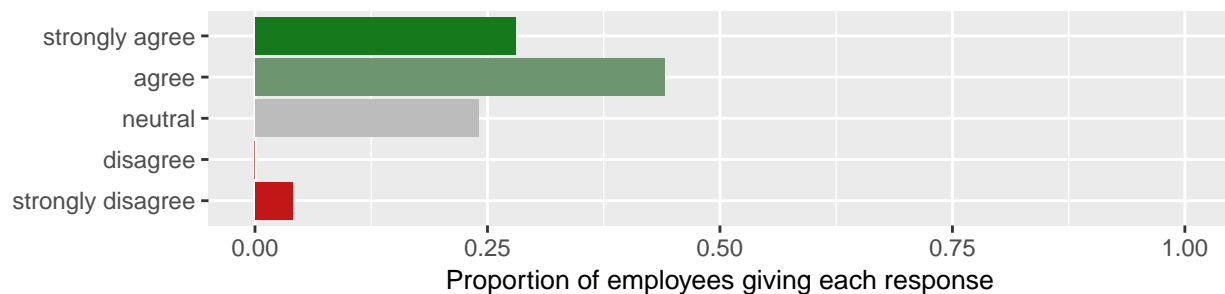
This department structure allows us to operate in an efficient and productive manner



I have a good working relationship with my Manager



Employee performance related issues are handled appropriately in this department



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

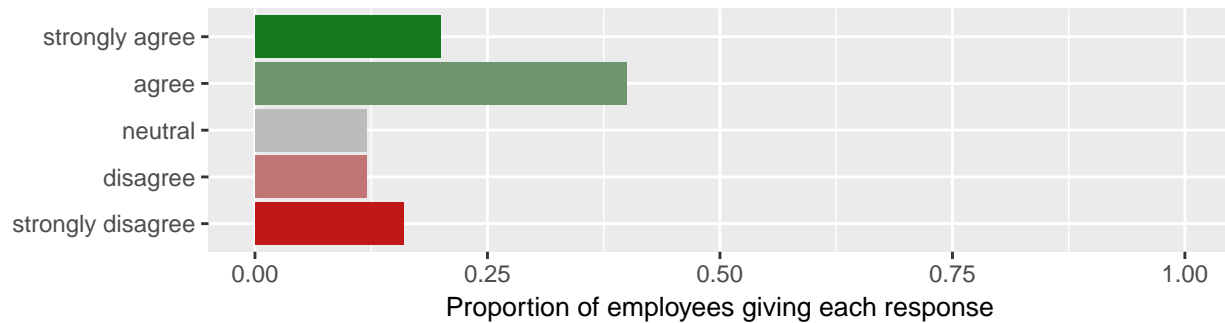


The interviewing hiring and orientation of new employees is a well managed process



Neutral - Management Effectiveness

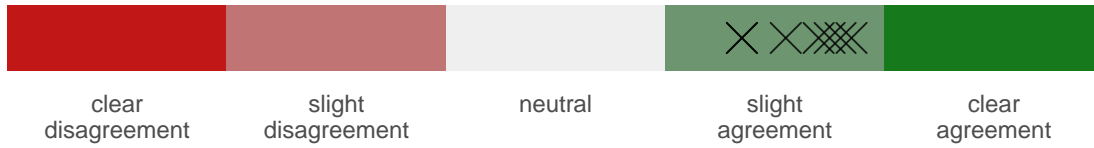
My manager regularly provides me with feedback



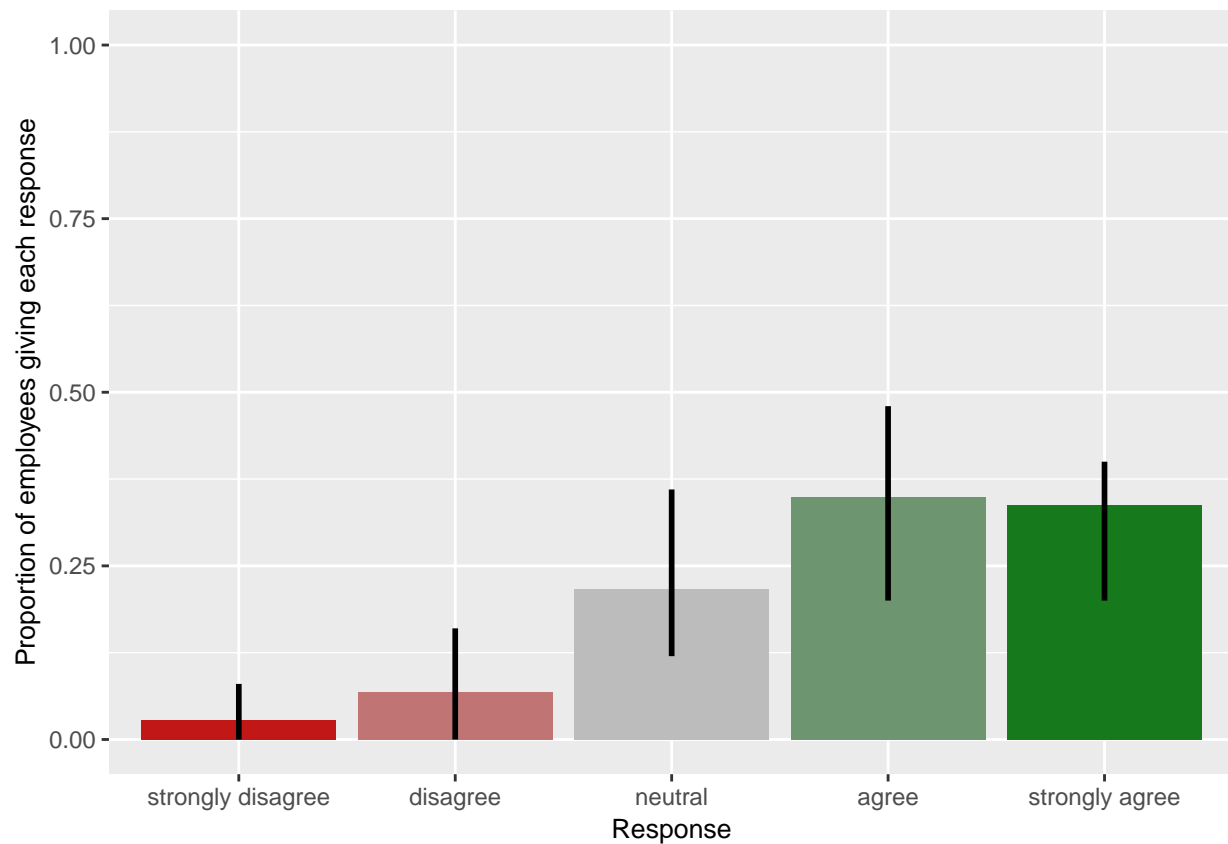
Work / Life Balance

Employees' agreement and disagreement with each statement.

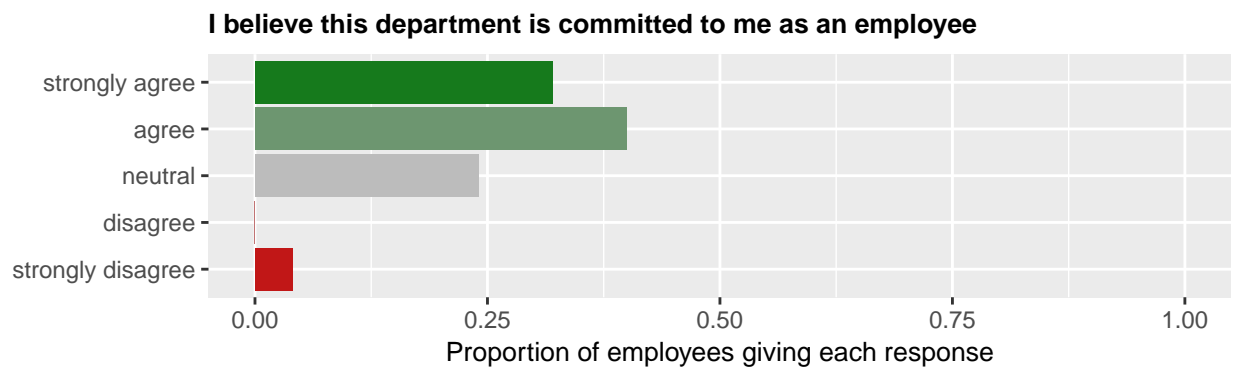
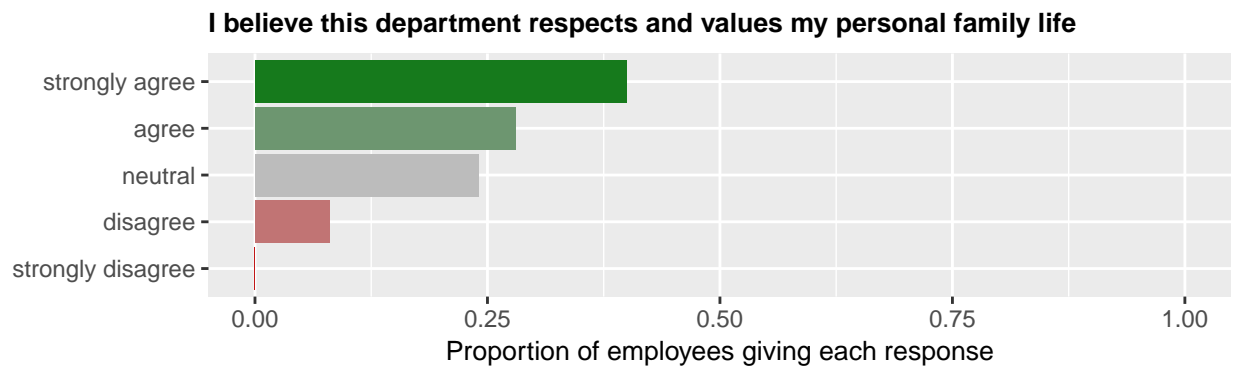
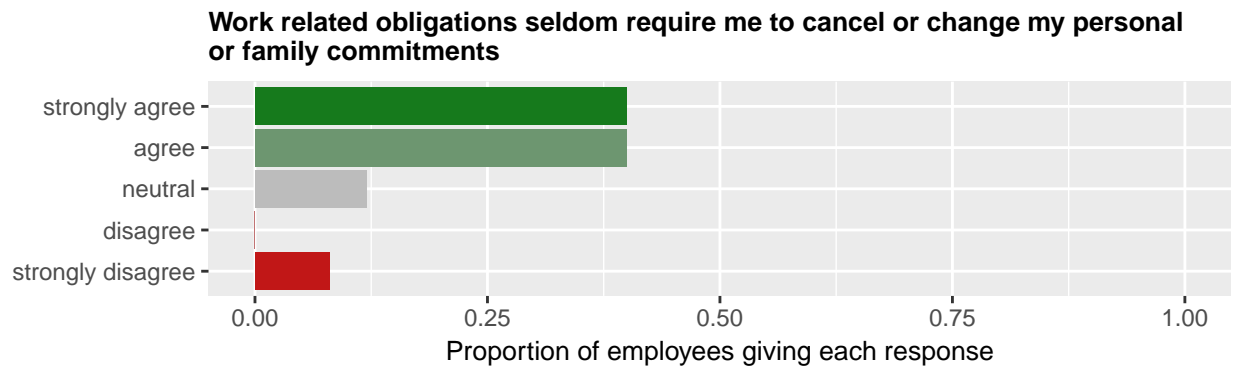
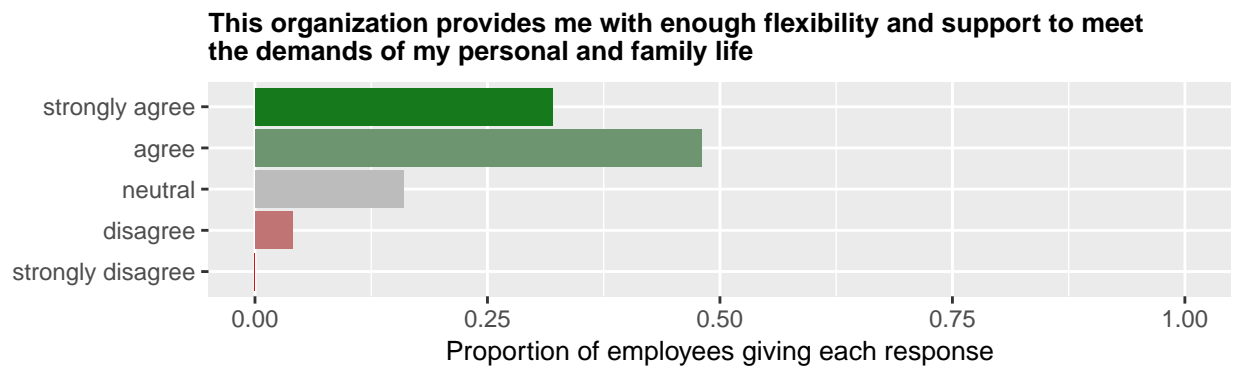
The Work / Life Balance category is made up of 7 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 0 neutral , 7 slight agreement , 0 clear agreement

