

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

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Results Overview (25 respondents)

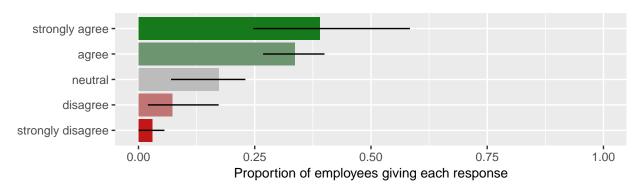
Employees' agreement and disagreement with each category.

The 15 categories are distributed as follows:

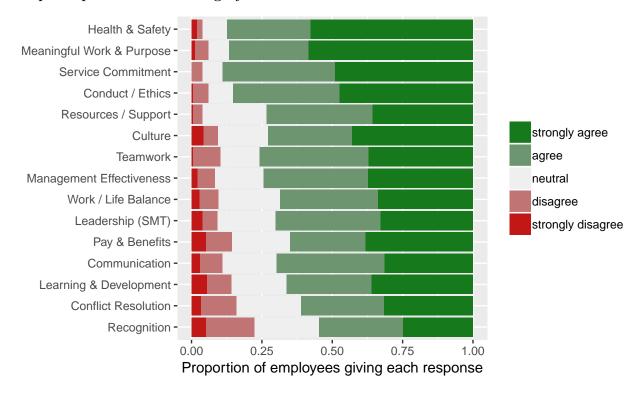
0 clear disagreement, 0 slight disagreement, 0 neutral, 11 slight agreement, 4 clear agreement



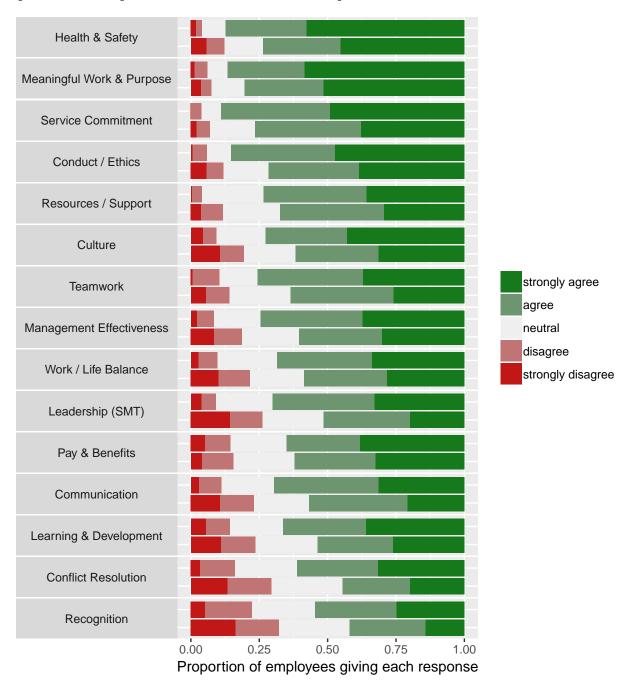
Average response profile across all categories. Lines represent the range of individual categories.



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



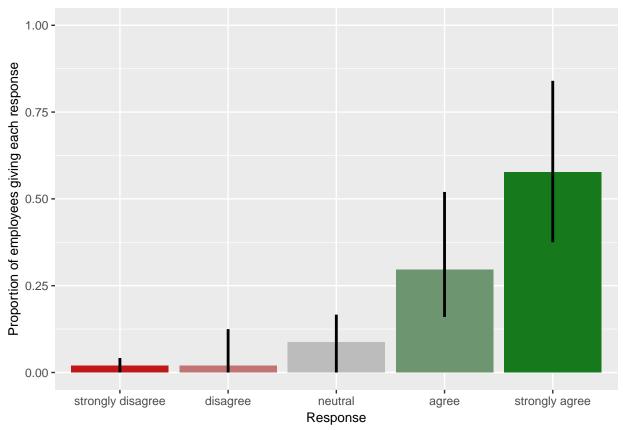
Results by Category

Health & Safety

Employees' agreement and disagreement with each statement.

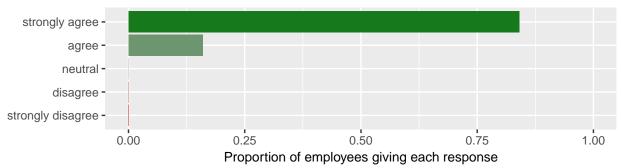
The Health & Safety category is made up of 6 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 0 neutral, 2 slight agreement, 4 clear agreement



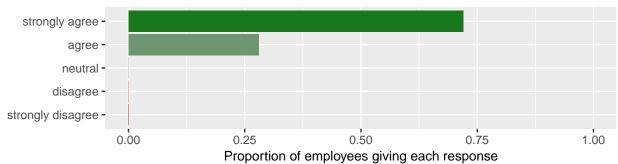


Clear Agreement - Health & Safety

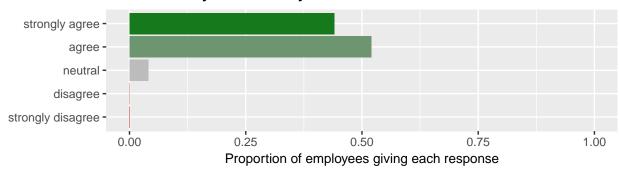
I am never asked to perform an unsafe job or ignore safety concerns



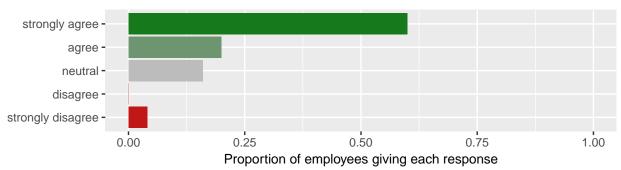
I am expected to operate in a safe manner to avoid work related accidents



I have the ability to voice safety and work environment concerns

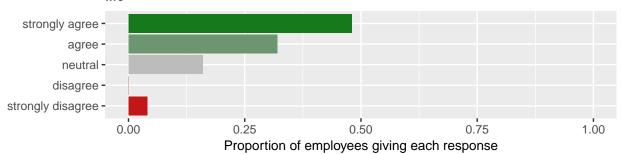


I work in a safe environment

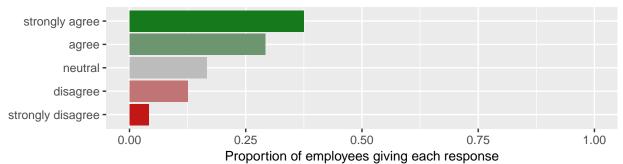


Slight Agreement - Health & Safety

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



I would describe my workplace as being psychologically healthy

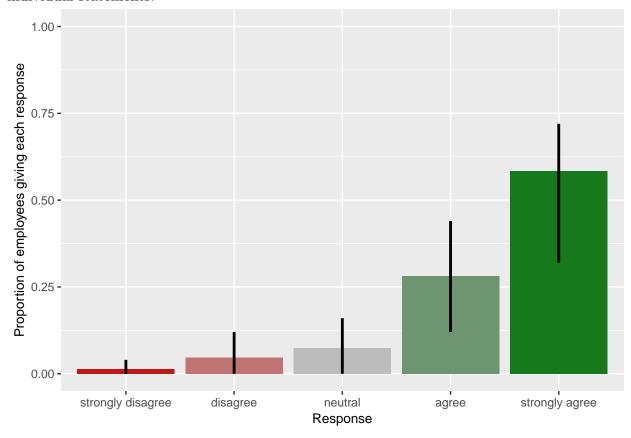


Meaningful Work & Purpose

Employees' agreement and disagreement with each statement.

