



Overall Results

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

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Leadership (SMT)	42
Conflict Resolution	45
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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 3: Responses by Employment Status

	Count
Full-time	106
Part-time / Casual	35
/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 5: Responses by Generation

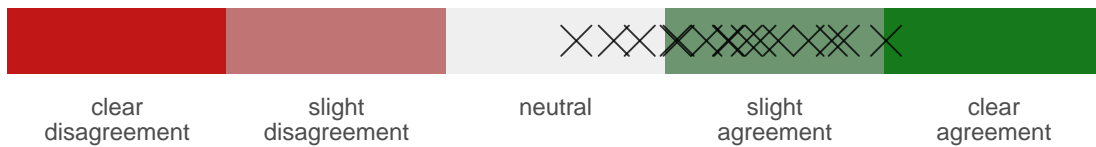
	Count
1965 to 1976	49
1977 to 1995	45
1946 to 1964	34
1996 or later	12
/No Response Provided/	6

Results Overview

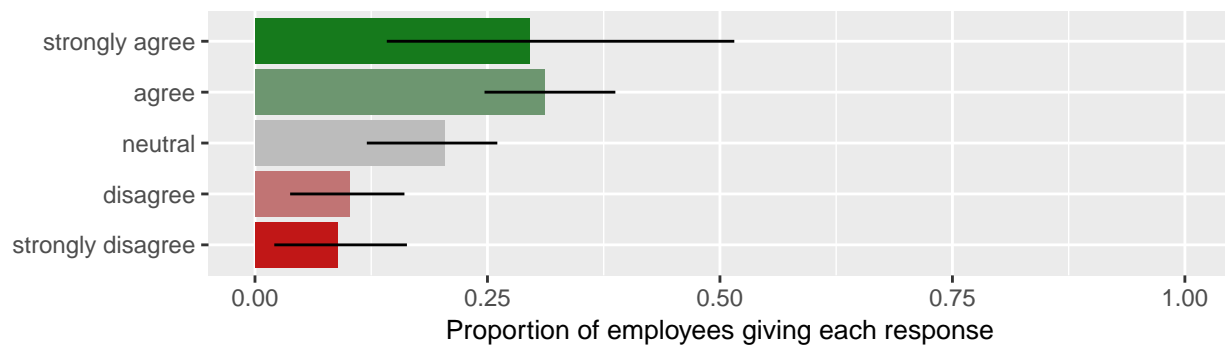
Employees' agreement and disagreement with each category.

The 15 categories are distributed as follows:

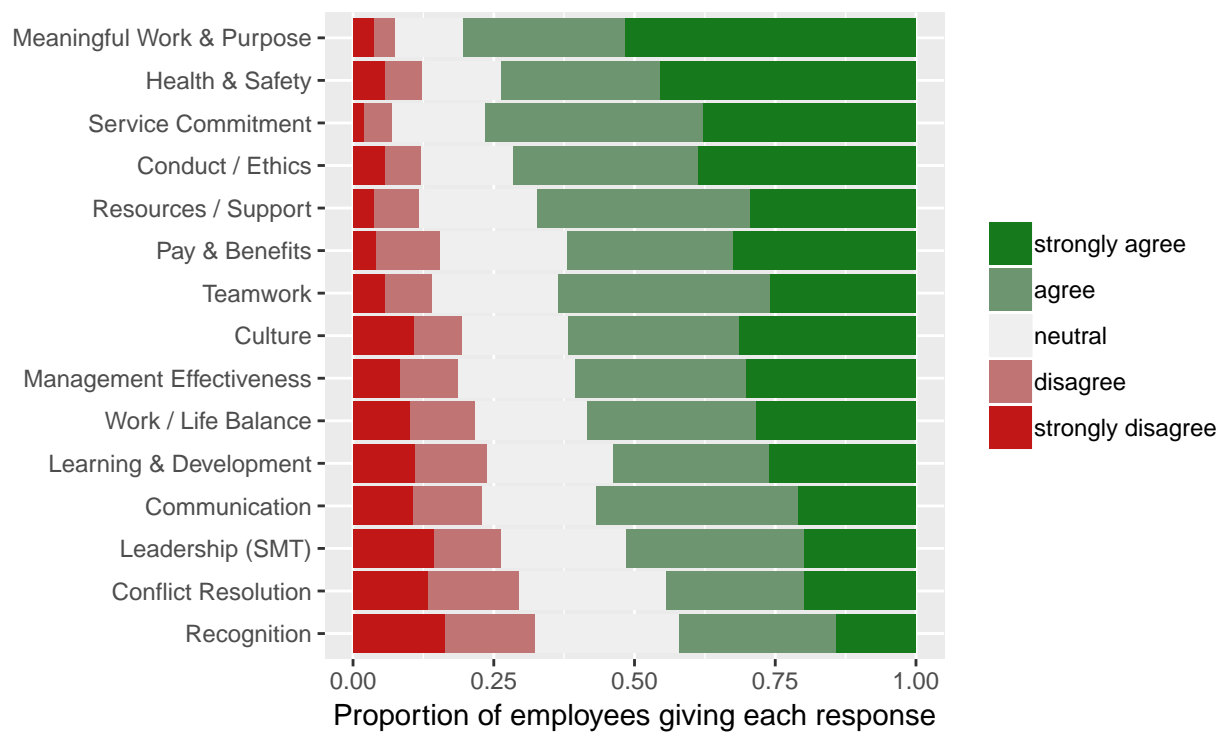
0 clear disagreement , 0 slight disagreement , 3 neutral , 11 slight agreement , 1 clear agreement



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



Response profile for each category.

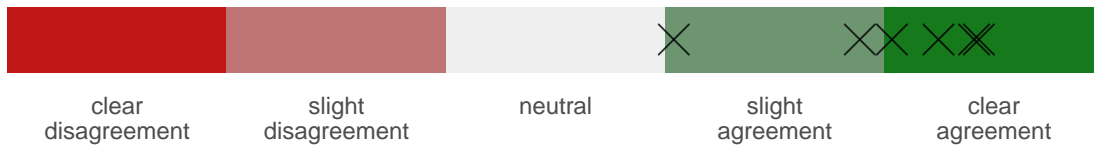


Results by Category

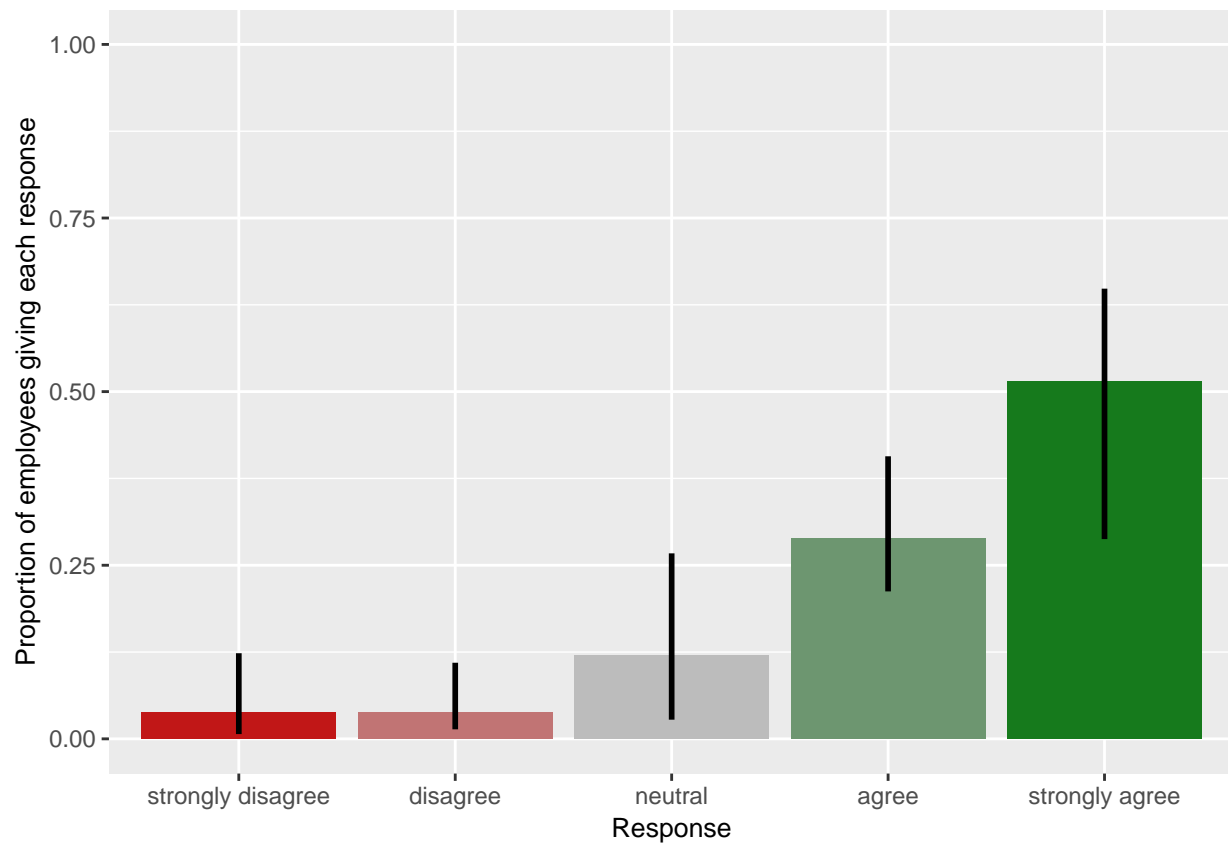
Meaningful Work & Purpose

Employees' agreement and disagreement with each statement.

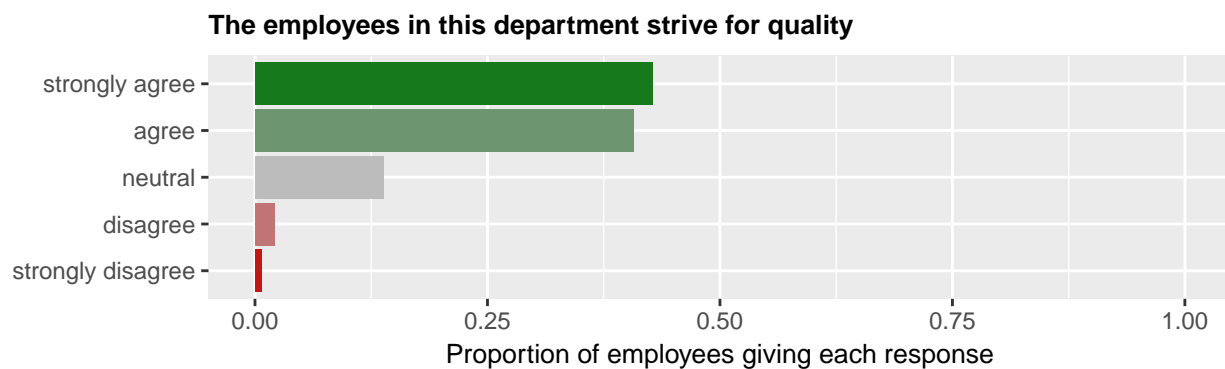
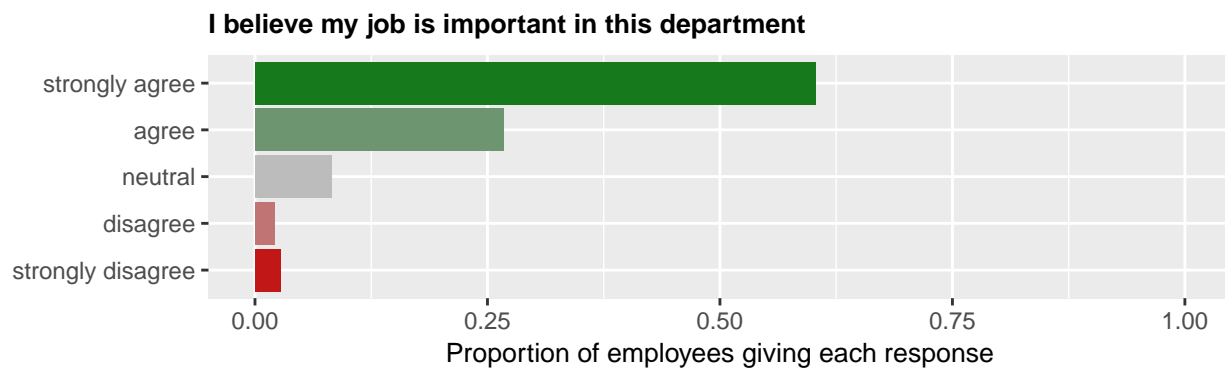
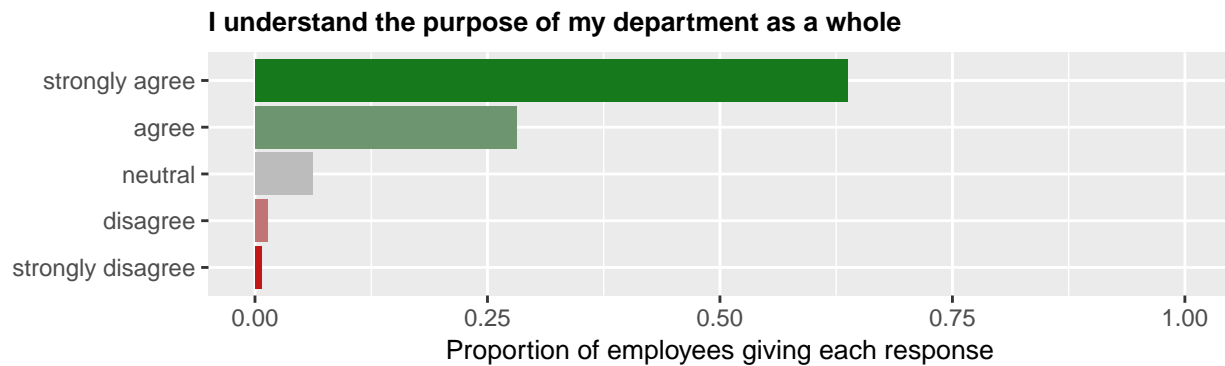
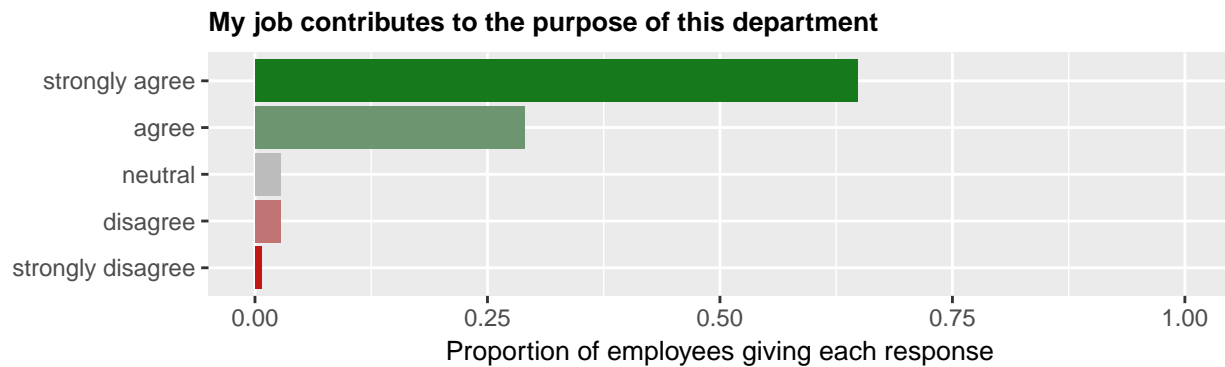
The Meaningful Work & Purpose category is made up of 6 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 0 neutral , 2 slight agreement , 4 clear agreement



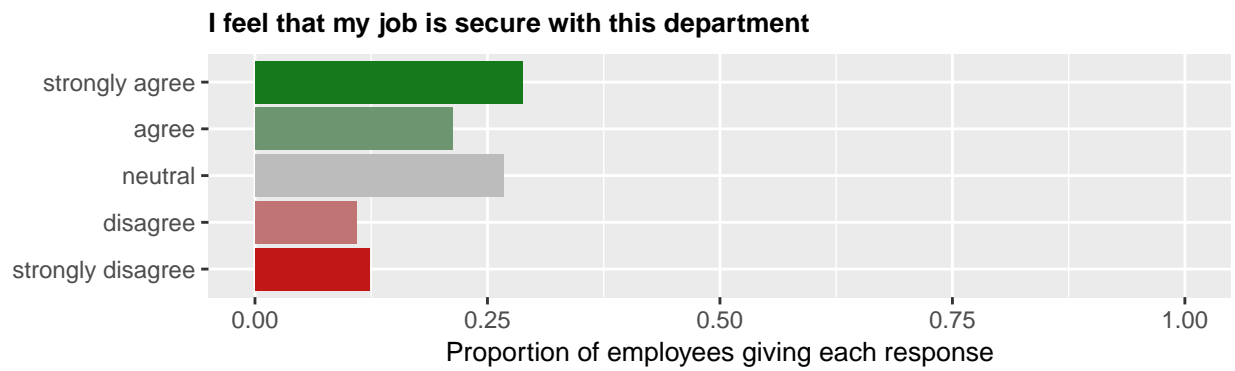
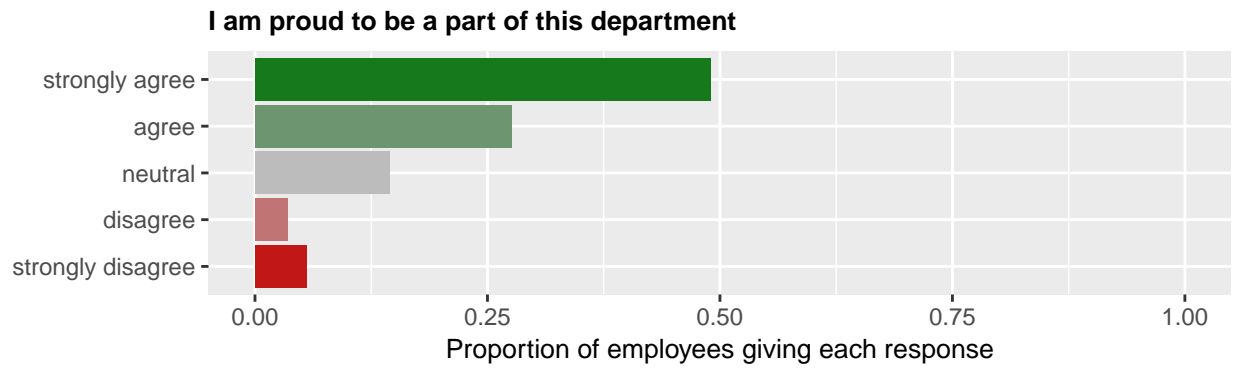
Average response profile across all statements in this category. Lines represent the range of individual statements.



Clear Agreement - Meaningful Work & Purpose



Slight Agreement - Meaningful Work & Purpose



Health & Safety

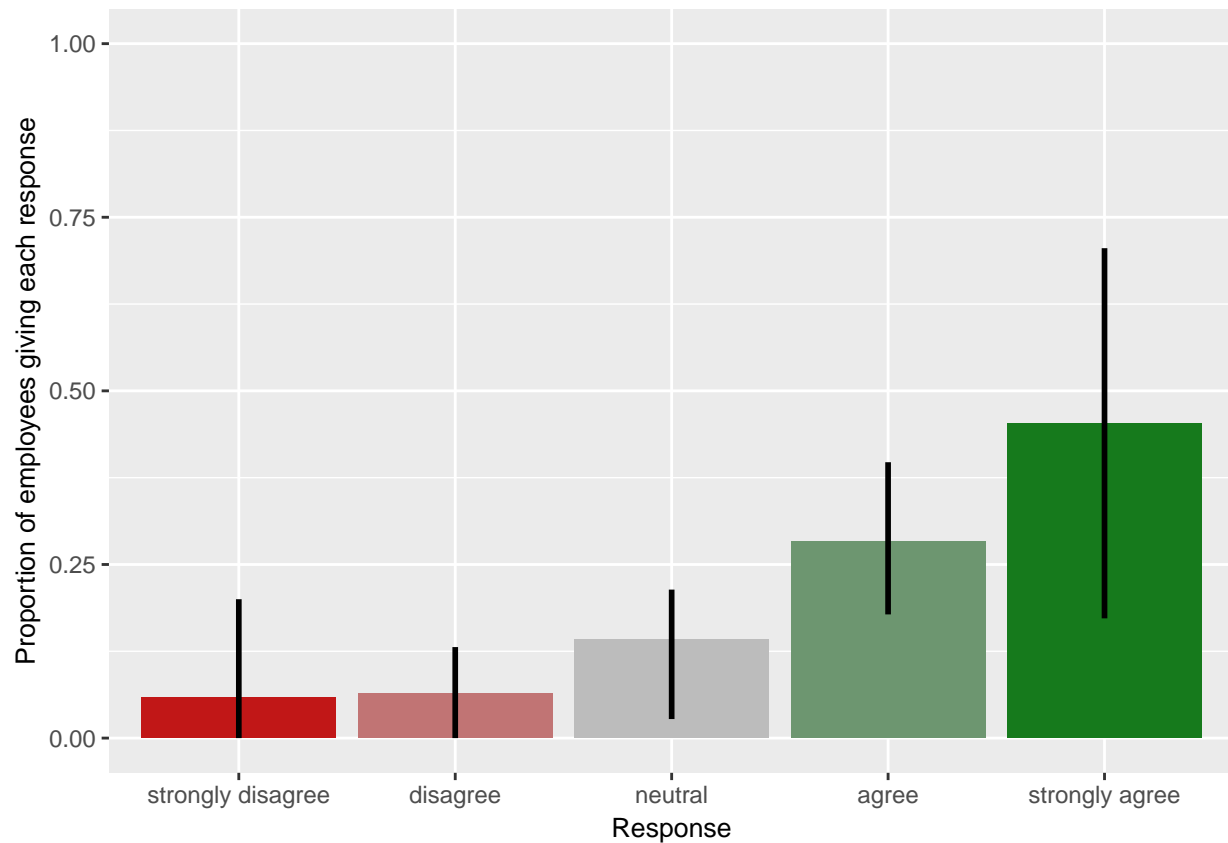
Employees' agreement and disagreement with each statement.

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

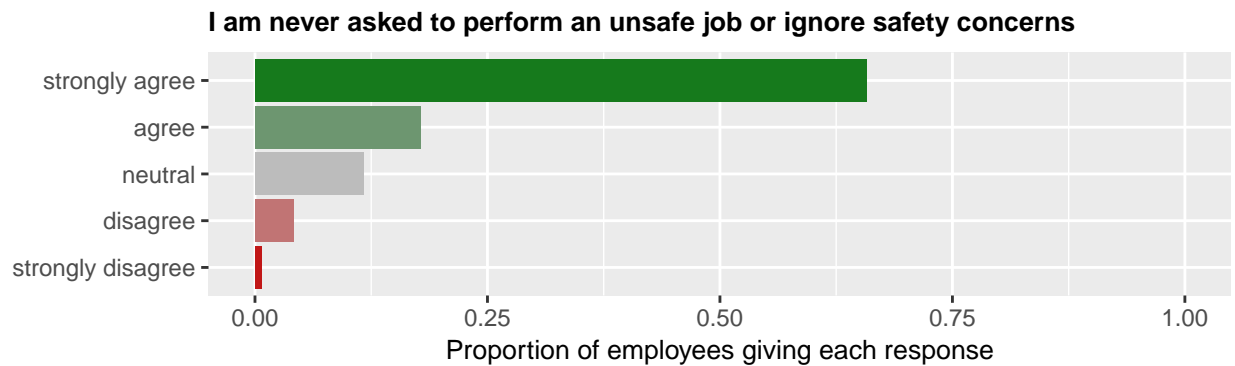
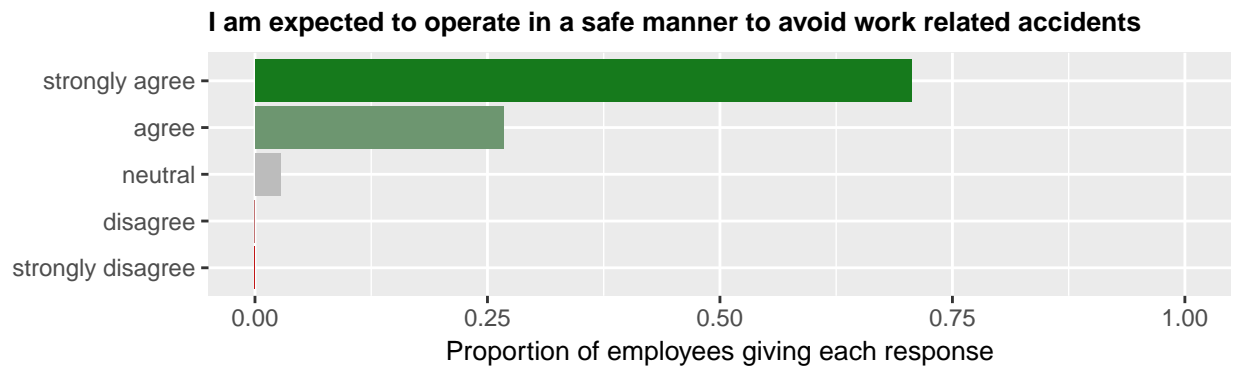
0 clear disagreement , 0 slight disagreement , 1 neutral , 3 slight agreement , 2 clear agreement



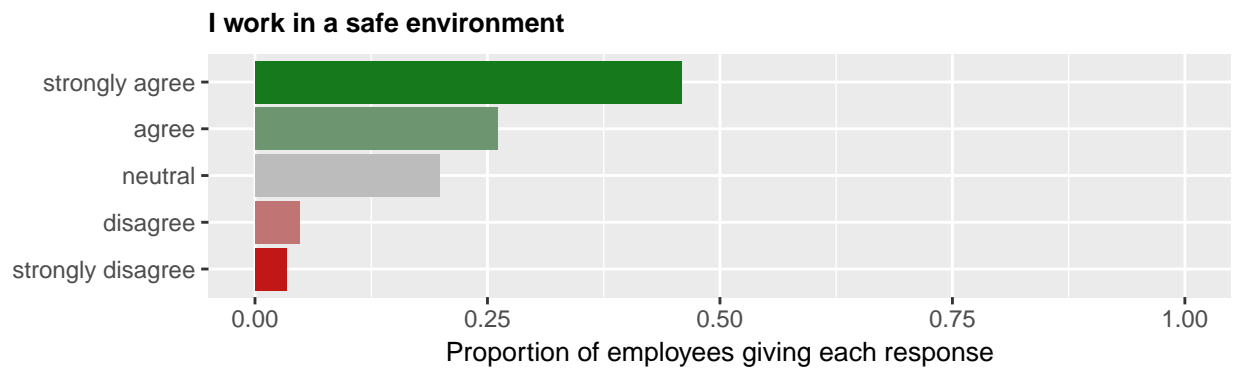
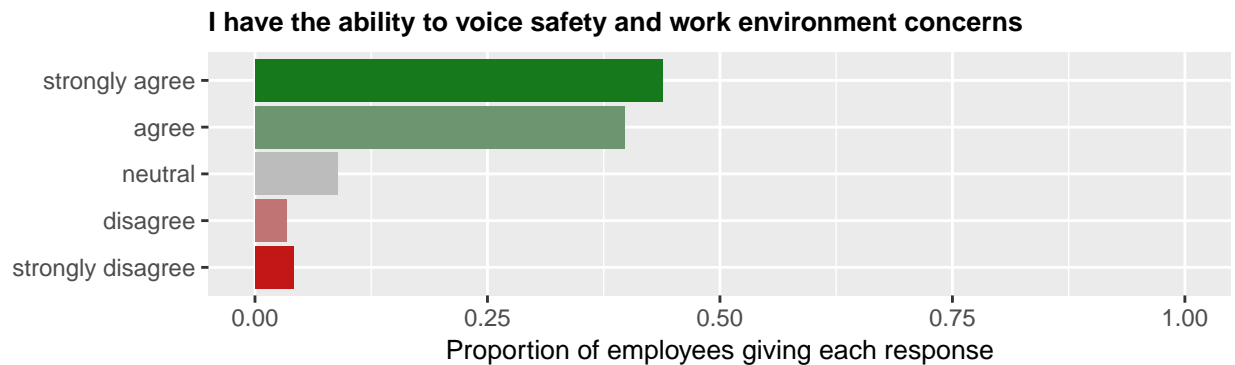
Average response profile across all statements in this category. Lines represent the range of individual statements.