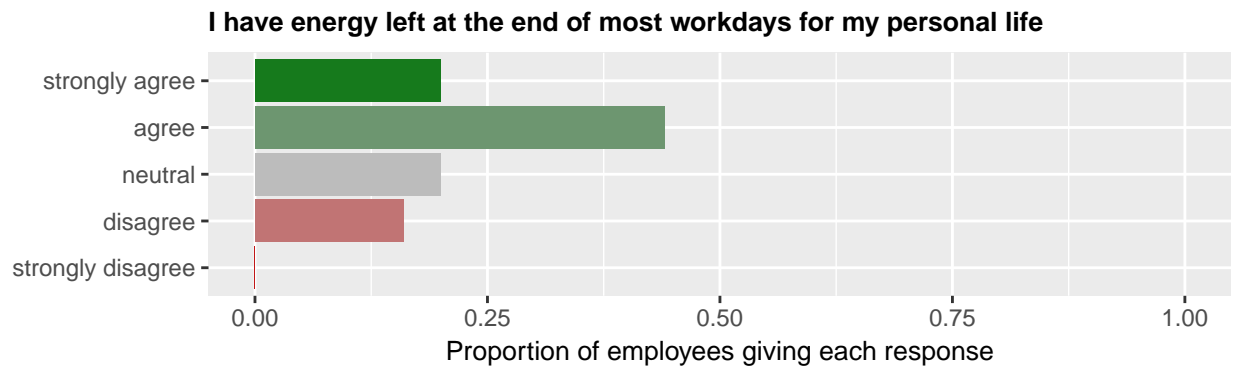
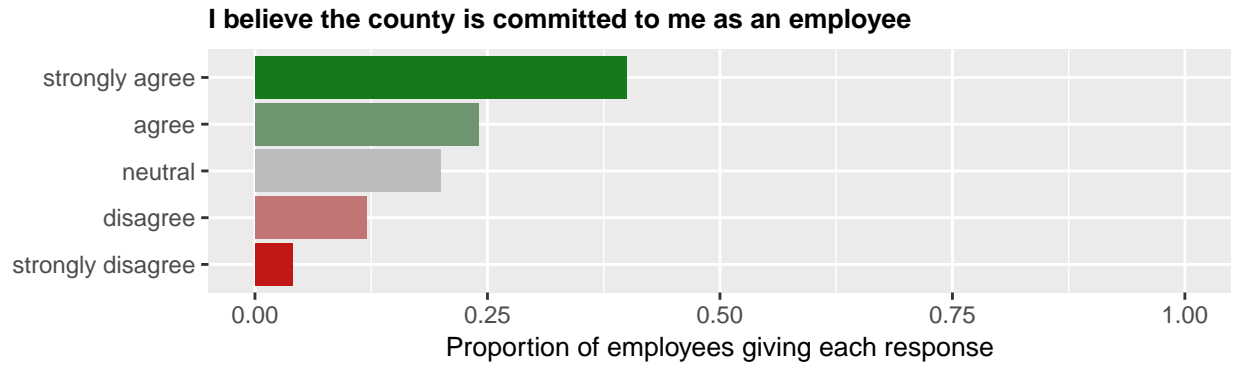


Average response profile across all statements in this category. Lines represent the range of individual statements.



Slight Agreement - Work / Life Balance

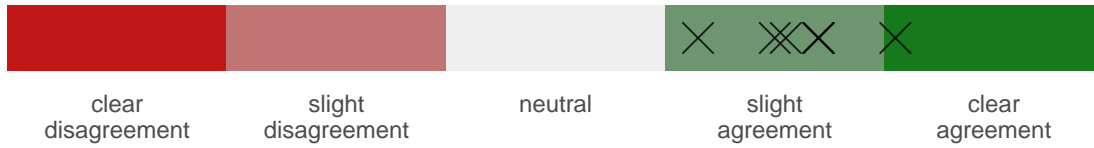




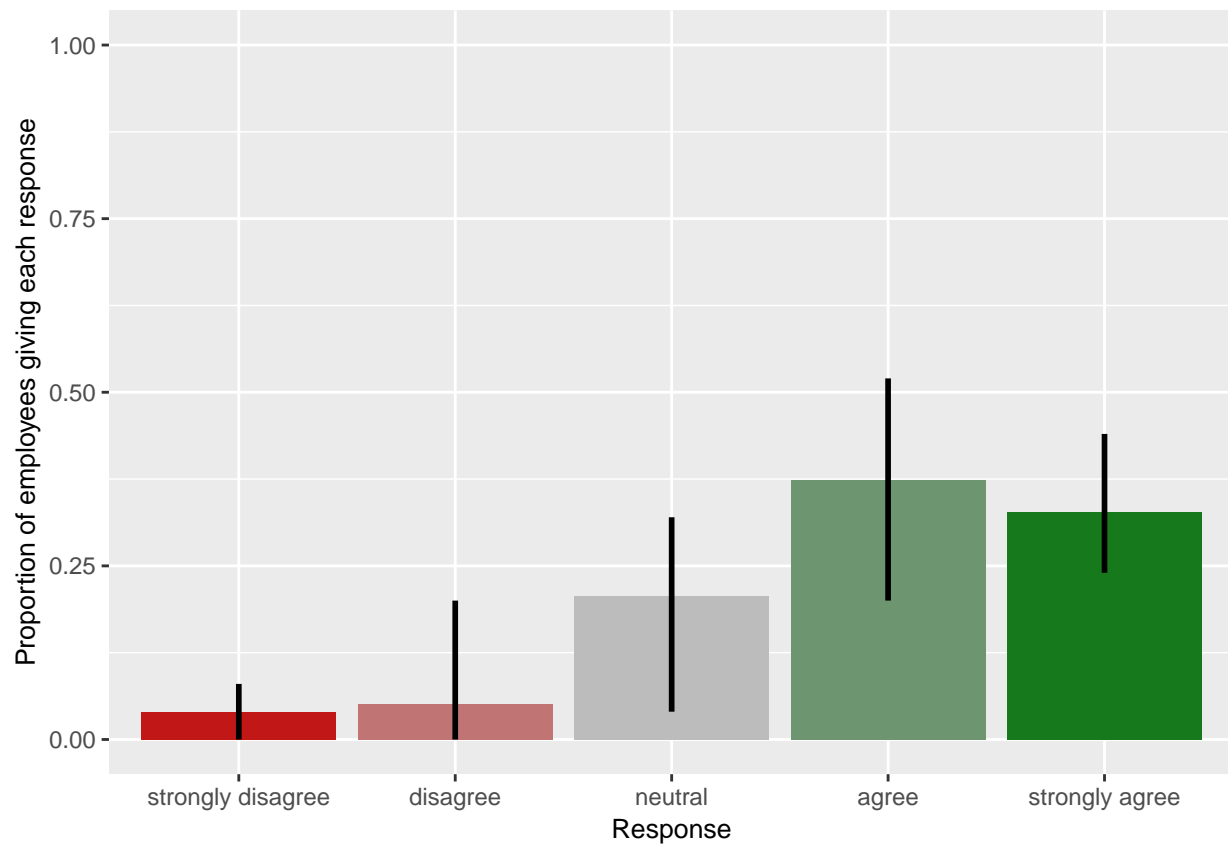
Leadership (SMT)

Employees' agreement and disagreement with each statement.

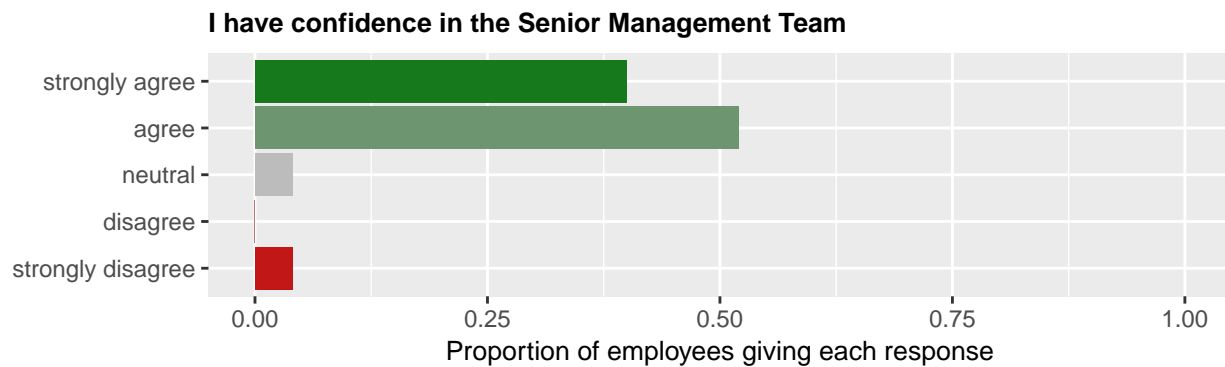
The Leadership (SMT) category is made up of 7 statements with the following distribution:
 0 clear disagreement , 0 slight disagreement , 0 neutral , 6 slight agreement , 1 clear agreement