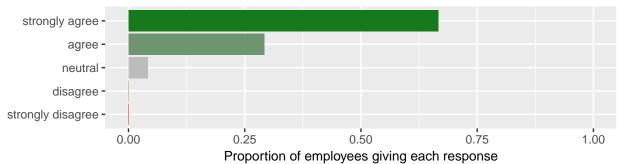
The Meaningful Work & Purpose category is made up of 6 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 1 slight agreement , 5 clear agreement



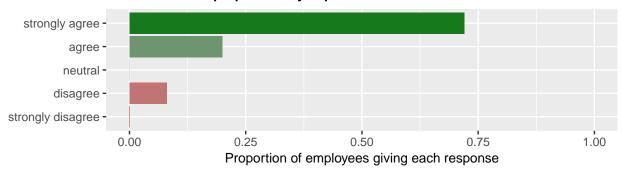


Clear Agreement - Meaningful Work & Purpose

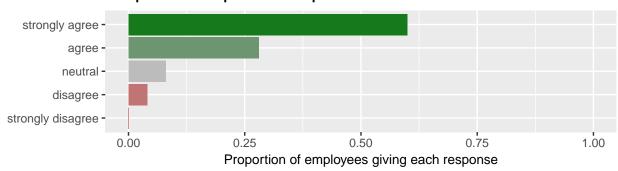
My job contributes to the purpose of this department



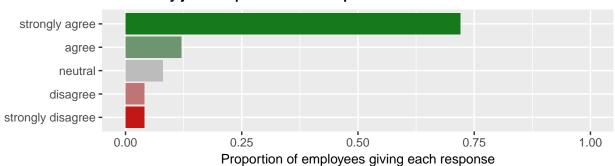
I understand the purpose of my department as a whole



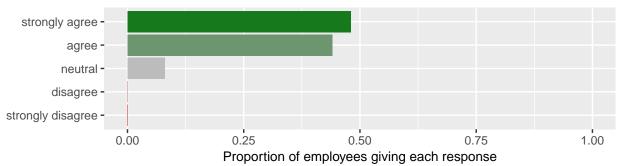
I am proud to be a part of this department



I believe my job is important in this department

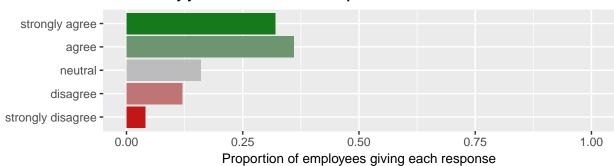


The employees in this department strive for quality



 ${\bf Slight\ Agreement}$ - Meaningful Work & Purpose

I feel that my job is secure with this department

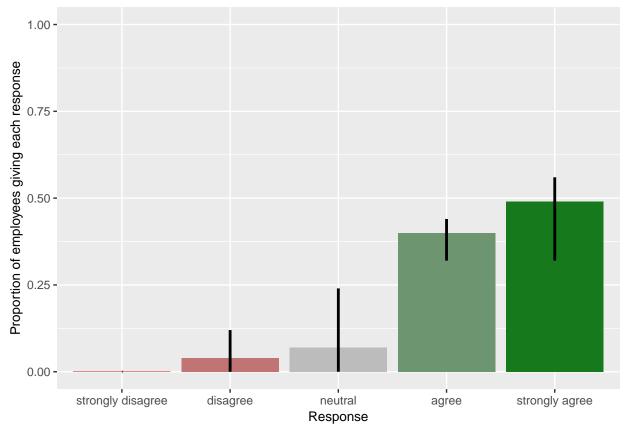


Service Commitment

Employees' agreement and disagreement with each statement.

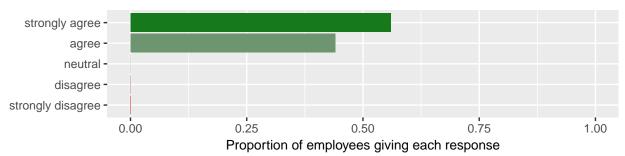
The Service Commitment category is made up of 4 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 1 slight agreement, 3 clear agreement



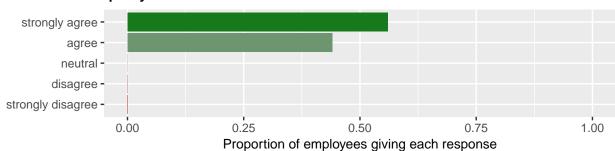


Clear Agreement - Service Commitment

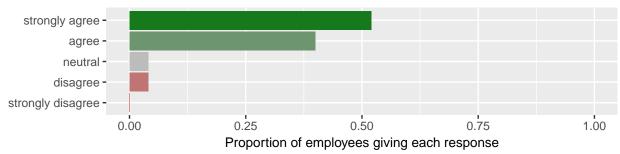
I am wiling to go beyond my normal work duties to help this department succeed



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

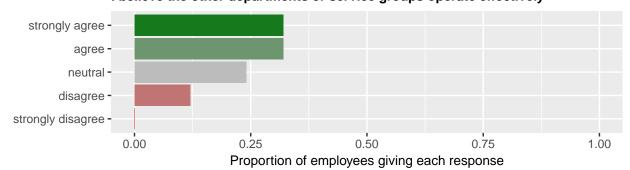


My department or team normally completes our work assignments on schedule while still focusing on quality



 ${\bf Slight~Agreement}~{\bf \cdot}~{\bf Service~Commitment}$

I believe the other departments or service groups operate effectively

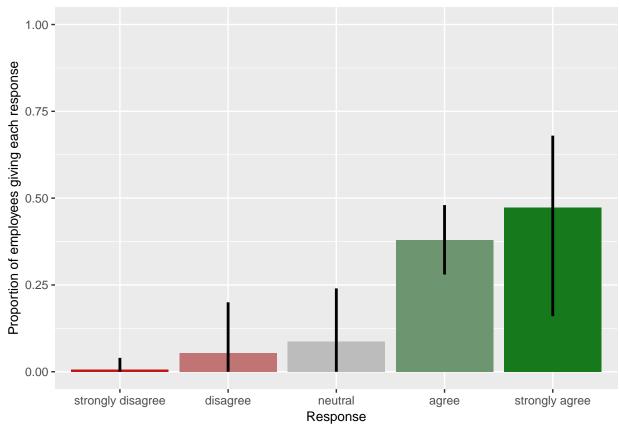


Conduct / Ethics

Employees' agreement and disagreement with each statement.

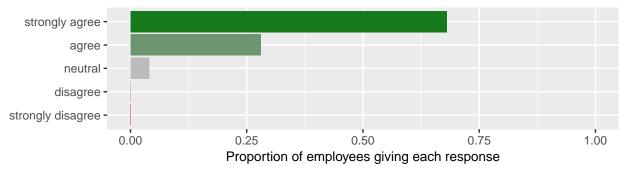
The Conduct / Ethics category is made up of 6 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 1 neutral , 1 slight agreement , 4 clear agreement



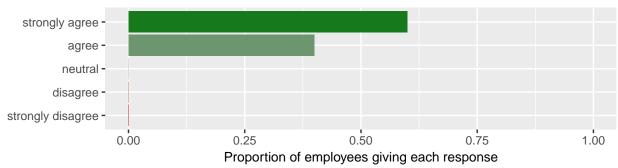


Clear Agreement - Conduct / Ethics

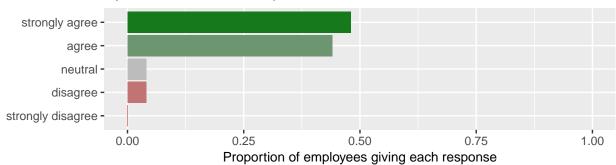




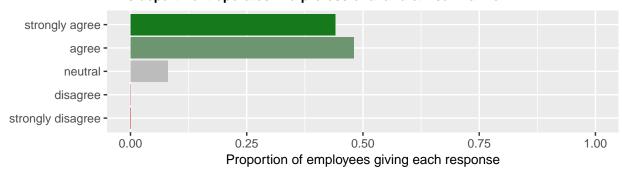
This department does not tolerate or permit unethical behavior