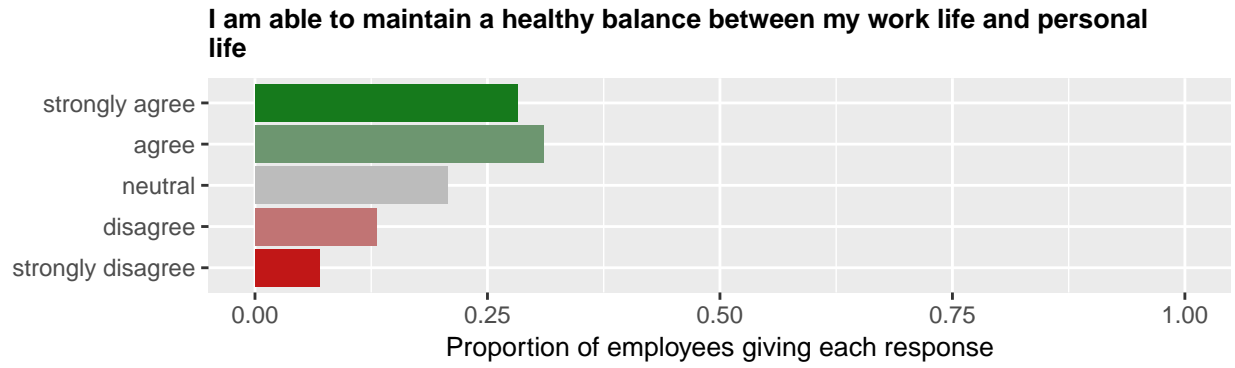


Clear Agreement - Health & Safety

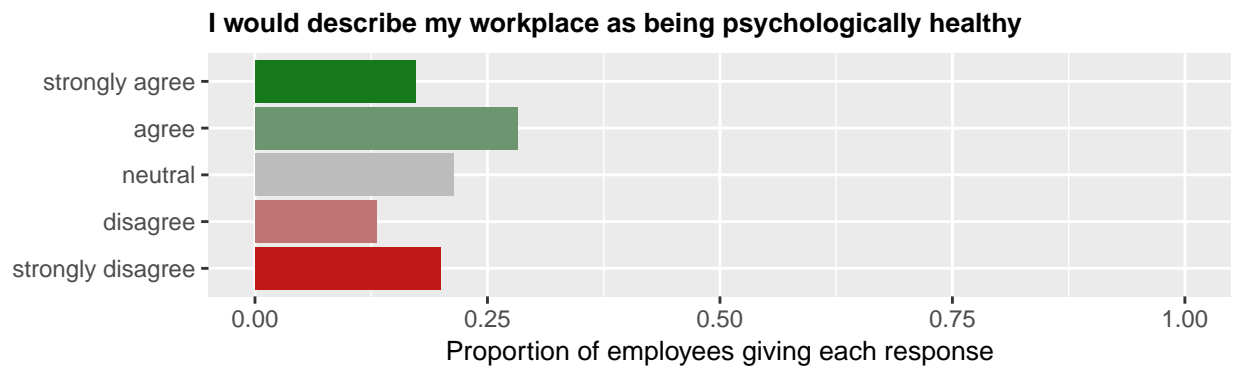


Slight Agreement - Health & Safety





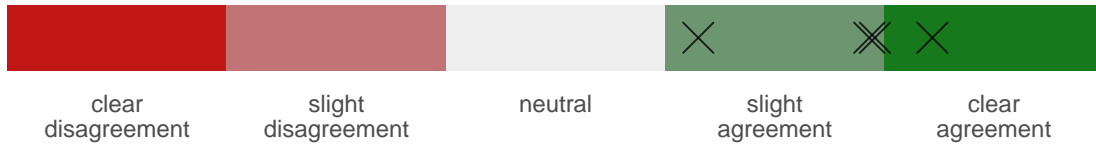
Neutral - Health & Safety



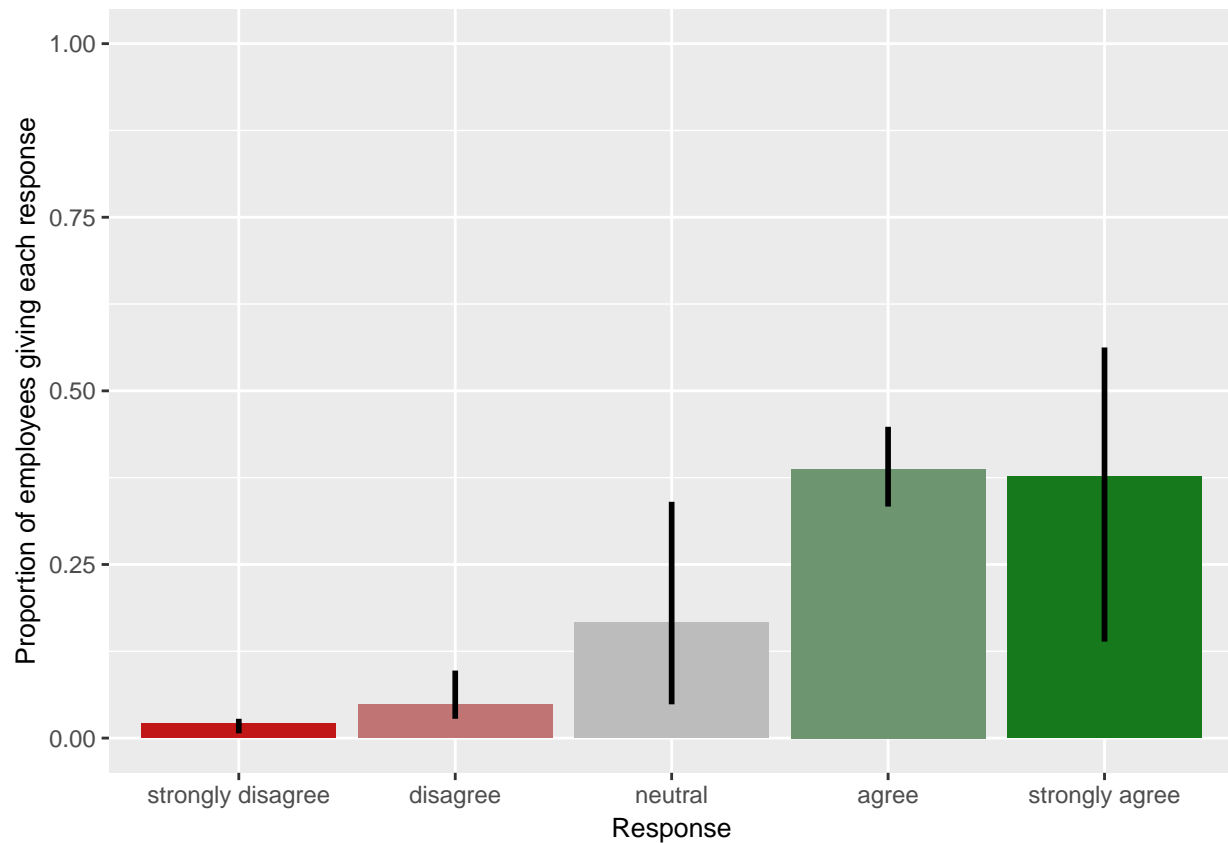
Service Commitment

Employees' agreement and disagreement with each statement.

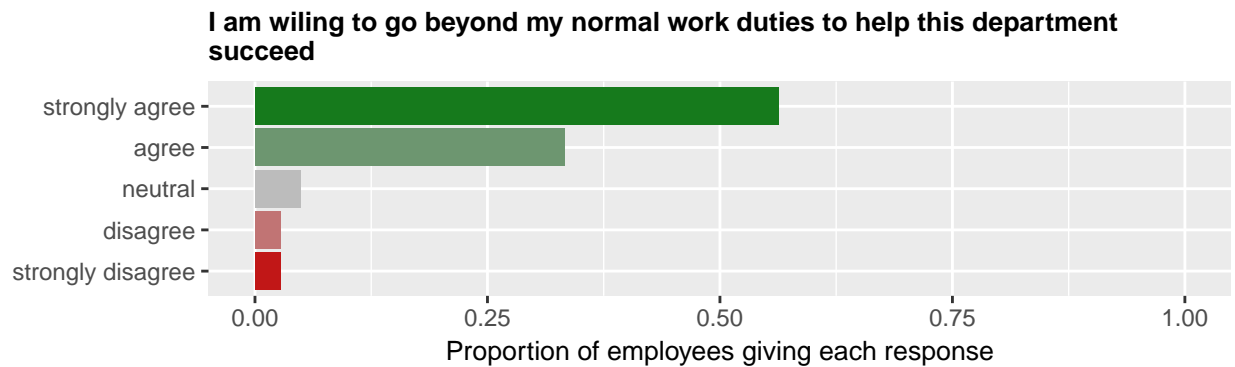
The Service Commitment category is made up of 4 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 0 neutral , 3 slight agreement , 1 clear agreement



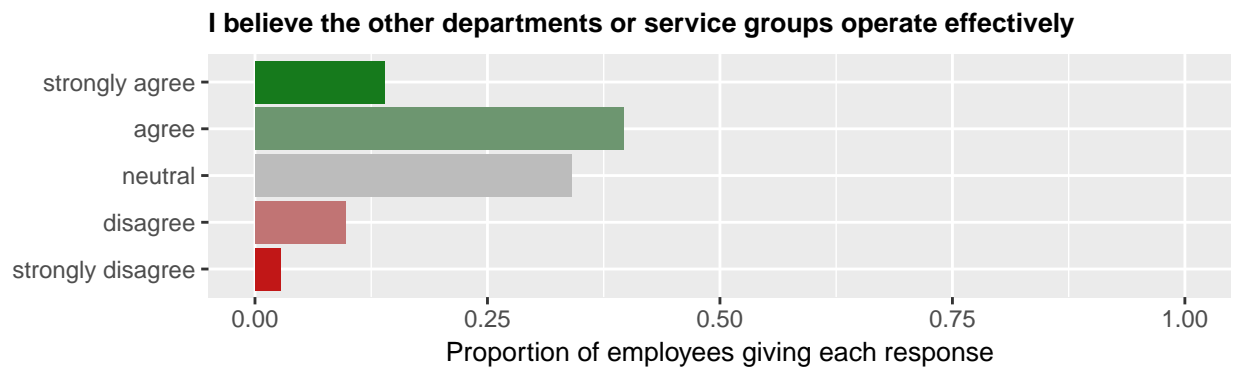
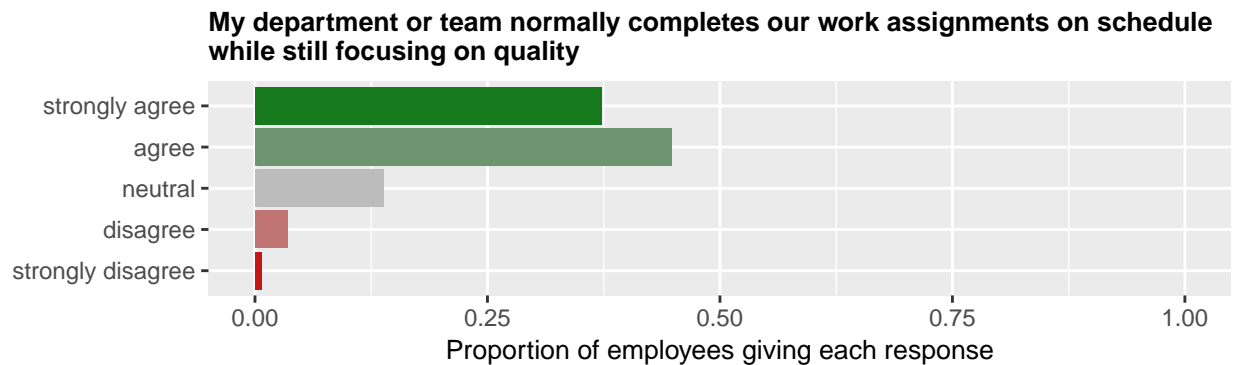
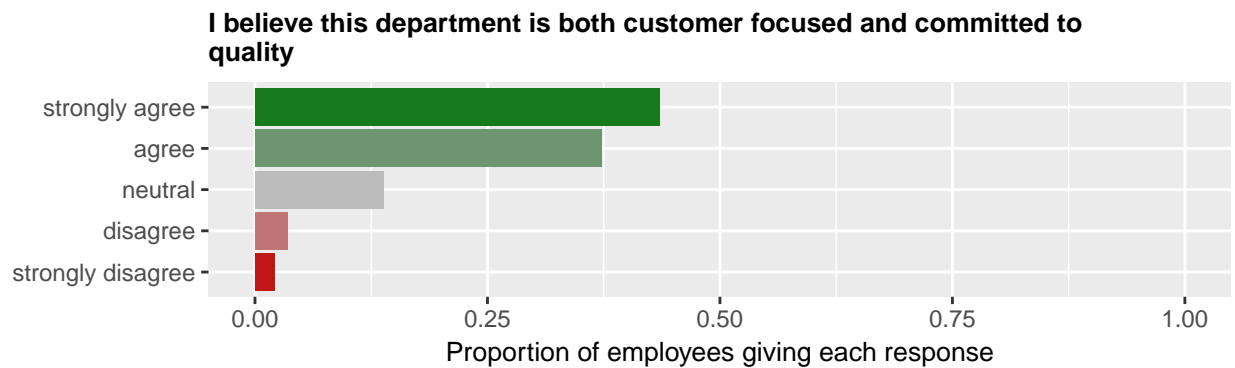
Average response profile across all statements in this category. Lines represent the range of individual statements.



Clear Agreement - Service Commitment



Slight Agreement - Service Commitment

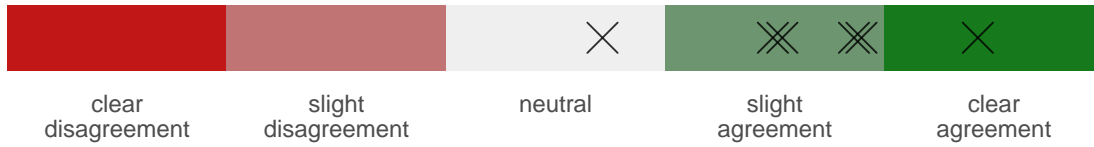


Conduct / Ethics

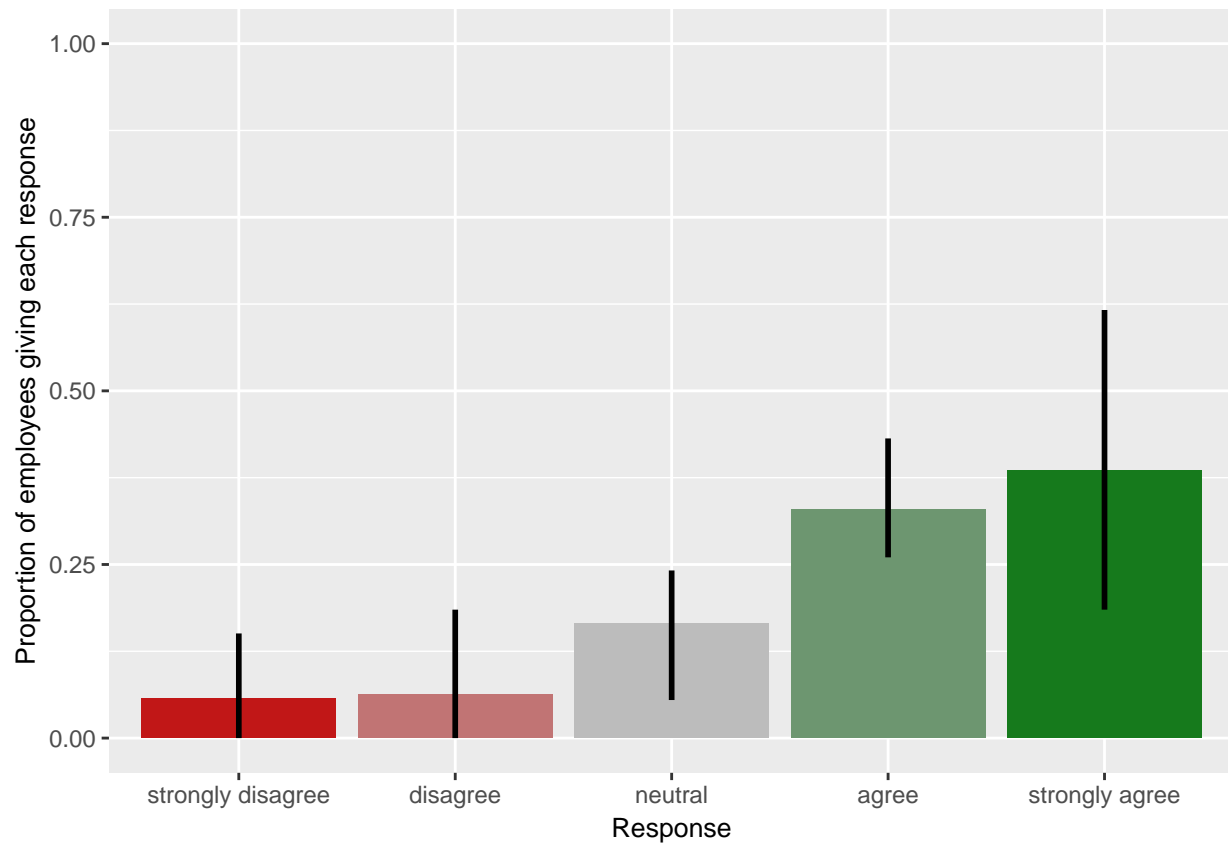
Employees' agreement and disagreement with each statement.

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

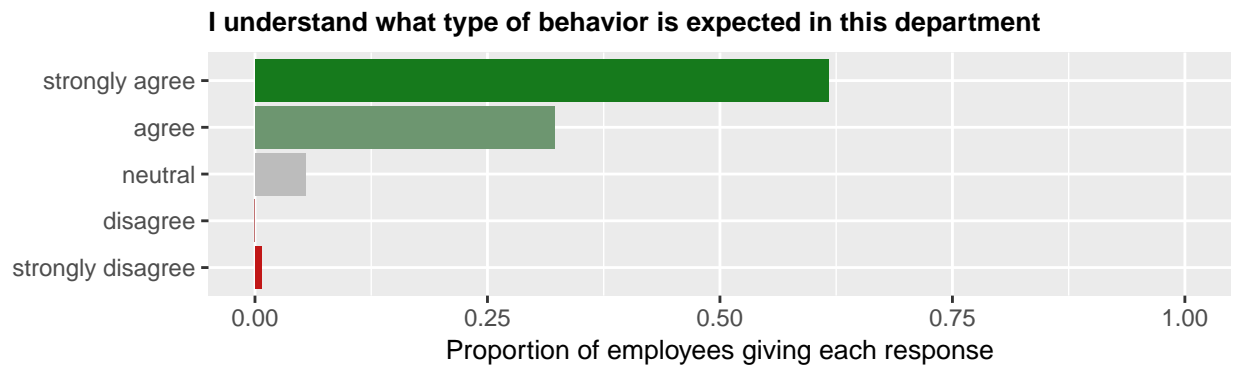
0 clear disagreement , 0 slight disagreement , 1 neutral , 4 slight agreement , 1 clear agreement



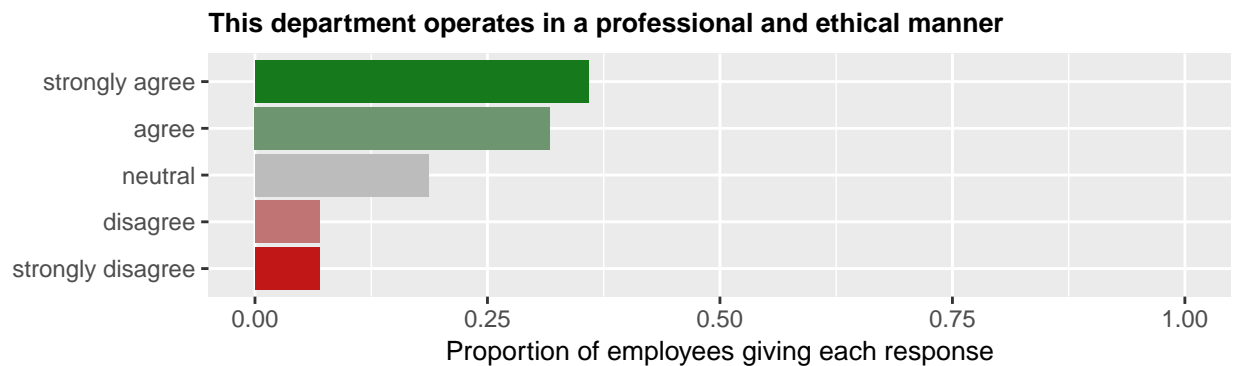
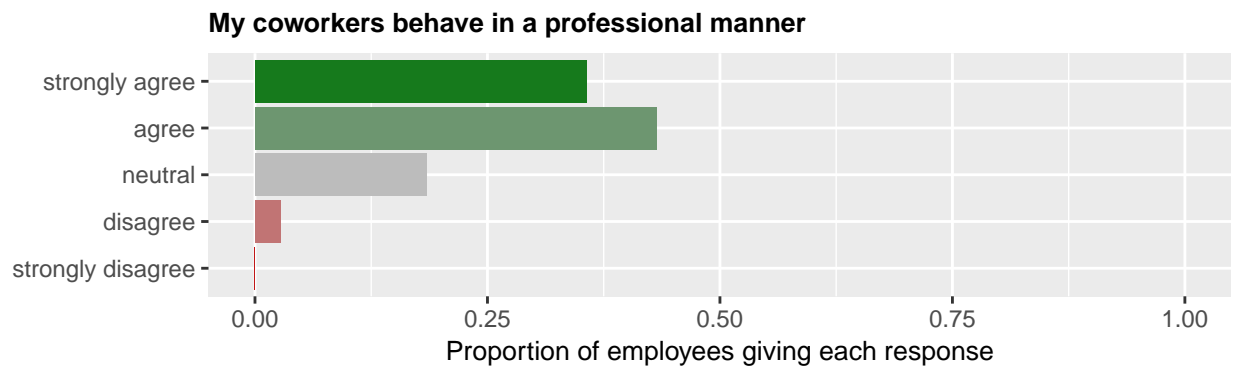
Average response profile across all statements in this category. Lines represent the range of individual statements.