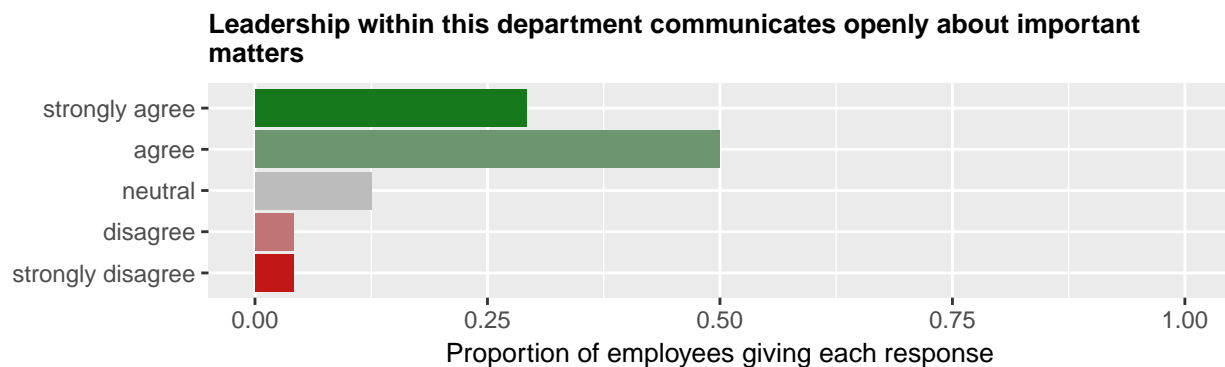
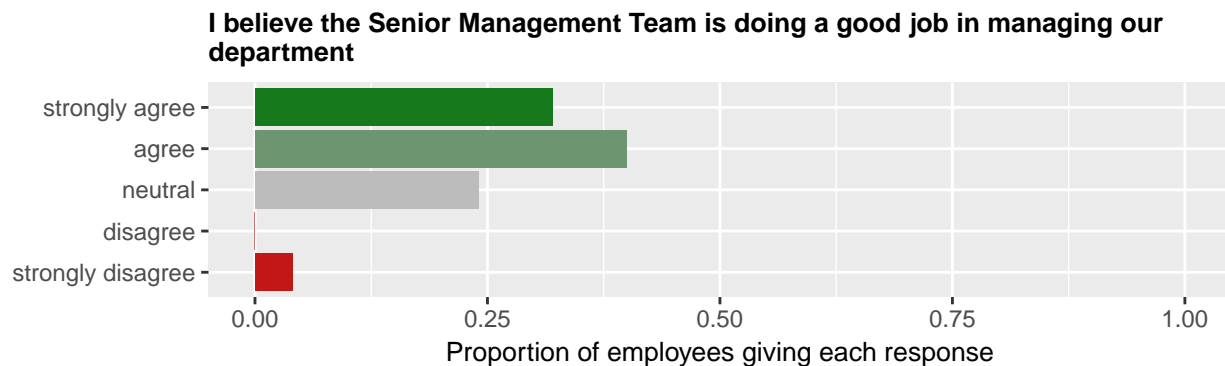
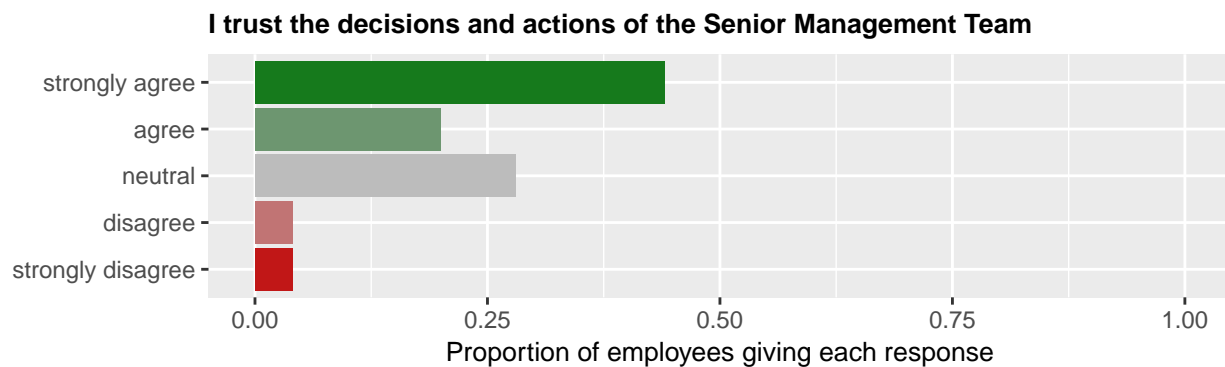
Average response profile across all statements in this category. Lines represent the range of individual statements.



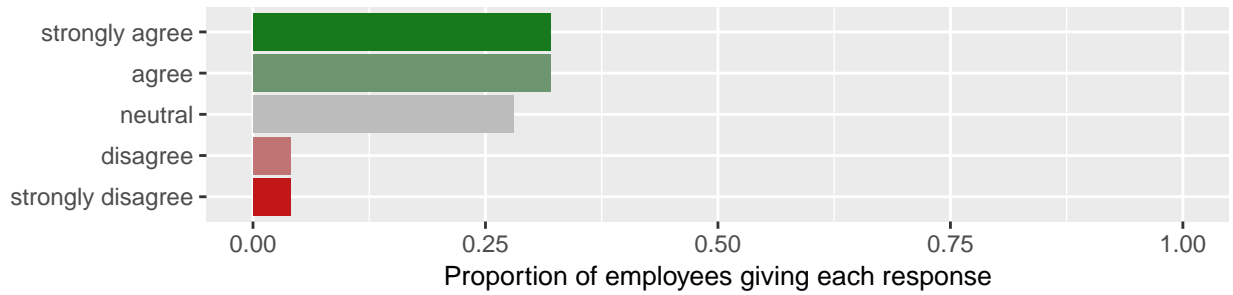
Clear Agreement - Leadership (SMT)



Slight Agreement - Leadership (SMT)



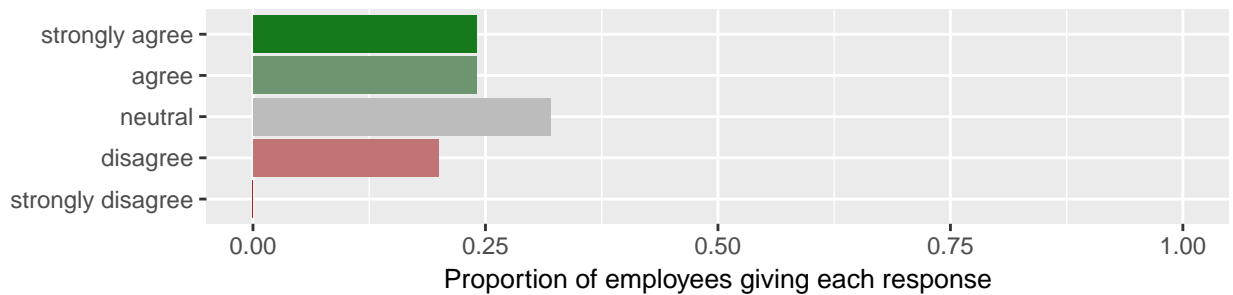
I believe the Senior Management Team cares about the employees in this department



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

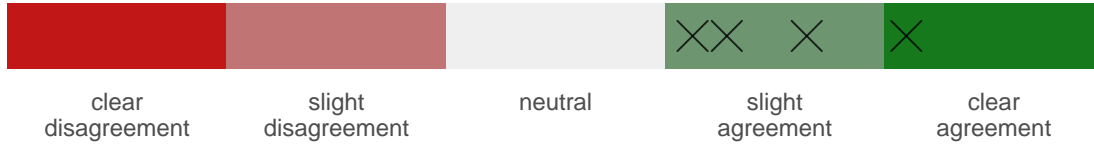


Pay & Benefits

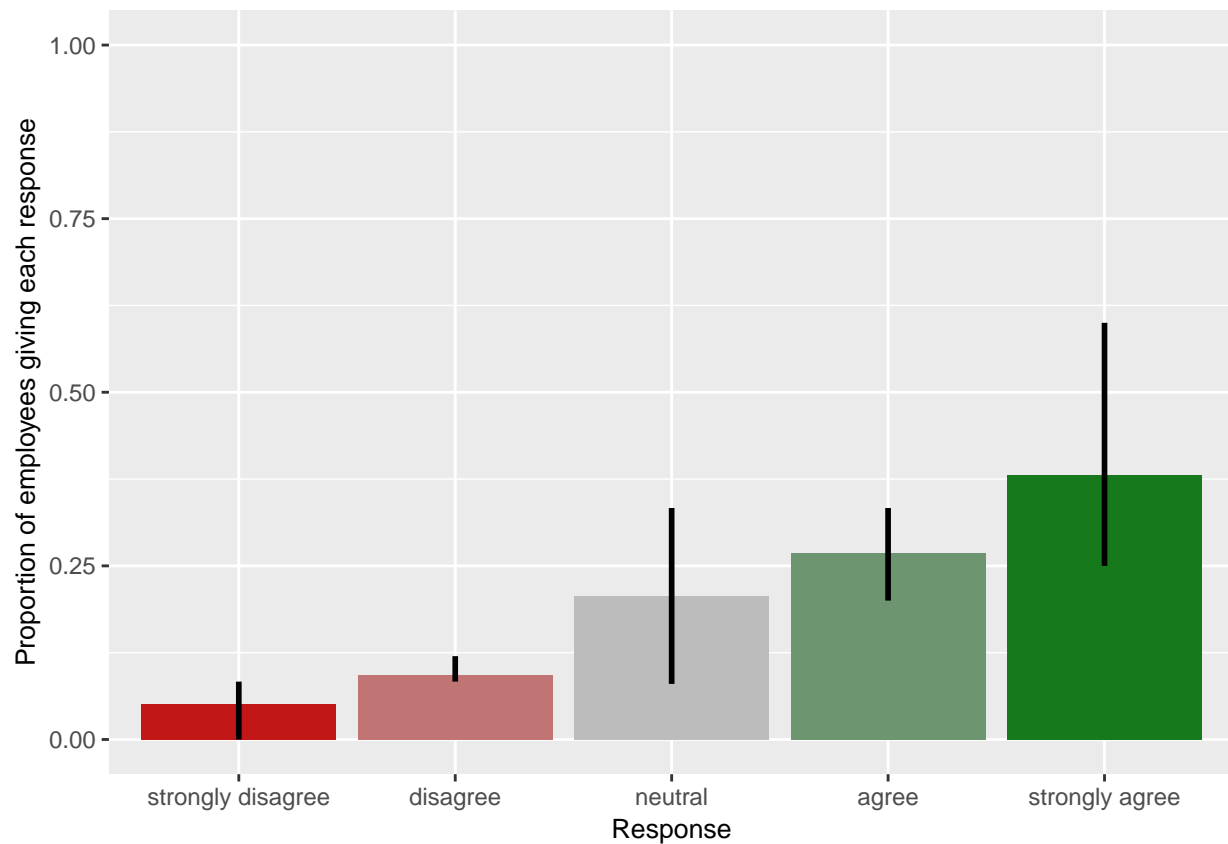
Employees' agreement and disagreement with each statement.

The Pay & Benefits category is made up of 4 statements with the following distribution:

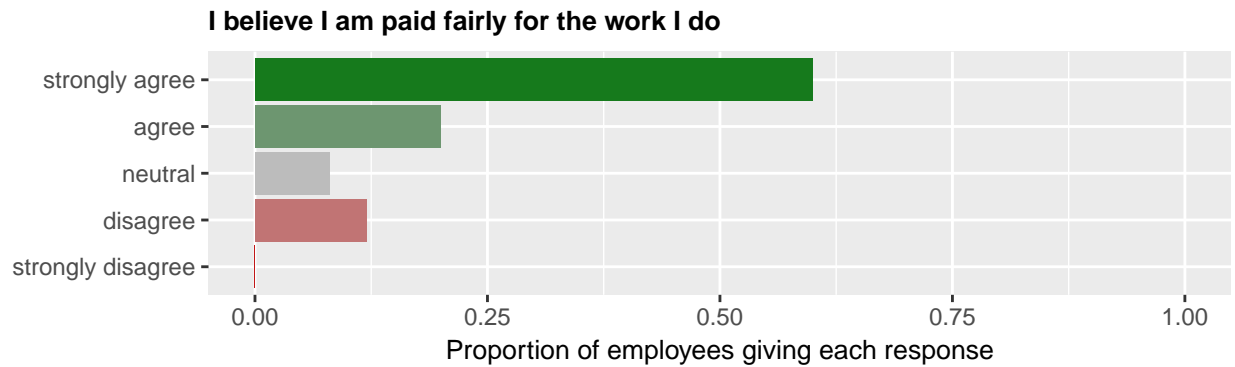
0 clear disagreement , 0 slight disagreement , 0 neutral , 3 slight agreement , 1 clear agreement



