

"Are We Making Progress?" Survey
Comparison: - Spring 2012 - Spring 2013 - Spring 2014 - Spring 2015 - Spring 2016

Due to rounding, percentages may total one point more or less than 100%

| | Spring 2012 101 | | | | | Spring 2013 91 | | | | | Spring 2014 98 | | | | | Spring 2015 94 | | | | | Spring 2016 119 | | | | | | | | | |
|--|--------------------|----------|---------|-------|----------------|-------------------|----------|---------|-------|----------------|-------------------|----------|---------|-------|----------------|-------------------|----------|---------|-------|----------------|--------------------|----------|---------|-------|----------------|-------|-------|-------|-------|-------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | | | | | |
| Category 1: Leadership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1a. I know my organization's mission (what it is trying to accomplish). | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1 | 2 | 2 | 43 | 53 | 0 | 2 | 3 | 38 | 48 | 0 | 1 | 6 | 34 | 57 | 1 | 2 | 6 | 29 | 56 | 0 | 5 | 7 | 49 | 58 | 0 | 5 | 7 | 49 | 58 |
| | 1.0% | 2.0% | 2.0% | 42.6% | 52.5% | 0.0% | 2.2% | 3.3% | 41.8% | 52.7% | 0.0% | 1.0% | 6.1% | 34.7% | 58.2% | 1.1% | 2.1% | 6.4% | 30.9% | 59.6% | 0.0% | 4.2% | 5.9% | 41.2% | 48.7% | 0.0% | 4.2% | 5.9% | 41.2% | 48.7% |
| | 3.0% | | 2.0% | 95.0% | | 2.2% | | 3.3% | 94.5% | | 1.0% | | 6.1% | 92.9% | | 3.2% | | 6.4% | 90.4% | | 4.2% | | 5.9% | 89.9% | | 4.2% | | 5.9% | 89.9% | |
| Total Responses: | 101 | | | | | 91 | | | | | 98 | | | | | 94 | | | | | 119 | | | | | | | | | |
| Category 1: Leadership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1b. My senior (top) leaders use our organization's values to guide us. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1 | 4 | 8 | 46 | 42 | 1 | 2 | 6 | 48 | 34 | 0 | 4 | 12 | 49 | 33 | 2 | 6 | 12 | 39 | 35 | 10 | 14 | 53 | 41 | 0 | 8 | 14 | 53 | 41 | |
| | 1.0% | 4.0% | 7.9% | 45.5% | 41.6% | 1.1% | 2.2% | 6.6% | 52.7% | 37.4% | 0.0% | 4.1% | 12.2% | 50.0% | 33.7% | 2.1% | 6.4% | 12.8% | 41.5% | 37.2% | 0.0% | 8.5% | 11.9% | 44.9% | 34.7% | 0.0% | 8.5% | 11.9% | 44.9% | 34.7% |
| | 5.0% | | 7.9% | 87.1% | | 3.3% | | 6.6% | 90.1% | | 4.1% | | 12.2% | 83.7% | | 8.5% | | 12.8% | 78.7% | | 8.5% | | 11.9% | 79.7% | | 8.5% | | 11.9% | 79.7% | |
| Total Responses: | 101 | | | | | 91 | | | | | 98 | | | | | 94 | | | | | 118 | | | | | | | | | |
| Category 1: Leadership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1c. My senior leaders create a work environment that helps me do my job. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 2 | 5 | 6 | 43 | 45 | 1 | 4 | 6 | 41 | 39 | 2 | 6 | 14 | 42 | 34 | 4 | 7 | 10 | 34 | 39 | 0 | 13 | 15 | 42 | 48 | 0 | 13 | 15 | 42 | 48 |
| | 2.0% | 5.0% | 5.9% | 42.6% | 44.6% | 1.1% | % | 6.6% | 45.1% | 42.9% | 2.0% | 6.1% | 14.3% | 42.9% | 34.7% | 4.3% | 7.4% | 10.0% | 36.2% | 41.5% | 0.0% | 11.0% | 12.7% | 35.6% | 40.7% | 0.0% | 11.0% | 12.7% | 35.6% | 40.7% |
| | 6.9% | | 5.9% | 87.1% | | 1.1% | | 6.6% | 87.9% | | 8.2% | | 14.3% | 77.6% | | 11.7% | | 10.0% | 77.7% | | 11.0% | | 12.7% | 76.3% | | 11.0% | | 12.7% | 76.3% | |
| Total Responses: | 101 | | | | | 91 | | | | | 98 | | | | | 94 | | | | | 118 | | | | | | | | | |
| Category 1: Leadership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1d. My organization's leaders share information about the organization. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1 | 2 | 3 | 43 | 50 | 2 | 2 | 3 | 36 | 48 | 1 | 2 | 7 | 46 | 42 | 4 | 4 | 9 | 39 | 38 | 2 | 5 | 16 | 44 | 50 | 2 | 5 | 16 | 44 | 50 |
| | 1.0% | 2.0% | 3.0% | 43.4% | 50.5% | 2.2% | 2.2% | 3.3% | 39.6% | 52.7% | 1.0% | 2.0% | 7.1% | 46.9% | 42.9% | 4.3% | 4.3% | 10.0% | 41.5% | 40.4% | 1.7% | 4.3% | 13.7% | 37.6% | 42.7% | 1.7% | 4.3% | 13.7% | 37.6% | 42.7% |