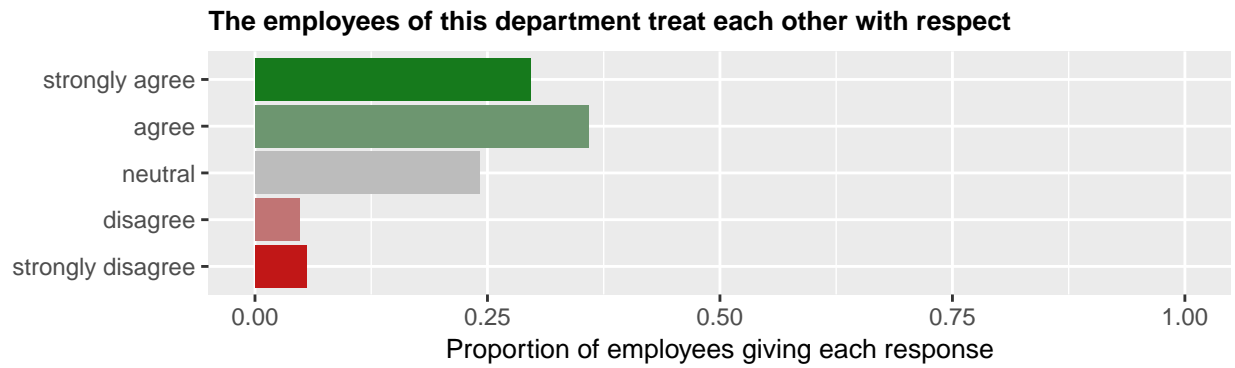


Clear Agreement - Conduct / Ethics

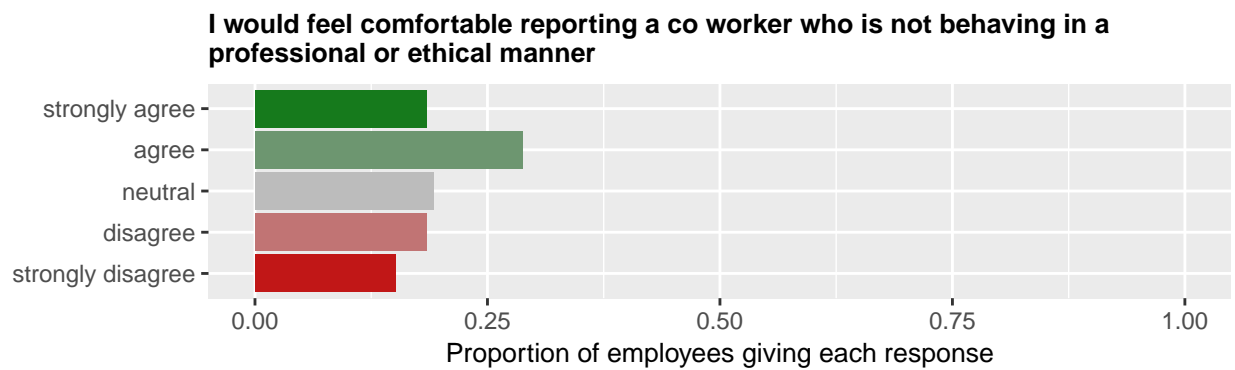


Slight Agreement - Conduct / Ethics





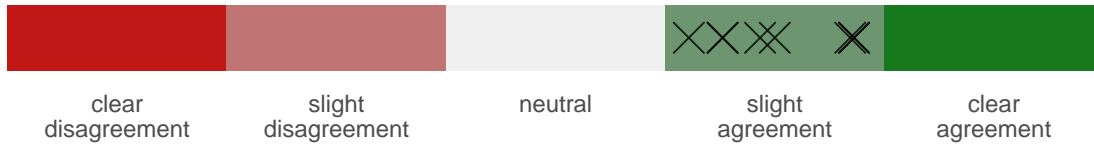
Neutral - Conduct / Ethics



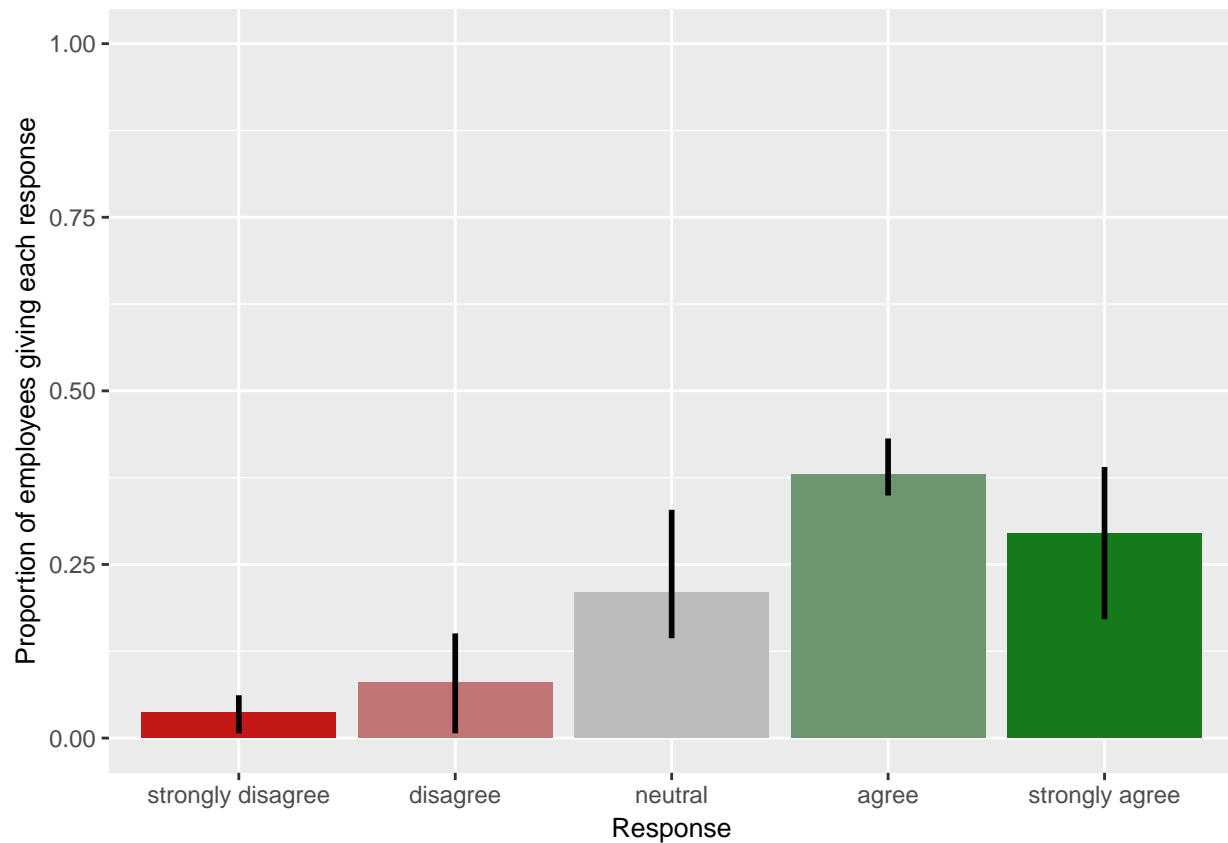
Resources / Support

Employees' agreement and disagreement with each statement.

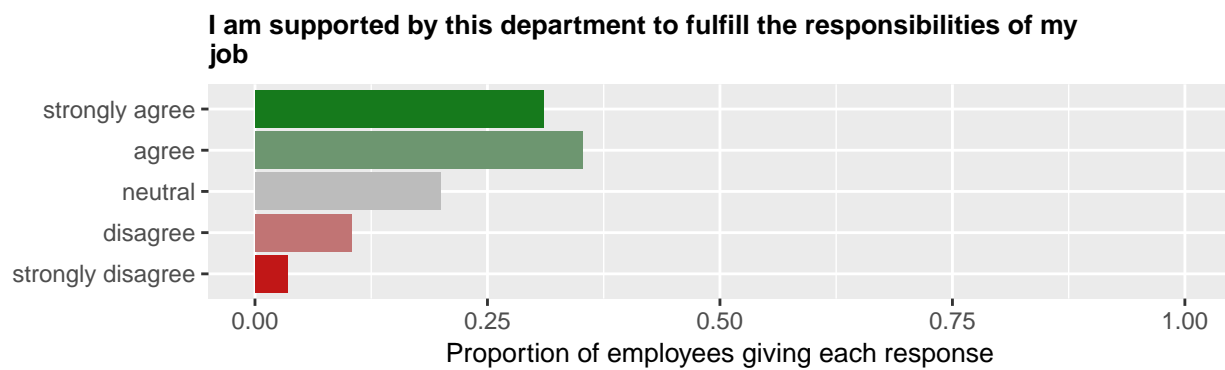
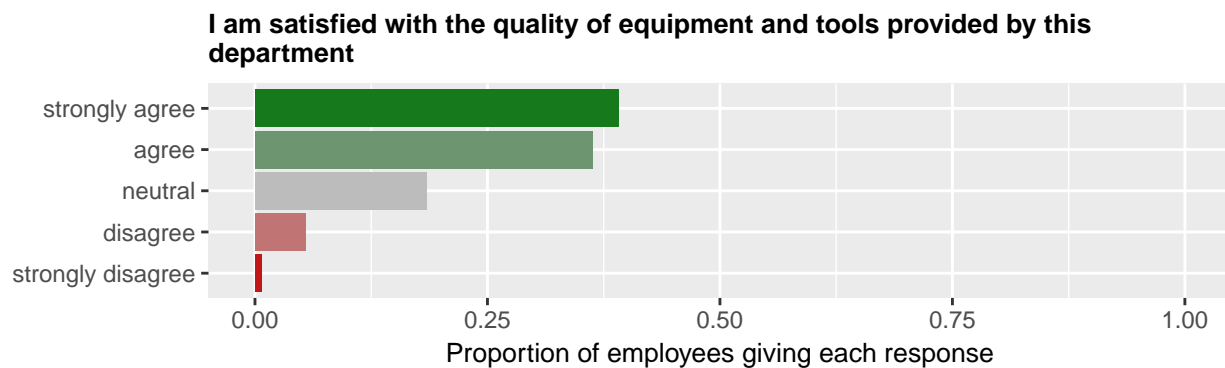
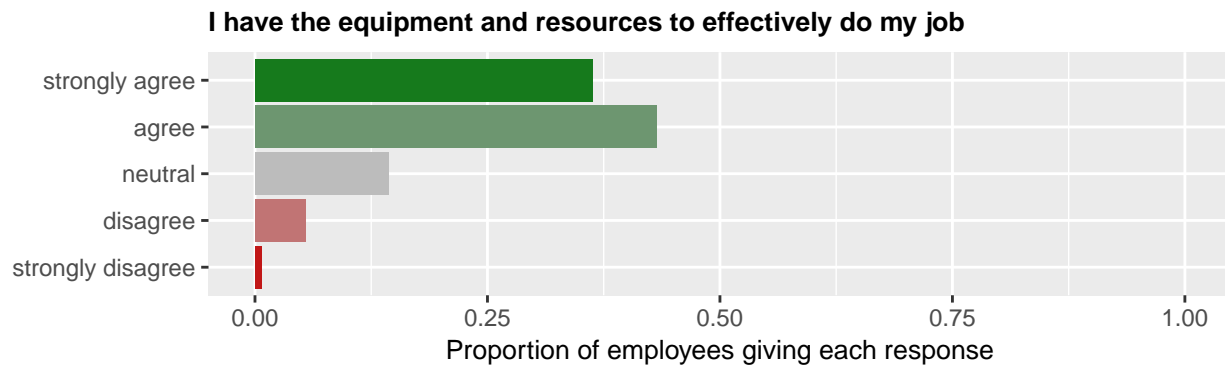
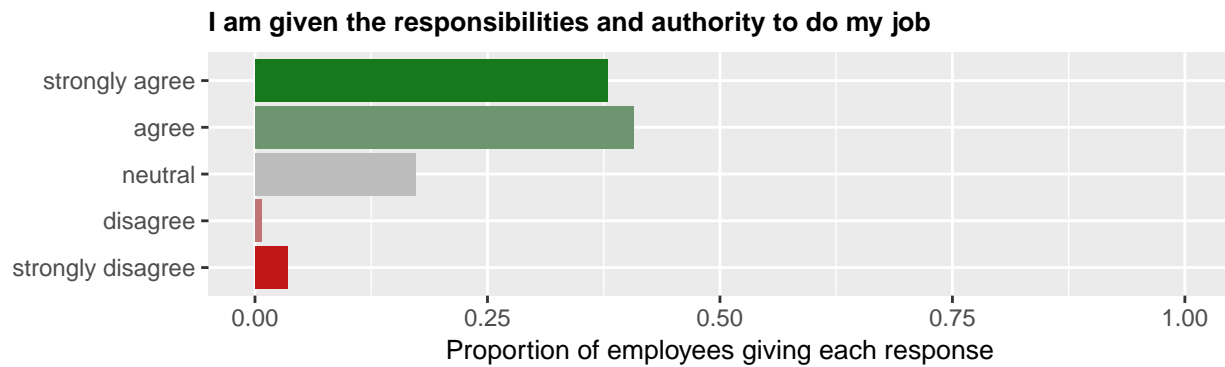
The Resources / Support category is made up of 8 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 0 neutral , 8 slight agreement , 0 clear agreement

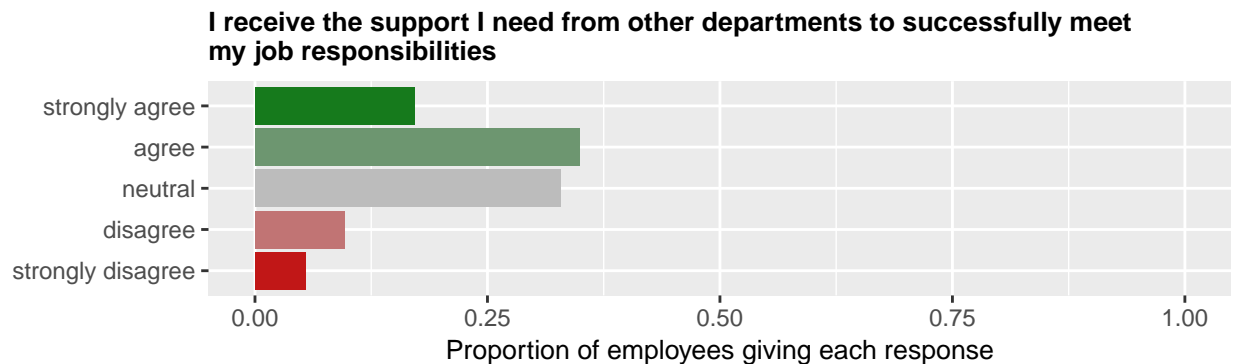
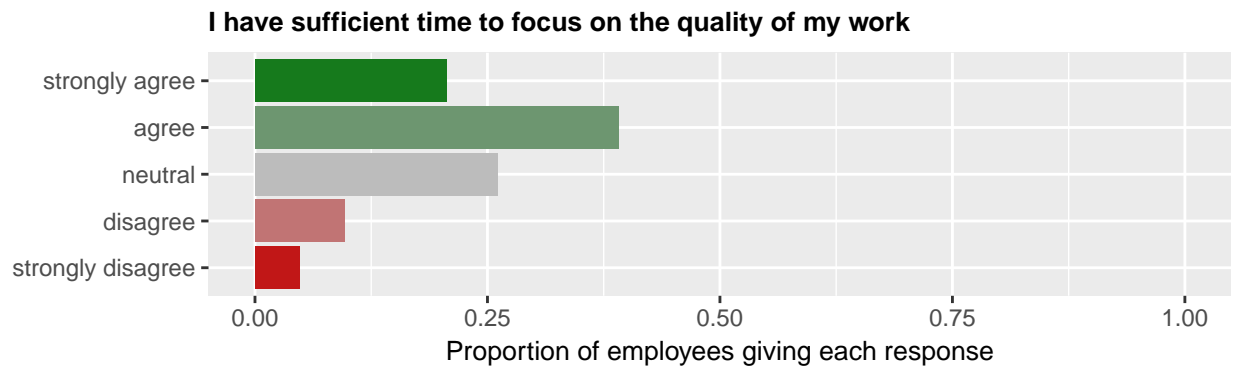
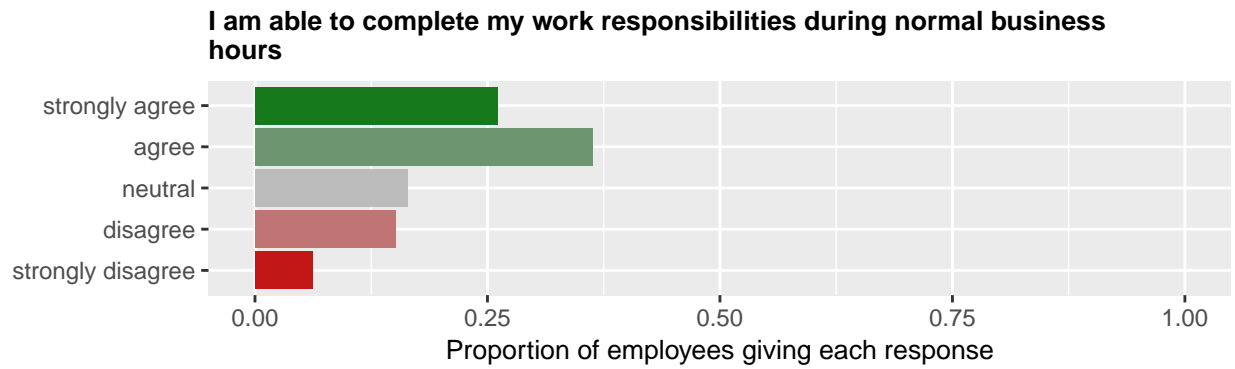
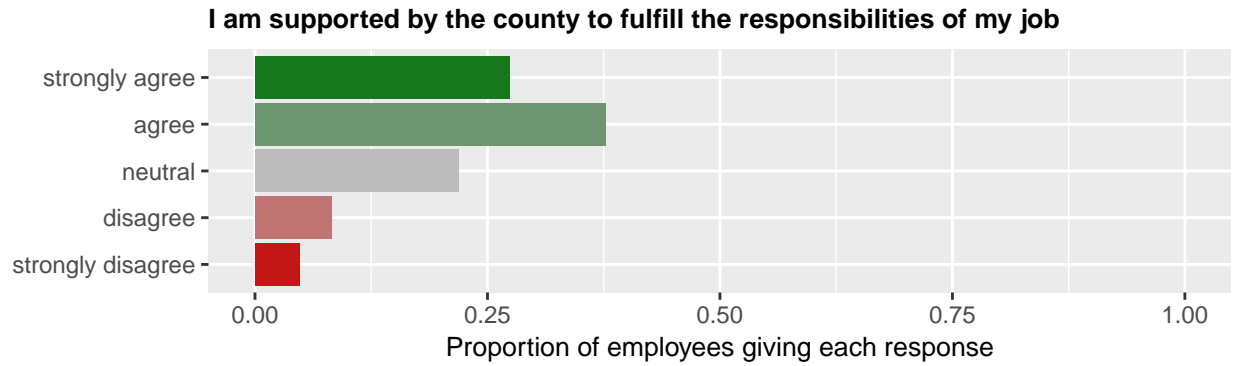


Average response profile across all statements in this category. Lines represent the range of individual statements.



Slight Agreement - Resources / Support



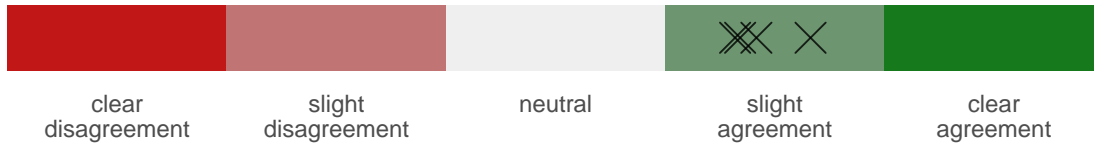


Pay & Benefits

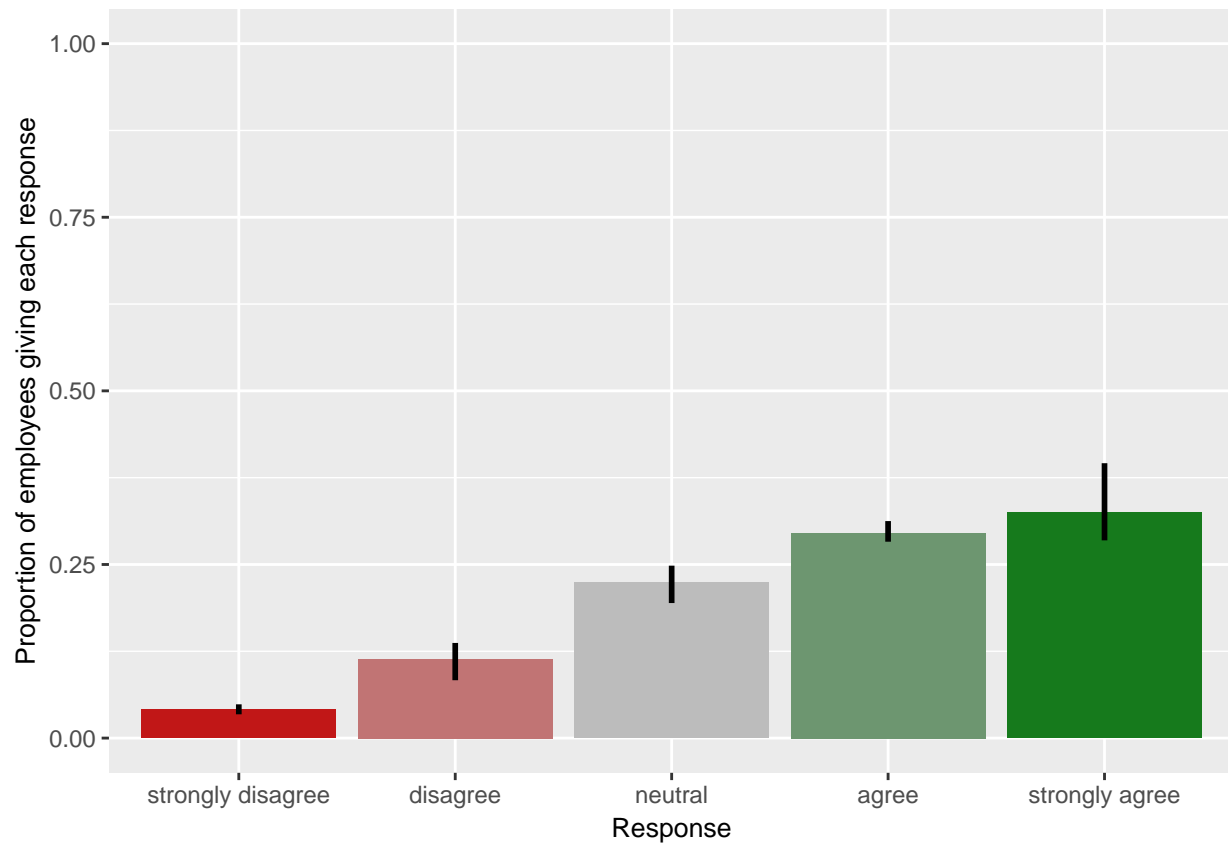
Employees' agreement and disagreement with each statement.

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

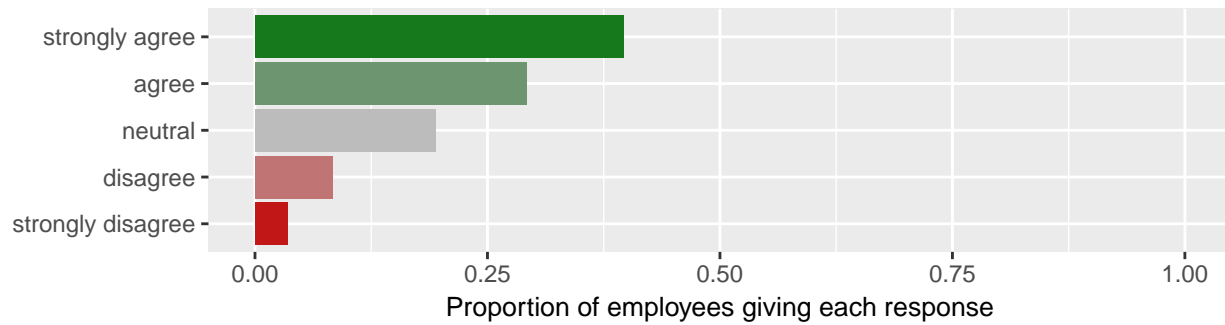


Average response profile across all statements in this category. Lines represent the range of individual statements.