My coworkers behave in a professional manner

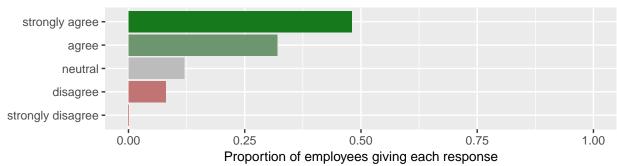


This department operates in a professional and ethical manner



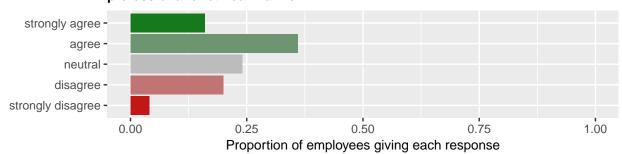
Slight Agreement - Conduct / Ethics

The employees of this department treat each other with respect



 $\bf Neutral$ - Conduct / Ethics

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

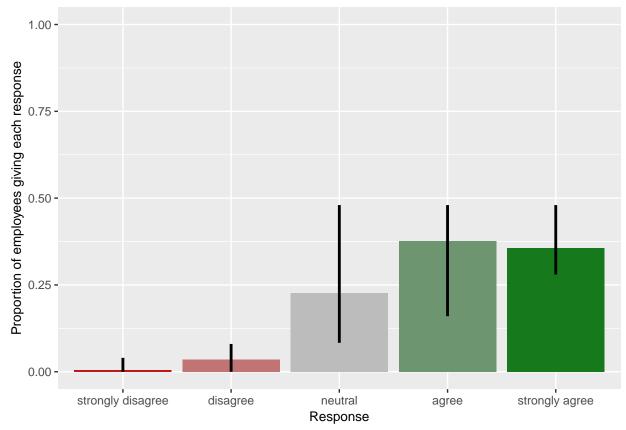


Resources / Support

Employees' agreement and disagreement with each statement.

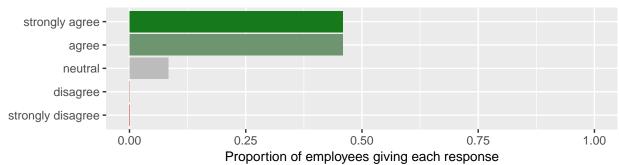
The Resources / Support category is made up of 8 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 0 neutral , 6 slight agreement , 2 clear agreement



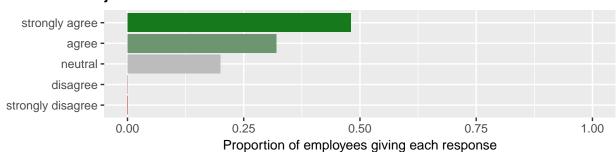


Clear Agreement - Resources / Support



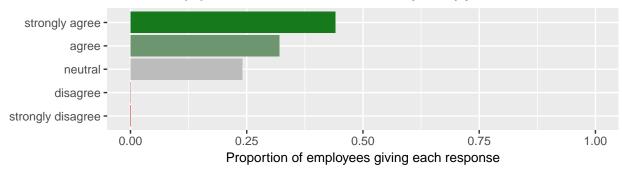


I am supported by this department to fulfill the responsibilities of my job

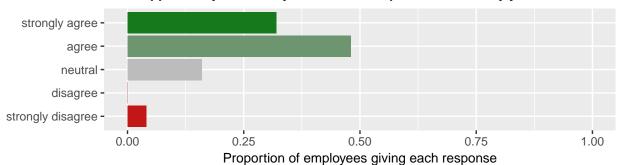


Slight Agreement - Resources / Support

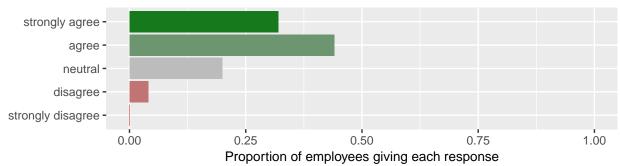
I have the equipment and resources to effectively do my job



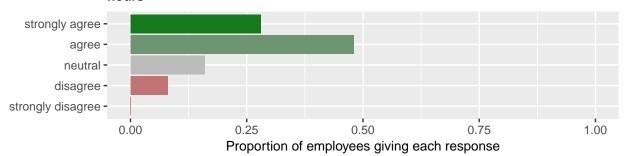
I am supported by the county to fulfill the responsibilities of my job



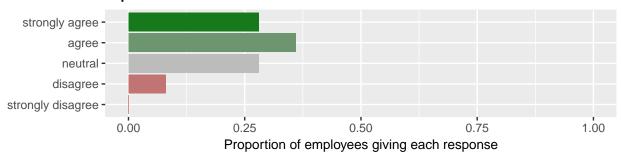
I have sufficient time to focus on the quality of my work



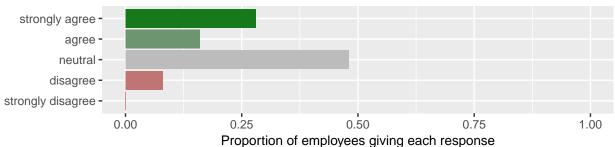
I am able to complete my work responsibilities during normal business hours



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



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

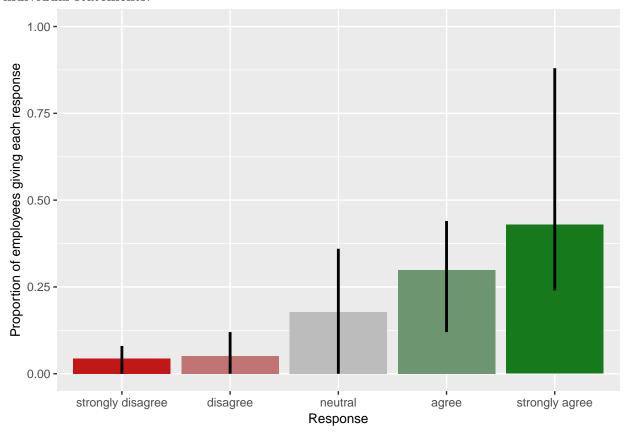


Culture

Employees' agreement and disagreement with each statement.

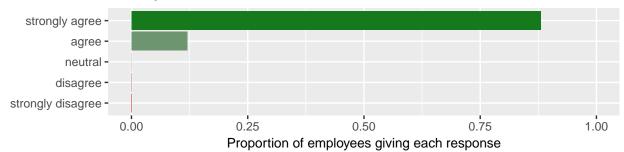
The Culture category is made up of 11 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 0 neutral, 8 slight agreement, 3 clear agreement



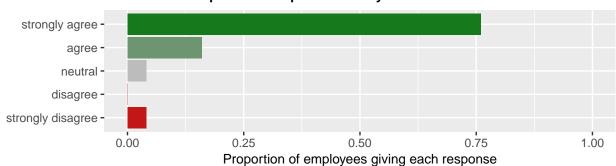


Clear Agreement - Culture

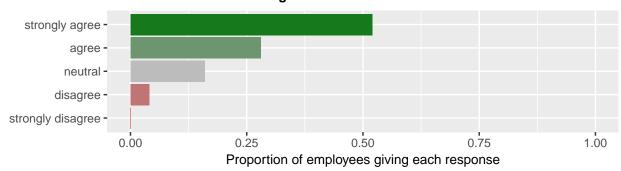
I am expected to treat both customers and co workers honestly and ethically