| | 3.0% | | 3.0% | 93.9% | | 4.4% | | 3.3% | 92.3% | | 3.1% | | 7.1% | 89.8% | | 8.5% | | 10.0% | 81.9% | | 6.0% | | 13.7% | 80.3% | | 6.0% | | 13.7% | 80.3% | |
| Total Responses: | 99 | | | | | 91 | | | | | 98 | | | | | 94 | | | | | 117 | | | | | | | | | |
| Category 1: Leadership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1e. My senior leaders encourage learning that will help me advance in my career. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 3 | 1 | 15 | 35 | 47 | 0 | 5 | 12 | 35 | 38 | 0 | 6 | 13 | 40 | 39 | 3 | 8 | 13 | 31 | 38 | 3 | 6 | 22 | 37 | 51 | 3 | 6 | 22 | 37 | 51 |
| | 3.0% | 1.0% | 14.9% | 34.7% | 46.5% | 0.0% | 5.6% | 13.3% | 38.9% | 42.2% | 0.0% | 6.1% | 13.3% | 40.8% | 39.8% | 3.2% | 8.6% | 14.0% | 33.3% | 40.9% | 2.5% | 5.0% | 18.5% | 31.1% | 42.9% | 2.5% | 5.0% | 18.5% | 31.1% | 42.9% |
| | 4.0% | | 14.9% | 81.2% | | 5.6% | | 13.3% | 81.1% | | 6.1% | | 13.3% | 80.6% | | 11.8% | | 14.0% | 74.2% | | 7.6% | | 18.5% | 73.9% | | 7.6% | | 18.5% | 73.9% | |
| Total Responses: | 101 | | | | | 90 | | | | | 98 | | | | | 93 | | | | | 119 | | | | | | | | | |
| Category 1: Leadership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1f. My organization lets me know what it thinks is most important. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1 | 3 | 8 | 45 | 44 | 0 | 5 | 12 | 35 | 38 | 2 | 5 | 12 | 41 | 38 | 3 | 5 | 14 | 36 | 36 | 1 | 9 | 17 | 45 | 45 | 1 | 9 | 17 | 45 | 45 |
| | 1.0% | 3.0% | 7.9% | 44.6% | 43.6% | 0.0% | 5.6% | 13.3% | 38.9% | 42.2% | 2.0% | 5.1% | 12.2% | 41.8% | 38.8% | 3.2% | 5.3% | 14.9% | 38.3% | 38.3% | 0.9% | 7.7% | 14.5% | 38.5% | 38.5% | 0.9% | 7.7% | 14.5% | 38.5% | 38.5% |
| | 4.0% | | 7.9% | 88.1% | | 5.6% | | 13.3% | 81.1% | | 7.1% | | 12.2% | 80.6% | | 8.5% | | 14.9% | 76.6% | | 8.5% | | 14.5% | 76.9% | | 8.5% | | 14.5% | 76.9% | |
| Total Responses: | 101 | | | | | 90 | | | | | 98 | | | | | 94 | | | | | 117 | | | | | | | | | |
| Category 1: Leadership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1g. My organization asks what I think. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 4 | 7 | 22 | 38 | 30 | 0 | 1 | 11 | 45 | 34 | 2 | 16 | 20 | 33 | 26 | 7 | 6 | 16 | 37 | 28 | 5 | 16 | 19 | 51 | 28 | 5 | 16 | 19 | 51 | 28 |
| | 4.0% | 6.9% | 21.8% | 37.6% | 29.7% | 0.0% | 1.1% | 12.1% | 49.5% | 37.4% | 2.1% | 16.5% | 20.6% | 34.0% | 26.8% | 7.4% | 6.4% | 17.0% | 39.4% | 29.8% | 4.2% | 13.4% | 16.0% | 42.9% | 23.5% | 4.2% | 13.4% | 16.0% | 42.9% | 23.5% |
| | 10.9% | | 21.8% | 67.3% | | 1.1% | | 12.1% | 86.8% | | 18.6% | | 20.6% | 60.8% | | 13.8% | | 17.0% | 69.1% | | 17.6% | | 16.0% | 66.4% | | 17.6% | | 16.0% | 66.4% | |
| Total Responses: | 101 | | | | | 91 | | | | | 97 | | | | | 94 | | | | | 119 | | | | | | | | | |
| Category 2: Strategic Planning | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2a. As it plans for the future, my organization asks for my ideas. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 4 | 8 | 17 | 40 | 31 | 1 | 9 | 10 | 43 | 27 | 1 | 8 | 19 | 41 | 28 | 6 | 5 | 11 | 40 | 31 | 4 | 6 | 19 | 57 | 31 | 4 | 6 | 19 | 57 | 31 |
| | 4.0% | 8.0% | 17.0% | 40.0% | 31.0% | 1.1% | 10.0% | 11.1% | 47.8% | 30.0% | 1.0% | 8.2% | 19.6% | 42.3% | 28.9% | 6.5% | 5.4% | 11.8% | 43.0% | 33.3% | 3.4% | 5.1% | 16.2% | 48.7% | 26.5% | 3.4% | 5.1% | 16.2% | 48.7% | 26.5% |
| | 12.0% | | 17.0% | 71.0% | | 11.1% | | 11.1% | 77.8% | | 9.3% | | 19.6% | 71.1% | | 11.8% | | 11.8% | 76.3% | | 8.5% | | 16.2% | 75.2% | | 8.5% | | 16.2% | 75.2% | |
| Total Responses: | 100 | | | | | 90 | | | | | 97 | | | | | 93 | | | | | 117 | | | | | | | | | |

| | | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | | | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | | | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | | | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | | | | | | | | | |
|--|--|-------------------|----------|---------|-------|----------------|-----|------|-------------------|----------|---------|-------|----------------|-------|--|-------------------|----------|---------|-------|----------------|--|-------|-------------------|----------|---------|-------|----------------|-------|--|------|------|-------|-------|-------|--|--|
| Total Responses: | | | | | | | 100 | | | | | | 90 | | | | | | 97 | | | | | | 92 | | | | | | 117 | | | | | |
| Category 2: Strategic Planning | | | | | | | 100 | | | | | | 90 | | | | | | 97 | | | | | | 92 | | | | | | 117 | | | | | |
| 2b. I know the parts of my organization's plans that will affect my and my work. | | 2.0% | 4.0% | 8.0% | 54.0% | 32.0% | | | 0.0% | 4.4% | 16.7% | 42.2% | 36.7% | | | 1.0% | 11.2% | 14.3% | 38.8% | 34.7% | | | 5.4% | 6.5% | 15.2% | 37.0% | 35.9% | | | 0.9% | 9.4% | 16.2% | 47.9% | 25.6% | | |
| | | 6.0% | | 86.0% | | | | 4.4% | | 78.9% | | | | 12.2% | | 73.5% | | | | 12.0% | | 72.8% | | | | 10.3% | | 73.5% | | | | | | | | |
| Total Responses: | | | | | | | 99 | | | | | | 90 | | | | | | 98 | | | | | | 93 | | | | | | 116 | | | | | |
| Category 3: Customer/Market Focus | | | | | | | 99 | | | | | | 90 | | | | | | 98 | | | | | | 93 | | | | | | 116 | | | | | |
| 3a. I know who my most important customers are. | | 0.0% | 0.0% | 1.0% | 22.2% | 76.8% | | | 0.0% | 0.0% | 0.0% | 22.2% | 77.8% | | | 0.0% | 0.0% | 1.0% | 24.5% | 74.5% | | | 1.1% | 0.0% | 1.1% | 21.5% | 76.3% | | | 0.0% | 0.0% | 2.6% | 28.4% | 69.0% | | |
| | | 0.0% | | 99.0% | | | | 0.0% | | 100.0% | | | | 0.0% | | 99.0% | | | | 1.1% | | 97.8% | | | | 0.0% | | 97.4% | | | | | | | | |
| Total Responses: | | | | | | | 99 | | | | | | 90 | | | | | | 98 | | | | | | 93 | | | | | | 115 | | | | | |
| Category 3: Customer/Market Focus | | | | | | | 99 | | | | | | 90 | | | | | | 98 | | | | | | 93 | | | | | | 115 | | | | | |
| 3b. I keep in touch with my customers. | | 0.0% | 0.0% | 4.0% | 35.4% | 60.6% | | | 0.0% | 0.0% | 3.3% | 34.4% | 62.2% | | | 0.0% | 0.0% | 2.0% | 36.7% | 61.2% | | | 1.1% | 1.1% | 0.0% | 36.6% | 61.3% | | | 0.0% | 0.0% | 3.5% | 43.5% | 53.0% | | |
| | | 0.0% | | 96.0% | | | | 0.0% | | 96.7% | | | | 0.0% | | 98.0% | | | | 2.2% | | 97.8% | | | | 0.0% | | 96.5% | | | | | | | | |
| Total Responses: | | | | | | | 98 | | | | | | 90 | | | | | | 98 | | | | | | 93 | | | | | | 115 | | | | | |
| Category 3: Customer/Market Focus | | | | | | | 98 | | | | | | 90 | | | | | | 98 | | | | | | 93 | | | | | | 115 | | | | | |
| 3c. My customers tell me what they need and want. | | 0.0% | 1.0% | 4.1% | 44.9% | 50.0% | | | 0.0% | 2.2% | 6.7% | 44.4% | 46.7% | | | 0.0% | 3.1% | 6.1% | 51.0% | 39.8% | | | 1.1% | 1.1% | 2.2% | 45.2% | 50.5% | | | 0.0% | 1.7% | 12.2% | 38.3% | 47.8% | | |
| | | 1.0% | | 94.9% | | | | 2.2% | | 91.1% | | | | 3.1% | | 90.8% | | | | 2.2% | | 95.7% | | | | 1.7% | | 86.1% | | | | | | | | |
| Total Responses: | | | | | | | 99 | | | | | | 90 | | | | | | 97 | | | | | | 93 | | | | | | 114 | | | | | |
| Category 3: Customer/Market Focus | | | | | | | 99 | | | | | | 90 | | | | | | 97 | | | | | | 93 | | | | | | 114 | | | | | |
| 3d. I ask if my customers are satisfied or dissatisfied with my work. | | 0.0% | 5.1% | 15.2% | 33.3% | 46.5% | | | 0.0% | 4.4% | 17.8% | 40.0% | 37.8% | | | 0.0% | 1.0% | 17.5% | 43.3% | 38.1% | | | 1.1% | 3.2% | 11.8% | 43.0% | 40.9% | | | 0.0% | 5.3% | 18.4% | 44.7% | 31.6% | | |
