

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	Agree	Neutral	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
Supervision	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
Teamwork	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Likert Score	Likert Score	Difference
My coworkers treat me and each other with respect, empathy, and cultural sensitivity	1%	0%	0%	-2%	-	4.4	4.5	0.1
My coworkers treat clients, the public, and others in the agency with respect, empathy, and cultural sensitivity	7%	-4%	-2%	-2%	-	4.5	4.6	0.1
My coworkers are committed to doing excellent work	11%	-14%	3%	0%	-	4.4	4.4	0.0
Average increase/decrease Teamwork	7%	-6%	0%	-1%	-	4.4	4.5	0.1
Big Picture	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Likert Score	Likert Score	Difference
I feel that I am viewed as a valuable asset to the agency	29%	3%	-12%	-19%	-	3.3	4.1	0.8
Clients are a top priority in the agency	30%	-17%	-9%	-4%	-	4.0	4.4	0.4
I understand how my job responsibilities fit the overall mission and strategic direction of the agency	24%	3%	-15%	-10%	-2%	3.8	4.5	0.7
I can confidently describe and answer questions about the agency's services and programs other than the one in which I am employed	15%	12%	-5%	-21%	-2%	3.3	4.0	0.7
The agency has a clear focus in the services it provides and the programs it offers	17%	17%	-17%	-15%	-2%	3.5	4.2	0.7
I understand how my job performance affects the agency as a whole	21%	-4%	-6%	-10%	-2%	4.0	4.5	0.5
Poor performance is effectively addressed throughout the agency	18%	17%	0%	-19%	-17%	2.5	3.6	1.1
When I or others do great work, those efforts are recognized	14%	26%	22%	21%	17%	3.1	4.1	1.0
Average increase/decrease Big Picture	21%	7%	-5%	-9%	-1%	3.4	4.2	0.7
OVERALL AVERAGE INCREASE DECREASE	14%	2%	-4%	-7%	-4%	3.9	4.3	0.4