I feel that this department respects diversity

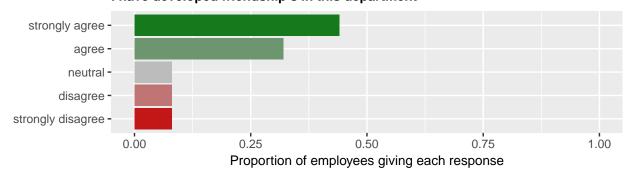


I would recommend working here to a friend

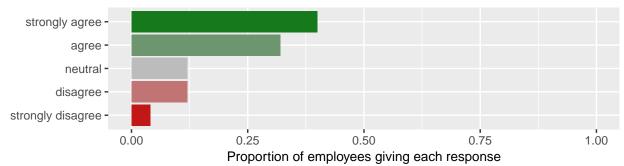


Slight Agreement - Culture

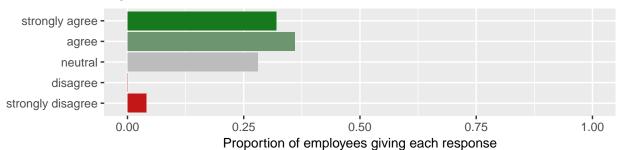
I have developed friendship s in this department



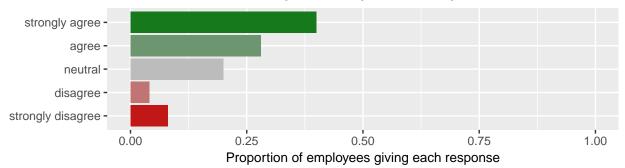
Most employees that I regularly work with are happy with this department



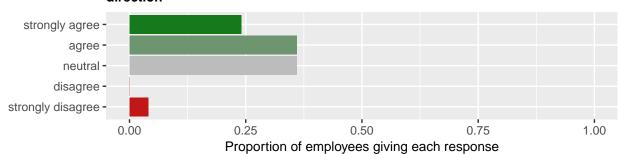
The organization s policies are applied fairly and consistently in my department



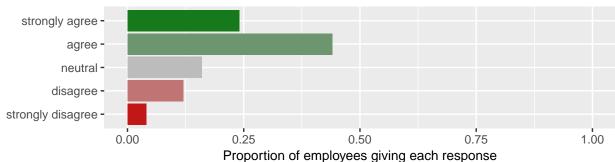
The culture of the overall department is positive and optimistic



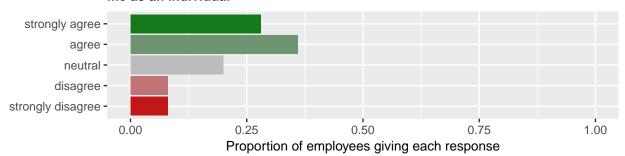
The departments within our organization share a common vision and direction



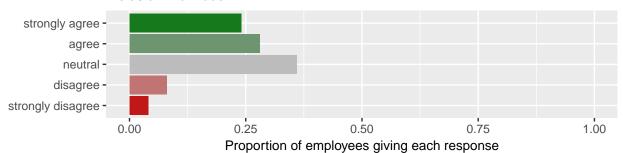




There is a person in a leadership role in this department that cares about me as an individual



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

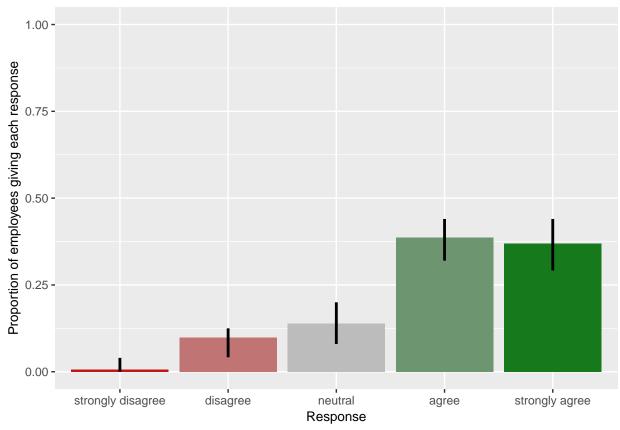


Teamwork

Employees' agreement and disagreement with each statement.

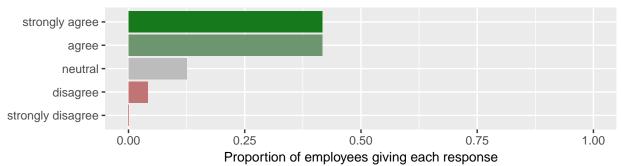
The Teamwork category is made up of 7 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 0 neutral, 6 slight agreement, 1 clear agreement





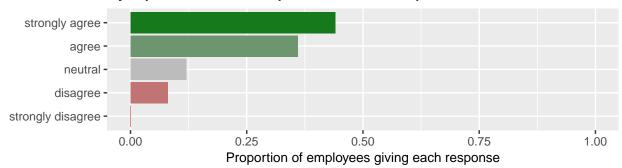
Clear Agreement - Teamwork

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

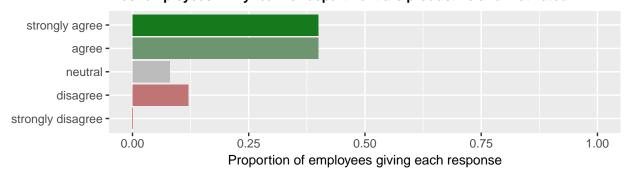


Slight Agreement - Teamwork

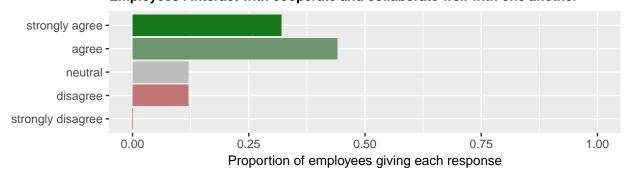
My department or team respects the views and opinions of one another



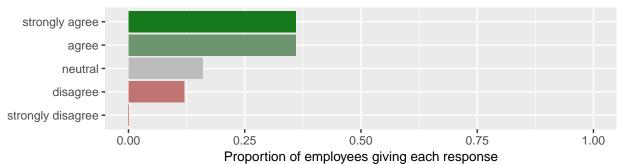
Most employees in my team or department are productive and motivated



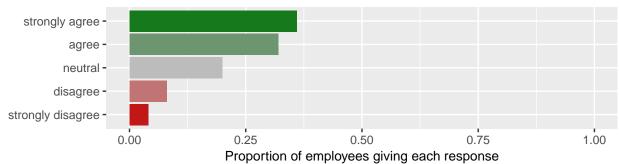
Employees I interact with cooperate and collaborate well with one another



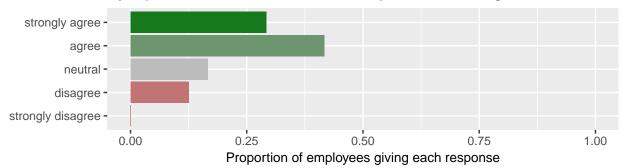
I believe my department or team works well together



Teamwork is practiced in this department



My department or team holds efficient and productive meetings

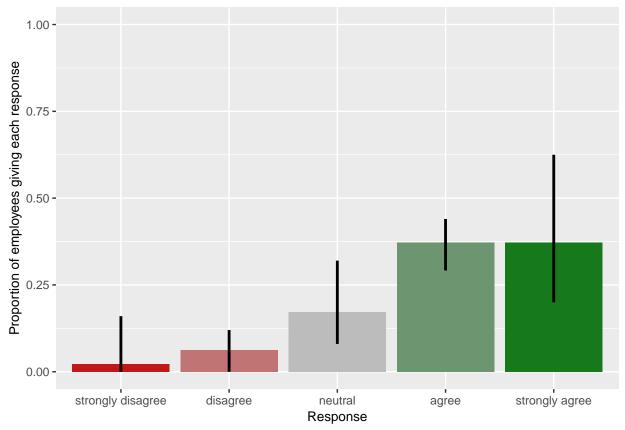


Management Effectiveness

Employees' agreement and disagreement with each statement.