| | | 5.1% | | 79.8% | | | | 4.4% | | 77.8% | | | | 1.0% | | 81.4% | | | | 4.3% | | 83.9% | | | | 5.3% | | 76.3% | | | | | | | | |
| Total Responses: | | | | | | | 98 | | | | | | 90 | | | | | | 96 | | | | | | 93 | | | | | | 116 | | | | | |
| Category 3: Customer/Market Focus | | | | | | | 98 | | | | | | 90 | | | | | | 96 | | | | | | 93 | | | | | | 116 | | | | | |
| 3e. I am allowed to make decisions to solve problems for my customers. | | 1.0% | 1.0% | 12.2% | 36.7% | 49.0% | | | 0.0% | 3.3% | 7.8% | 43.3% | 45.6% | | | 1.0% | 3.1% | 8.3% | 44.8% | 42.7% | | | 3.2% | 5.4% | 7.5% | 36.6% | 47.3% | | | 0.9% | 5.2% | 14.7% | 43.1% | 36.2% | | |
| | | 2.0% | | 85.7% | | | | 3.3% | | 88.9% | | | | 4.2% | | 87.5% | | | | 8.6% | | 83.9% | | | | 6.0% | | 79.3% | | | | | | | | |
| Total Responses: | | | | | | | 99 | | | | | | 89 | | | | | | 95 | | | | | | 93 | | | | | | 111 | | | | | |
| Category 4: Information & Analysis | | | | | | | 99 | | | | | | 89 | | | | | | 95 | | | | | | 93 | | | | | | 111 | | | | | |
| 4a. I know how to measure the quality of my work. | | 0.0% | 2.0% | 6.1% | 46.5% | 45.5% | | | 1.1% | 3.4% | 1.1% | 57.3% | 37.1% | | | 1.1% | 1.1% | 6.3% | 52.6% | 38.9% | | | 2.2% | 0.0% | 10.8% | 43.0% | 44.1% | | | 0.0% | 1.8% | 9.9% | 52.3% | 36.0% | | |
| | | 2.0% | | 91.9% | | | | 4.5% | | 94.4% | | | | 2.1% | | 91.6% | | | | 2.2% | | 87.1% | | | | 1.8% | | 88.3% | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|-------------------|----------|---------|-------|----------------|-------------------|----------|---------|-------|----------------|-------------------|----------|---------|-------|----------------|-------------------|----------|---------|-------|----------------|-------------------|----------|---------|-------|----------------|
| | 99 | | | | | 90 | | | | | 94 | | | | | 92 | | | | | 113 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 0 | 2 | 4 | 51 | 42 | 0 | 2 | 7 | 50 | 31 | 0 | 1 | 8 | 46 | 39 | 0 | 0 | 7 | 43 | 42 | 0 | 1 | 11 | 57 | 44 |
| Category 4: Information & Analysis | 0.0% | 2.0% | 4.0% | 51.5% | 42.4% | 0.0% | 2.2% | 7.8% | 55.6% | 34.4% | 0.0% | 1.1% | 8.5% | 48.9% | 41.5% | 0.0% | 0.0% | 7.6% | 46.7% | 45.7% | 0.0% | 0.9% | 9.7% | 50.4% | 38.9% |
| 4b. I know how to analyze the quality of my work to see if changes are needed. | 2.0% 4.0% 93.9% | | | | | 2.2% 7.8% 90.0% | | | | | 1.1% 8.5% 90.4% | | | | | 0.0% 7.6% 92.4% | | | | | 0.9% 9.7% 89.4% | | | | |
| | 99 | | | | | 89 | | | | | 95 | | | | | 93 | | | | | 112 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 0 | 0 | 8 | 49 | 42 | 0 | 1 | 10 | 48 | 30 | 0 | 2 | 10 | 44 | 39 | 1 | 1 | 8 | 38 | 45 | 1 | 0 | 13 | 54 | 44 |
| Category 4: Information & Analysis | 0.0% | 0.0% | 8.1% | 49.5% | 42.4% | 0.0% | 1.1% | 11.2% | 53.9% | 33.7% | 0.0% | 2.1% | 10.5% | 46.3% | 41.1% | 1.1% | 1.1% | 8.6% | 40.9% | 48.4% | 0.9% | 0.0% | 11.6% | 48.2% | 39.3% |
| 4c. I use these analyses for making decisions about my work. | 0.0% 8.1% 91.9% | | | | | 1.1% 11.2% 87.6% | | | | | 2.1% 10.5% 87.4% | | | | | 2.2% 8.6% 89.2% | | | | | 0.9% 11.6% 87.5% | | | | |
| | 99 | | | | | 90 | | | | | 95 | | | | | 93 | | | | | 113 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 2 | 2 | 12 | 47 | 36 | 0 | 4 | 12 | 45 | 29 | 1 | 3 | 15 | 46 | 30 | 1 | 6 | 11 | 37 | 38 | 0 | 6 | 19 | 57 | 31 |
| Category 4: Information & Analysis | 2.0% | 2.0% | 12.1% | 47.5% | 36.4% | 0.0% | 4.4% | 13.3% | 50.0% | 32.2% | 1.1% | 3.2% | 15.8% | 48.4% | 31.6% | 1.1% | 6.5% | 11.8% | 39.8% | 40.9% | 0.0% | 5.3% | 16.8% | 50.4% | 27.4% |
