

**"Are We Making Progress?" Survey**  
**Comparison: - Spring 2015 - Spring 2016 - Spring 2017 - Spring - 2018 - Spring 2019**

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

**Total Responses:** **Spring 2015** 94

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 1                 | 2        | 6       | 29    | 56             |
| 1.1%              | 2.1%     | 6.4%    | 30.9% | 59.6%          |
| 3.2%              |          | 6.4%    |       | 90.4%          |

**Total Responses:** **Spring 2016** 119

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 0                 | 5        | 7       | 49    | 58             |
| 0.0%              | 4.2%     | 5.9%    | 41.2% | 48.7%          |
| 4.2%              |          | 5.9%    |       | 89.9%          |

**Total Responses:** **Spring 2017** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 3        | 3       | 36    | 47             |
| 2.2%              | 3.3%     | 3.3%    | 39.6% | 51.6%          |
| 5.5%              |          | 3.3%    |       | 91.2%          |

**Total Responses:** **Spring 2018** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 6        | 10      | 23    | 62             |
| 1.9%              | 5.8%     | 9.7%    | 22.3% | 60.2%          |
| 7.8%              |          | 9.7%    |       | 82.5%          |

**Total Responses:** **Spring 2019** 95

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 6        | 2       | 31    | 54             |
| 2.1%              | 6.3%     | 2.1%    | 32.6% | 56.8%          |
| 8.4%              |          | 2.1%    |       | 89.5%          |

**Total Responses:** 94

**Category 1: Leadership**  
1b. My senior (top) leaders use our organization's values to guide us.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 6        | 12      | 39    | 35             |
| 2.1%              | 6.4%     | 12.8%   | 41.5% | 37.2%          |
| 8.5%              |          | 12.8%   |       | 78.7%          |

**Total Responses:** 118

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 0                 | 10       | 14      | 53    | 41             |
| 0.0%              | 8.5%     | 11.9%   | 44.9% | 34.7%          |
| 8.5%              |          | 11.9%   |       | 79.7%          |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 1                 | 7        | 9       | 35    | 39             |
| 1.1%              | 7.7%     | 9.9%    | 38.5% | 42.9%          |
| 8.8%              |          | 9.9%    |       | 81.3%          |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 6        | 10      | 38    | 46             |
| 2.9%              | 5.8%     | 9.7%    | 36.9% | 44.7%          |
| 8.7%              |          | 9.7%    |       | 81.6%          |

**Total Responses:** 96

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 5        | 5       | 36    | 47             |
| 3.1%              | 5.2%     | 5.2%    | 37.5% | 49.0%          |
| 8.3%              |          | 5.2%    |       | 86.5%          |

**Total Responses:** 94

**Category 1: Leadership**  
1c. My senior leaders create a work environment that helps me do my job.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 4                 | 7        | 10      | 34    | 39             |
| 4.3%              | 7.4%     | 10.6%   | 36.2% | 41.5%          |
| 11.7%             |          | 10.6%   |       | 77.7%          |

**Total Responses:** 118

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 0                 | 13       | 15      | 42    | 48             |
| 0.0%              | 11.0%    | 10.0%   | 35.6% | 40.7%          |
| 11.0%             |          | 10.0%   |       | 76.3%          |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 1                 | 9        | 6       | 37    | 38             |
| 1.1%              | 9.9%     | 6.6%    | 40.7% | 41.8%          |
| 11.0%             |          | 6.6%    |       | 82.4%          |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 7        | 6       | 43    | 44             |
| 2.9%              | 6.8%     | 5.8%    | 41.7% | 42.7%          |
| 9.7%              |          | 5.8%    |       | 84.5%          |

**Total Responses:** 96

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 7        | 8       | 30    | 48             |
| 3.1%              | 7.3%     | 8.3%    | 31.3% | 50.0%          |
| 10.4%             |          | 8.3%    |       | 81.3%          |

**Total Responses:** 94

**Category 1: Leadership**  
1d. My organization's leaders share information about the organization.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 4                 | 4        | 9       | 39    | 38             |
| 4.3%              | 4.3%     | 9.6%    | 41.5% | 40.4%          |
| 8.5%              |          | 9.6%    |       | 81.9%          |