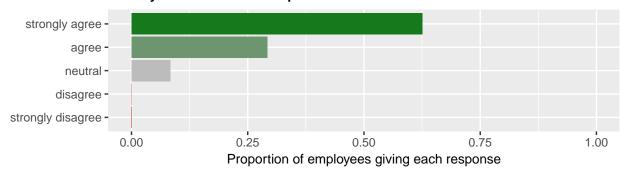
The Management Effectiveness category is made up of 11 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 1 neutral, 8 slight agreement, 2 clear agreement



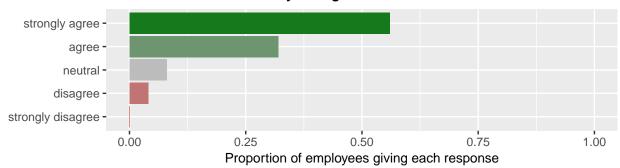


Clear Agreement - Management Effectiveness

I clearly understand who I report to

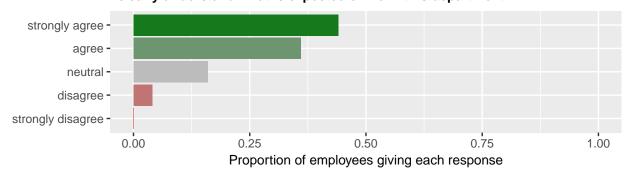


I have sufficient access to my Manager

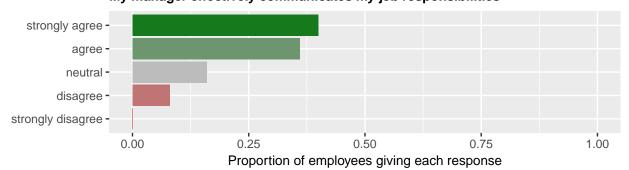


Slight Agreement - Management Effectiveness

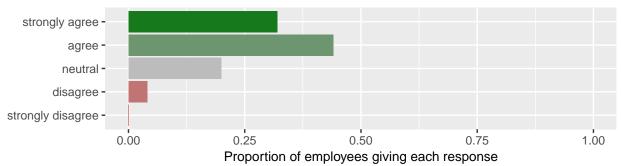
I clearly understand what is expected of me in this department



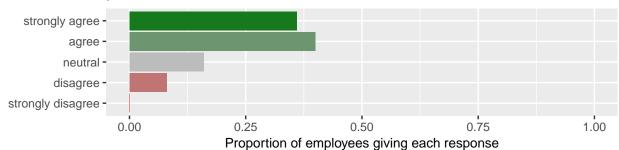
My manager effectively communicates my job responsibilities



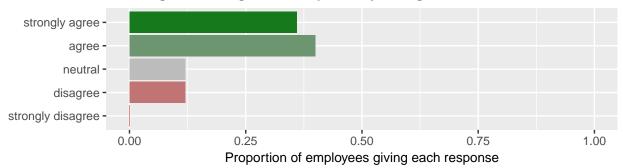
My manager is effective in setting clear job priorities and objectives



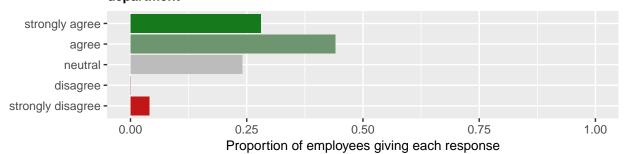
This department structure allows us to operate in an efficient and productive manner



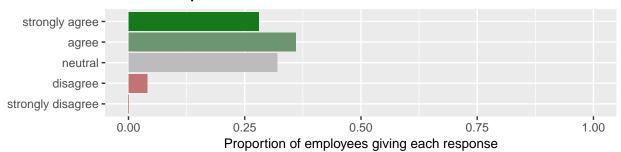
I have a good working relationship with my Manager



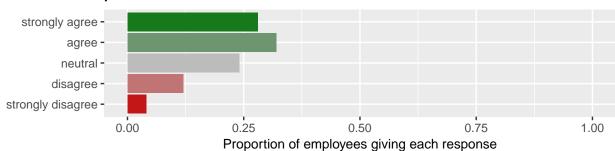
Employee performance related issues are handled appropriately in this department



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

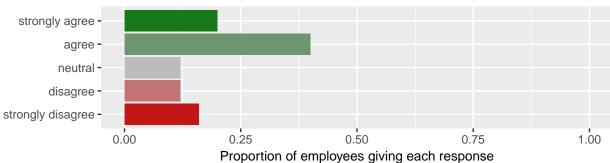


The interviewing hiring and orientation of new employees is a well managed process



Neutral - Management Effectiveness

My manager regularly provides me with feedback

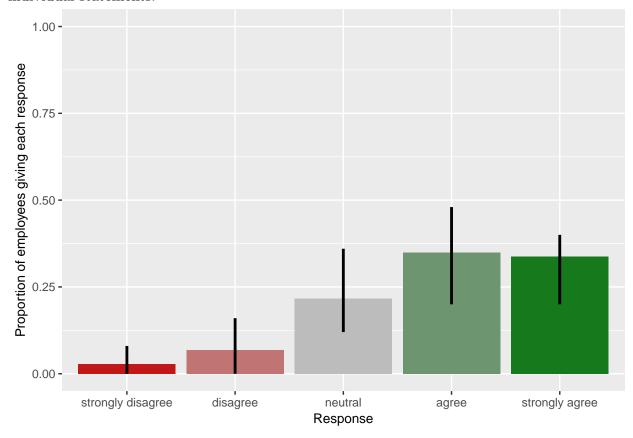


Work / Life Balance

Employees' agreement and disagreement with each statement.

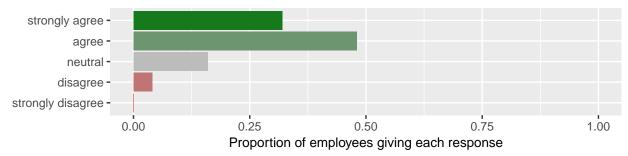
The Work / Life Balance category is made up of 7 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 0 neutral , 7 slight agreement , 0 clear agreement



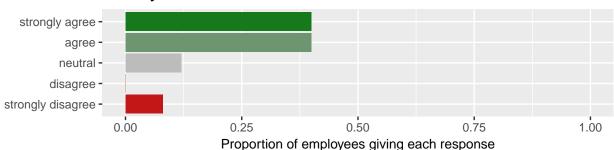


Slight Agreement - Work / Life Balance

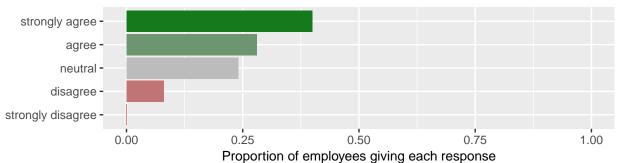
This organization provides me with enough flexibility and support to meet the demands of my personal and family life



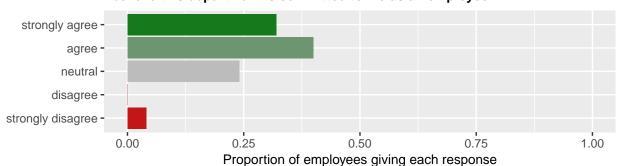
Work related obligations seldom require me to cancel or change my personal or family commitments



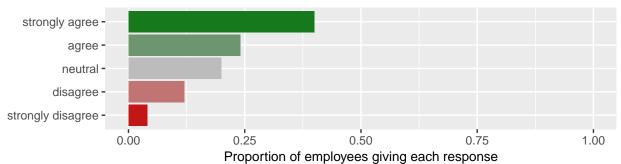
I believe this department respects and values my personal family life



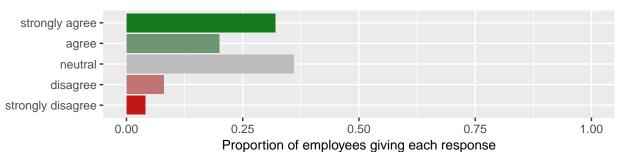
I believe this department is committed to me as an employee