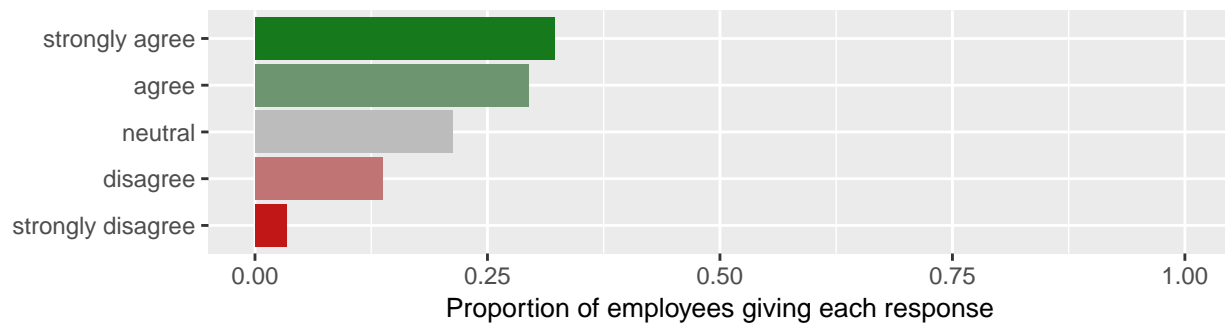


Slight Agreement - Pay & Benefits

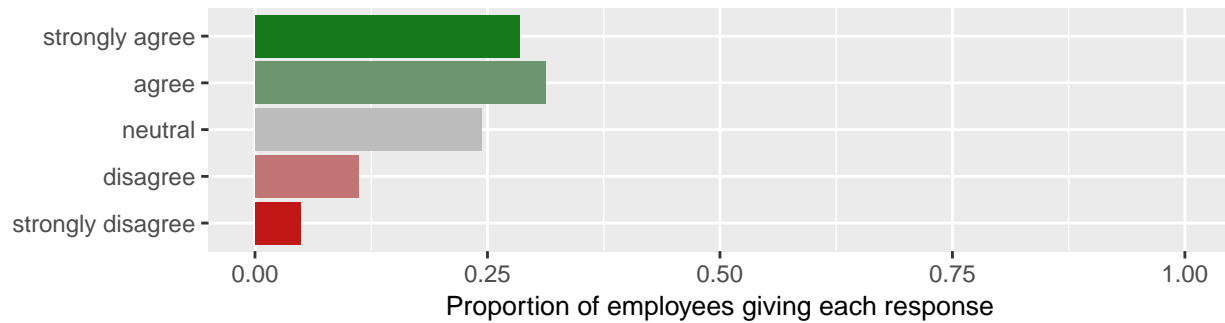
I am satisfied with the benefits provided to me



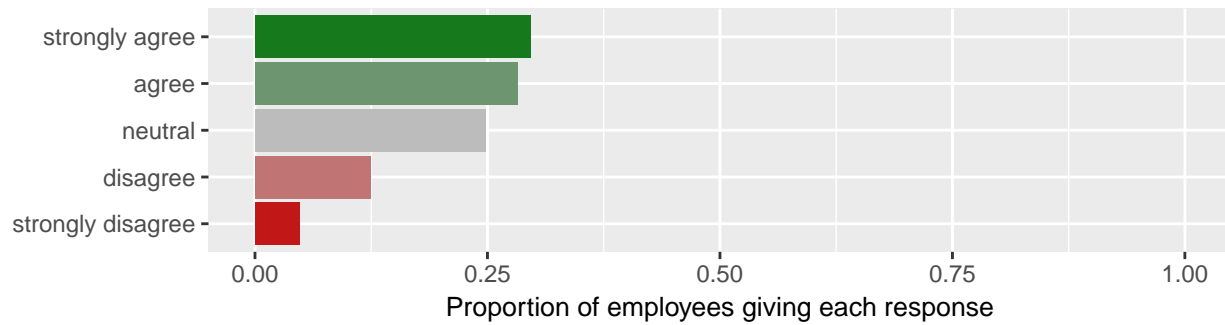
I believe I am paid fairly for the work I do



This department offers competitive compensation and benefits



I clearly understand my compensation and benefits package

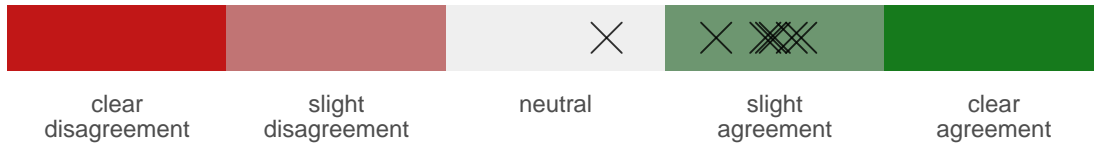


Teamwork

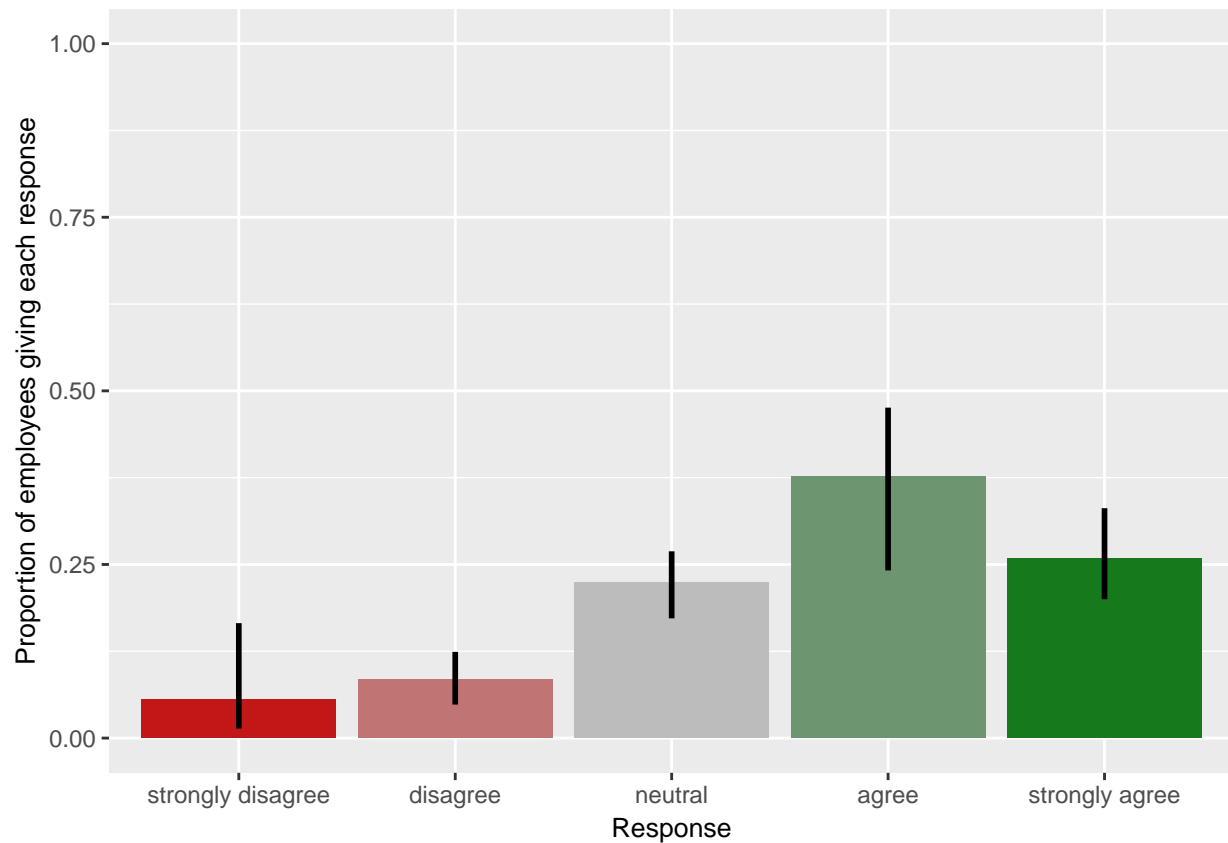
Employees' agreement and disagreement with each statement.

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

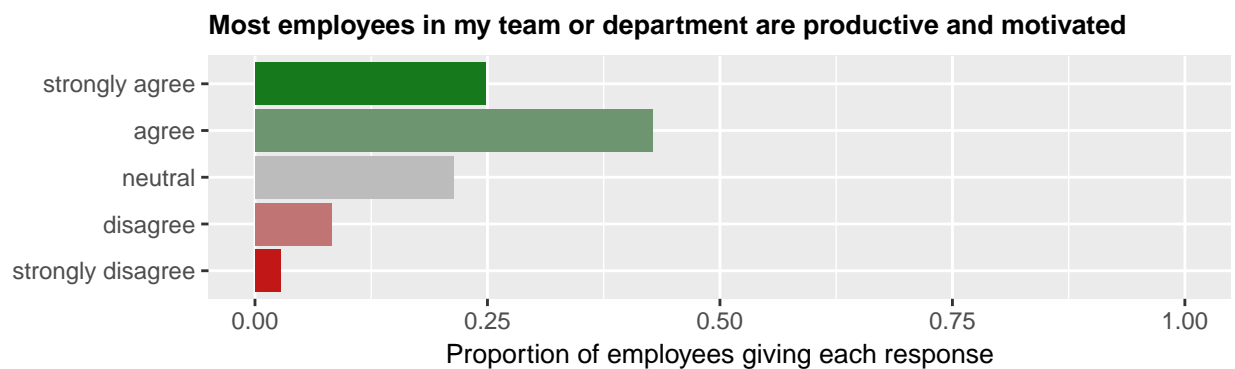
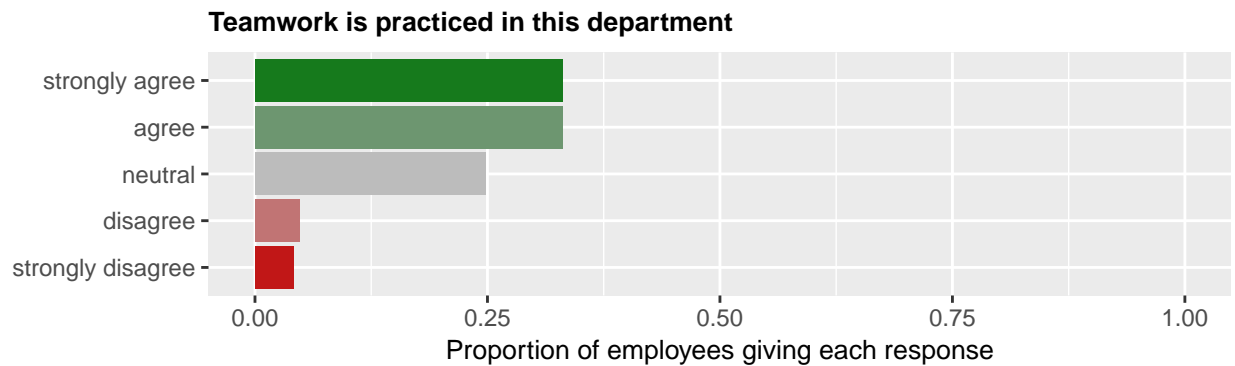
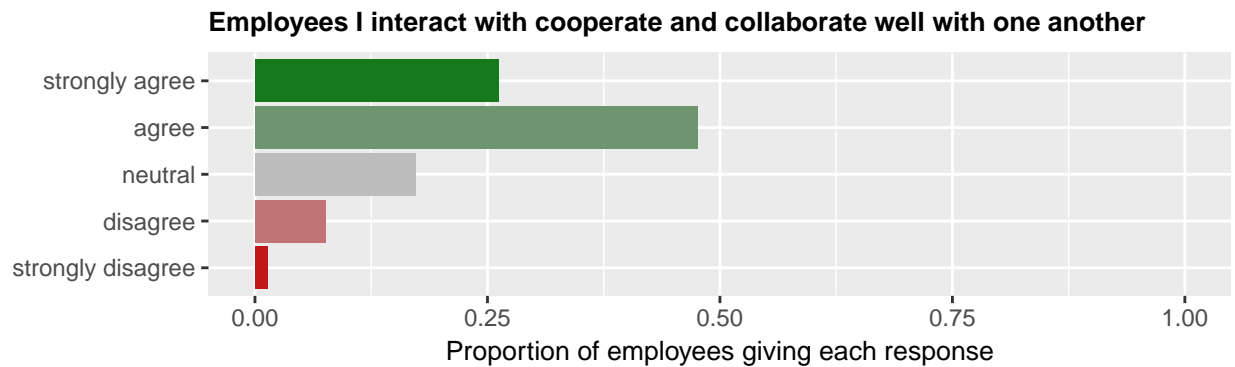
0 clear disagreement , 0 slight disagreement , 1 neutral , 6 slight agreement , 0 clear agreement

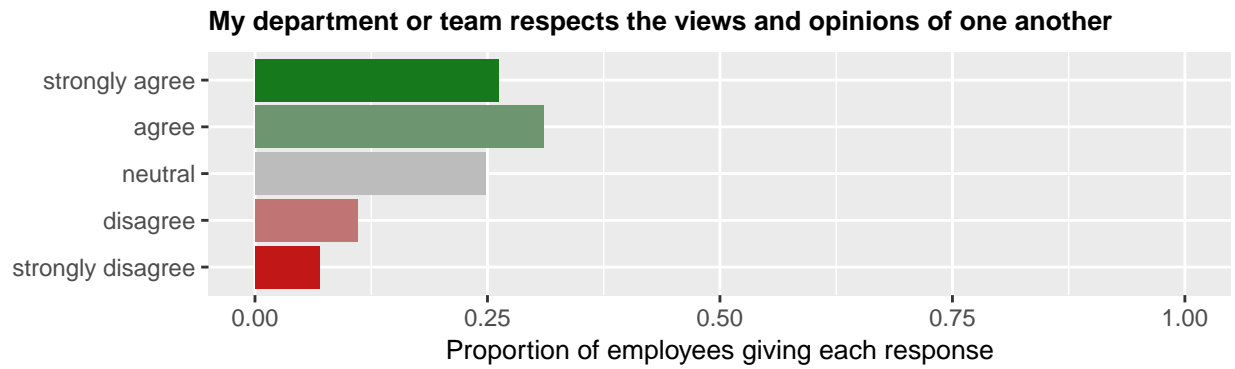
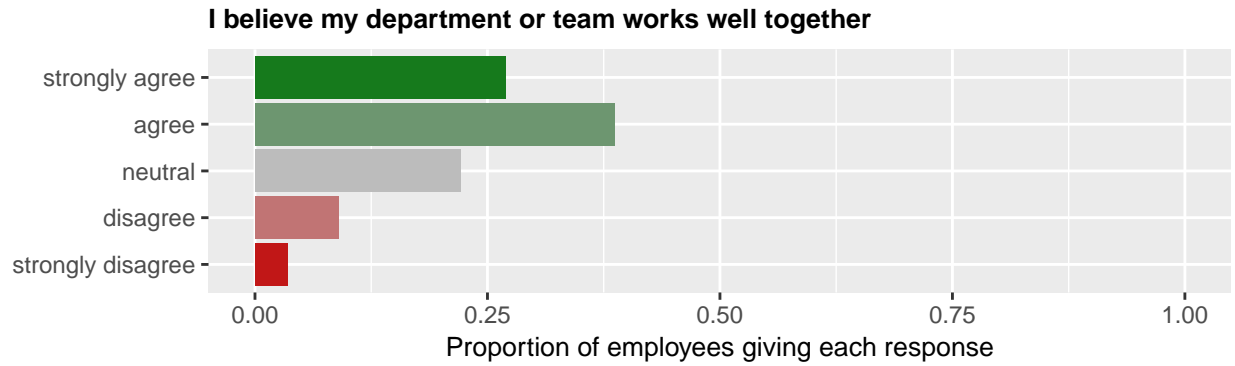


Average response profile across all statements in this category. Lines represent the range of individual statements.

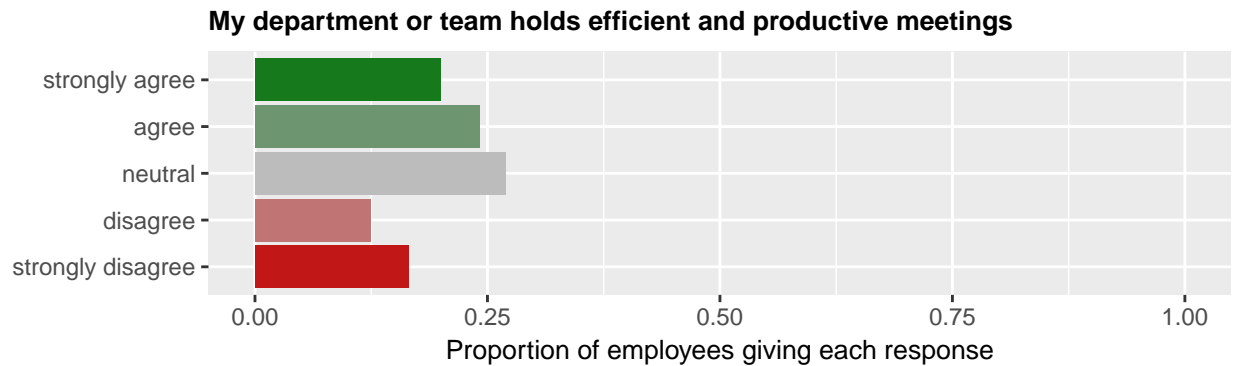


Slight Agreement - Teamwork





Neutral - Teamwork

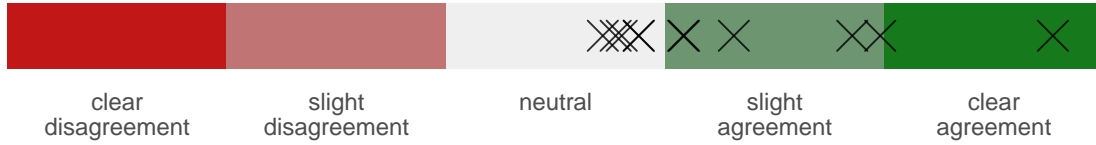


Culture

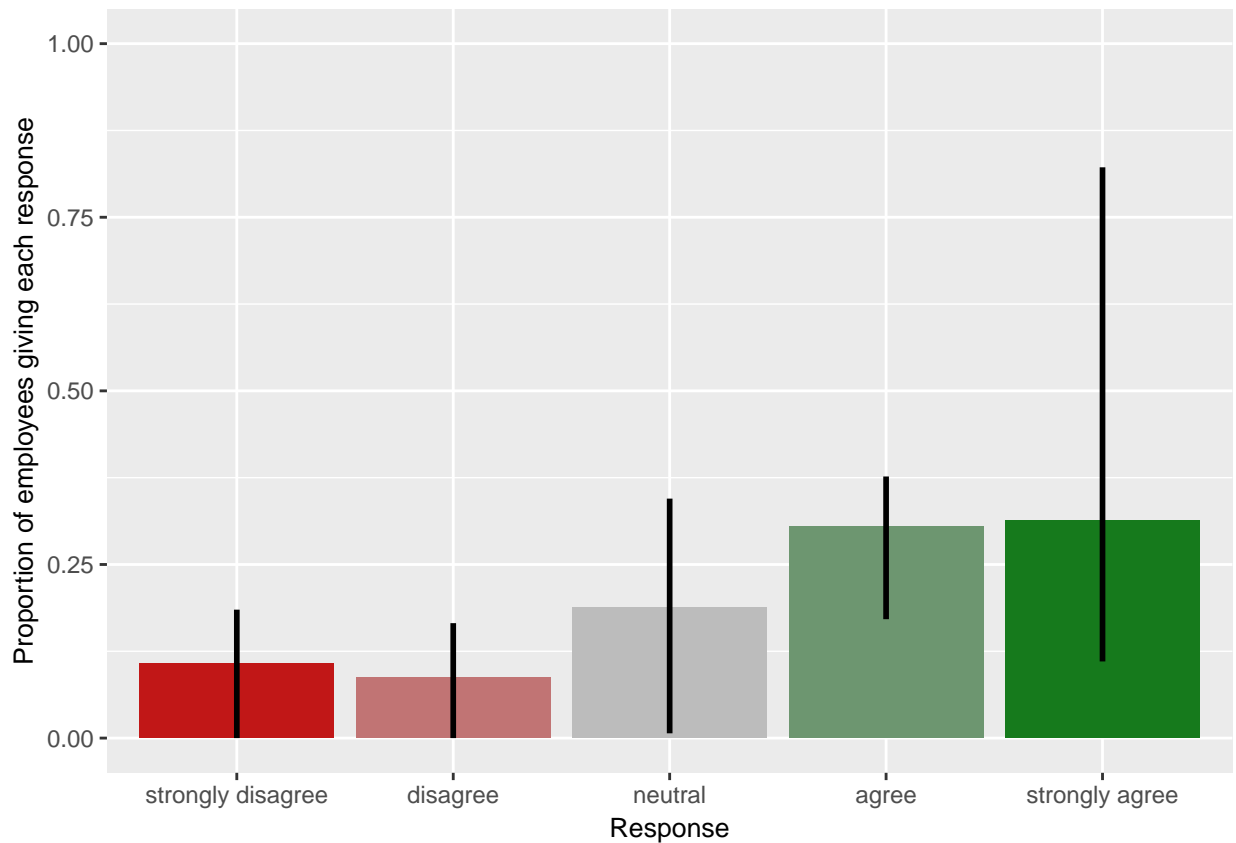
Employees' agreement and disagreement with each statement.

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

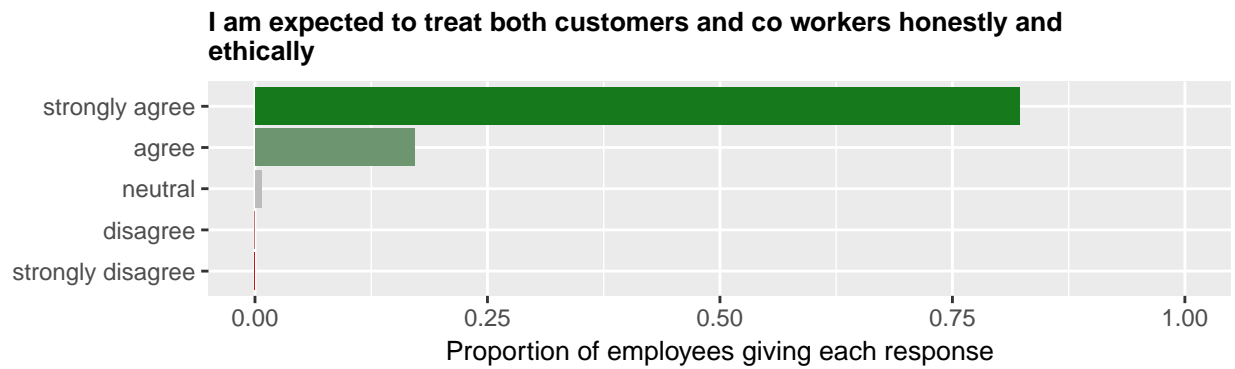
0 clear disagreement , 0 slight disagreement , 5 neutral , 5 slight agreement , 1 clear agreement



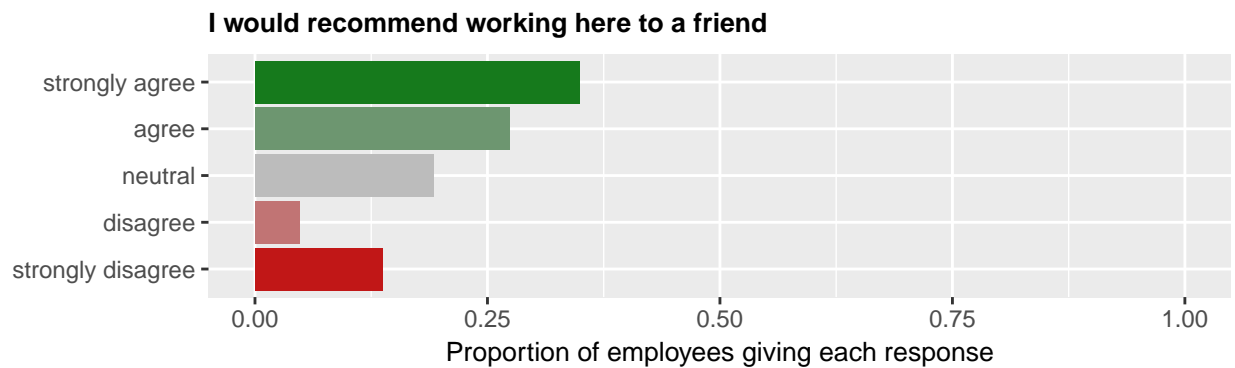
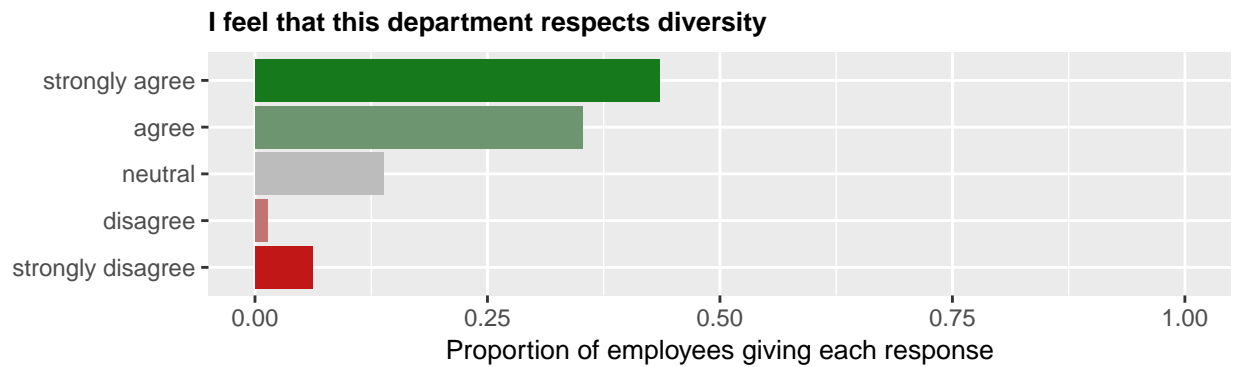
Average response profile across all statements in this category. Lines represent the range of individual statements.