**Total Responses:** 117

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 5        | 16      | 44    | 50             |
| 1.7%              | 4.3%     | 10.0%   | 37.6% | 42.7%          |
| 6.0%              |          | 10.0%   |       | 80.3%          |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 1                 | 7        | 8       | 36    | 39             |
| 1.1%              | 7.7%     | 8.8%    | 39.6% | 42.9%          |
| 8.8%              |          | 8.8%    |       | 82.4%          |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 5        | 11      | 39    | 45             |
| 2.9%              | 4.9%     | 10.7%   | 37.9% | 43.7%          |
| 7.8%              |          | 10.7%   |       | 81.6%          |

**Total Responses:** 95

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 4        | 3       | 43    | 42             |
| 3.2%              | 4.2%     | 3.2%    | 45.3% | 44.2%          |
| 7.4%              |          | 3.2%    |       | 89.5%          |

**Total Responses:** 93

**Category 1: Leadership**  
1e. My senior leaders encourage learning that will help me advance in my career.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 8        | 13      | 31    | 38             |
| 3.2%              | 8.6%     | 14.0%   | 33.3% | 40.9%          |
| 11.8%             |          | 14.0%   |       | 74.2%          |

**Total Responses:** 119

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 6        | 22      | 37    | 51             |
| 2.5%              | 5.0%     | 18.5%   | 31.1% | 42.9%          |
| 7.6%              |          | 18.5%   |       | 73.9%          |

**Total Responses:** 90

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 8        | 9       | 33    | 38             |
| 2.2%              | 8.9%     | 10.0%   | 36.7% | 42.2%          |
| 11.1%             |          | 10.0%   |       | 78.9%          |

**Total Responses:** 102

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 6        | 9       | 32    | 52             |
| 2.9%              | 5.9%     | 8.8%    | 31.4% | 51.0%          |
| 8.8%              |          | 8.8%    |       | 82.4%          |

**Total Responses:** 96

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 4        | 15      | 30    | 45             |
| 2.1%              | 4.2%     | 15.6%   | 31.3% | 46.9%          |
| 6.3%              |          | 15.6%   |       | 78.1%          |

**Total Responses:** 94

**Category 1: Leadership**  
1f. My organization lets me know what it thinks is most important.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 5        | 14      | 36    | 36             |
| 3.2%              | 5.3%     | 14.9%   | 38.3% | 38.3%          |
| 8.5%              |          | 14.9%   |       | 76.6%          |

**Total Responses:** 117

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 1                 | 9        | 17      | 45    | 45             |
| 0.9%              | 7.7%     | 14.5%   | 38.5% | 38.5%          |
| 8.5%              |          | 14.5%   |       | 76.9%          |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 2                 | 8        | 9       | 36    | 36             |
| 2.2%              | 8.8%     | 9.9%    | 39.6% | 39.6%          |
| 11.0%             |          | 9.9%    |       | 79.1%          |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 0        | 17      | 52    | 31             |
| 2.9%              | 0.0%     | 16.5%   | 50.5% | 30.1%          |
| 2.9%              |          | 16.5%   |       | 80.6%          |

**Total Responses:** 96

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 1        | 14      | 34    | 44             |
| 3.1%              | 1.0%     | 14.6%   | 35.4% | 45.8%          |
| 4.2%              |          | 14.6%   |       | 81.3%          |

**Total Responses:** 94

**Category 1: Leadership**  
1g. My organization asks what I think.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 7                 | 6        | 16      | 37    | 28             |
| 7.4%              | 6.4%     | 17.0%   | 39.4% | 29.8%          |
| 13.8%             |          | 17.0%   |       | 69.1%          |

**Total Responses:** 119

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 5                 | 16       | 19      | 51    | 28             |
| 4.2%              | 13.4%    | 16.0%   | 42.9% | 23.5%          |
| 17.6%             |          | 16.0%   |       | 66.4%          |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 4                 | 10       | 12      | 35    | 30             |
| 4.4%              | 11.0%    | 13.2%   | 38.5% | 33.0%          |
| 15.4%             |          | 13.2%   |       | 71.4%          |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 4                 | 16       | 17      | 42    | 24             |
| 3.9%              | 15.5%    | 16.5%   | 40.8% | 23.3%          |
| 19.4%             |          | 16.5%   |       | 64.1%          |

**Total Responses:** 96

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 11       | 17      | 30    | 35             |
| 3.1%              | 11.5%    | 17.7%   | 31.3% | 36.5%          |
| 14.6%             |          | 17.7%   |       | 67.7%          |