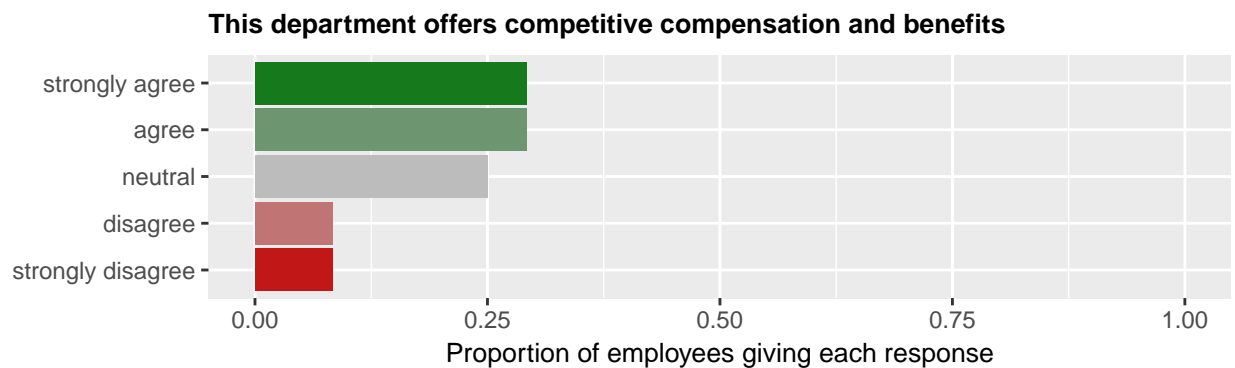
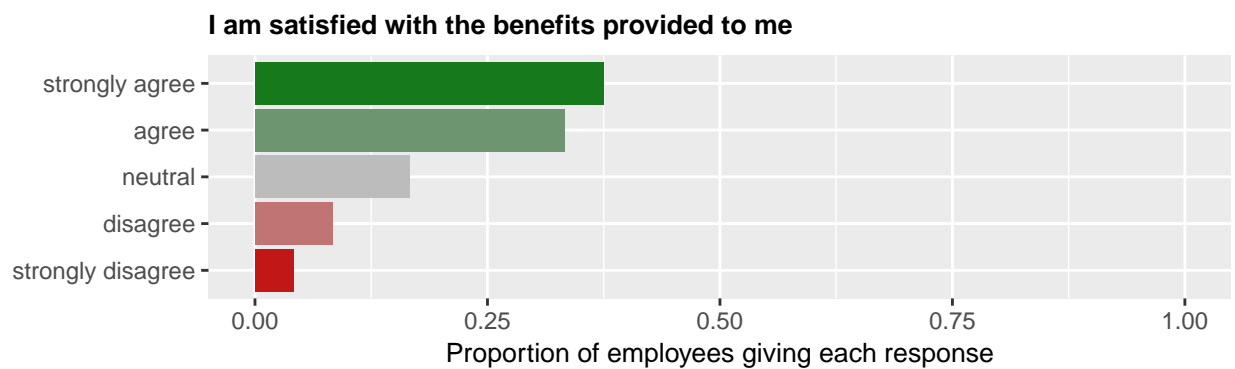
Average response profile across all statements in this category. Lines represent the range of individual statements.



Clear Agreement - Pay & Benefits



Slight Agreement - Pay & Benefits

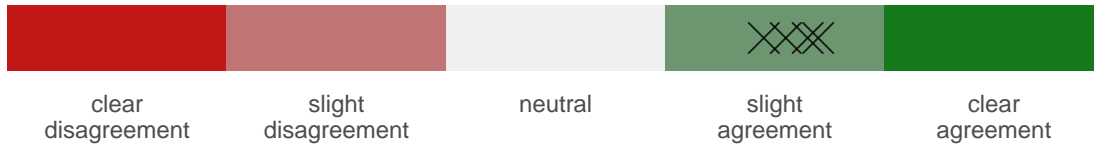


Communication

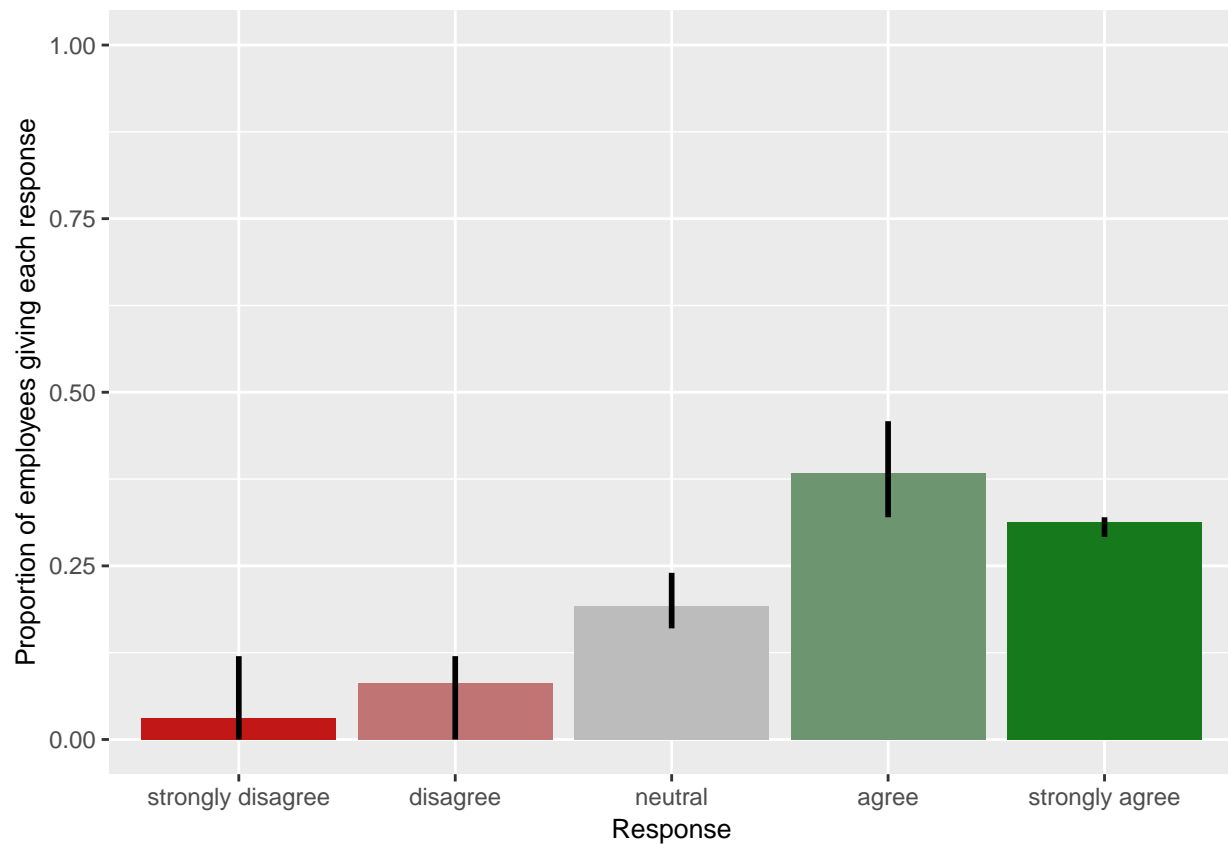
Employees' agreement and disagreement with each statement.

The Communication category is made up of 4 statements with the following distribution:

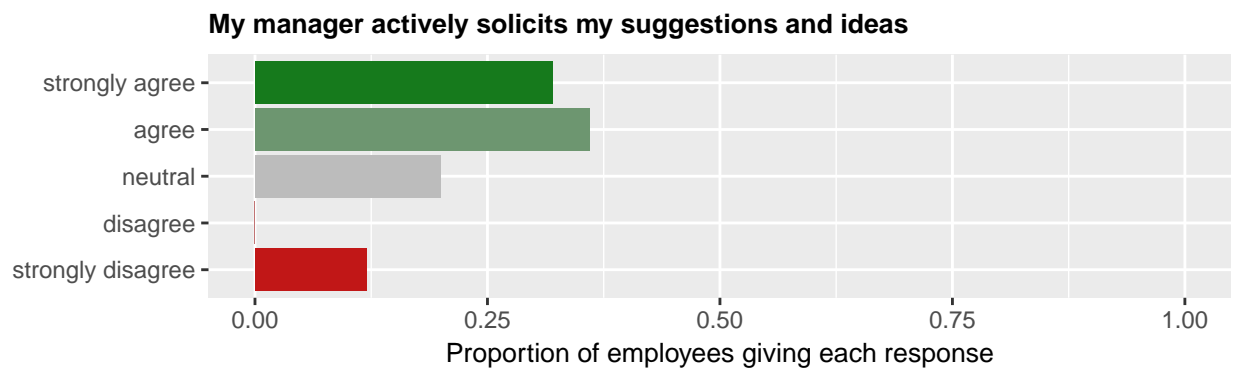
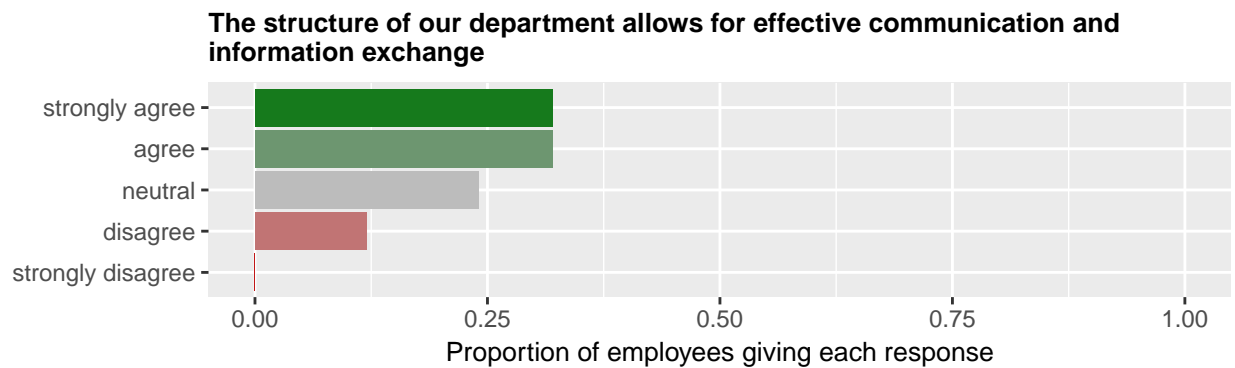
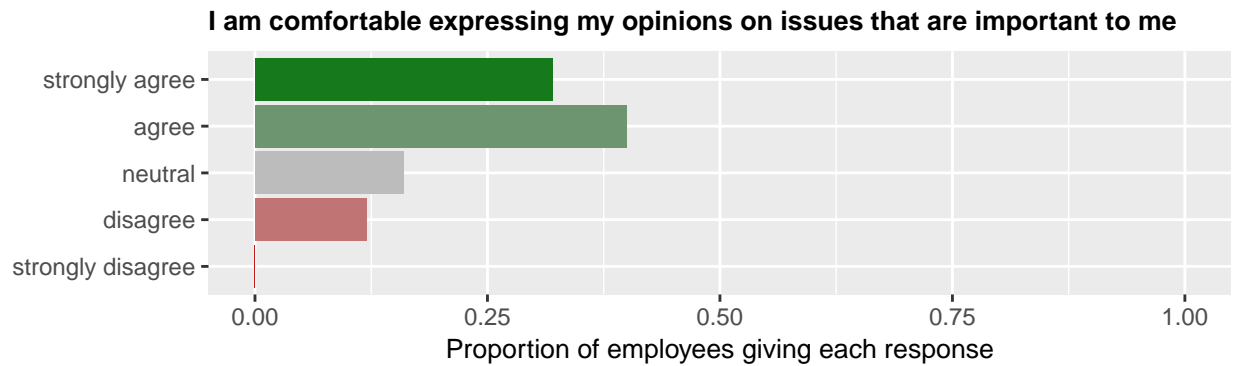
0 clear disagreement , 0 slight disagreement , 0 neutral , 4 slight agreement , 0 clear agreement



Average response profile across all statements in this category. Lines represent the range of individual statements.