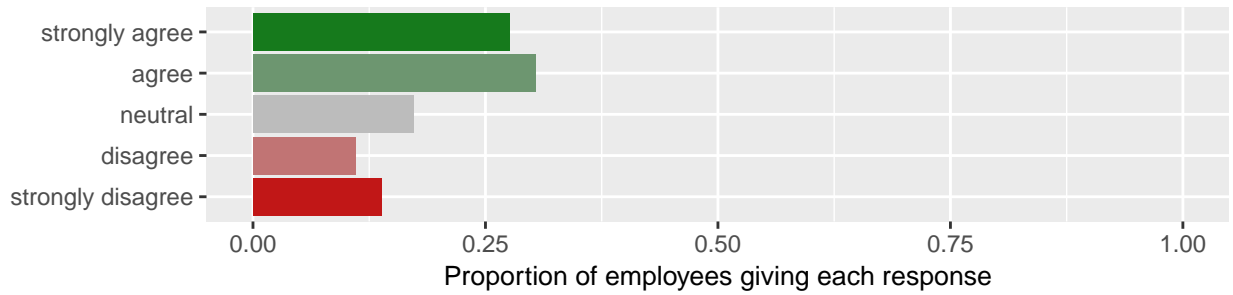
Clear Agreement - Culture



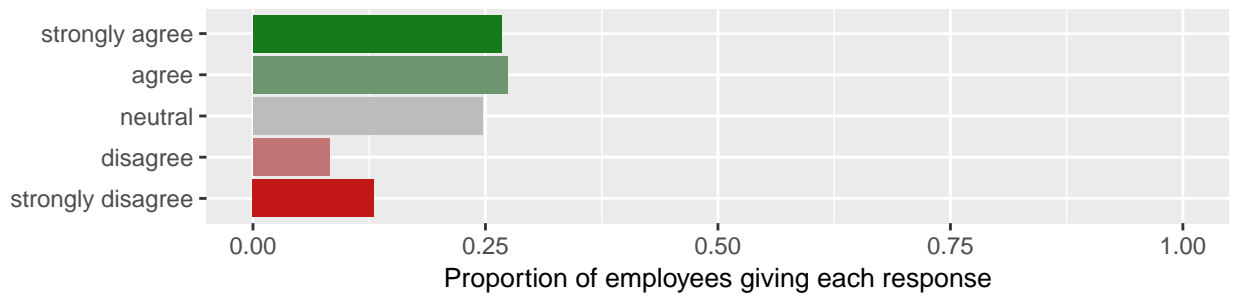
Slight Agreement - Culture



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

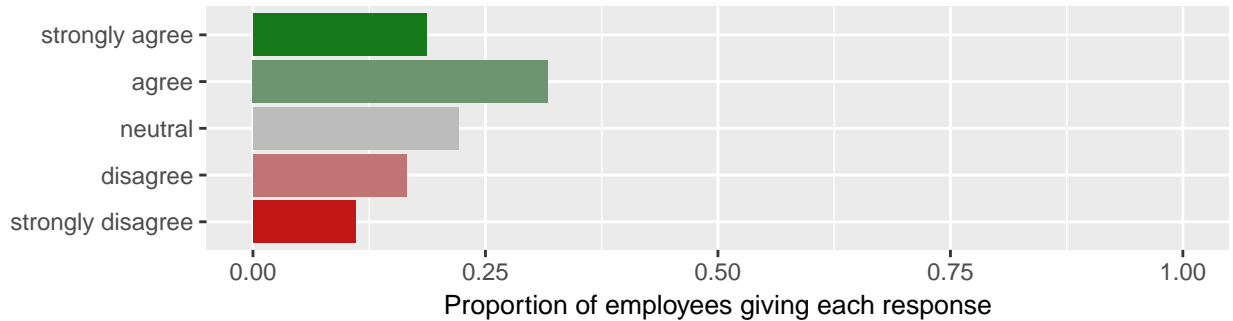


There is a person in a leadership role within the county that cares about me as an individual

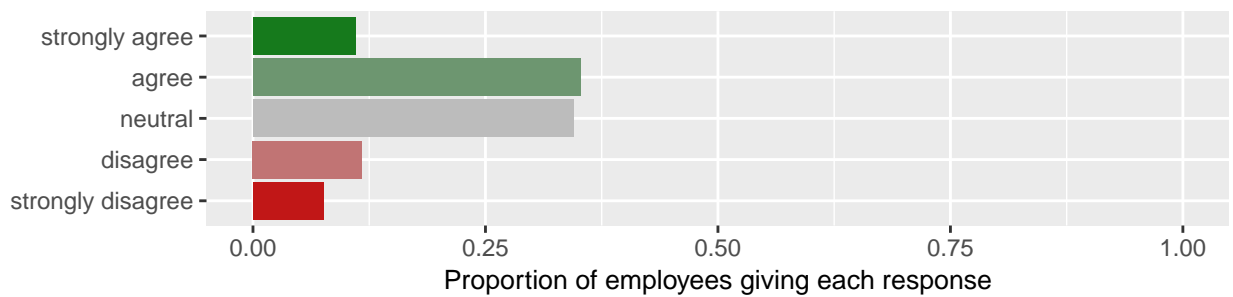


Neutral - Culture

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



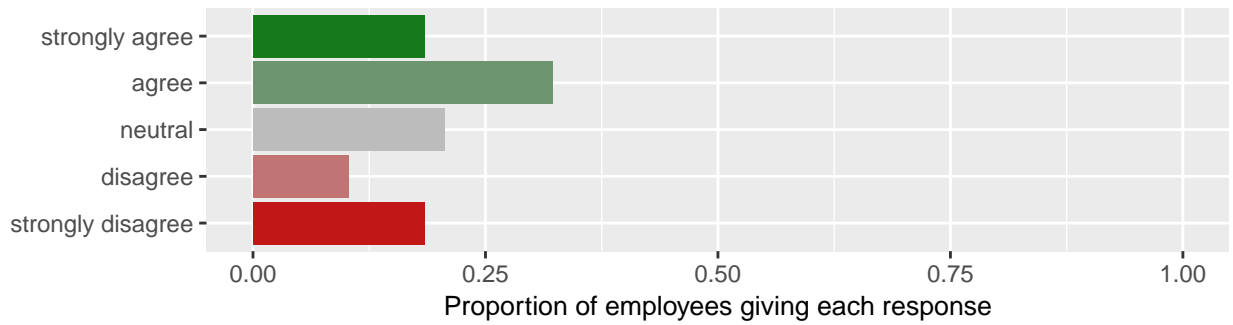
The departments within our organization share a common vision and direction



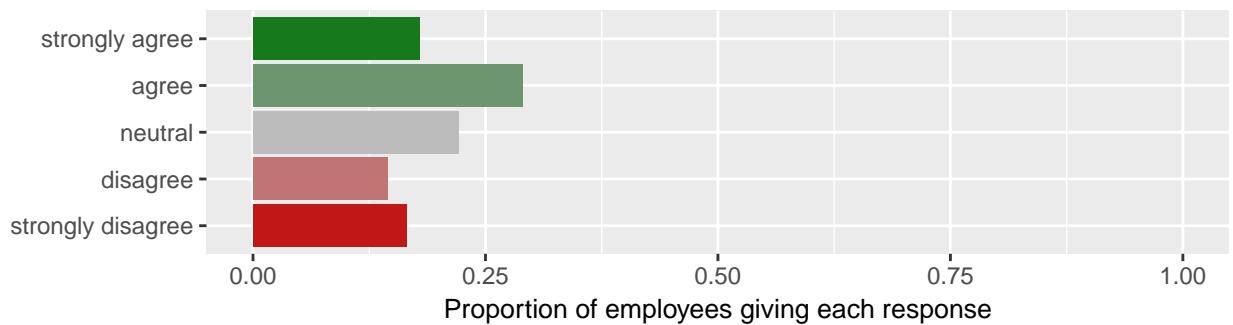
The organization's policies are applied fairly and consistently in my department



My opinions matter



The culture of the overall department is positive and optimistic



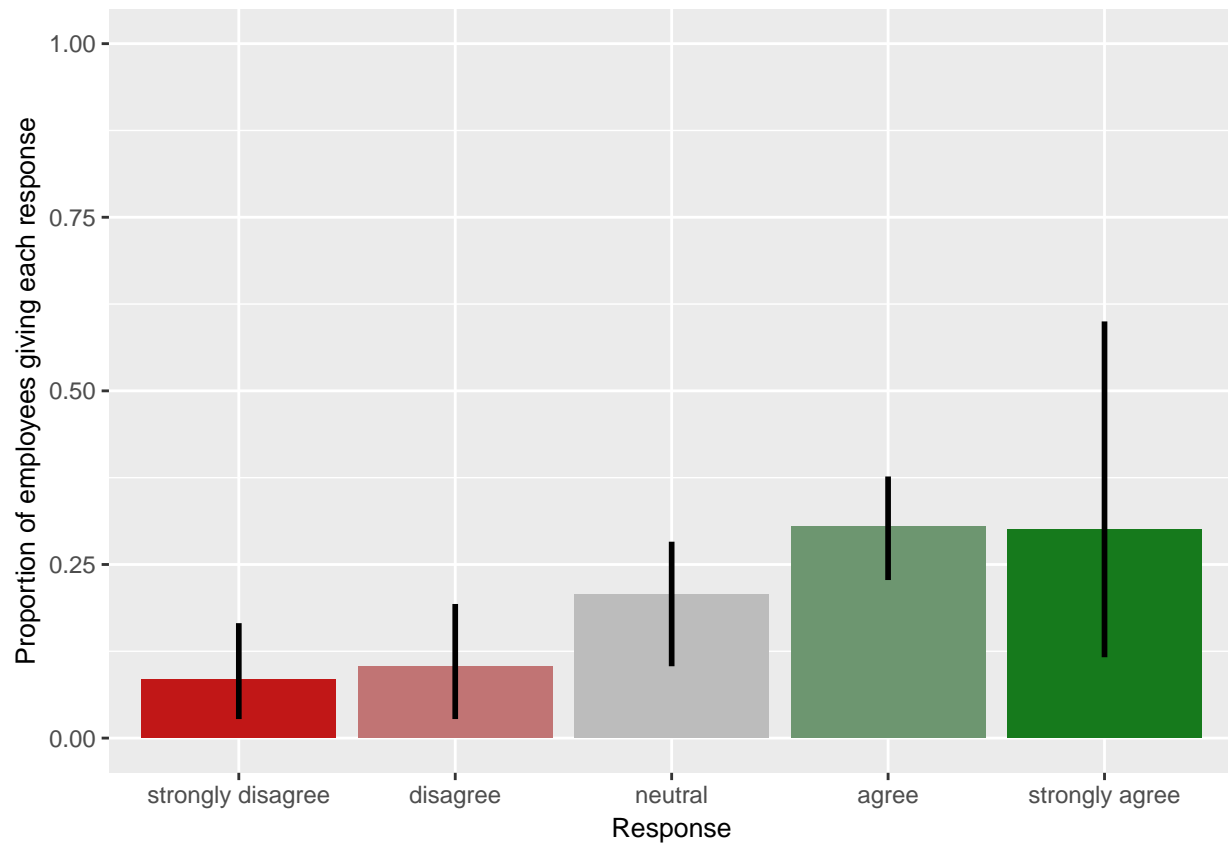
Management Effectiveness

Employees' agreement and disagreement with each statement.

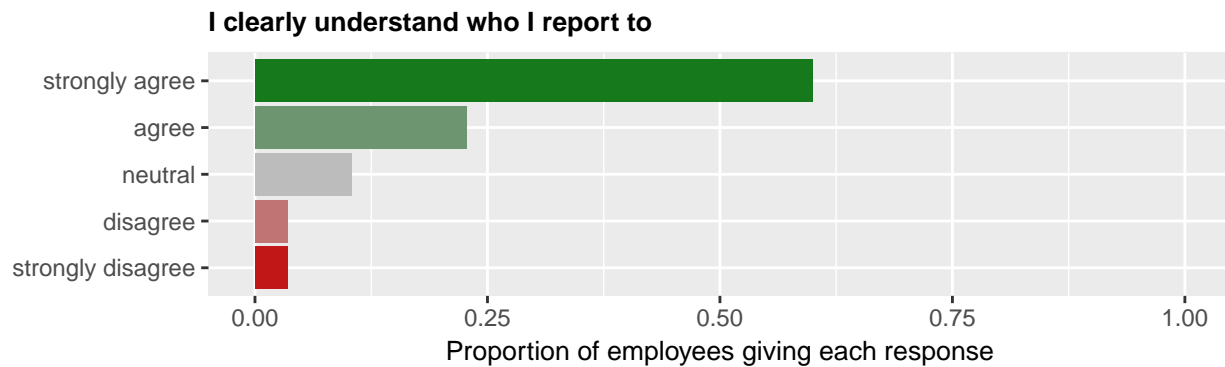
The Management Effectiveness category is made up of 11 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 4 neutral , 6 slight agreement , 1 clear agreement



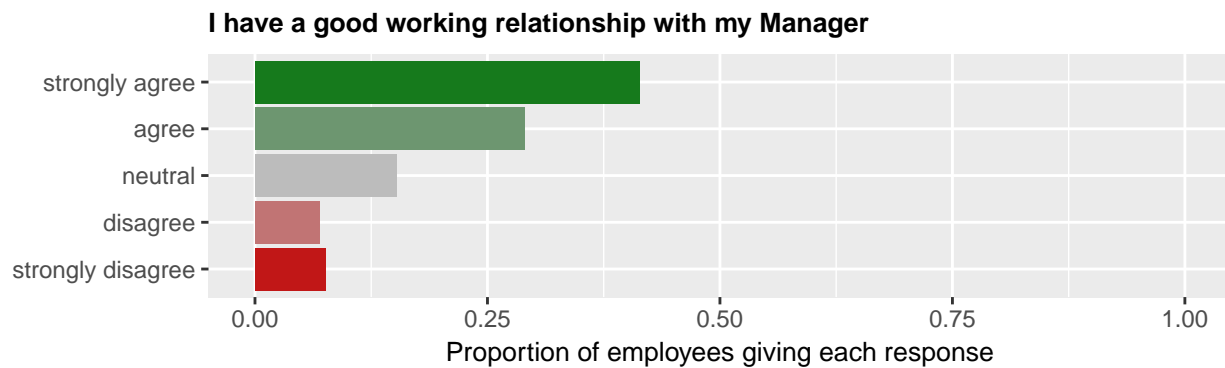
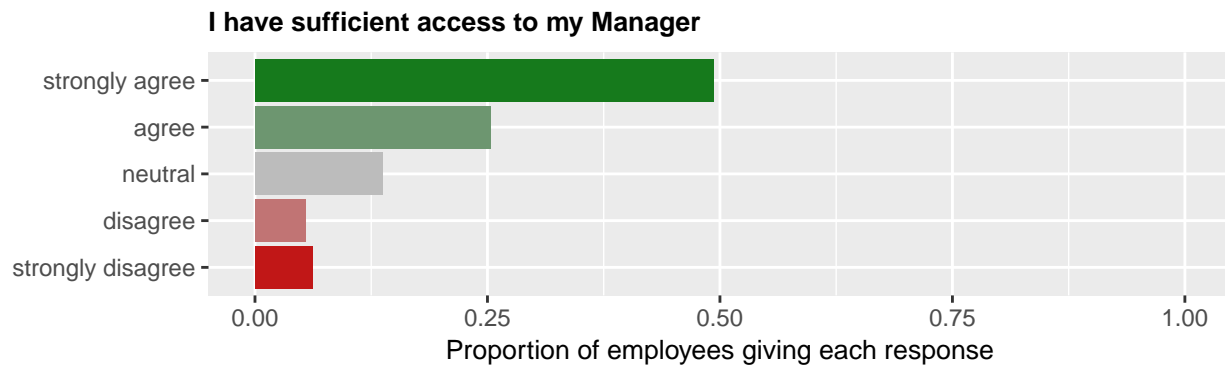
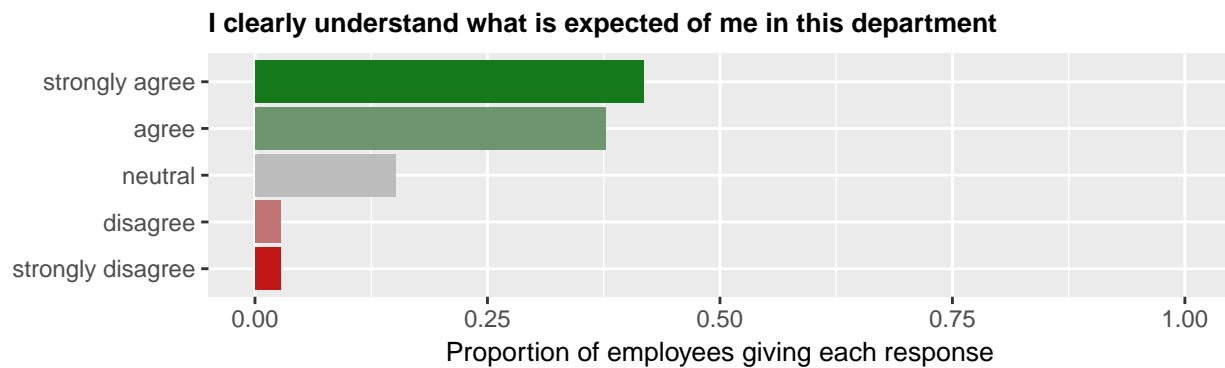
Average response profile across all statements in this category. Lines represent the range of individual statements.

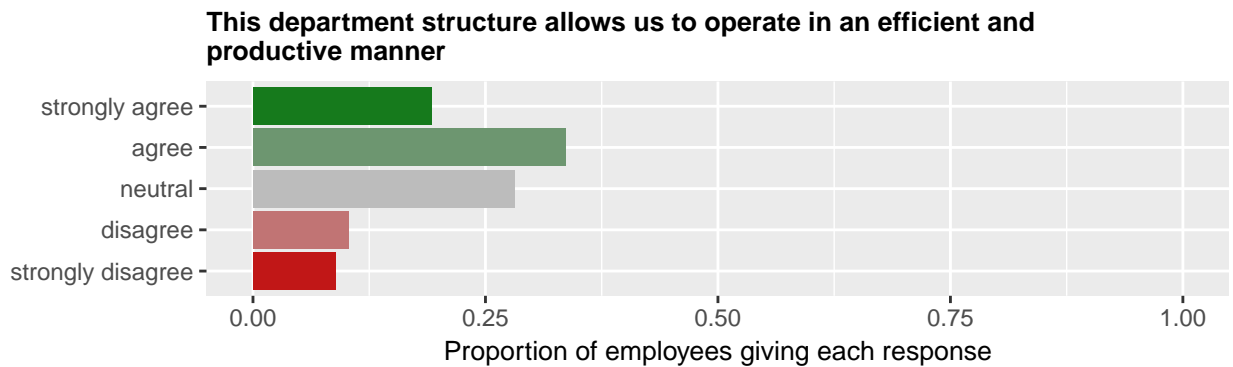
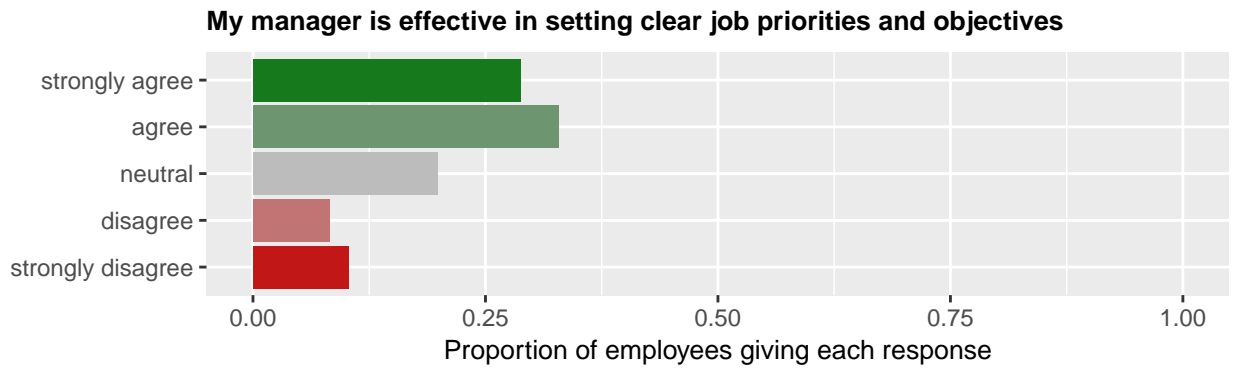
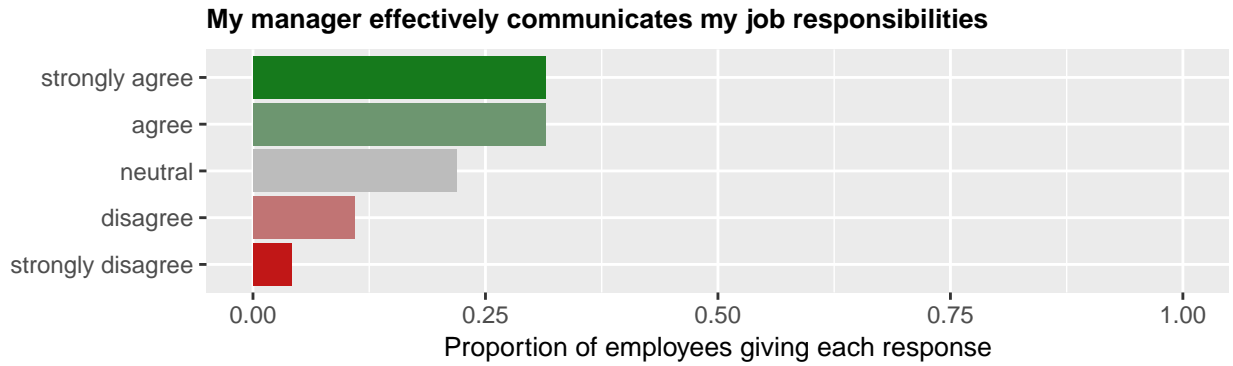


Clear Agreement - Management Effectiveness

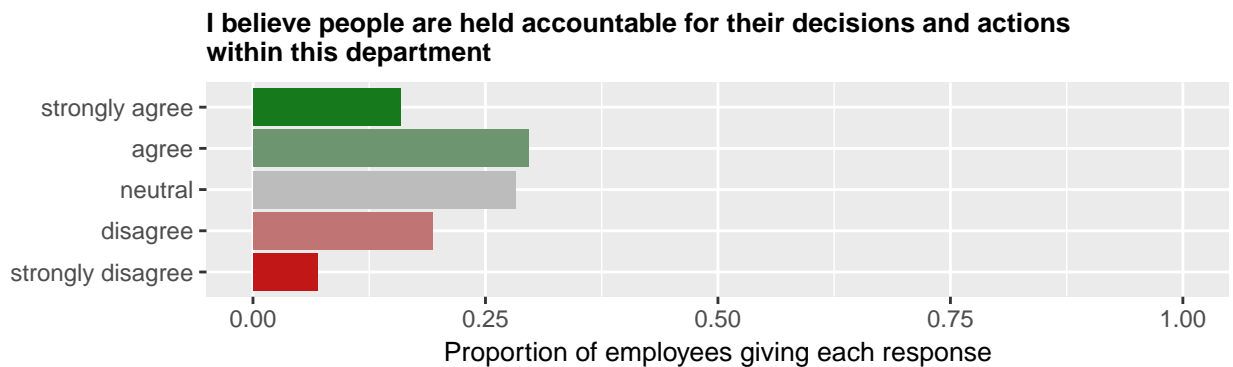


Slight Agreement - Management Effectiveness





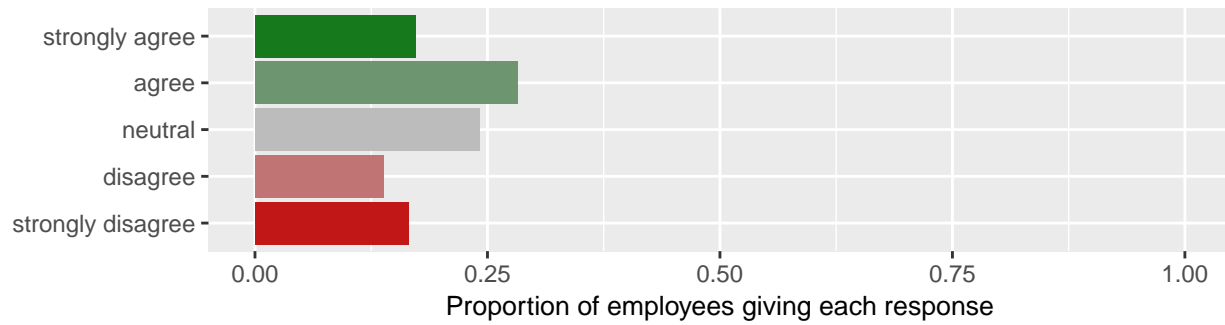
Neutral - Management Effectiveness



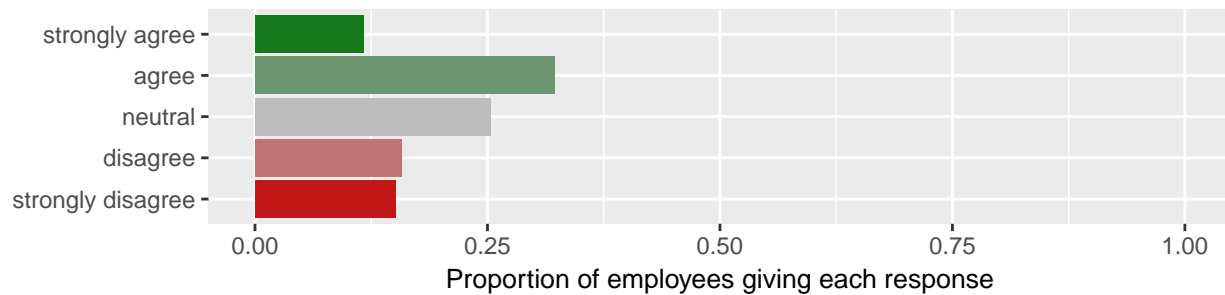
The interviewing hiring and orientation of new employees is a well managed process



My manager regularly provides me with feedback



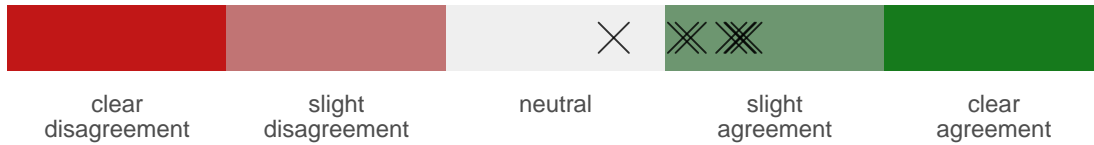
Employee performance related issues are handled appropriately in this department



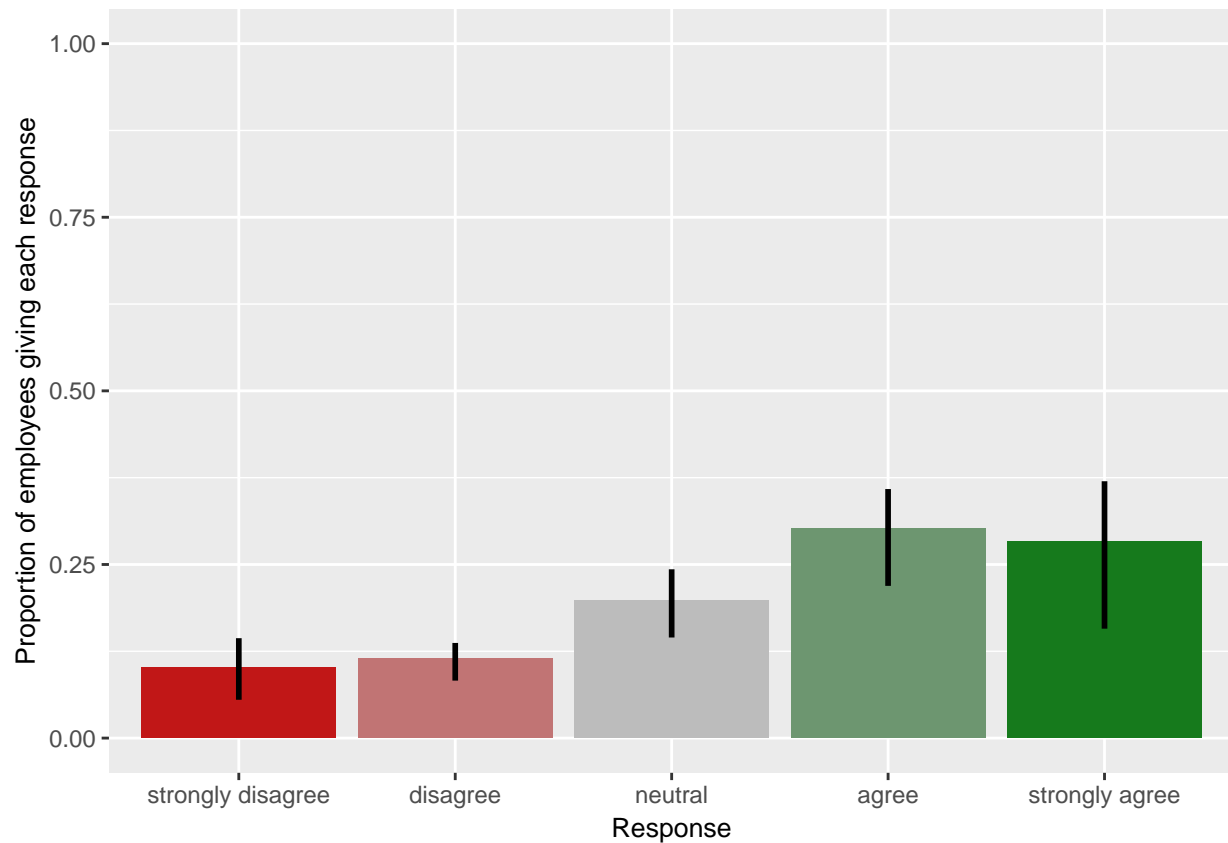
Work / Life Balance

Employees' agreement and disagreement with each statement.