**Total Responses:** 93

**Category 2: Strategic Planning**  
2a. As it plans for the future, my organization asks for my ideas.

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 6                 | 5        | 11      | 40    | 31             |
| 6.5%              | 5.4%     | 11.8%   | 43.0% | 33.3%          |
| 11.8%             |          | 11.8%   |       | 76.3%          |

**Total Responses:** 117

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 4                 | 6        | 19      | 57    | 31             |
| 3.4%              | 5.1%     | 16.2%   | 48.7% | 26.5%          |
| 8.5%              |          | 16.2%   |       | 75.2%          |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 8        | 14      | 39    | 27             |
| 3.3%              | 8.8%     | 15.4%   | 42.9% | 29.7%          |
| 12.1%             |          | 15.4%   |       | 72.5%          |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 3                 | 8        | 13      | 50    | 29             |
| 2.9%              | 7.8%     | 12.6%   | 48.5% | 28.2%          |
| 10.7%             |          | 12.6%   |       | 76.7%          |

**Total Responses:** 94

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|-------------------|----------|---------|-------|----------------|
| 4                 | 7        | 16      | 34    | 33             |
| 4.3%              | 7.4%     | 17.0%   | 36.2% | 35.1%          |
| 11.7%             |          | 17.0%   |       | 71.3%          |

**Total Responses:** 92

**Total Responses:** 117

**Total Responses:** 91

**Total Responses:** 103

**Total Responses:** 96

| <b>Category 2: Strategic Planning</b>  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| 2b. I know the parts of my organization's plans that will affect my and my work. |          |         |       |                |  |
| Strongly Disagree  | Disagree | Neither | Agree | Strongly Agree |  |
| 5  | 6        | 14      | 34    | 33             |  |
| 5.4%   | 6.5%     | 15.2%   | 37.0% | 35.9%          |  |
| 12.0%  |          | 72.8%   |       |                |  |

**Total Responses:** 92

| <b>Category 2: Strategic Planning</b>   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| 2c. I know how to tell if we are making progress on my work group's part of the plan. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 4   | 4        | 18      | 33    | 33             |  |
| 4.3%  | 4.3%     | 19.6%   | 35.9% | 35.9%          |  |
| 8.7%  |          | 71.7%   |       |                |  |

**Total Responses:** 93

| <b>Category 3: Customer/Market Focus</b>        |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| 3a. I know who my most important customers are. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 1   | 0        | 1       | 20    | 71             |  |
| 1.1%  | 0.0%     | 1.1%    | 21.5% | 76.3%          |  |
| 1.1%  |          | 97.8%   |       |                |  |

**Total Responses:** 93

| <b>Category 3: Customer/Market Focus</b> |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| 3b. I keep in touch with my customers.   |          |         |       |                |  |
| Strongly Disagree                        | Disagree | Neither | Agree | Strongly Agree |  |
| 1  | 1        | 0       | 34    | 57             |  |
| 1.1%                                     | 1.1%     | 0.0%    | 36.6% | 61.3%          |  |
| 2.2%                                     |          | 97.8%   |       |                |  |

**Total Responses:** 93

| <b>Category 3: Customer/Market Focus</b>          |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| 3c. My customers tell me what they need and want. |          |         |       |                |  |
| Strongly Disagree                                 | Disagree | Neither | Agree | Strongly Agree |  |
| 1   | 1        | 2       | 42    | 47             |  |
| 1.1%  | 1.1%     | 2.2%    | 45.2% | 50.5%          |  |
| 2.2%  |          | 95.7%   |       |                |  |

**Total Responses:** 93

| <b>Category 3: Customer/Market Focus</b>                              |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| 3d. I ask if my customers are satisfied or dissatisfied with my work. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 1   | 3        | 11      | 40    | 38             |  |
| 1.1%  | 3.2%     | 11.8%   | 43.0% | 40.9%          |  |
| 4.3%  |          | 83.9%   |       |                |  |

**Total Responses:** 93

| <b>Category 3: Customer/Market Focus</b>                               |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| 3e. I am allowed to make decisions to solve problems for my customers. |          |         |       |                |  |
| Strongly Disagree  | Disagree | Neither | Agree | Strongly Agree |  |
| 3  | 5        | 7       | 34    | 44             |  |
| 3.2%   | 5.4%     | 7.5%    | 36.6% | 47.3%          |  |
| 8.6%   |          | 83.9%   |       |                |  |