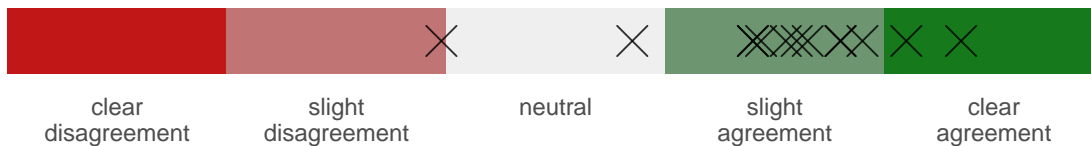
Slight Agreement - Communication



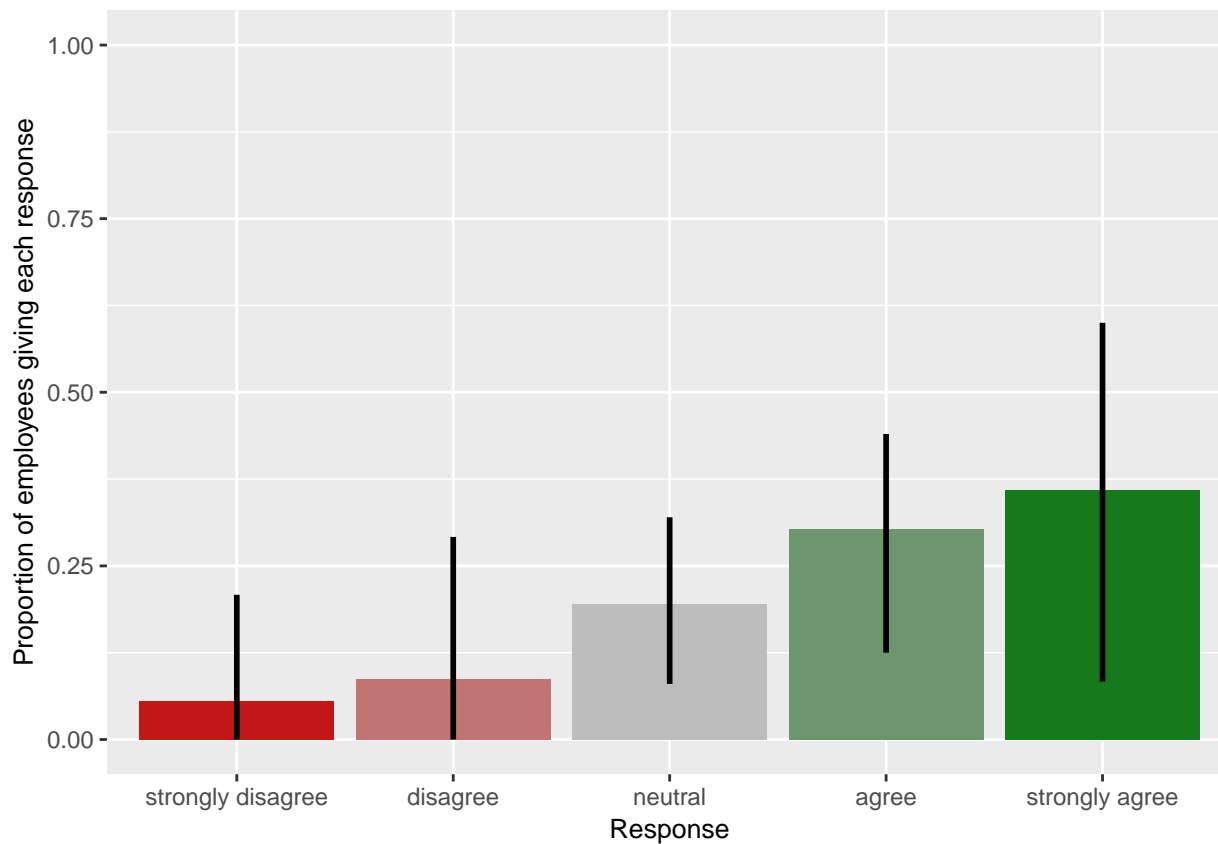
Learning & Development

Employees' agreement and disagreement with each statement.

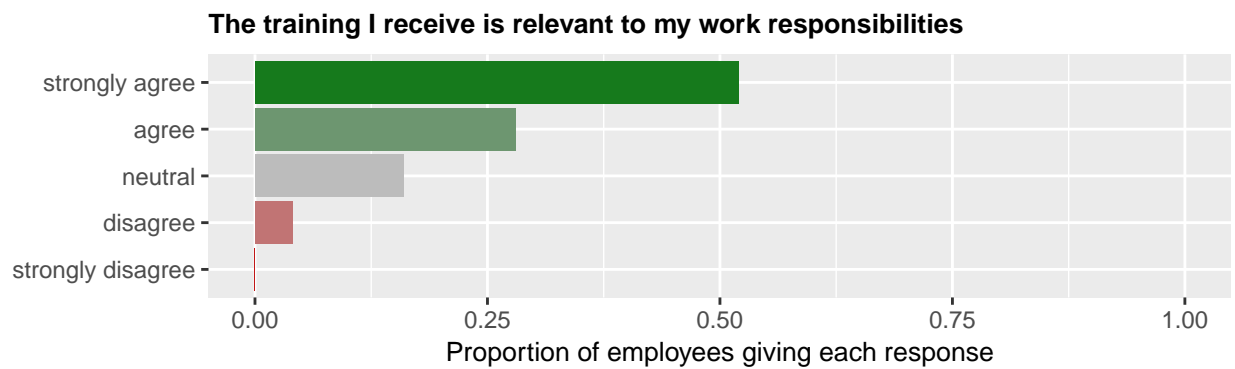
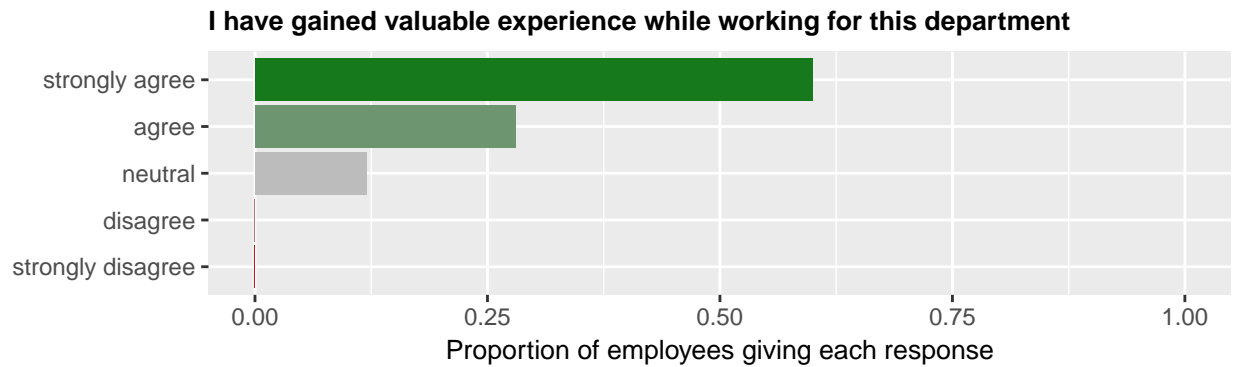
The Learning & Development category is made up of 13 statements with the following distribution:
0 clear disagreement , 1 slight disagreement , 1 neutral , 9 slight agreement , 2 clear agreement



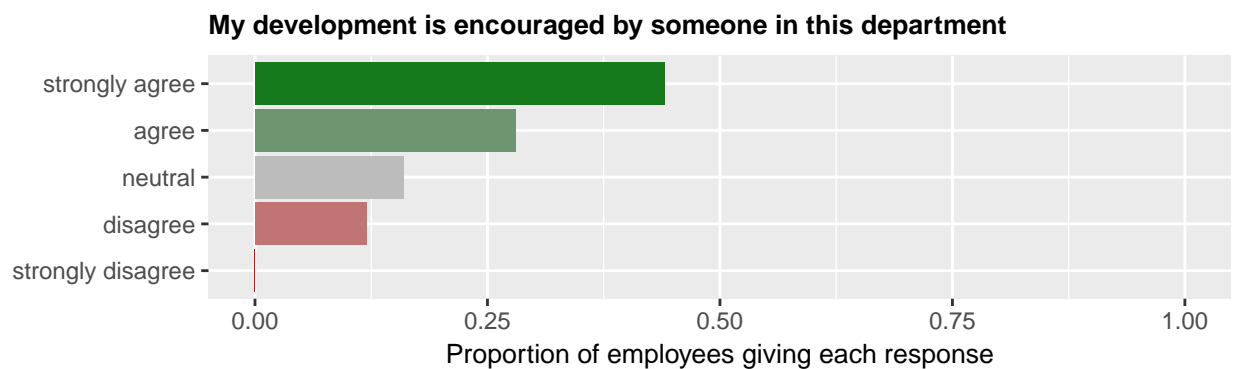
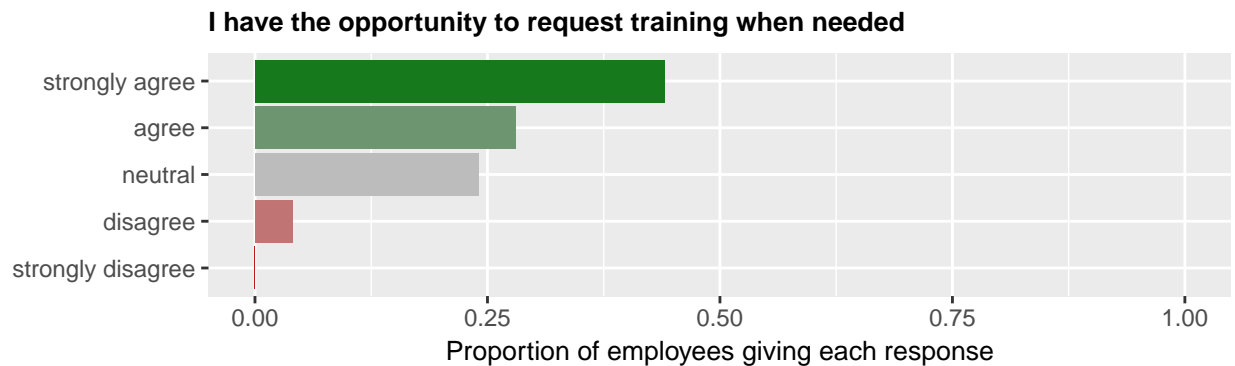
Average response profile across all statements in this category. Lines represent the range of individual statements.