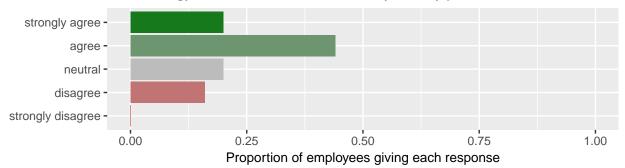
I believe the county is committed to me as an employee



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



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

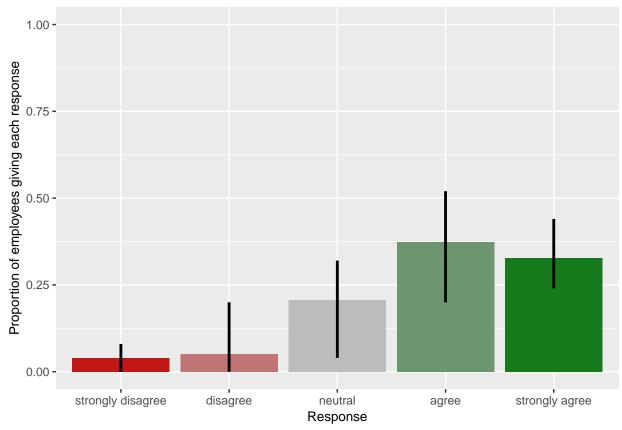


Leadership (SMT)

Employees' agreement and disagreement with each statement.

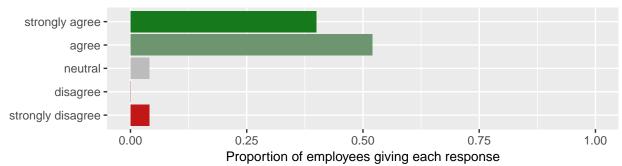
The Leadership (SMT) category is made up of 7 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 0 neutral , 6 slight agreement , 1 clear agreement





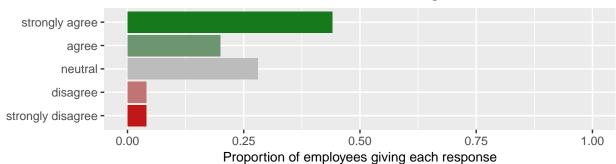
Clear Agreement - Leadership (SMT)

I have confidence in the Senior Management Team

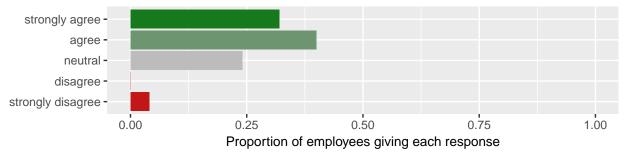


Slight Agreement - Leadership (SMT)

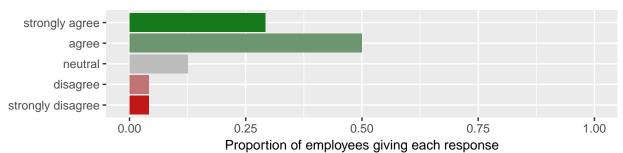
I trust the decisions and actions of the Senior Management Team



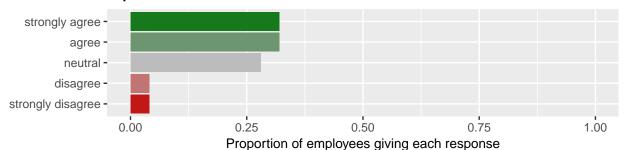
I believe the Senior Management Team is doing a good job in managing our department



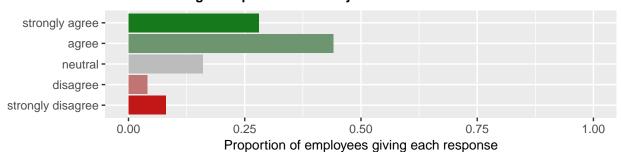
Leadership within this department communicates openly about important matters



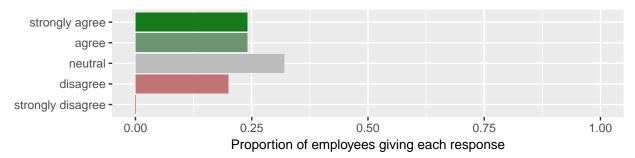
I believe the Senior Management Team cares about the employees in this department



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

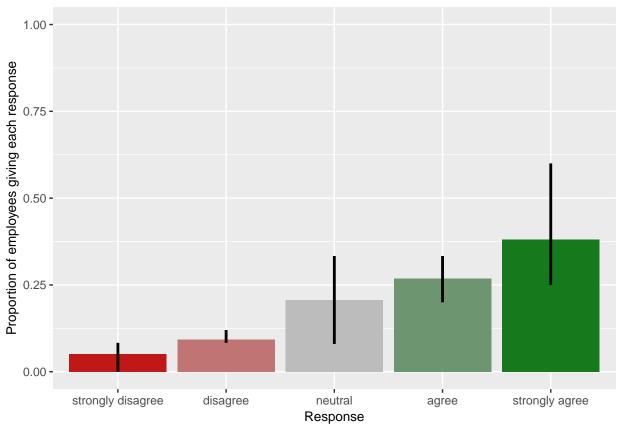


Pay & Benefits

Employees' agreement and disagreement with each statement.

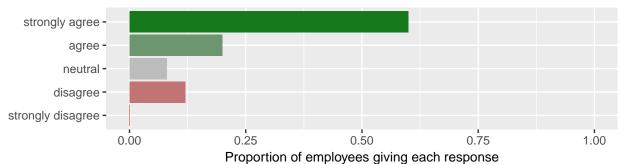
The Pay & Benefits category is made up of 4 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 0 neutral , 3 slight agreement , 1 clear agreement





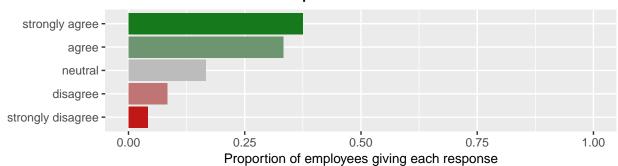
Clear Agreement - Pay & Benefits

I believe I am paid fairly for the work I do

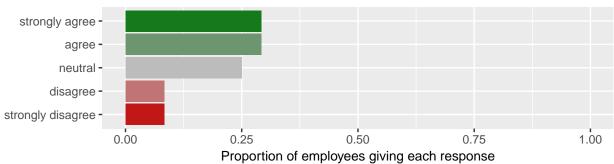


Slight Agreement - Pay & Benefits

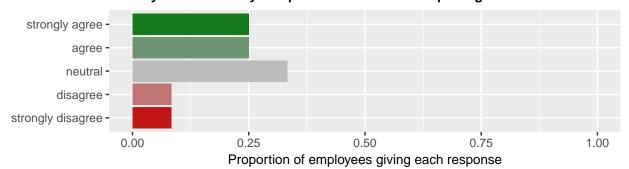
I am satisfied with the benefits provided to me



This department offers competitive compensation and benefits



I clearly understand my compensation and benefits package

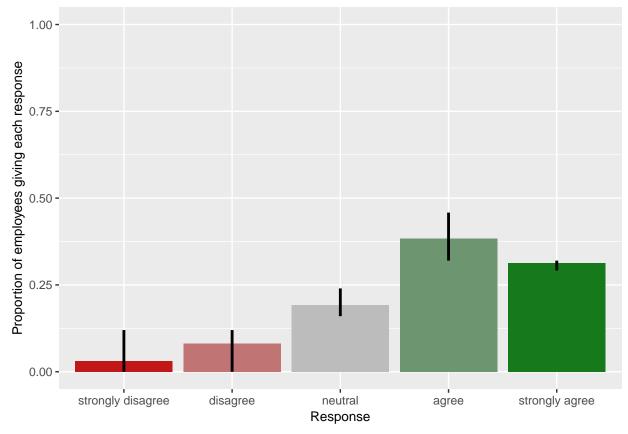


Communication

Employees' agreement and disagreement with each statement.