| 4d. I know how the measures I use in my work fit into CCCUA's overall measures of improvement. | 4.0% 12.1% 83.8% | | | | | 4.4% 13.3% 82.2% | | | | | 4.2% 15.8% 80.0% | | | | | 7.5% 11.8% 80.6% | | | | | 5.3% 16.8% 77.9% | | | | |
| | 99 | | | | | 90 | | | | | 95 | | | | | 92 | | | | | 112 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 1 | 3 | 13 | 48 | 34 | 2 | 5 | 11 | 48 | 24 | 1 | 7 | 12 | 49 | 26 | 6 | 4 | 13 | 36 | 33 | 2 | 12 | 17 | 52 | 29 |
| Category 4: Information & Analysis | 1.0% | 3.0% | 13.1% | 48.5% | 34.3% | 2.2% | 5.6% | 12.2% | 53.3% | 26.7% | 1.1% | 7.4% | 12.6% | 51.6% | 27.4% | 6.5% | 4.3% | 14.1% | 39.1% | 35.9% | 1.8% | 10.7% | 15.2% | 46.4% | 25.9% |
| 4e. I get all the important information I need to do my work. | 4.0% 13.1% 82.8% | | | | | 7.8% 12.2% 80.0% | | | | | 8.4% 12.6% 78.9% | | | | | 10.9% 14.1% 75.0% | | | | | 12.5% 15.2% 72.3% | | | | |
| | 99 | | | | | 90 | | | | | 95 | | | | | 92 | | | | | 113 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 0 | 0 | 9 | 41 | 49 | 0 | 2 | 6 | 50 | 32 | 0 | 2 | 10 | 45 | 38 | 3 | 3 | 4 | 40 | 42 | 0 | 2 | 17 | 53 | 41 |
| Category 4: Information & Analysis | 0.0% | 0.0% | 9.1% | 41.4% | 49.5% | 0.0% | 2.2% | 6.7% | 55.6% | 35.6% | 0.0% | 2.1% | 10.5% | 47.4% | 40.0% | 3.3% | 3.3% | 4.3% | 43.5% | 45.7% | 0.0% | 1.8% | 15.0% | 46.9% | 36.3% |
| 4f. I get the information I need to know about how my organization is doing. | 0.0% 9.1% 90.9% | | | | | 2.2% 6.7% 91.1% | | | | | 2.1% 10.5% 87.4% | | | | | 6.5% 4.3% 89.1% | | | | | 1.8% 15.0% 83.2% | | | | |
| | 98 | | | | | 88 | | | | | 95 | | | | | 91 | | | | | 112 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 0 | 3 | 7 | 55 | 33 | 0 | 3 | 7 | 42 | 36 | 0 | 4 | 9 | 45 | 37 | 4 | 6 | 8 | 34 | 39 | 1 | 2 | 14 | 57 | 38 |
| Category 5: Human Resource Focus | 0.0% | 3.1% | 7.1% | 56.1% | 33.7% | 0.0% | 3.4% | 8.0% | 47.7% | 40.9% | 0.0% | 4.2% | 9.5% | 47.4% | 38.9% | 4.4% | 6.6% | 8.8% | 37.4% | 42.9% | 0.9% | 1.8% | 12.5% | 50.9% | 33.9% |
| 5a. I can make changes that will improve my work. | 3.1% 7.1% 89.8% | | | | | 3.4% 8.0% 88.6% | | | | | 4.2% 9.5% 86.3% | | | | | 11.0% 8.8% 80.2% | | | | | 2.7% 12.5% 84.8% | | | | |
| | 99 | | | | | 89 | | | | | 95 | | | | | 90 | | | | | 113 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 0 | 6 | 7 | 39 | 47 | 2 | 6 | 4 | 33 | 44 | 1 | 7 | 7 | 39 | 41 | 2 | 4 | 9 | 33 | 42 | 2 | 6 | 10 | 37 | 58 |
| Category 5: Human Resource Focus | 0.0% | 6.1% | 7.1% | 39.4% | 47.5% | 2.2% | 6.7% | 4.5% | 37.1% | 49.4% | 1.1% | 7.4% | 7.4% | 41.1% | 43.2% | 2.2% | 4.4% | 10.0% | 36.7% | 46.7% | 1.8% | 5.3% | 8.8% | 32.7% | 51.3% |
| 5b. The people I work with cooperate and work as a team. | 6.1% 7.1% 86.9% | | | | | 9.0% 4.5% 86.5% | | | | | 8.4% 7.4% 84.2% | | | | | 6.7% 10.0% 83.3% | | | | | 7.1% 8.8% 84.1% | | | | |
| | 99 | | | | | 88 | | | | | 95 | | | | | 91 | | | | | 112 | | | | |
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | 1 | 4 | 13 | 31 | 50 | 1 | 4 | 11 | 34 | 38 | 1 | 12 | 8 | 31 | 43 | 3 | 7 | 9 | 29 | 43 | 3 | 4 | 22 | 33 | 50 |
| Category 5: Human Resource Focus | 1.0% | 4.0% | 13.1% | 31.3% | 50.5% | 1.1% | 4.5% | 12.5% | 38.6% | 43.2% | 1.1% | 12.6% | 8.4% | 32.6% | 45.3% | 3.3% | 7.7% | 9.9% | 31.9% | 47.3% | 2.7% | 3.6% | 19.6% | 29.5% | 44.6% |
| 5c. My boss encourages me to develop my job skills so I can advance in my career. | 5.1% 13.1% 81.8% | | | | | 5.7% 12.5% 81.8% | | | | | 13.7% 8.4% 77.9% | | | | | 11.0% 9.9% 79.1% | | | | | 6.3% 19.6% 74.1% | | | | |
| | 98 | | | | | 89 | | | | | 95 | | | | | 91 | | | | | 113 | | | | |

| | | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|--|--|-------------------|----------|---------|-------|----------------|
| Total Responses: | | | | | | |
| Category 5: Human Resource Focus | | 3 | 5 | 18 | 38 | 34 |
| 5d. I am recognized for my work. | | 3.1% | 5.1% | 18.4% | 38.8% | 34.7% |
| | | 8.2% | | 18.4% | | 73.5% |
| | | 98 | | | | |
| Total Responses: | | | | | | |
| Category 5: Human Resource Focus | | 2 | 2 | 2 | 37 | 55 |
| 5e. I have a safe workplace. | | 2.0% | 2.0% | 2.0% | 37.8% | 56.1% |
| | | 4.1% | | 2.0% | | 93.9% |
| | | 99 | | | | |
| Total Responses: | | | | | | |
| Category 5: Human Resource Focus | | 0 | 3 | 11 | 40 | 45 |
| 5f. My boss and my organization care about me. | | 0.0% | 3.0% | 11.1% | 40.4% | 45.5% |
| | | 3.0% | | 11.1% | | 85.9% |
| | | 98 | | | | |
| Total Responses: | | | | | | |
| Category 6: Process Management | | 1 | 6 | 6 | 43 | 42 |
| 6a. I can get everything I need to do my job. | | 1.0% | 6.1% | 6.1% | 43.9% | 42.9% |
| | | 7.1% | | 6.1% | | 86.7% |
| | | 98 | | | | |
| Total Responses: | | | | | | |
| Category 6: Process Management | | 0 | 4 | 18 | 39 | 37 |
| 6b. I collect information (data) about the quality of my work. | | 0.0% | 4.1% | 18.4% | 39.8% | 37.8% |
| | | 4.1% | | 18.4% | | 77.6% |
| | | 97 | | | | |
| Total Responses: | | | | | | |
| Category 6: Process Management | | 0 | 3 | 8 | 48 | 38 |
| 6c. We have good processes for doing our work. | | 0.0% | 3.1% | 8.2% | 49.5% | 39.2% |
| | | 3.1% | | 8.2% | | 88.7% |
| | | 97 | | | | |
| Total Responses: | | | | | | |
| Category 6: Process Management | | 1 | 3 | 5 | 48 | 40 |
| 6d. I have control over my work processes. | | 1.0% | 3.1% | 5.2% | 49.5% | 41.2% |
| | | 4.1% | | 5.2% | | 90.7% |
| | | 96 | | | | |
| Total Responses: | | | | | | |
| Category 7: Business Results | | 0 | 0 | 5 | 61 | 30 |
| 7a. My customers are satisfied with my work. | | 0.0% | 0.0% | 5.2% | 63.5% | 31.3% |
| | | 0.0% | | 5.2% | | 94.8% |
| | | 98 | | | | |
| Total Responses: | | | | | | |
| Category 7: Business Results | | 0 | 2 | 5 | 57 | 34 |
| 7b. My work products meet all requirements. | | 0.0% | 2.0% | 5.1% | 58.2% | 34.7% |
| | | 2.0% | | 5.1% | | 92.9% |