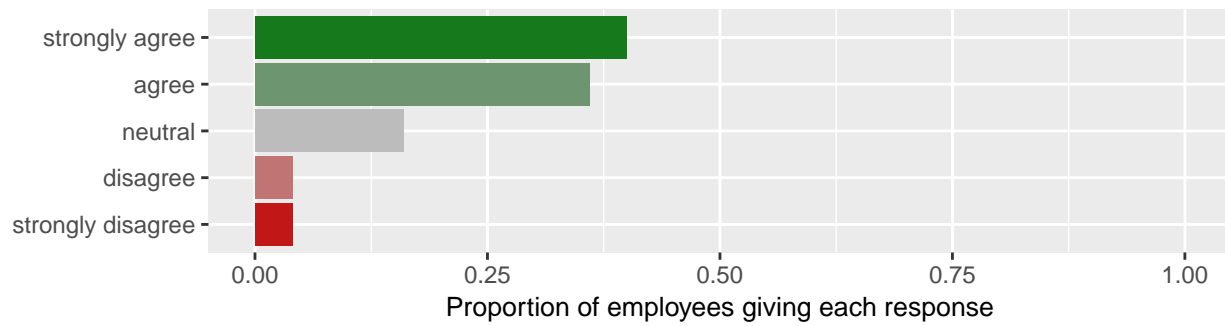
Clear Agreement - Learning & Development



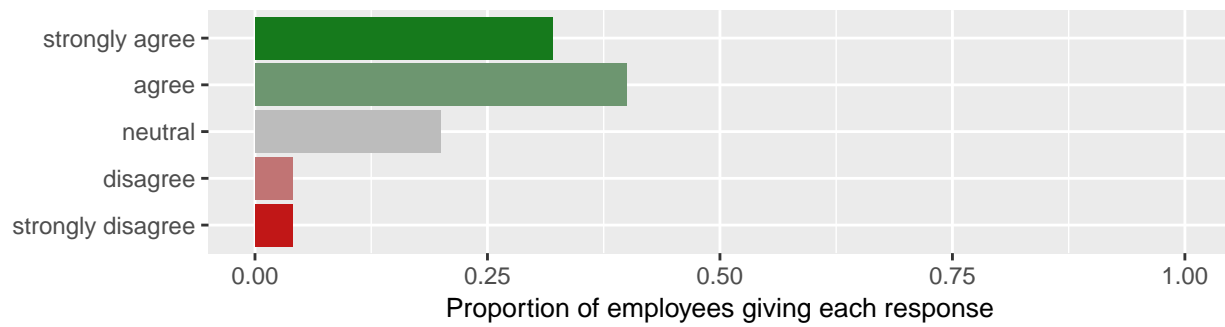
Slight Agreement - Learning & Development



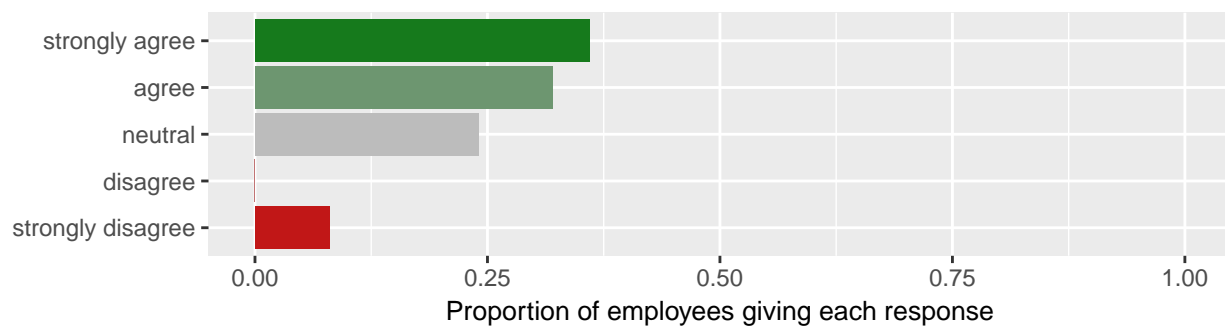
This department is committed to the development of its staff members



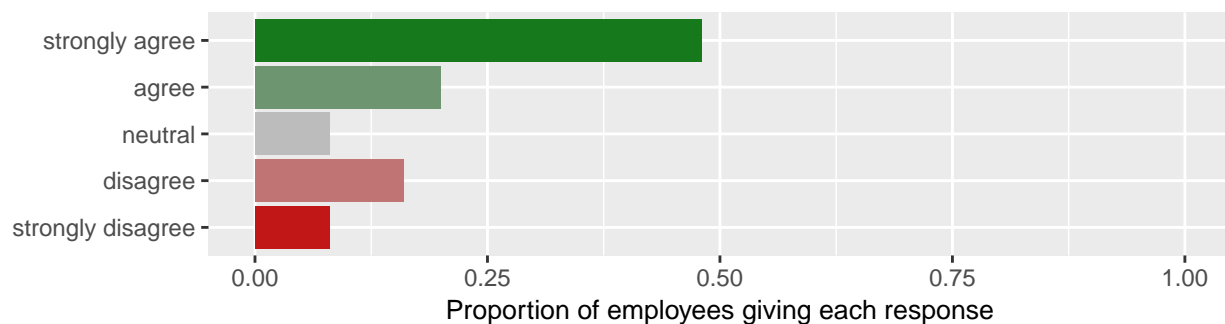
My job allows me to utilize my talents

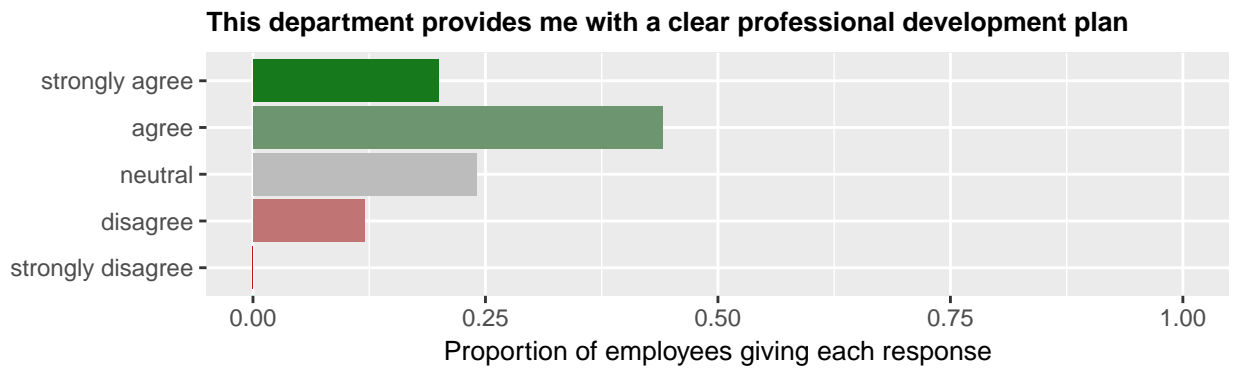
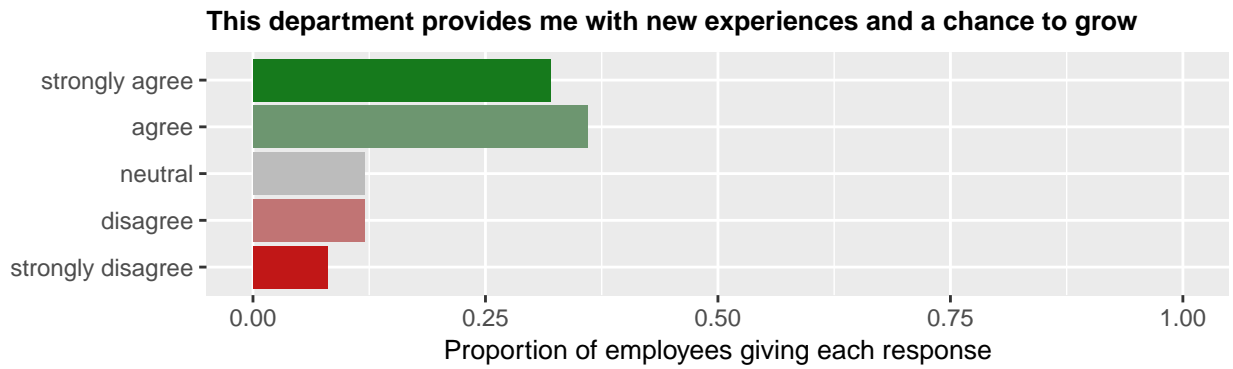
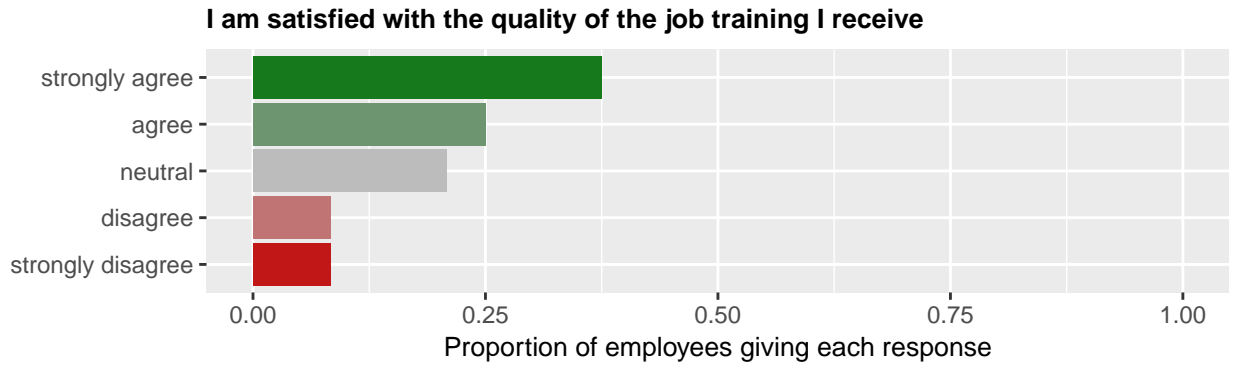


