Staff Survey Comparison July 2017 to July 2020

Increase / Decrease in Response

0% represents no change / - represents 0% reported on both surveys

Likert Score Responses graded 1-5

Personal	Strongly Agree			Disagree	Strongly Disagree	2017	2020	Difference
I know what is expected of me in my job	21%	-13%	-2%	-6%	-	4.2	4.5	0.3
I am empowered with the tools and resources I need to do my job well	19%	2%	-11%	-7%	-4%	3.4	3.9	0.5
I am empowered with training opportunities to improve my skills and job performance	25%	16%	-19%	-23%	-	3.1	4.0	0.9
My job makes good use of my abilities	19%	0%	-9%	-8%	-2%	4.0	4.6	0.6
I enjoy my work	10%	-2%	-4%	-4%	-	4.4	4.6	0.2
I am satisfied with my salary	6%	12%	23%	-23%	-19%	2.6	3.4	0.8
I am satisfied with the agency benefits	17%	15%	-15%	-13%	-4%	3.5	4.2	0.7
Average increase/decrease Personal	17%	4%	-5%	-12%	-7%	3.6	4.2	0.6
Supervison	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Likert Score	Likert Score	Difference
I feel empowered by my supervisor to achieve my goals	16%	-6%	-7%	0%	-4%	3.8	4.1	0.3
My supervisor regularly evaluates my performance	30%	4%	-9%	-21%	-4%	3.4	4.3	0.9
My supervisor provides me with constructive feedback about my job performance	22%	12%	-17%	-11%	-6%	3.5	4.2	0.7
My supervisor is knowledgeable about the work of our program or department	-7%	8%	-1%	-2%	2%	4.3	4.3	0.0
My supervisor treats me with respect, empathy, and cultural sensitivity	-2%	-3%	4%	0%	-	4.6	4.6	0.0
My supervisor treats clients, the public, and others in the agency with respect, empathy, and cultural sensitivity	-2%	1%	2%	0%	-2%	4.5	4.5	0.0
Average increase/decrease Supervision	10%	3%	-5%	-6%	-3%	4.0	4.3	0.3
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Teamwork	Strongly	Agree			Strongly	Likert	Likert Score	Difference
					Strongly		Likert	
Teamwork My coworkers treat me and each other with respect,	Strongly Agree 1%	Agree	Neutral	Disagree	Strongly	Likert Score	Likert Score	Difference
Teamwork My coworkers treat me and each other with respect, empathy, and cultural sensitivity My coworkers treat clients, the public, and others in the agency	Strongly Agree 1%	Agree 0%	Neutral 0%	Disagree -2%	Strongly Disagree	Likert Score 4.4	Likert Score 4.5	Difference
Teamwork My coworkers treat me and each other with respect, empathy, and cultural sensitivity My coworkers treat clients, the public, and others in the agency with respect, empathy, and cultural sensitivity	Strongly Agree 1% 7% 11% 7%	Agree 0% -4%	Neutral 0% -2%	Disagree -2% -2%	Strongly Disagree	Likert Score 4.4 4.5	Likert Score 4.5 4.6 4.4 4.5	0.1
Teamwork My coworkers treat me and each other with respect, empathy, and cultural sensitivity My coworkers treat clients, the public, and others in the agency with respect, empathy, and cultural sensitivity My coworkers are committed to doing excellent work	Strongly Agree 1% 7% 11%	Agree 0% -4% -14%	Neutral 0% -2% 3% 0%	-2% -2% -0%	Strongly Disagree	Likert Score 4.4 4.5 4.4	Likert Score 4.5 4.6 4.4	0.1 0.1 0.0
Teamwork My coworkers treat me and each other with respect, empathy, and cultural sensitivity My coworkers treat clients, the public, and others in the agency with respect, empathy, and cultural sensitivity My coworkers are committed to doing excellent work Average increase/decrease Teamwork	Strongly Agree 1% 7% 11% 7% Strongly	Agree 0% -4% -14% -6%	Neutral 0% -2% 3% 0%	-2% -2% 0% -1%	Strongly Disagree Strongly	Likert Score 4.4 4.5 4.4 4.4 Likert	Likert Score 4.5 4.6 4.4 4.5 Likert	0.1 0.1 0.0 0.1
Teamwork My coworkers treat me and each other with respect, empathy, and cultural sensitivity My coworkers treat clients, the public, and others in the agency with respect, empathy, and cultural sensitivity My coworkers are committed to doing excellent work Average increase/decrease Teamwork Big Picture	Strongly Agree 1% 7% 11% 7% Strongly Agree	Agree 0% -4% -14% -6% Agree	Neutral 0% -2% 3% 0% Neutral	-2% -2% 0% -1% Disagree	Strongly Disagree Strongly	Likert Score 4.4 4.5 4.4 Likert Score	Likert Score 4.5 4.6 4.4 4.5 Likert Score	0.1 0.1 0.0 0.1 Difference
Teamwork My coworkers treat me and each other with respect, empathy, and cultural sensitivity My coworkers treat clients, the public, and others in the agency with respect, empathy, and cultural sensitivity My coworkers are committed to doing excellent work Average increase/decrease Teamwork Big Picture I feel that I am viewed as a valuable asset to the agency	Strongly Agree 1% 7% 11% 7% Strongly Agree 29%	Agree 0% -4% -14% -6% Agree 3%	Neutral 0% -2% 3% 0% Neutral -12%	-2% -2% 0% -1% Disagree -19%	Strongly Disagree Strongly Disagree -	Likert Score 4.4 4.5 4.4 Likert Score 3.3	Likert Score 4.5 4.6 4.4 4.5 Likert Score 4.1	0.1 0.1 0.0 0.1 Difference 0.8
Teamwork My coworkers treat me and each other with respect, empathy, and cultural sensitivity My coworkers treat clients, the public, and others in the agency with respect, empathy, and cultural sensitivity My coworkers are committed to doing excellent work Average increase/decrease Teamwork Big Picture I feel that I am viewed as a valuable asset to the agency Clients are a top priority in the agency I understand how my job responsibilities fit the overall	Strongly Agree 1% 7% 11% 7% Strongly Agree 29% 30%	Agree 0% -4% -14% -6% Agree 3% -17%	Neutral 0% -2% 3% 0% Neutral -12% -9%	-2% -2% 0% -1% Disagree -19% -4%	Strongly Disagree Strongly Disagree	4.4 4.5 4.4 Likert Score 3.3 4.0	Likert Score 4.5 4.6 4.4 4.5 Likert Score 4.1 4.4	0.1 0.0 0.1 Difference 0.8 0.4
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