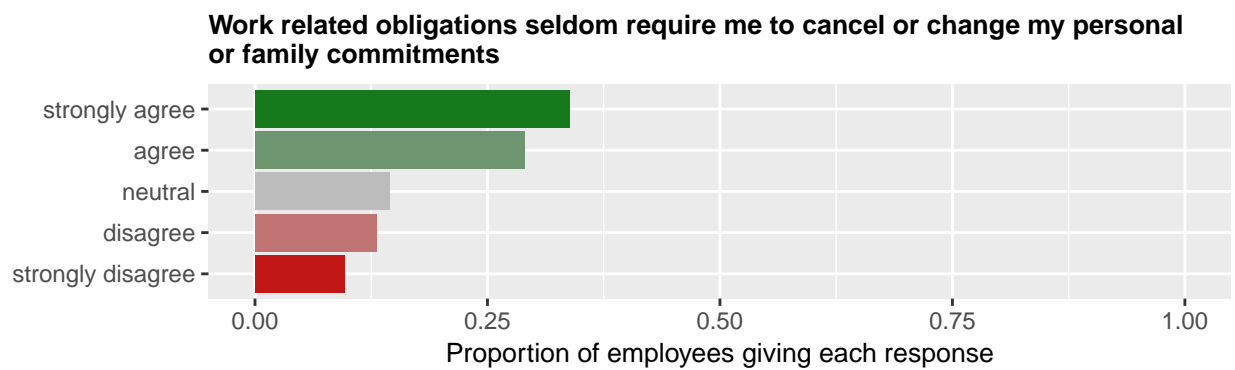
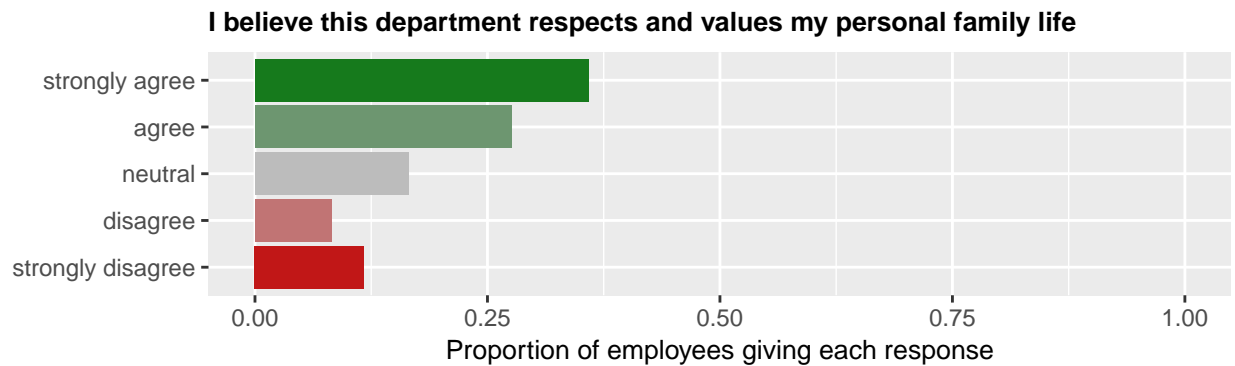
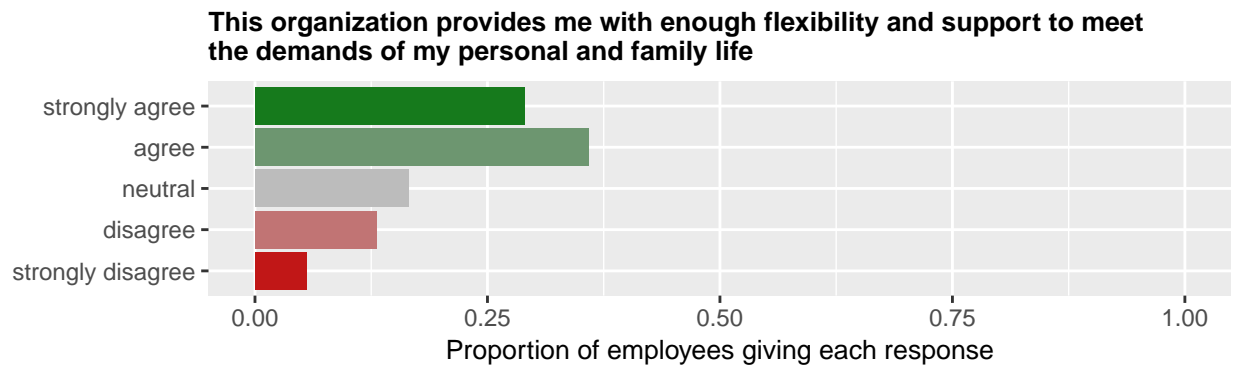
The Work / Life Balance category is made up of 7 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 1 neutral , 6 slight agreement , 0 clear agreement

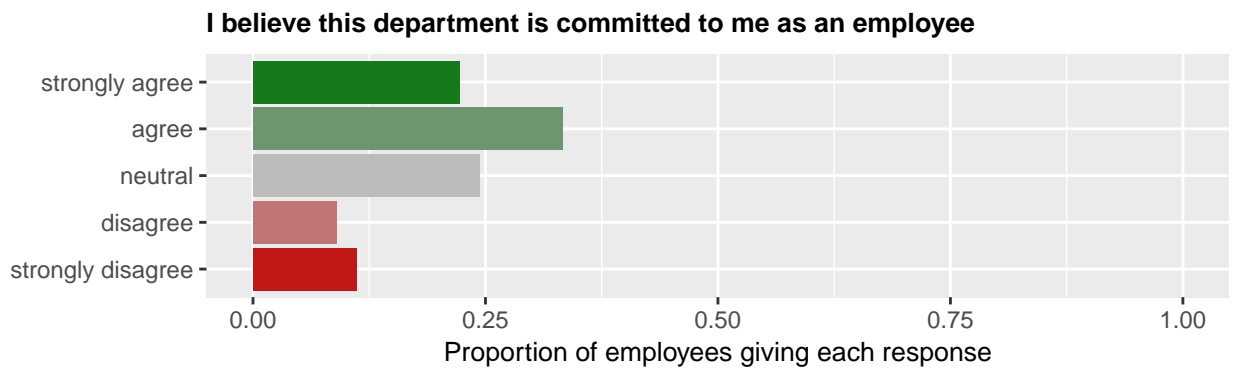


Average response profile across all statements in this category. Lines represent the range of individual statements.

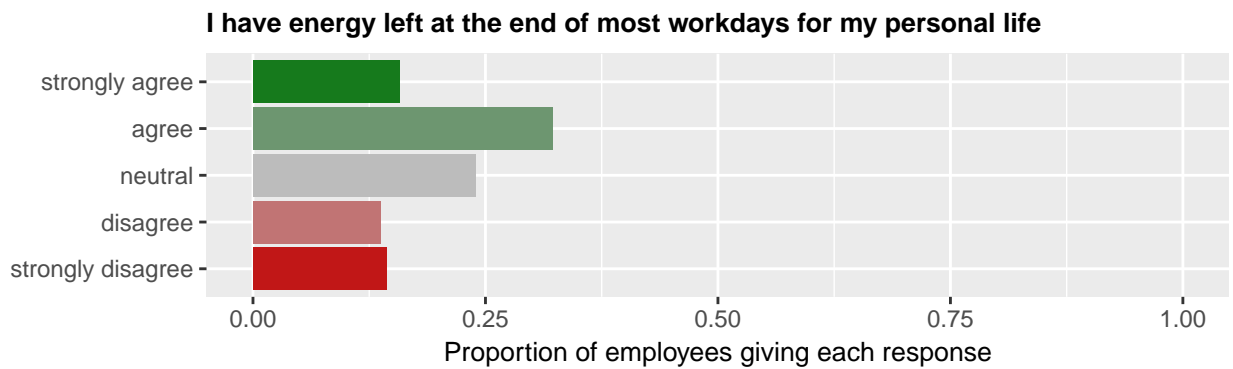


Slight Agreement - Work / Life Balance





Neutral - Work / Life Balance



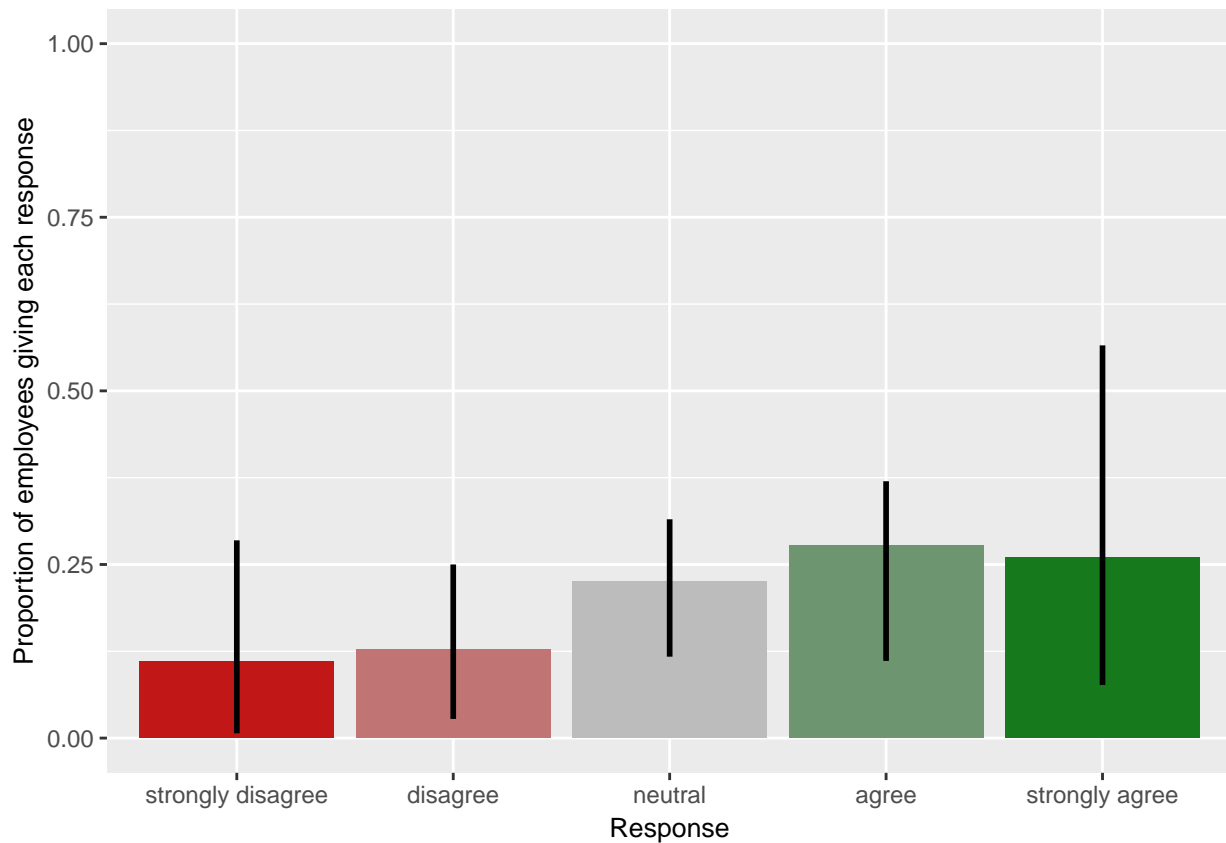
Learning & Development

Employees' agreement and disagreement with each statement.

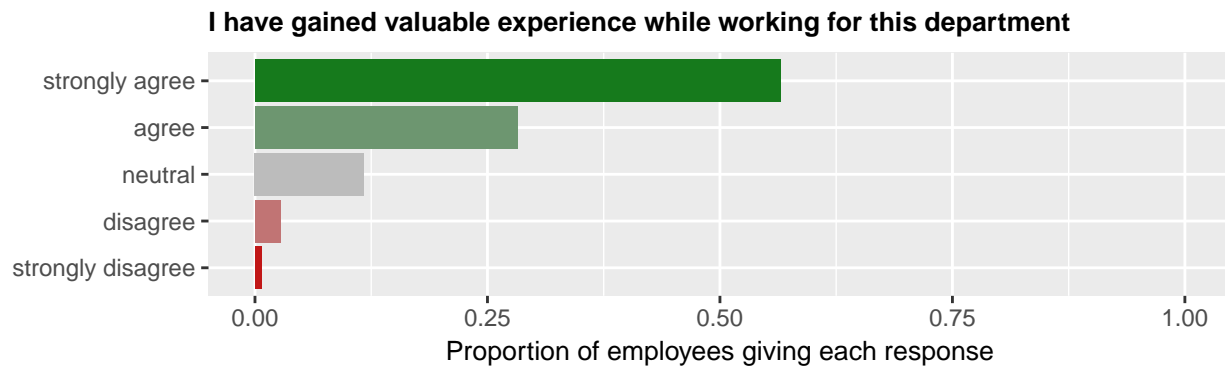
The Learning & Development category is made up of 13 statements with the following distribution:
0 clear disagreement , 1 slight disagreement , 6 neutral , 5 slight agreement , 1 clear agreement



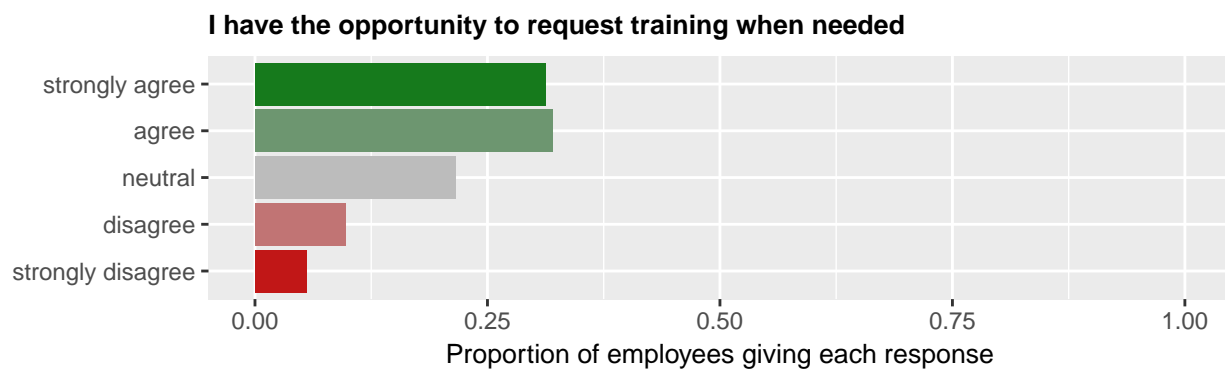
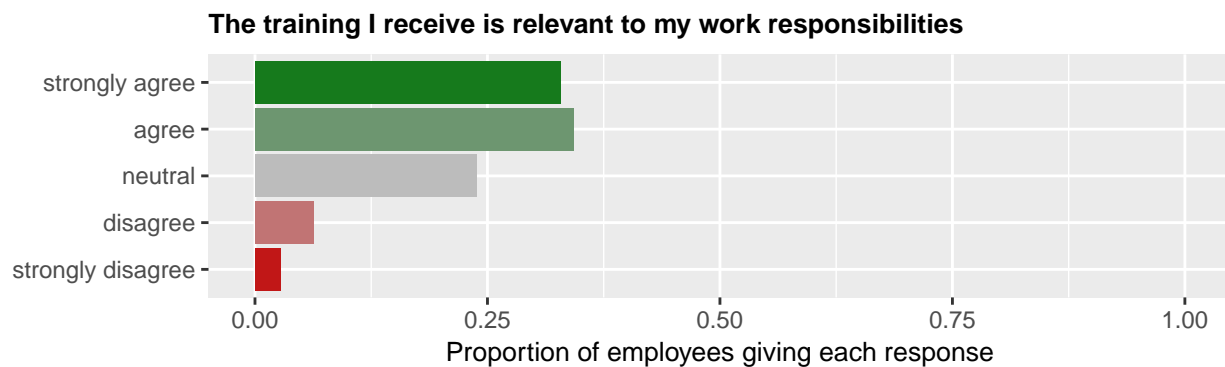
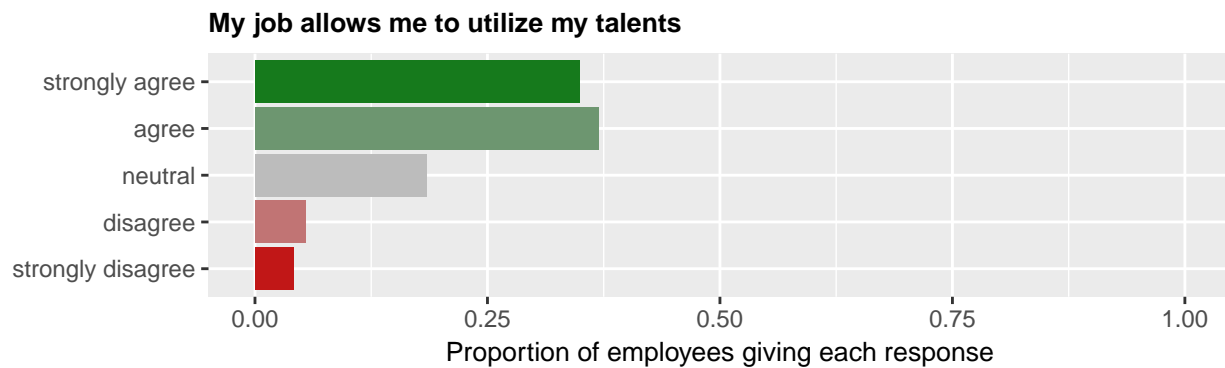
Average response profile across all statements in this category. Lines represent the range of individual statements.

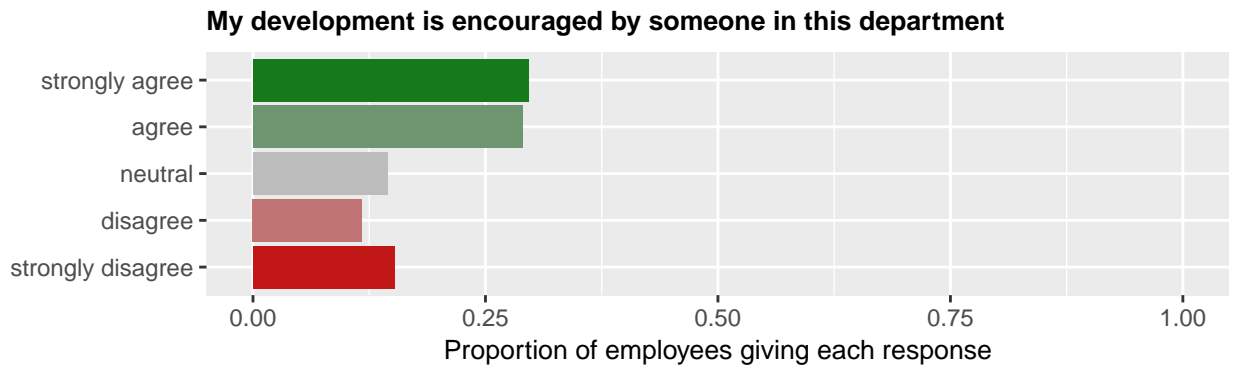


Clear Agreement - Learning & Development

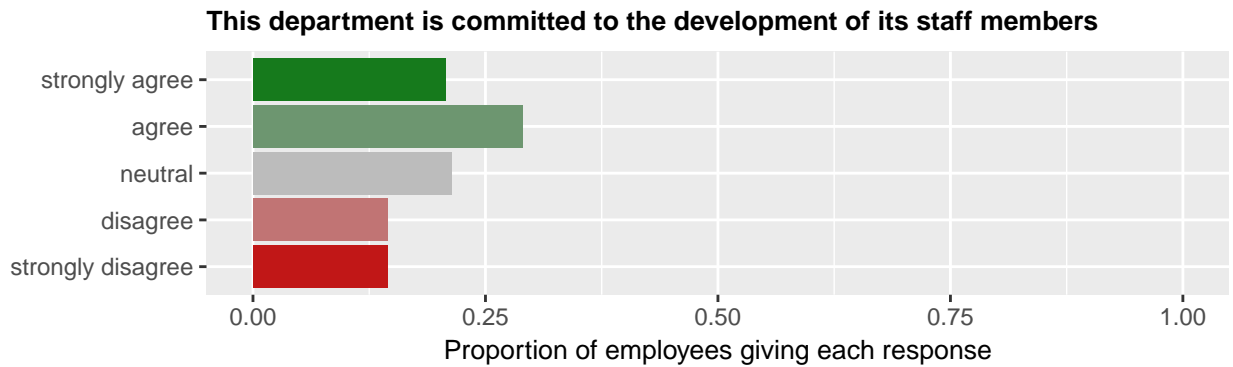
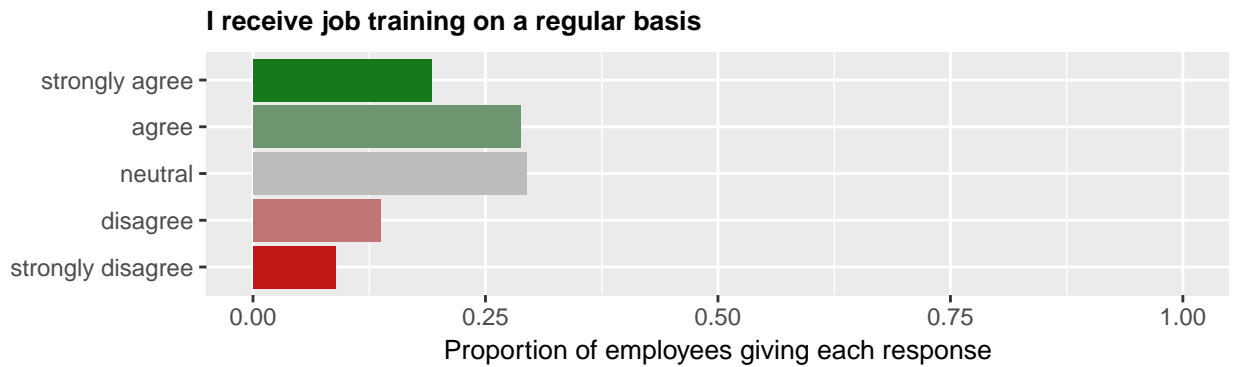