I receive job training on a regular basis

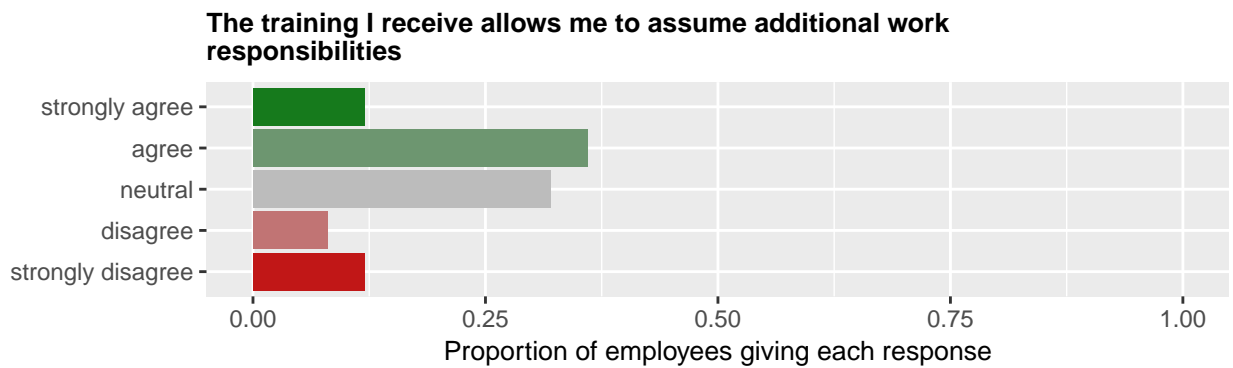


Hard work and dedication are the best way to advance in this department

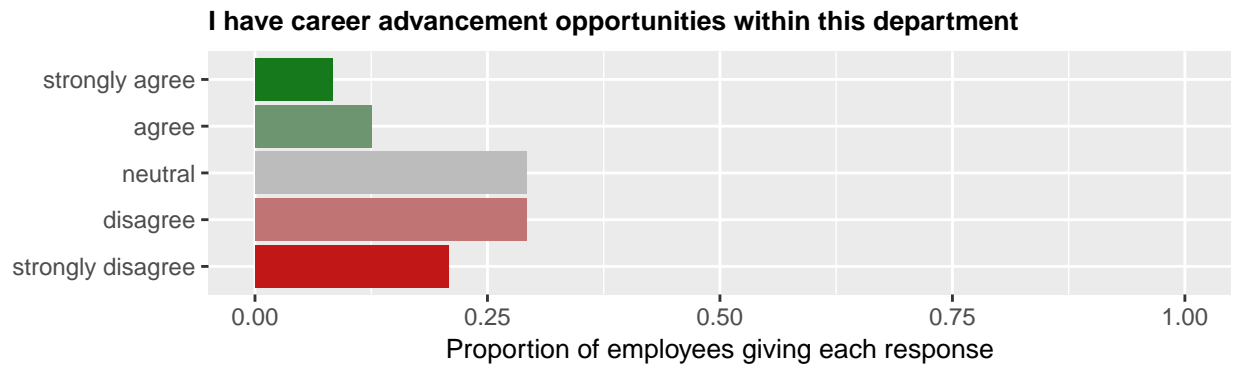




Neutral - Learning & Development



Slight Disagreement - Learning & Development



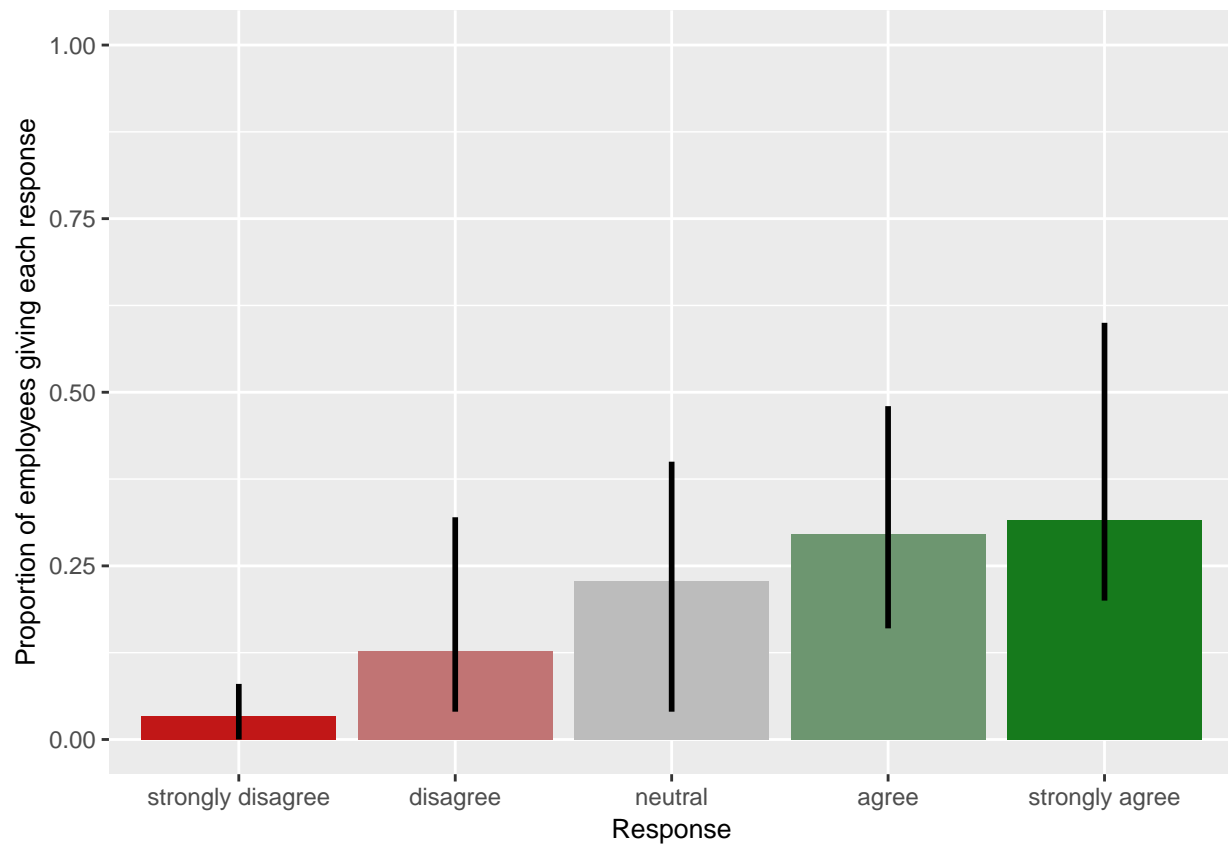
Conflict Resolution

Employees' agreement and disagreement with each statement.

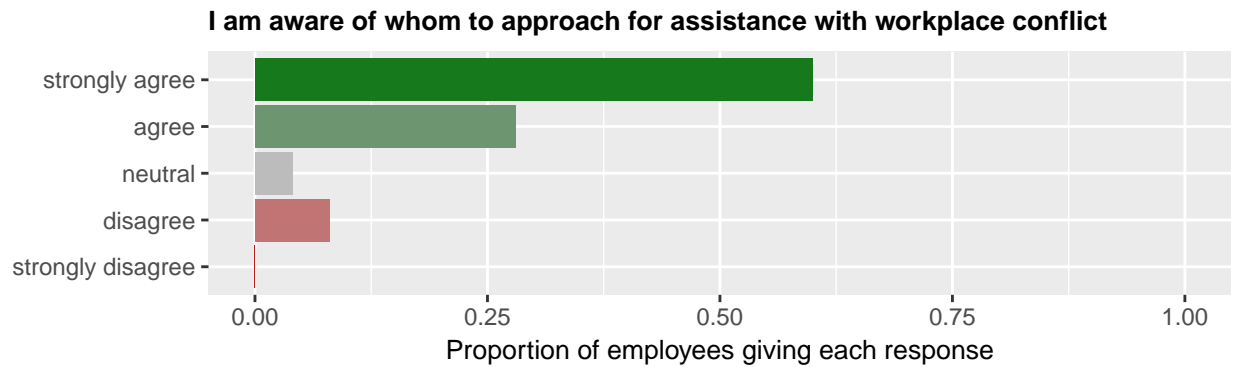
The Conflict Resolution category is made up of 6 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 1 neutral , 4 slight agreement , 1 clear agreement



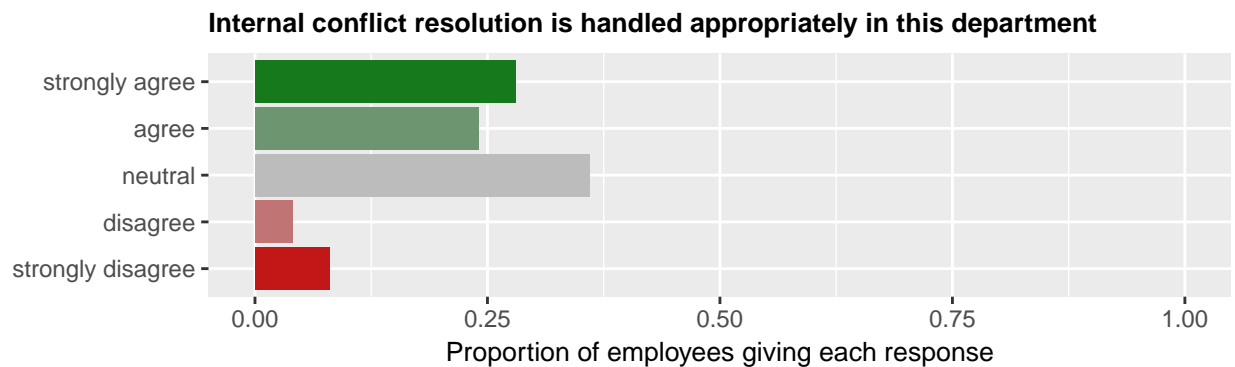
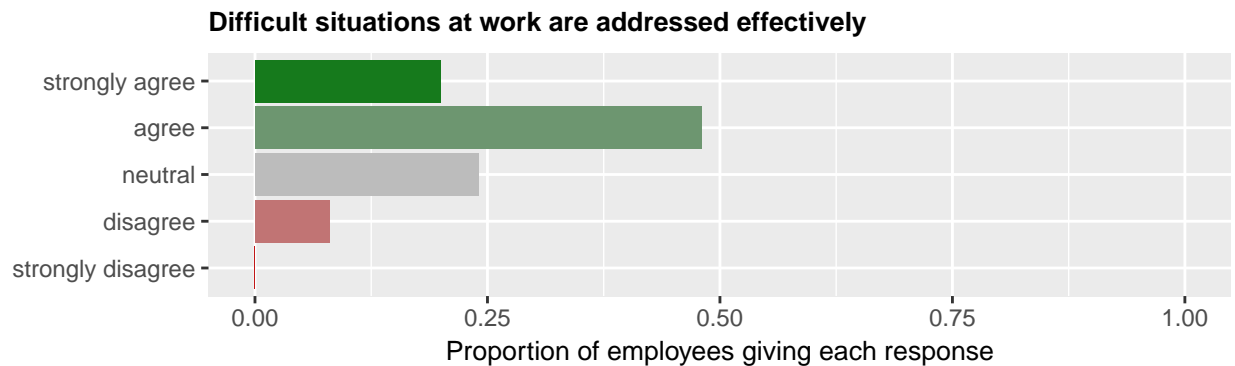
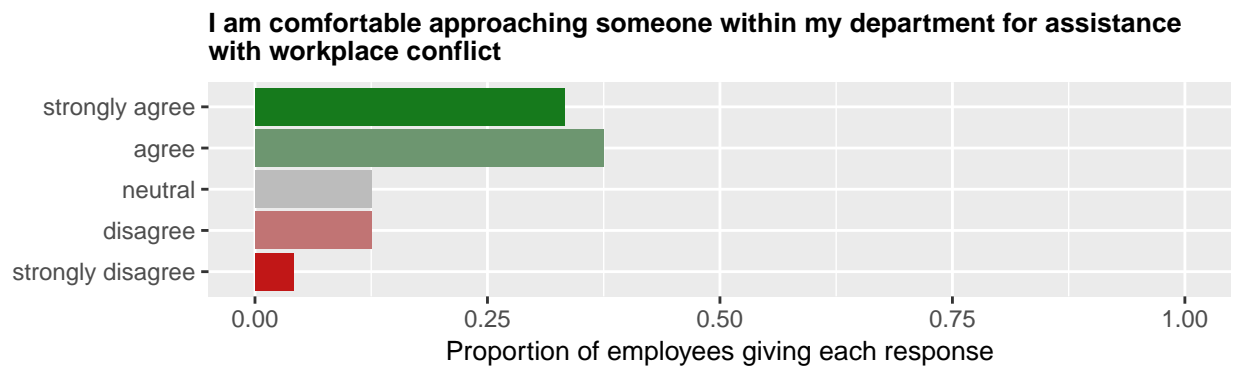
Average response profile across all statements in this category. Lines represent the range of individual statements.