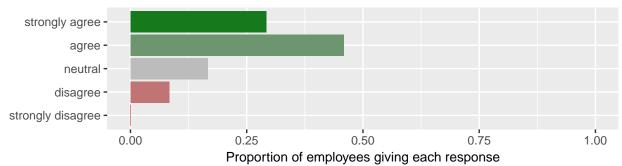
The Communication category is made up of 4 statements with the following distribution: 0 clear disagreement, 0 slight disagreement, 0 neutral, 4 slight agreement, 0 clear agreement



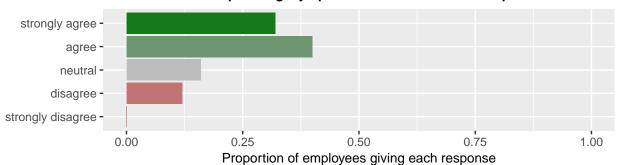


Slight Agreement - Communication

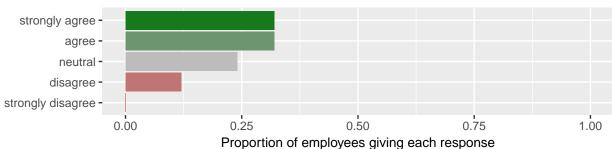
I believe the employees in this department communicate effectively



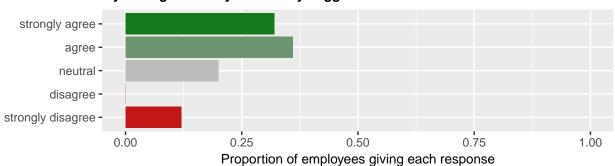
I am comfortable expressing my opinions on issues that are important to me



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



My manager actively solicits my suggestions and ideas

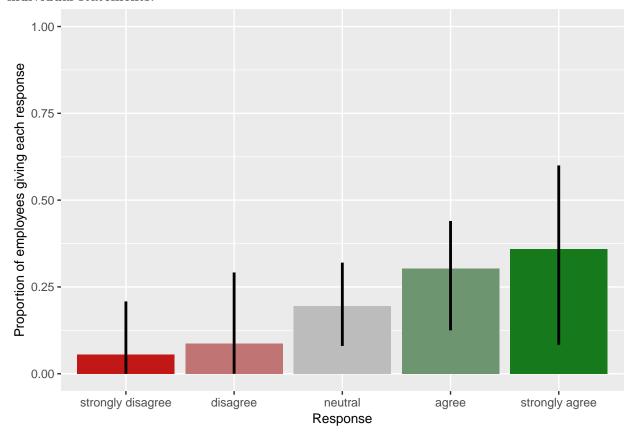


Learning & Development

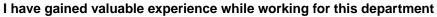
Employees' agreement and disagreement with each statement.

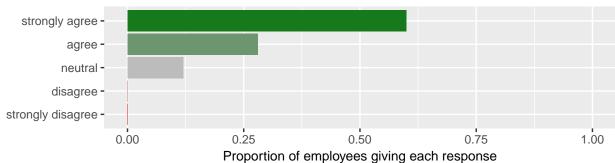
The Learning & Development category is made up of 13 statements with the following distribution: 0 clear disagreement , 1 slight disagreement , 1 neutral , 9 slight agreement , 2 clear agreement



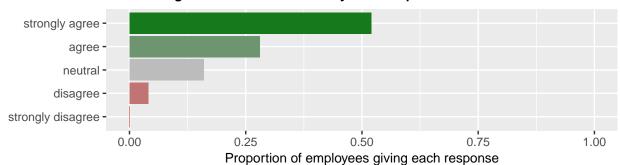


Clear Agreement - Learning & Development



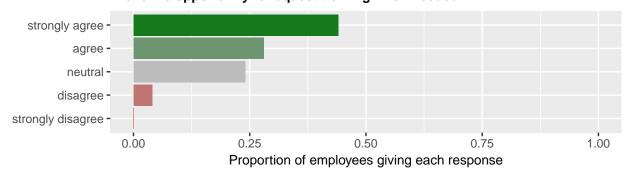


The training I receive is relevant to my work responsibilities

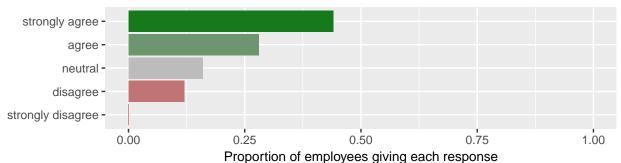


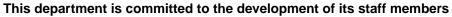
Slight Agreement - Learning & Development

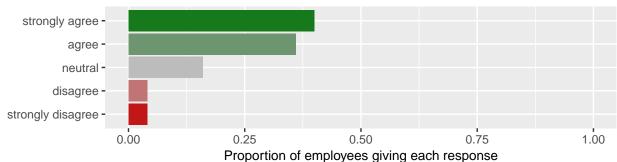
I have the opportunity to request training when needed



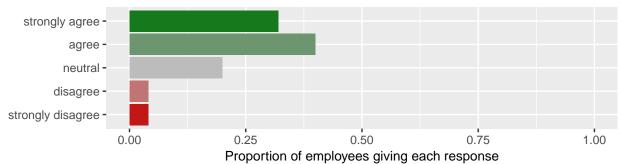
My development is encouraged by someone in this department



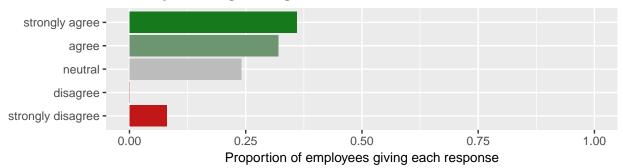




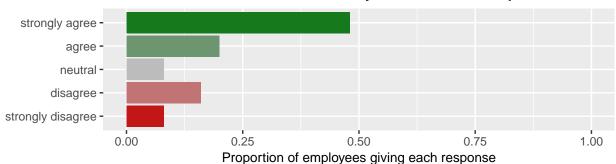
My job allows me to utilize my talents



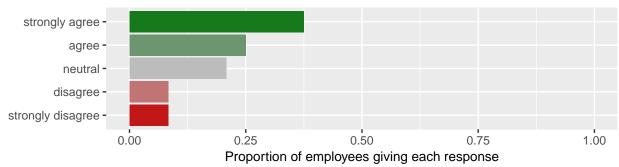
I receive job training on a regular basis



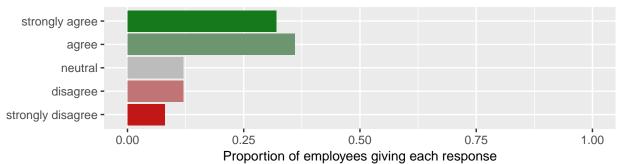
Hard work and dedication are the best way to advance in this department



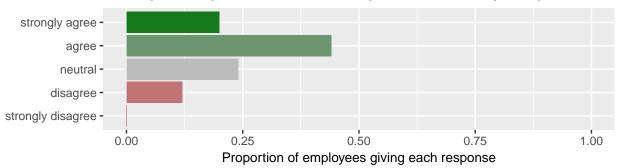
I am satisfied with the quality of the job training I receive



