Catholic Charities of Louisville, Inc. - All Staff Survey July 2020

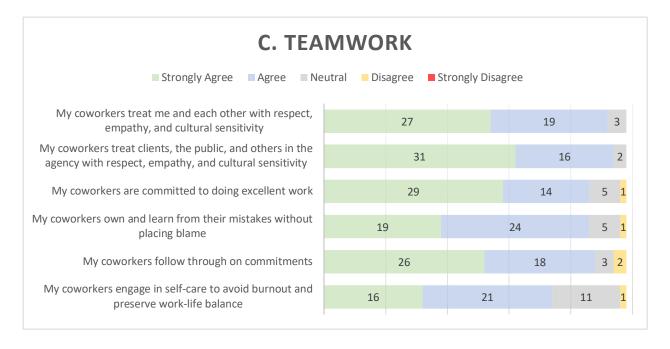
Response Rate: 58% - 49 of 85 staff completed the survey

A. PERS	SONA	L			
Strongly Agree Agree Neutr	ral Disag	ree 🗖 Stro	ongly Disagre	e	
I know what is expected of me in my job		28		19	2
I understand the agency values of Welcome, Empower, and Strengthen and what they mean for my work and		31		16	5 11
I am empowered with the tools and resources I need to do my job well	16		20	7	6
I am empowered with training opportunities to improve my skills and job performance	16		22		6 4 1
My job makes good use of my abilities		28		17	3 1
l enjoy my work		33		1	.4 2
I am satisfied with my salary	6	18		19	4 2
I am satisfied with the agency benefits	16		28	8	4 1
I engage in self-care to avoid burnout and preserve work-life balance	16		24		5 3 1

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B. SUPERVISION							
Strongly Agree Agree Neutr	al Disagr	ee 📕 Stro	ongly Disag	ree			
I feel empowered by my supervisor to achieve my goals	2	23		14	8	4	
My supervisor regularly evaluates my performance		25		17		3 4	
My supervisor provides me with constructive feedback about my job performance	2	2		19		6 <mark>2</mark>	
My supervisor is knowledgeable about the work of our program or department		25		17		4 <mark>1</mark> 2	
My supervisor communicates with me promptly and clearly		25		13	6	5	
I am satisfied my supervisor is open to innovation and change		27		15		4 2 1	
My supervisor encourages me to demonstrate positive teamwork and collaborate across departments when		33			11	2 2 1	
My supervisor treats me with respect, empathy, and cultural sensitivity		34			9	5 1	
My supervisor treats clients, the public, and others in the agency with respect, empathy, and cultural sensitivity		33			11	3 11	
My supervisor models self-care to avoid burnout and preserve work-life balance	17		16		14	11	

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D. LEAD	ERSHI	Ρ				
Strongly Agree Agree Neutr	al 🗾 Disag	ree 📕 S	trongly Disagre	e		
I feel my ideas on work processes and procedures for improvement are welcomed by management at all levels	15		22		10	2
I believe the Leadership Team is committed to the agency values of Welcome, Empower, and Strengthen		23		23		3
The Leadership Team encourages staff to demonstrate positive teamwork, identify common goals, and		22		21		4 2
The Leadership Team communicates promptly and clearly to the whole agency	18		21		8	11
I am satisfied with the amount of communication or access I have with Lisa	15		24		8	11

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E. BIG P	ICTUR	RE			
Strongly Agree Agree Neutra	al 📕 Disag	ree 🔳 Stro	ongly Disagre	e	
I feel that I am viewed as a valuable asset to the agency	16		22		10 <mark>1</mark>
Clients are a top priority in the agency		27		18	3 1
I understand how my job responsibilities fit the overall mission and strategic direction of the agency		25		22	2
I can confidently describe and answer questions about the agency's services and programs other than the one in	16		22		7 4
The agency has a clear focus in the services it provides and the programs it offers	16		26		6 1
I understand how the agency fits into the larger picture of Catholic institutions and Catholic Social Teaching	17		24		7 1
I understand the performance evaluation process and how the agency handles compensation	15		20	8	5 1
I understand how my job performance affects the agency as a whole		29		17	2 1
Poor performance is effectively addressed throughout the agency	9	16		18	5 1
When I or others do great work, those efforts are recognized	16		21		11 1