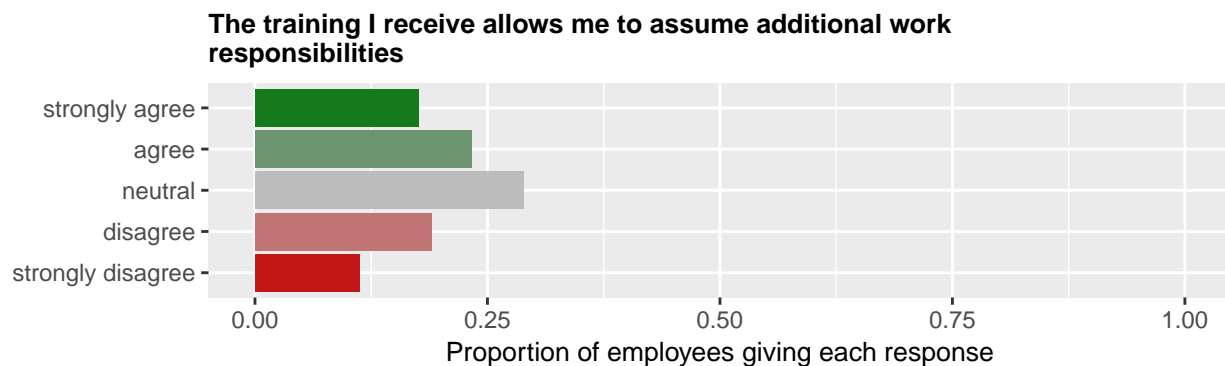
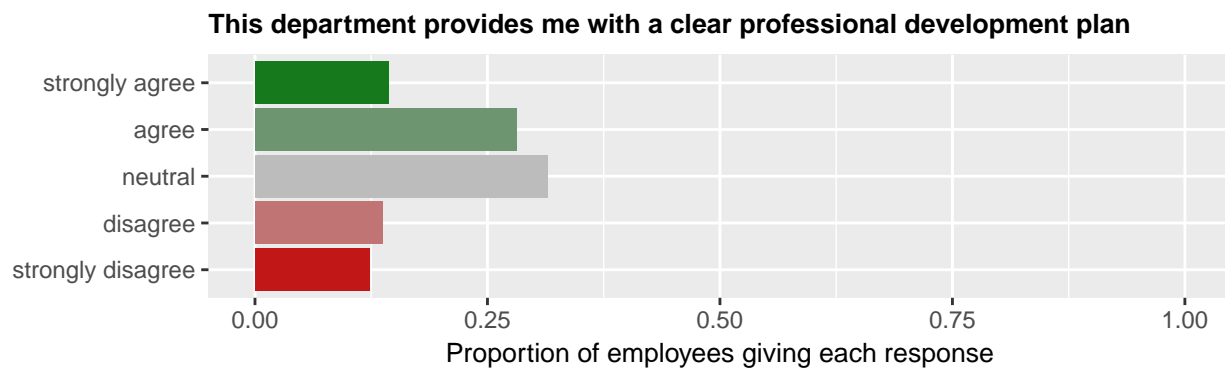
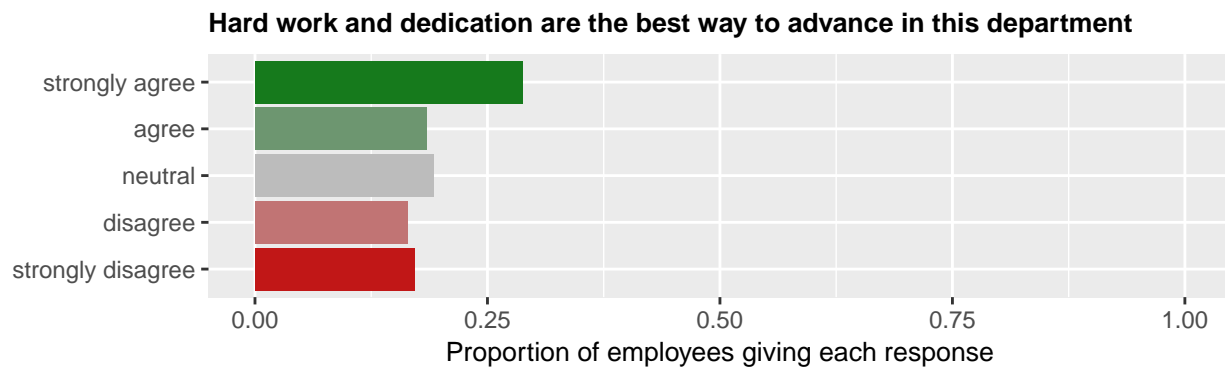
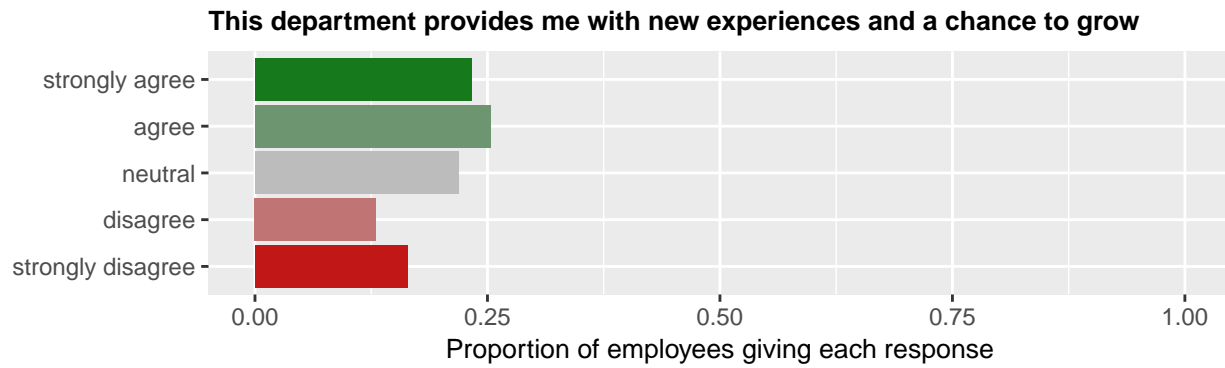
Slight Agreement - Learning & Development



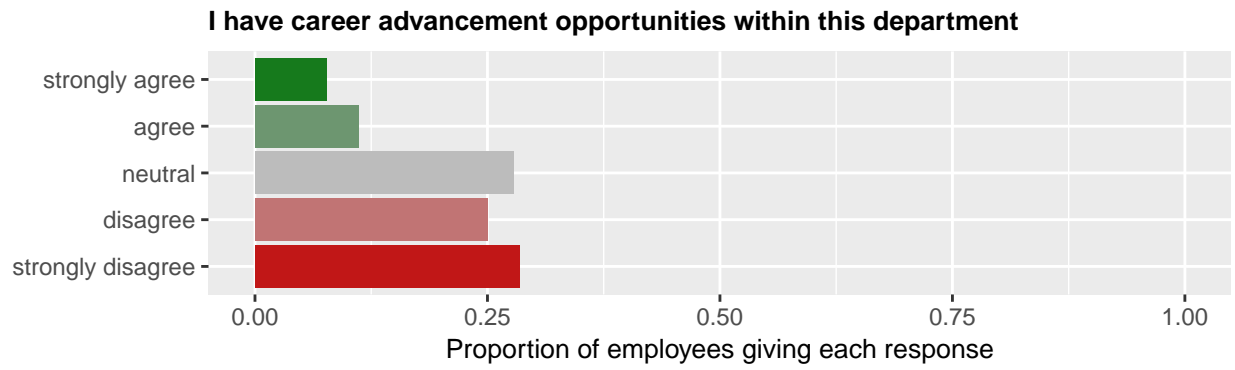


Neutral - Learning & Development





Slight Disagreement - Learning & Development

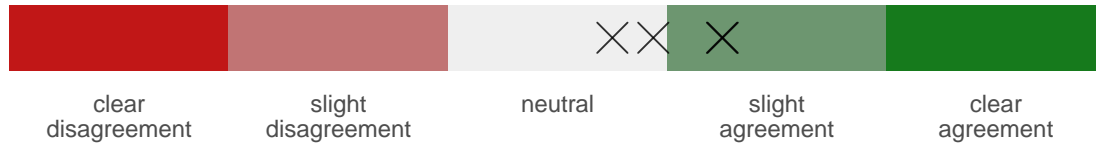


Communication

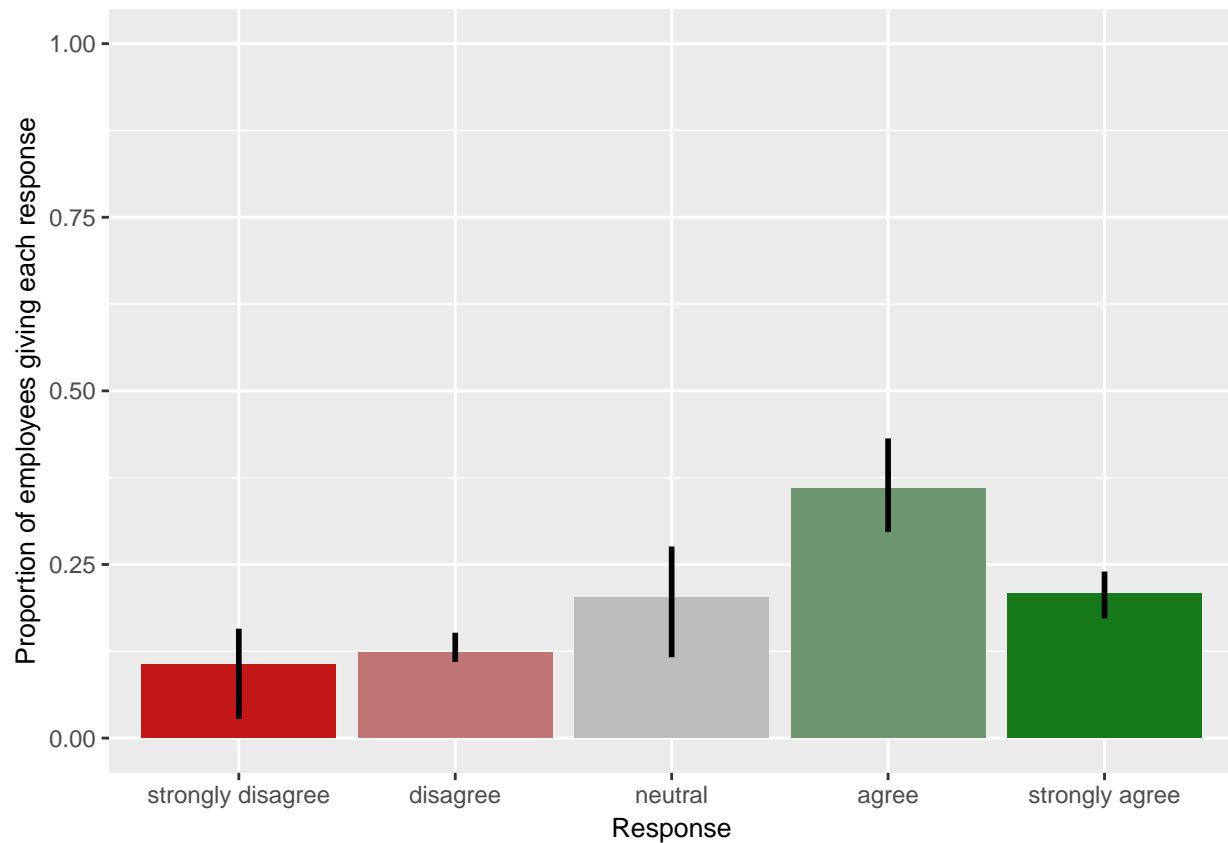
Employees' agreement and disagreement with each statement.

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

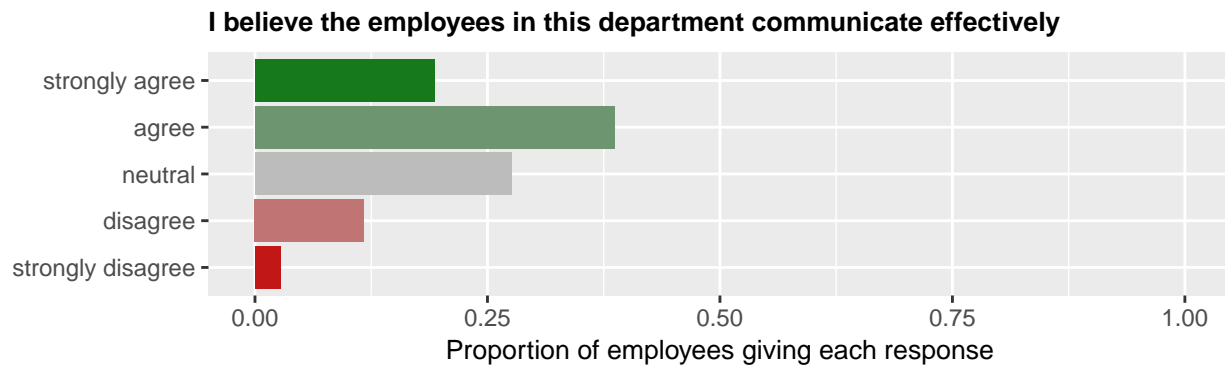
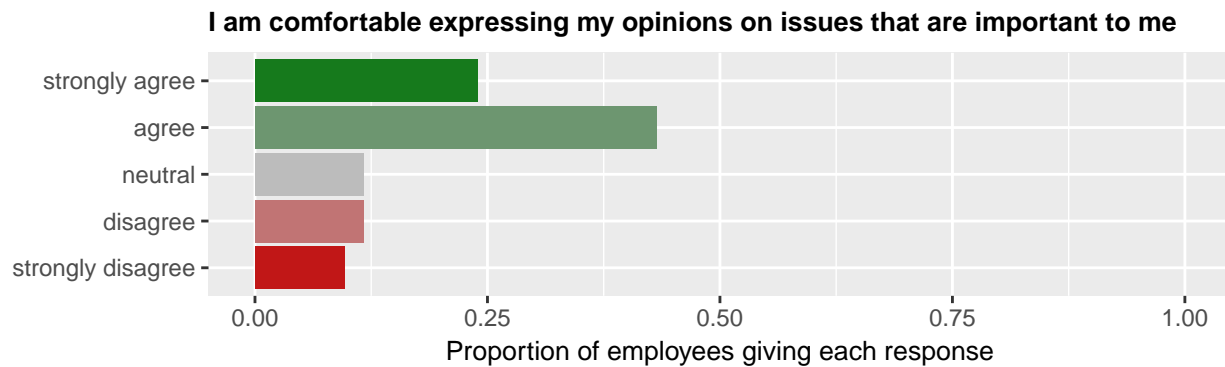
0 clear disagreement , 0 slight disagreement , 2 neutral , 2 slight agreement , 0 clear agreement



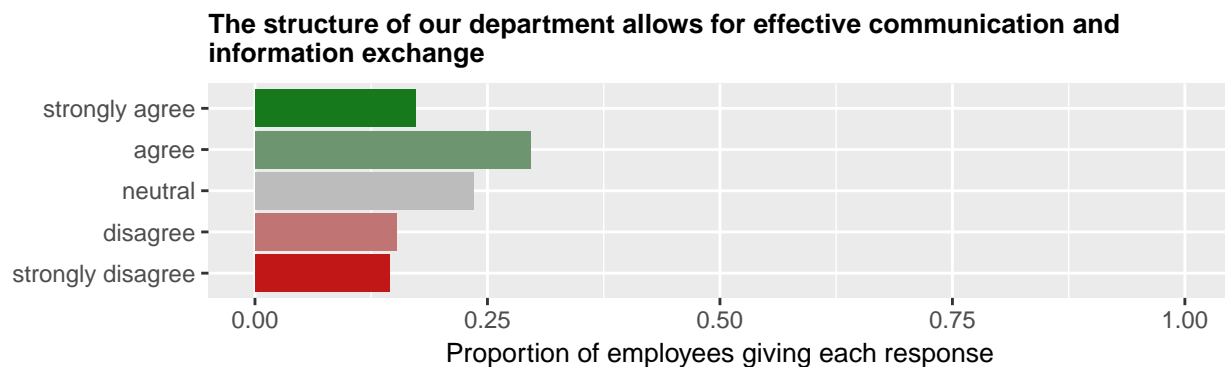
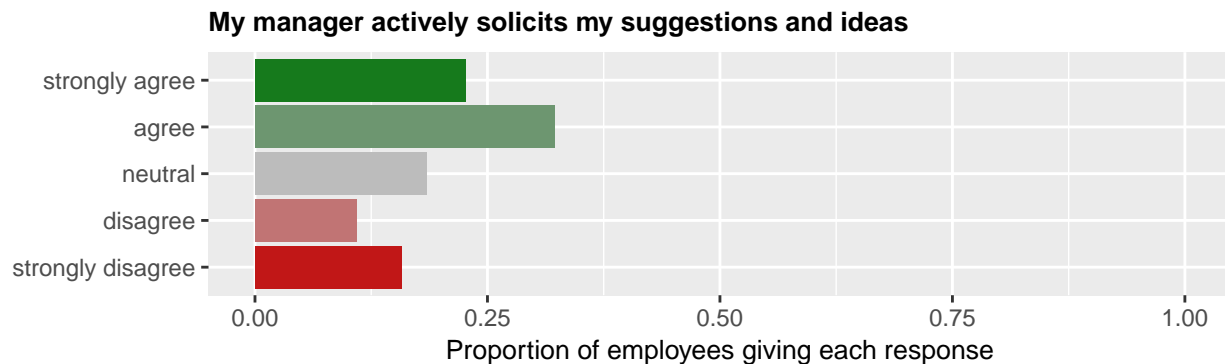
Average response profile across all statements in this category. Lines represent the range of individual statements.



Slight Agreement - Communication



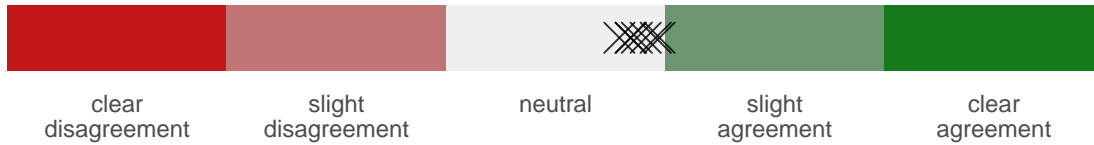
Neutral - Communication



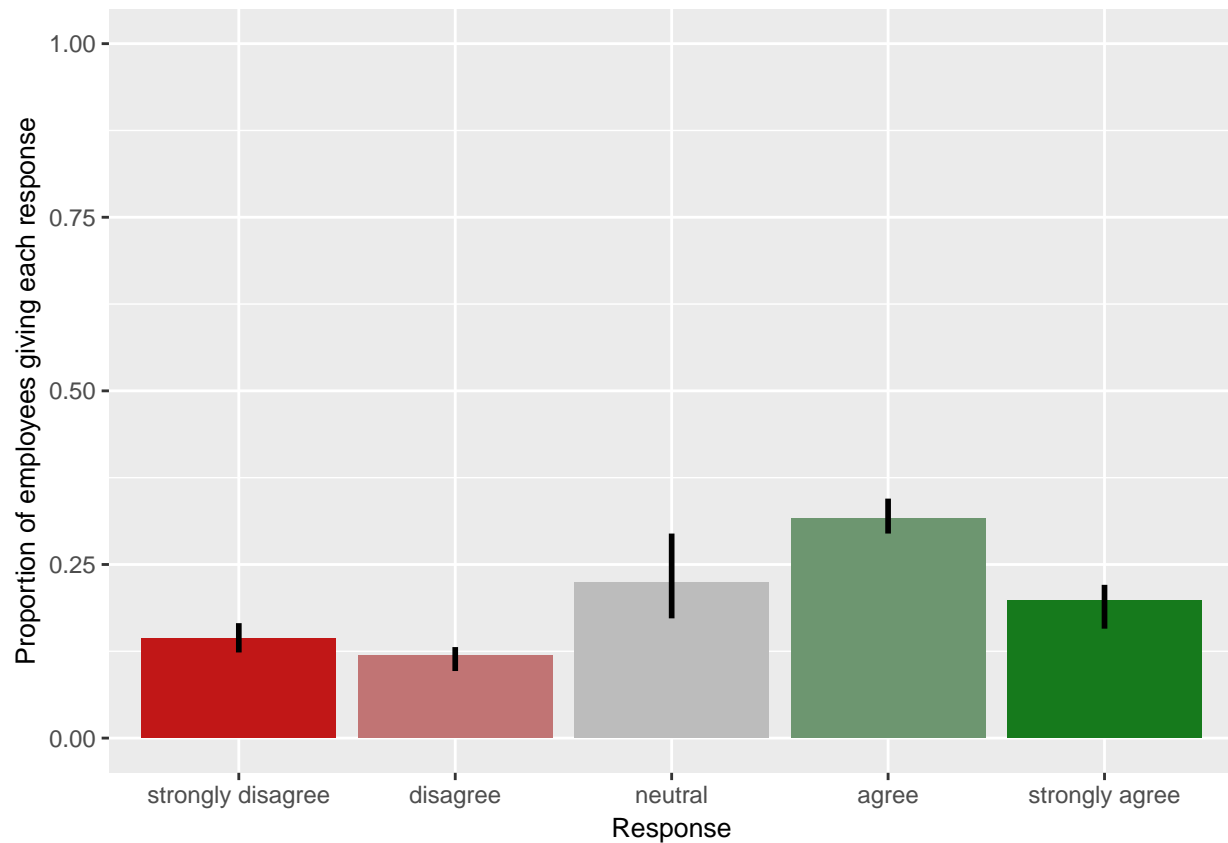
Leadership (SMT)

Employees' agreement and disagreement with each statement.

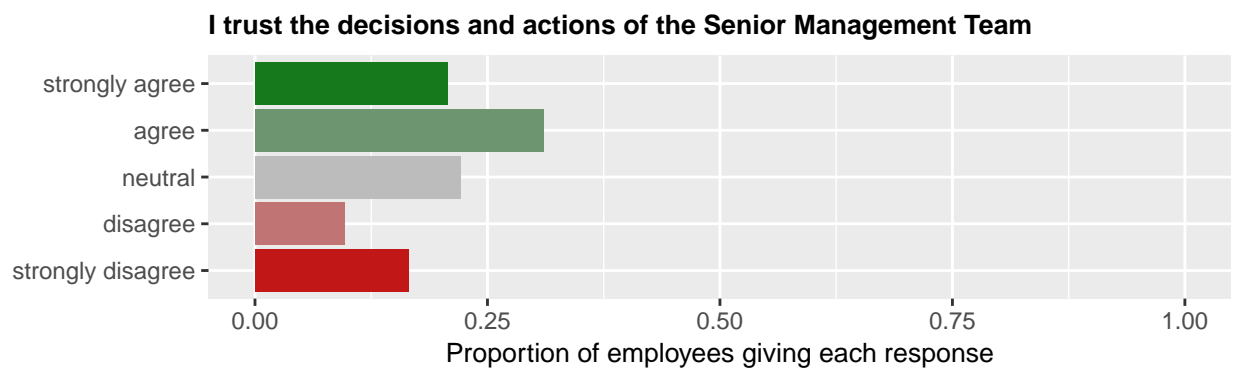
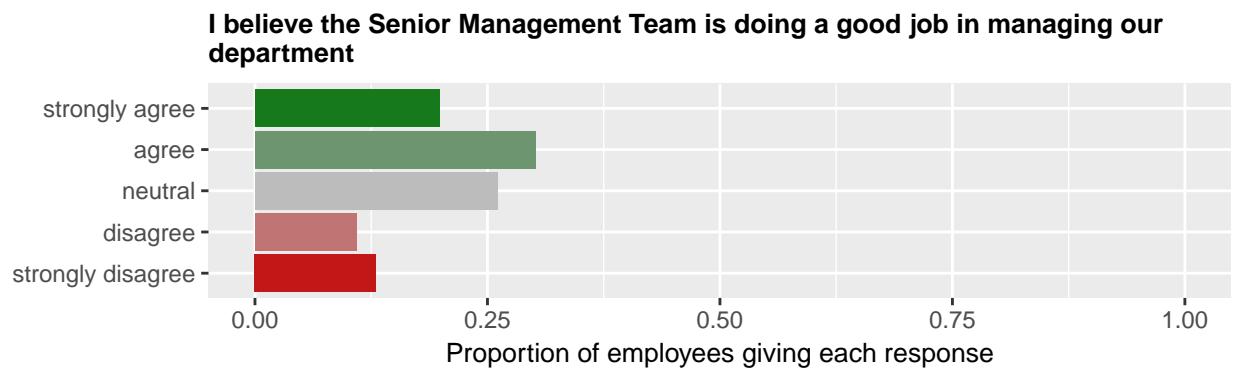
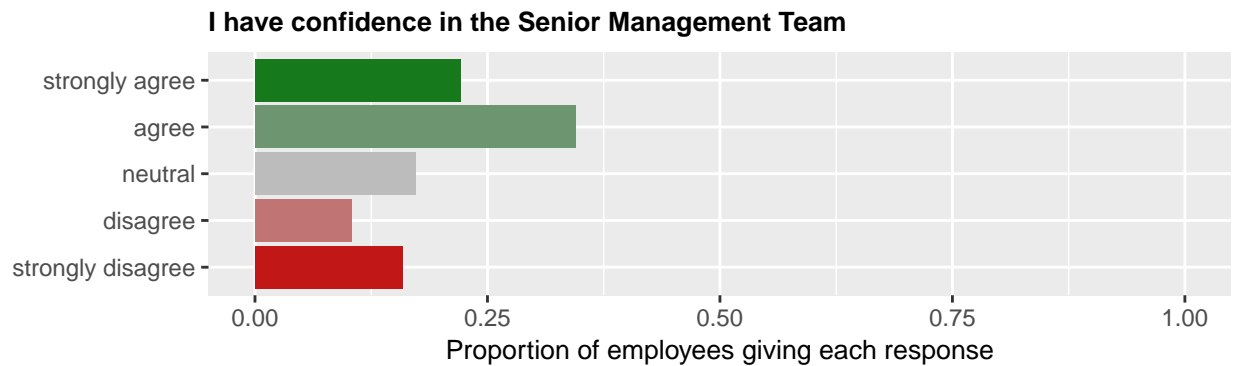
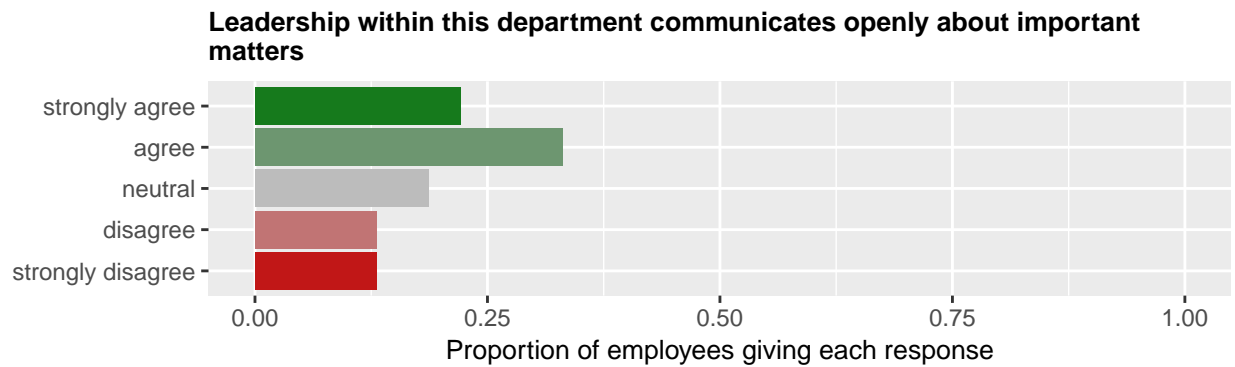
The Leadership (SMT) category is made up of 7 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 7 neutral , 0 slight agreement , 0 clear agreement