This department provides me with new experiences and a chance to grow

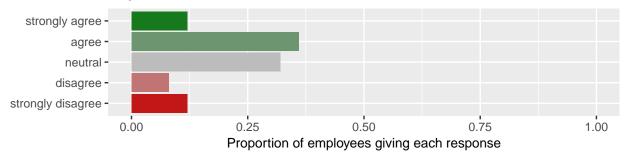


This department provides me with a clear professional development plan



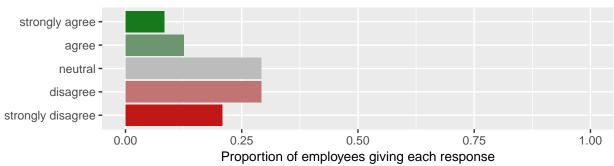
Neutral - Learning & Development

The training I receive allows me to assume additional work responsibilities



 ${\bf Slight\ Disagreement\ -\ Learning\ \&\ Development}$

I have career advancement opportunities within this department

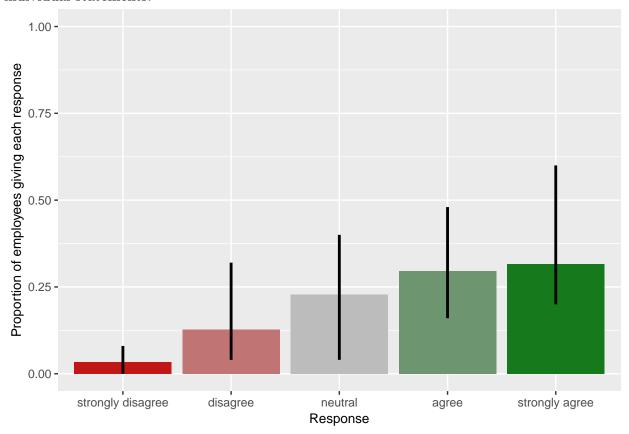


Conflict Resolution

Employees' agreement and disagreement with each statement.

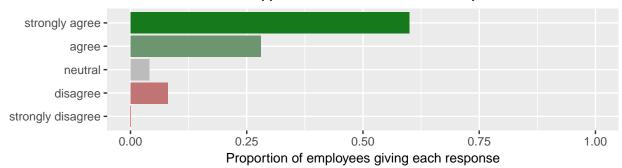
The Conflict Resolution category is made up of 6 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 1 neutral , 4 slight agreement , 1 clear agreement





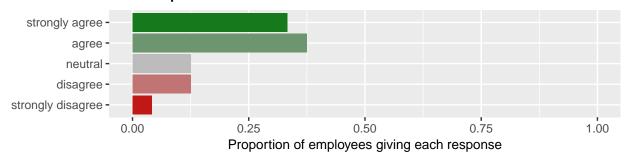
Clear Agreement - Conflict Resolution



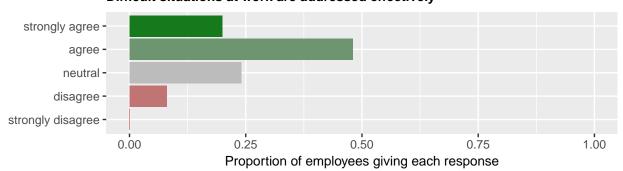


Slight Agreement - Conflict Resolution

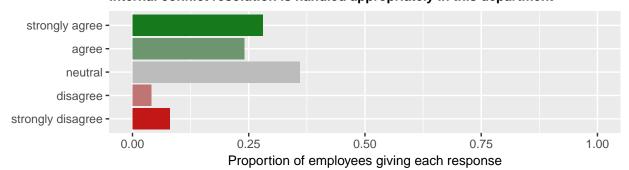
I am comfortable approaching someone within my department for assistance with workplace conflict



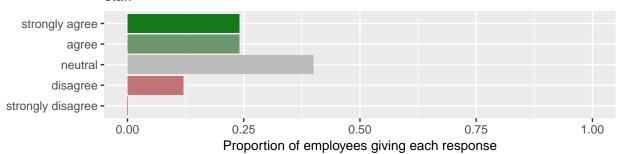
Difficult situations at work are addressed effectively



Internal conflict resolution is handled appropriately in this department

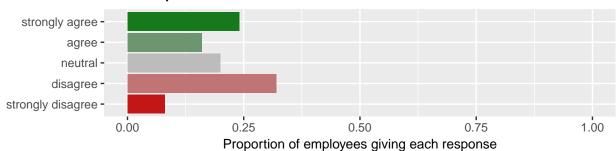


This workplace effectively handles people problems that exist between staff



Neutral - Conflict Resolution

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

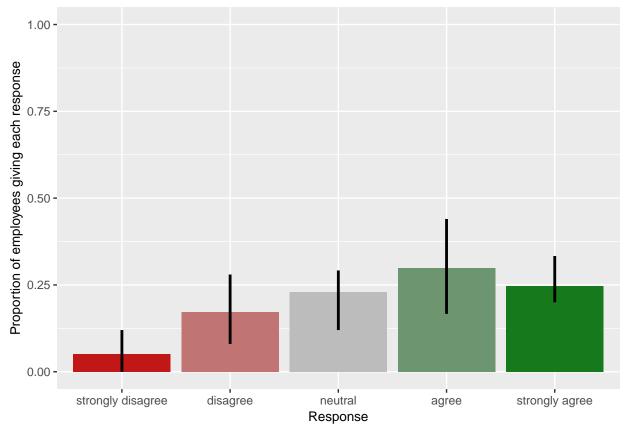


Recognition

Employees' agreement and disagreement with each statement.

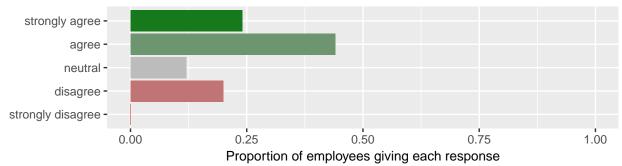
The Recognition category is made up of 7 statements with the following distribution: 0 clear disagreement , 0 slight disagreement , 1 neutral , 6 slight agreement , 0 clear agreement



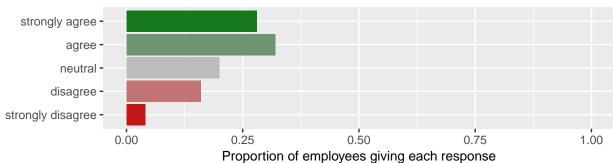


Slight Agreement - Recognition

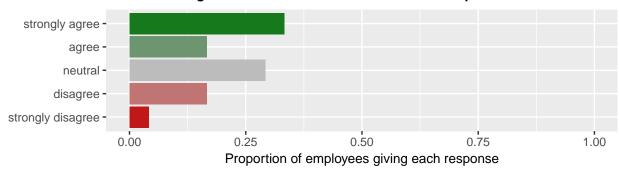
I m valued and appreciated for the job I do



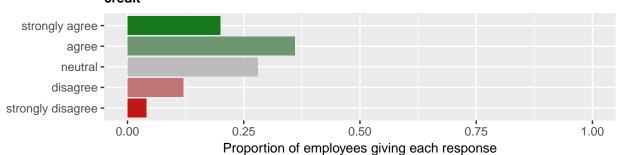
We celebrate our successes in this department



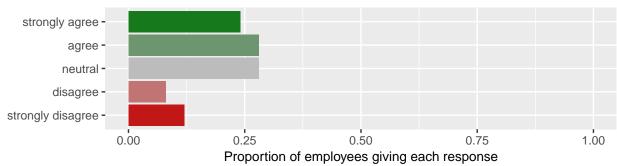
I feel that recognition is fair and consistent within our department



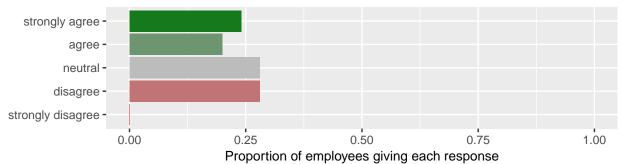
Recognition is accurately distributed to the employees who deserve the credit



I believe I am recognized for my efforts



I receive recognition when I do a good job



Neutral - Recognition

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