| 98 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 0 | 6 | 42 | 50 |
| 7c. I know how well my organization is doing financially. | 0.0% | 0.0% | 6.1% | 42.9% | 51.0% |
| | 0.0% | | 6.1% | | 93.9% |

| 89 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 0 | 11 | 47 | 31 |
| 7c. I know how well my organization is doing financially. | 0.0% | 0.0% | 12.4% | 52.8% | 34.8% |
| | 0.0% | | 12.4% | | 87.6% |

| 95 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 3 | 18 | 44 | 30 |
| 7c. I know how well my organization is doing financially. | 0.0% | 3.2% | 18.9% | 46.3% | 31.6% |
| | 3.2% | | 18.9% | | 77.9% |

| 92 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 2 | 6 | 48 | 35 |
| 7c. I know how well my organization is doing financially. | 1.1% | 2.2% | 6.5% | 52.2% | 38.0% |
| | 3.3% | | 6.5% | | 90.2% |

| 113 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 5 | 21 | 57 | 30 |
| 7c. I know how well my organization is doing financially. | 0.0% | 4.4% | 18.6% | 50.4% | 26.5% |
| | 4.4% | | 18.6% | | 77.0% |

| 97 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 6 | 13 | 45 | 32 |
| 7d. My organization uses my time and talents well. | 1.0% | 6.2% | 13.4% | 46.4% | 33.0% |
| | 7.2% | | 13.4% | | 79.4% |

| 89 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 11 | 13 | 44 | 21 |
| 7d. My organization uses my time and talents well. | 0.0% | 12.4% | 14.6% | 49.4% | 23.6% |
| | 12.4% | | 14.6% | | 73.0% |

| 95 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 10 | 20 | 37 | 27 |
| 7d. My organization uses my time and talents well. | 1.1% | 10.5% | 21.1% | 38.9% | 28.4% |
| | 11.6% | | 21.1% | | 67.4% |

| 92 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 9 | 6 | 11 | 38 | 28 |
| 7d. My organization uses my time and talents well. | 9.8% | 6.5% | 12.0% | 41.3% | 30.4% |
| | 16.3% | | 12.0% | | 71.7% |

| 113 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 9 | 16 | 59 | 27 |
| 7d. My organization uses my time and talents well. | 1.8% | 8.0% | 14.2% | 52.2% | 23.9% |
| | 9.7% | | 14.2% | | 76.1% |

| 98 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 10 | 20 | 42 | 24 |
| 7e. My organization removes things that get in the way of progress. | 2.0% | 10.2% | 20.4% | 42.9% | 24.5% |
| | 12.2% | | 20.4% | | 67.3% |

| 89 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 6 | 23 | 41 | 17 |
| 7e. My organization removes things that get in the way of progress. | 2.2% | 6.7% | 25.8% | 46.1% | 19.1% |
| | 9.0% | | 25.8% | | 65.2% |

| 96 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 10 | 24 | 38 | 22 |
| 7e. My organization removes things that get in the way of progress. | 2.1% | 10.4% | 25.0% | 39.6% | 22.9% |
| | 12.5% | | 25.0% | | 62.5% |

| 93 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 6 | 6 | 25 | 33 | 23 |
| 7e. My organization removes things that get in the way of progress. | 6.5% | 6.5% | 26.9% | 35.5% | 24.7% |
| | 12.9% | | 26.9% | | 60.2% |

| 113 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 5 | 8 | 29 | 47 | 24 |
| 7e. My organization removes things that get in the way of progress. | 4.4% | 7.1% | 25.7% | 41.6% | 21.2% |
| | 11.5% | | 25.7% | | 62.8% |

| 97 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 3 | 9 | 31 | 52 |
| 7f. My organization obeys laws and regulations. | 2.1% | 3.1% | 9.3% | 32.0% | 53.6% |
| | 5.2% | | 9.3% | | 85.6% |

| 88 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 4 | 7 | 36 | 41 |
| 7f. My organization obeys laws and regulations. | 0.0% | 4.5% | 8.0% | 40.9% | 46.6% |
| | 4.5% | | 8.0% | | 87.5% |

| 95 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 1 | 10 | 39 | 43 |
| 7f. My organization obeys laws and regulations. | 2.1% | 1.1% | 10.5% | 41.1% | 45.3% |
| | 3.2% | | 10.5% | | 86.3% |

| 93 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 2 | 8 | 31 | 50 |
| 7f. My organization obeys laws and regulations. | 2.2% | 2.2% | 8.6% | 33.3% | 53.8% |
| | 4.3% | | 8.6% | | 87.1% |

| 111 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 5 | 8 | 41 | 57 |
| 7f. My organization obeys laws and regulations. | 0.0% | 4.5% | 7.2% | 36.9% | 51.4% |
| | 4.5% | | 7.2% | | 88.3% |

| 96 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 5 | 7 | 37 | 45 |
| 7g. My organization has high standards and ethics. | 2.1% | 5.2% | 7.3% | 38.5% | 46.9% |
| | 7.3% | | 7.3% | | 85.4% |