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



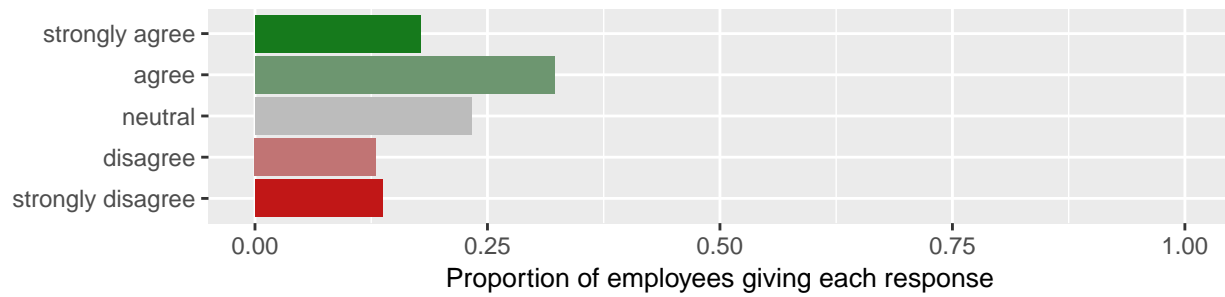
Neutral - Leadership (SMT)



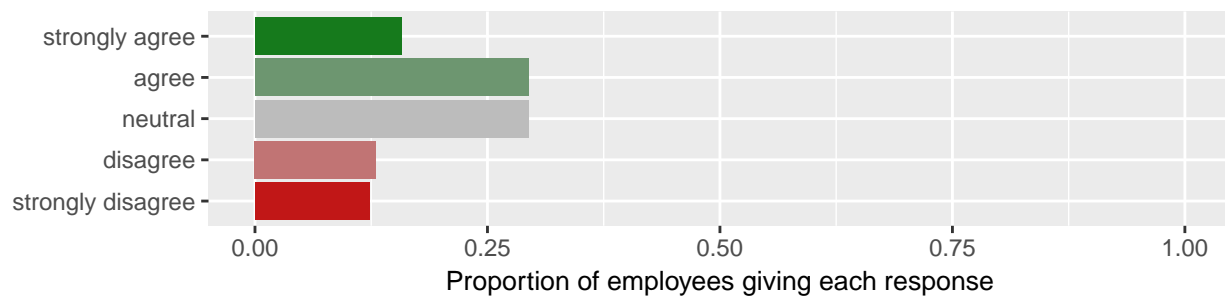
I believe the Senior Management Team cares about the employees in this department



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



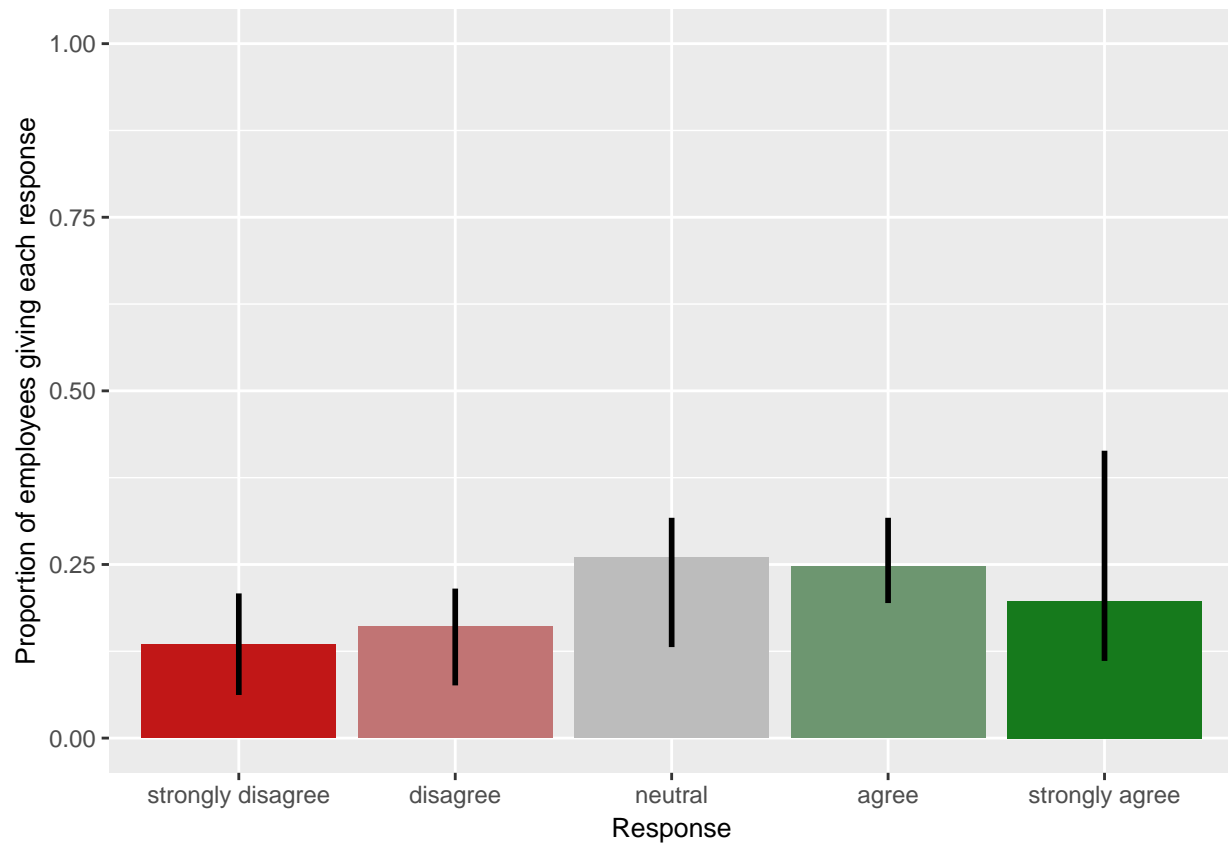
Conflict Resolution

Employees' agreement and disagreement with each statement.

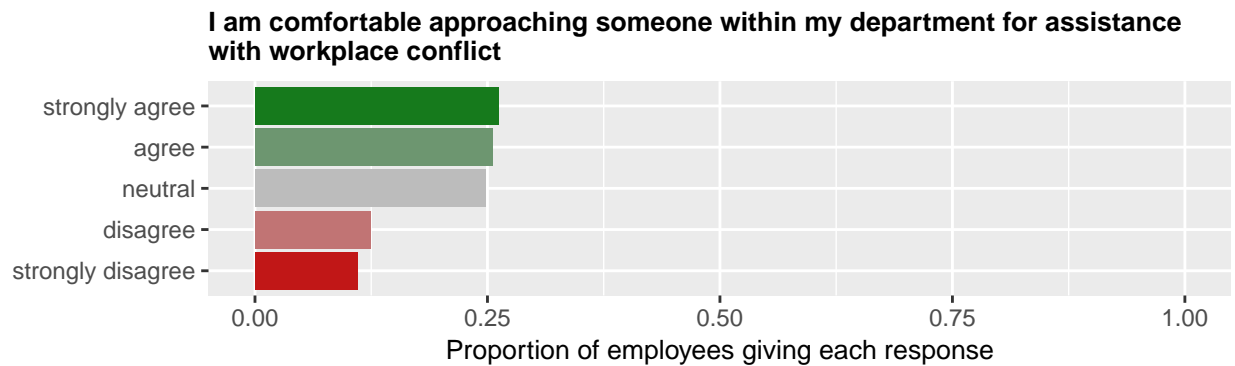
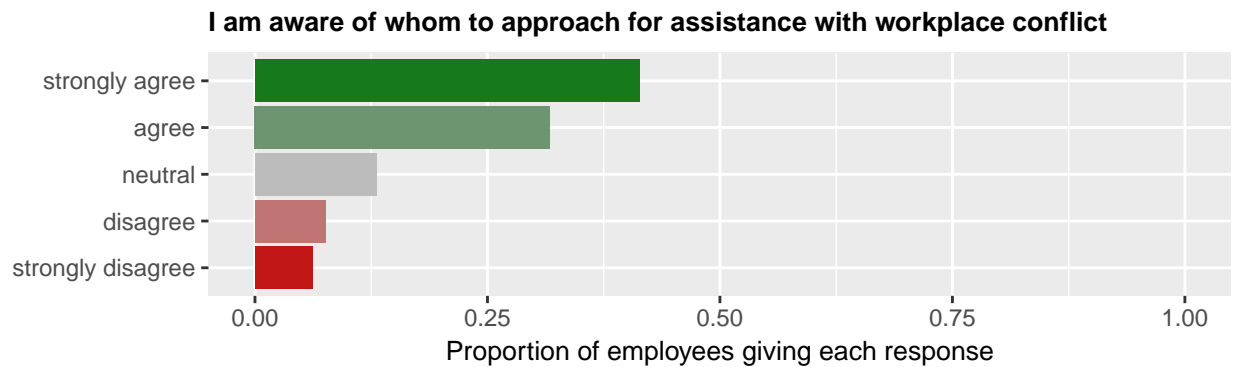
The Conflict Resolution category is made up of 6 statements with the following distribution:
0 clear disagreement , 0 slight disagreement , 4 neutral , 2 slight agreement , 0 clear agreement



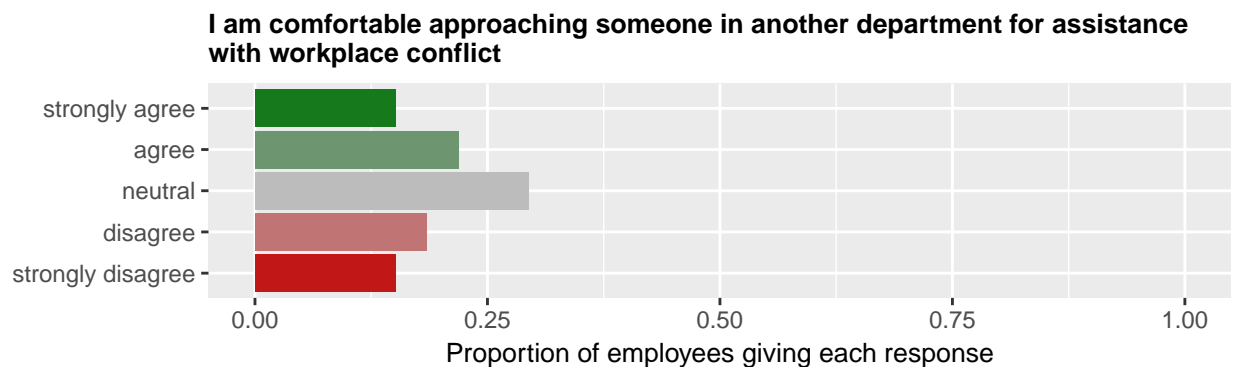
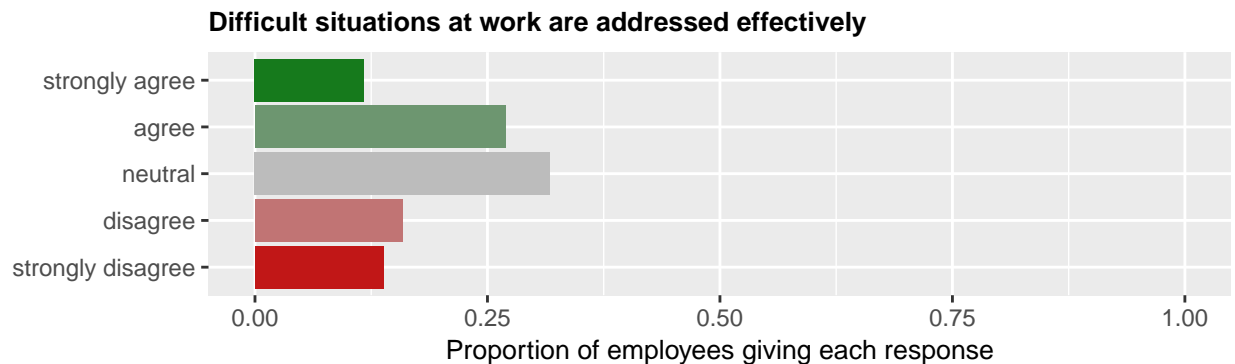
Average response profile across all statements in this category. Lines represent the range of individual statements.

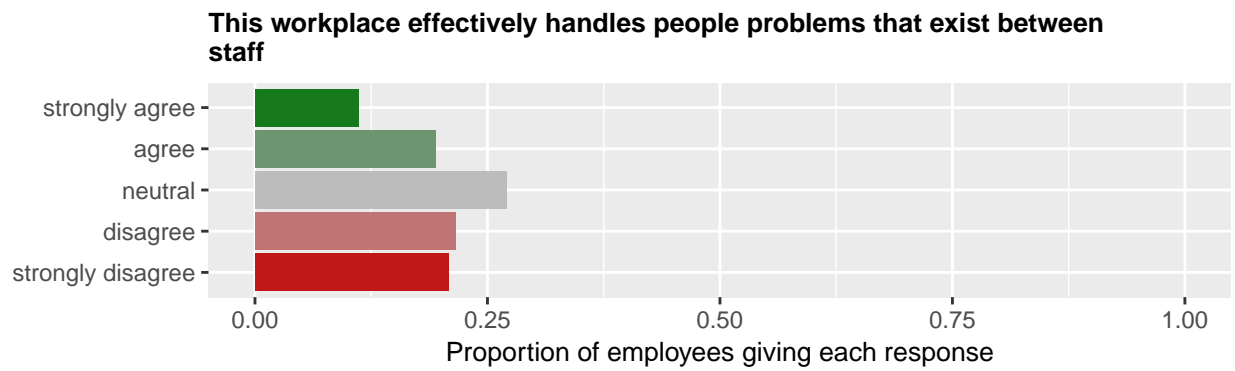


Slight Agreement - Conflict Resolution



Neutral - Conflict Resolution





Recognition

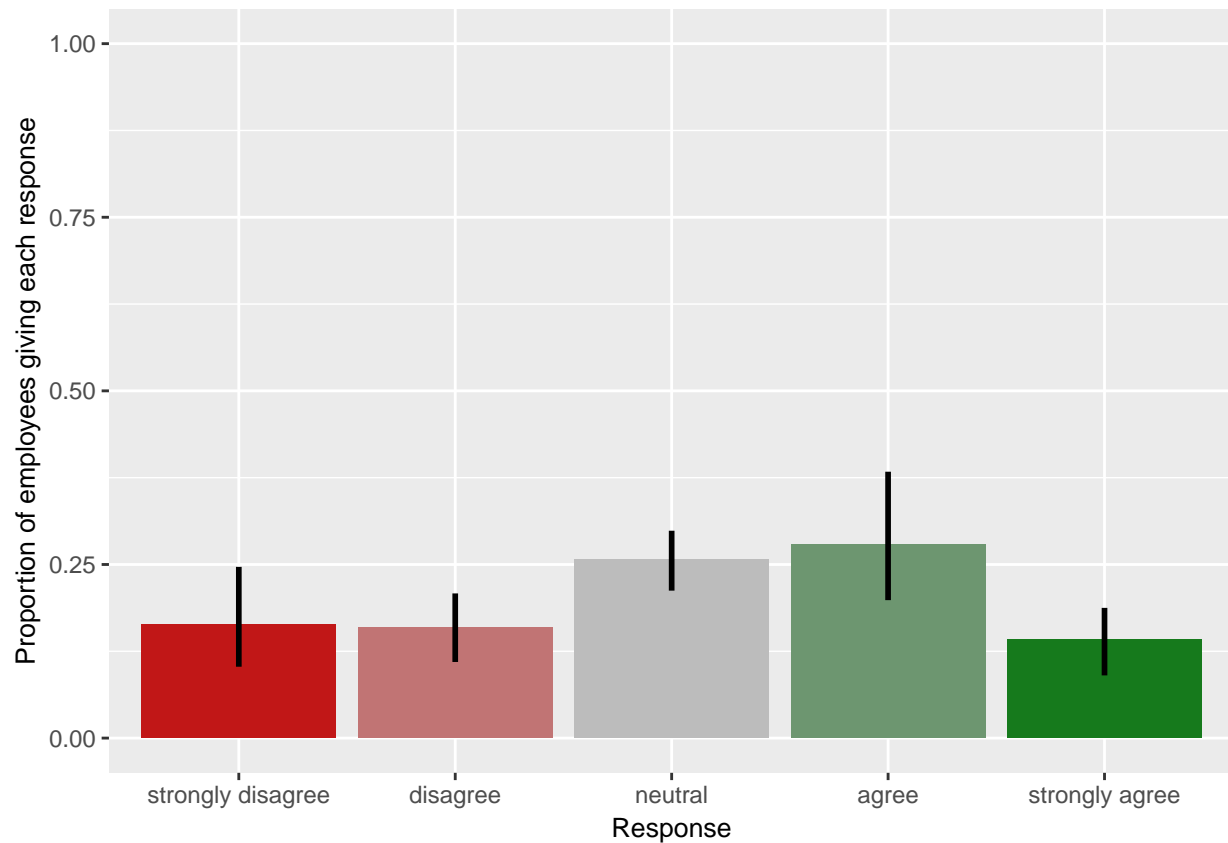
Employees' agreement and disagreement with each statement.

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

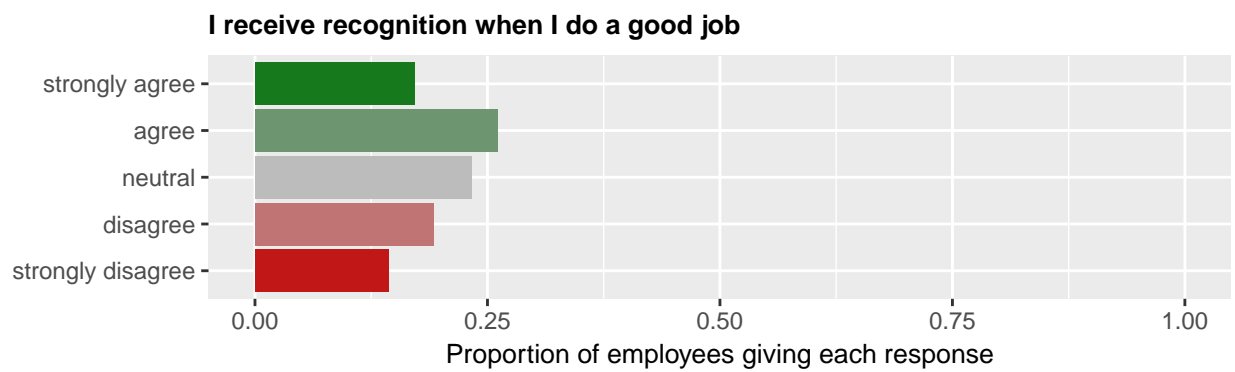
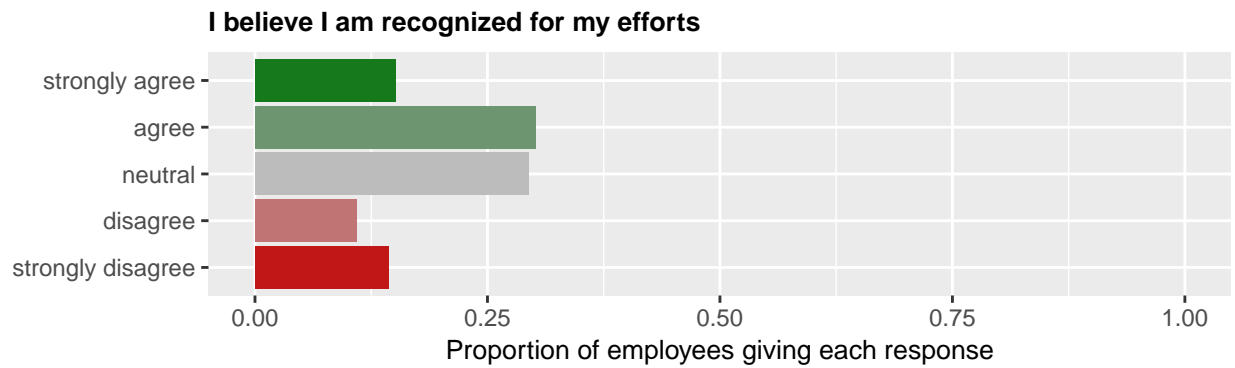
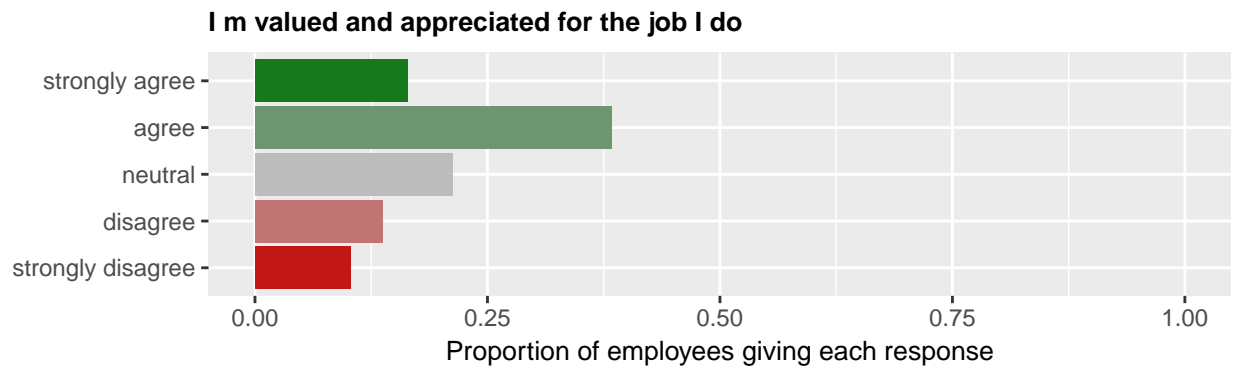
0 clear disagreement , 0 slight disagreement , 7 neutral , 0 slight agreement , 0 clear agreement



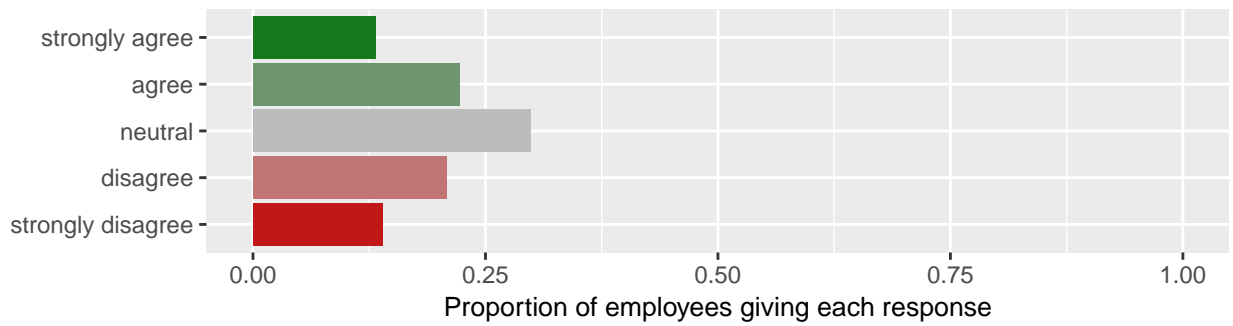
Average response profile across all statements in this category. Lines represent the range of individual statements.



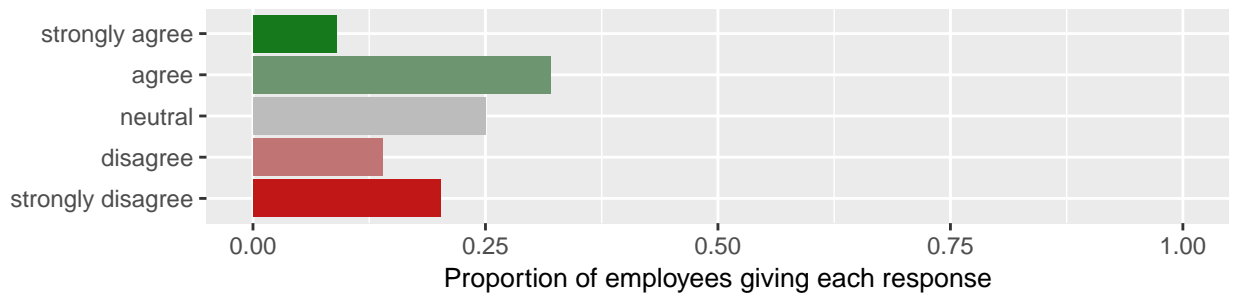
Neutral - Recognition



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