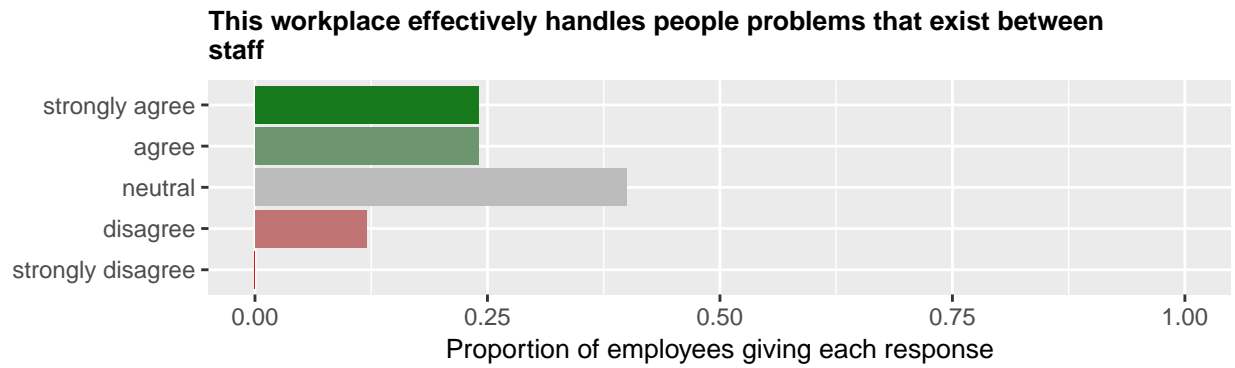


Clear Agreement - Conflict Resolution

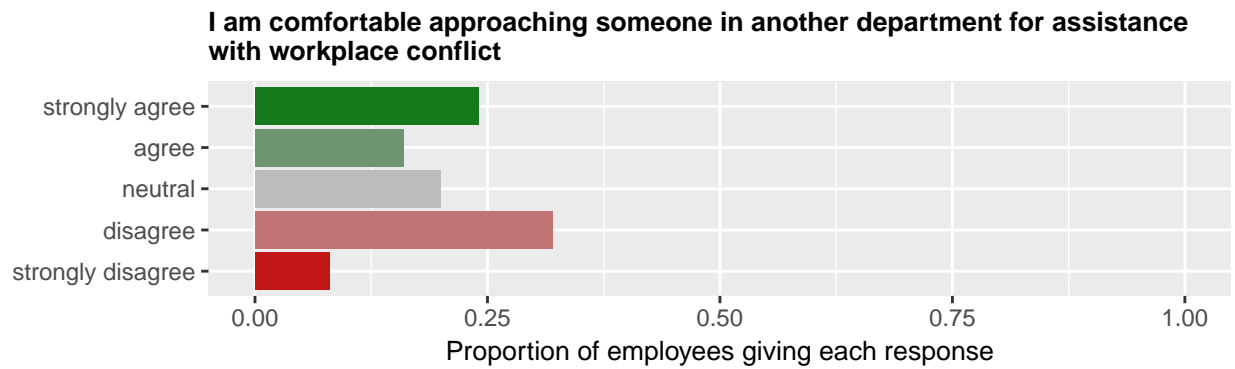


Slight Agreement - Conflict Resolution





Neutral - Conflict Resolution

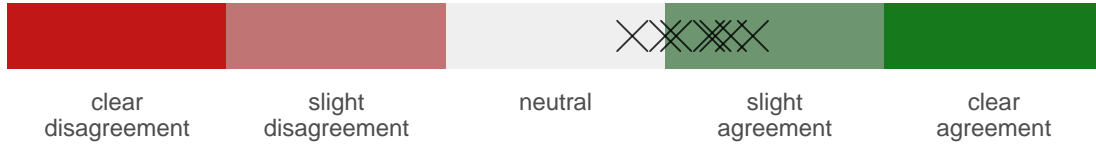


Recognition

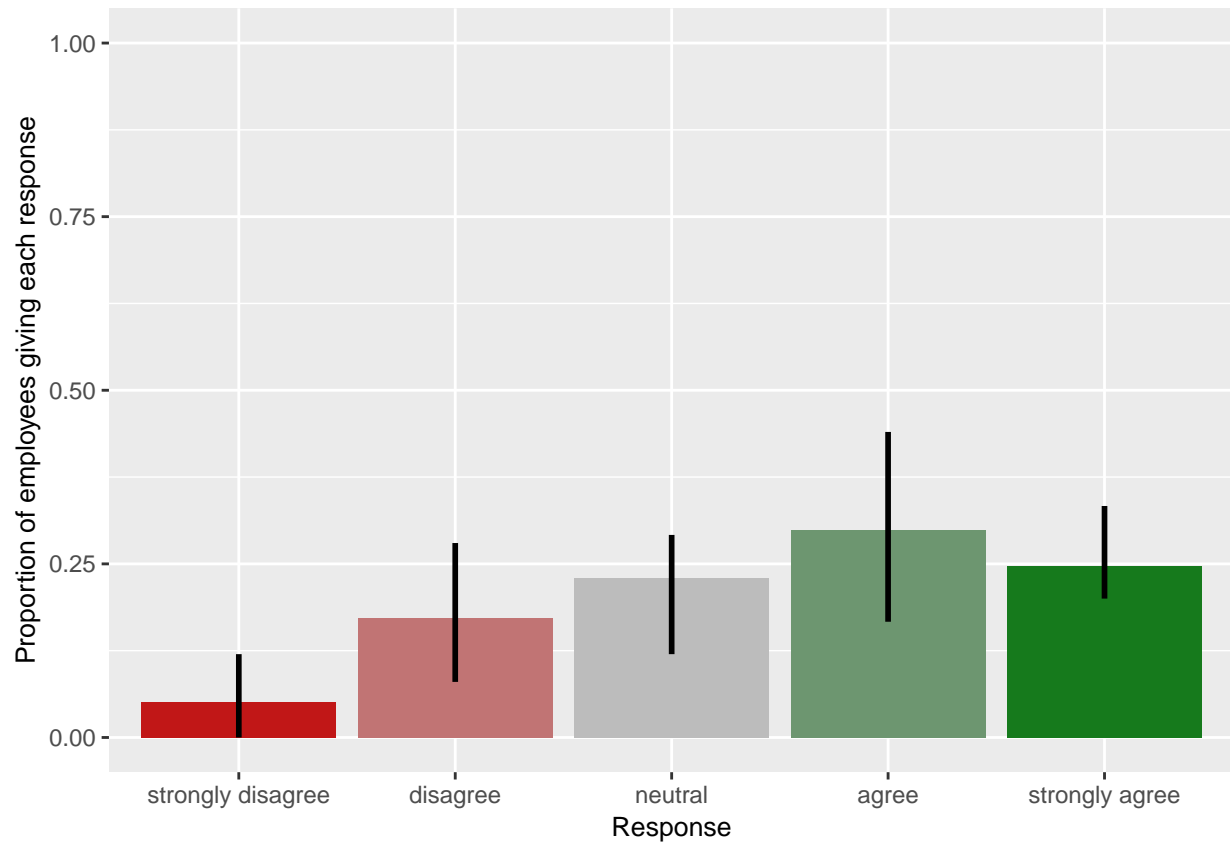
Employees' agreement and disagreement with each statement.

The Recognition category is made up of 7 statements with the following distribution:

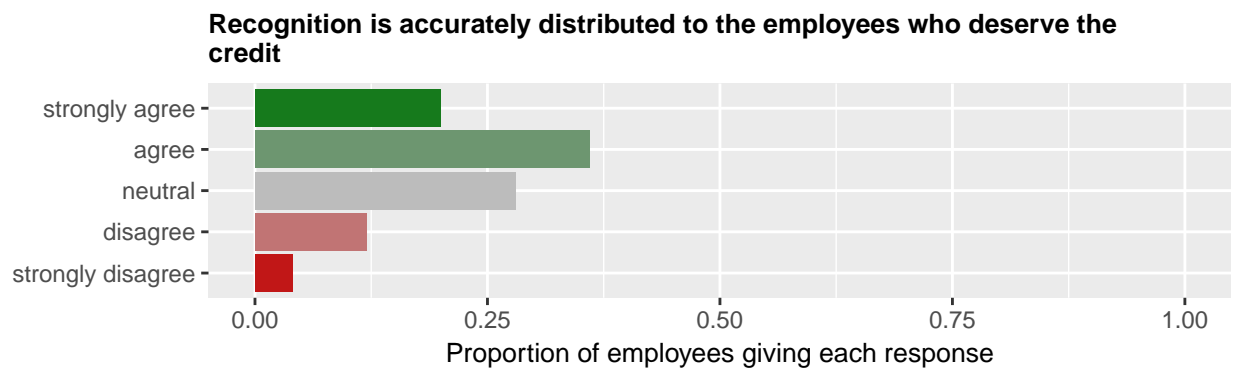
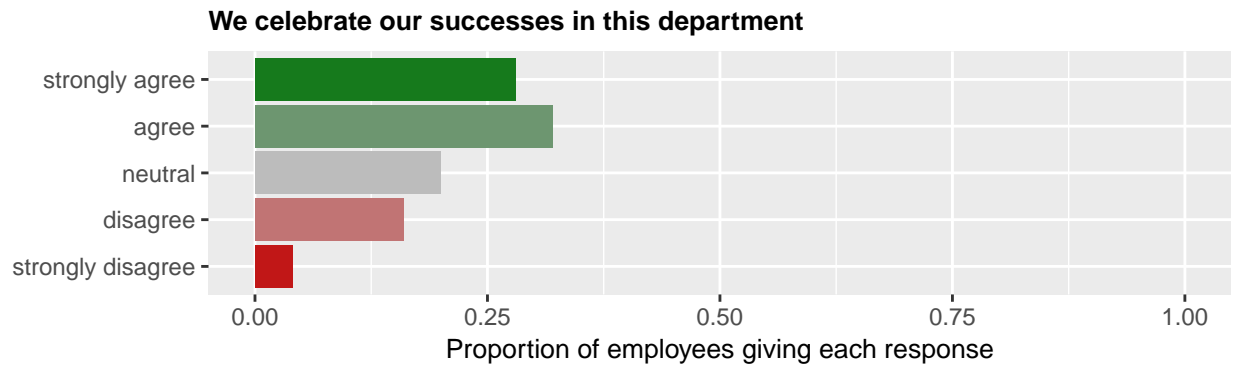
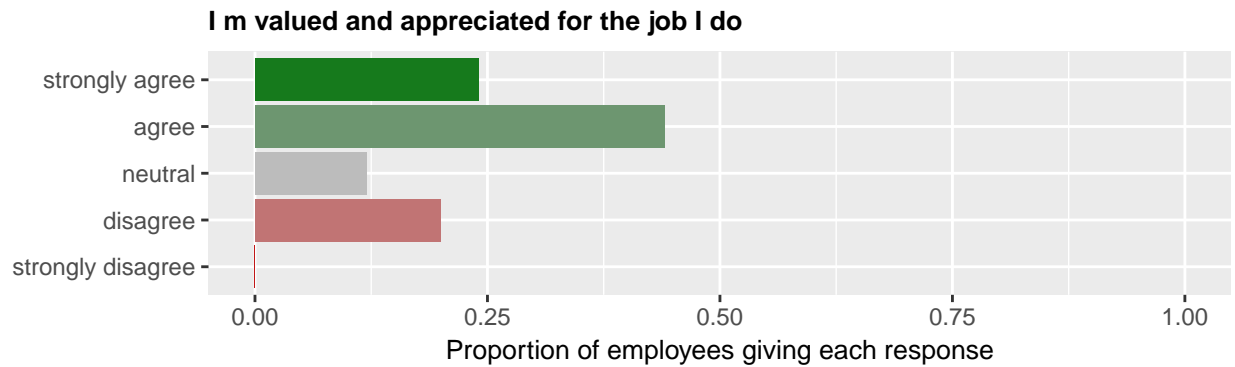
0 clear disagreement , 0 slight disagreement , 1 neutral , 6 slight agreement , 0 clear agreement

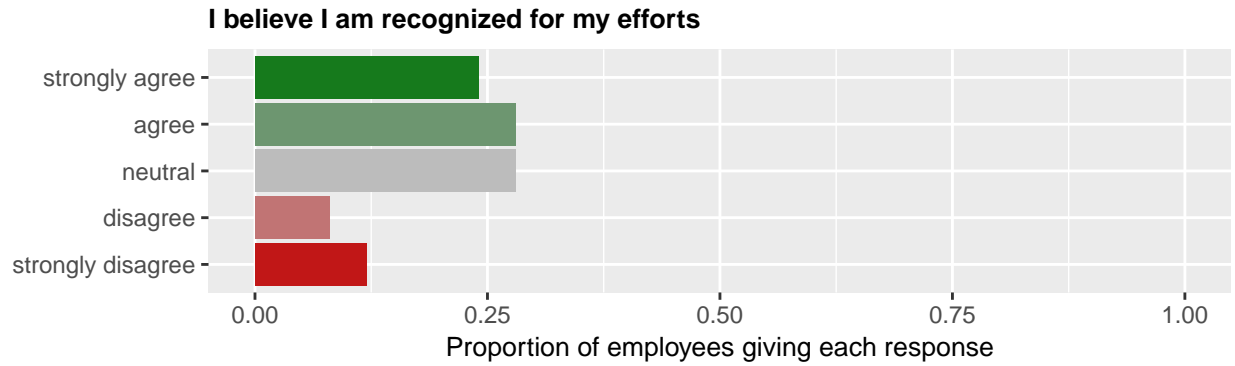


Average response profile across all statements in this category. Lines represent the range of individual statements.



Slight Agreement - Recognition





Neutral - Recognition