| 89 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 5 | 6 | 38 | 40 |
| 7g. My organization has high standards and ethics. | 0.0% | 5.6% | 6.7% | 42.7% | 44.9% |
| | 5.6% | | 6.7% | | 87.6% |

| 94 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 3 | 11 | 37 | 41 |
| 7g. My organization has high standards and ethics. | 2.1% | 3.2% | 11.7% | 39.4% | 43.6% |
| | 5.3% | | 11.7% | | 83.0% |

| 93 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 3 | 4 | 9 | 35 | 42 |
| 7g. My organization has high standards and ethics. | 3.2% | 4.3% | 9.7% | 37.6% | 45.2% |
| | 7.5% | | 9.7% | | 82.8% |

| 114 | | | | | |
|--|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 6 | 9 | 41 | 57 |
| 7g. My organization has high standards and ethics. | 0.9% | 5.3% | 7.9% | 36.0% | 50.0% |
| | 6.1% | | 7.9% | | 86.0% |

| 98 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 0 | 10 | 35 | 52 |
| 7h. My organization helps me help my community. | 1.0% | 0.0% | 10.2% | 35.7% | 53.1% |
| | 1.0% | | 10.2% | | 88.8% |

| 89 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 0 | 8 | 39 | 41 |
| 7h. My organization helps me help my community. | 1.1% | 0.0% | 9.0% | 43.8% | 46.1% |
| | 1.1% | | 9.0% | | 89.9% |

| 96 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 3 | 15 | 41 | 36 |
| 7h. My organization helps me help my community. | 1.0% | 3.1% | 15.6% | 42.7% | 37.5% |
| | 4.2% | | 15.6% | | 80.2% |

| 93 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 4 | 11 | 37 | 40 |
| 7h. My organization helps me help my community. | 1.1% | 4.3% | 11.8% | 39.8% | 43.0% |
| | 5.4% | | 11.8% | | 82.8% |

| 114 | | | | | |
|---|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 2 | 2 | 13 | 47 | 50 |
| 7h. My organization helps me help my community. | 1.8% | 1.8% | 11.4% | 41.2% | 43.9% |
| | 3.5% | | 11.4% | | 85.1% |

| 88 | | | | | |
|-------------------------------------|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 1 | 8 | 36 | 43 |
| 7i. I am satisfied with my job. | 0.0% | 1.1% | 9.1% | 40.9% | 48.9% |
| | 1.1% | | 9.1% | | 89.8% |

| 98 | | | | | |
|-------------------------------------|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 2 | 7 | 35 | 54 |
| 7i. I am satisfied with my job. | 0.0% | 2.0% | 7.1% | 35.7% | 55.1% |
| | 2.0% | | 7.1% | | 90.8% |

| 96 | | | | | |
|-------------------------------------|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 2 | 12 | 35 | 46 |
| 7i. I am satisfied with my job. | 1.0% | 2.1% | 12.5% | 36.5% | 47.9% |
| | 3.1% | | 12.5% | | 84.4% |

| 93 | | | | | |
|-------------------------------------|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 1 | 4 | 9 | 26 | 53 |
| 7i. I am satisfied with my job. | 1.1% | 4.3% | 9.7% | 28.0% | 57.0% |
| | 5.4% | | 9.7% | | 84.9% |

| 114 | | | | | |
|-------------------------------------|-------------------|----------|---------|-------|----------------|
| | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| Total Responses: | | | | | |
| Category 7: Business Results | 0 | 3 | 9 | 47 | 55 |
| 7i. I am satisfied with my job. | 0.0% | 2.6% | 7.9% | 41.2% | 48.2% |
| | 2.6% | | 7.9% | | 89.5% |

Total Responses:

Category 8: Employer Engagement

8a. Commitment to this Organization

| 114 | | | | | |
|-----|-------------------|----------|---------|-------|--|
| | Strongly Disagree | Disagree | Neither | Agree | |

Total Responses:

114

8c. Driven to help
Cossatot succeed.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 1 | 3 | 0 | 37 | 73 |
| 0.9% | 2.6% | 0.0% | 32.5% | 64.0% |
| 3.5% | 0.0% | 96.5% | | |

Total Responses:

113

8d. Extremely proud to
tell people you work here.

| No | Yes | Strongly Agree | | |
|------|------|----------------|-------|-------|
| 3 | 38 | 72 | | |
| 0.0% | 2.7% | 0.0% | 33.6% | 63.7% |
| 2.7% | 0.0% | 97.3% | | |

Total Responses:

111

8e. I am actively looking
for other employment.

| No | Yes | | | |
|-------|-------|------|------|------|
| 104 | 7 | | | |
| 0.0% | 93.7% | 0.0% | 6.3% | 0.0% |
| 93.7% | 0.0% | 6.3% | | |

Total Responses:

111

8f. I have applied for
another job outside
this organization in
the last six months.

| No | Yes | | | |
|-------|-------|------|------|------|
| 100 | 11 | | | |
| 0.0% | 90.1% | 0.0% | 9.9% | 0.0% |
| 90.1% | 0.0% | 9.9% | | |