**Total Responses:** 93

| <b>Category 4: Information &amp; Analysis</b>     |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| 4a. I know how to measure the quality of my work. |          |         |       |                |  |
| Strongly Disagree                                 | Disagree | Neither | Agree | Strongly Agree |  |
| 2   | 0        | 10      | 40    | 41             |  |
| 2.2%  | 0.0%     | 10.8%   | 43.0% | 44.1%          |  |
| 2.2%  |          | 87.1%   |       |                |  |

**Total Responses:** 92

| <b>Category 4: Information &amp; Analysis</b>                                  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| 4b. I know how to analyze the quality of my work to see if changes are needed. |          |         |       |                |  |
| Strongly Disagree  | Disagree | Neither | Agree | Strongly Agree |  |
| 0  | 0        | 7       | 43    | 42             |  |
| 0.0%   | 0.0%     | 7.6%    | 46.7% | 45.7%          |  |

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 11       | 19      | 56    | 30             |  |
| 0.9%              | 9.4%     | 16.2%   | 47.9% | 25.6%          |  |
| 10.3%             |          | 73.5%   |       |                |  |

**Total Responses:** 117

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 6        | 23      | 63    | 24             |  |
| 0.9%              | 5.1%     | 19.7%   | 53.8% | 20.5%          |  |
| 6.0%              |          | 74.4%   |       |                |  |

**Total Responses:** 116

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 0                 | 0        | 3       | 33    | 80             |  |
| 0.0%              | 0.0%     | 2.6%    | 28.4% | 69.0%          |  |
| 0.0%              |          | 97.4%   |       |                |  |

**Total Responses:** 115

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 0                 | 0        | 4       | 50    | 61             |  |
| 0.0%              | 0.0%     | 3.5%    | 43.5% | 53.0%          |  |
| 0.0%              |          | 96.5%   |       |                |  |

**Total Responses:** 115

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 0                 | 2        | 14      | 44    | 55             |  |
| 0.0%              | 1.7%     | 12.2%   | 38.3% | 47.8%          |  |
| 1.7%              |          | 86.1%   |       |                |  |

**Total Responses:** 114

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 0                 | 6        | 21      | 51    | 36             |  |
| 0.0%              | 5.3%     | 18.4%   | 44.7% | 31.6%          |  |
| 5.3%              |          | 76.3%   |       |                |  |

**Total Responses:** 116

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 6        | 17      | 50    | 42             |  |
| 0.9%              | 5.2%     | 14.7%   | 43.1% | 36.2%          |  |
| 6.0%              |          | 79.3%   |       |                |  |

**Total Responses:** 111

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 0                 | 2        | 11      | 58    | 40             |  |
| 0.0%              | 1.8%     | 9.9%    | 52.3% | 36.0%          |  |
| 1.8%              |          | 88.3%   |       |                |  |

**Total Responses:** 113

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 0                 | 1        | 11      | 57    | 44             |  |
| 0.0%              | 0.9%     | 9.7%    | 50.4% | 38.9%          |  |

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 4                 | 14       | 11      | 33    | 29             |  |
| 4.4%              | 15.4%    | 12.1%   | 36.3% | 31.9%          |  |
| 19.8%             |          | 68.1%   |       |                |  |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 11       | 16      | 42    | 20             |  |
| 2.2%              | 12.1%    | 17.6%   | 46.2% | 22.0%          |  |
| 14.3%             |          | 68.1%   |       |                |  |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 0        | 2       | 25    | 63             |  |
| 1.1%              | 0.0%     | 2.2%    | 27.5% | 69.2%          |  |
| 1.1%              |          | 96.7%   |       |                |  |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 0        | 3       | 40    | 47             |  |
| 1.1%              | 0.0%     | 3.3%    | 44.0% | 51.6%          |  |
| 1.1%              |          | 95.6%   |       |                |  |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 5        | 4       | 42    | 39             |  |
| 1.1%              | 5.5%     | 4.4%    | 46.2% | 42.9%          |  |
| 6.6%              |          | 89.0%   |       |                |  |

**Total Responses:** 91

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 2        | 18      | 33    | 37             |  |
| 1.1%              | 2.2%     | 19.8%   | 36.3% | 40.7%          |  |
| 3.3%              |          | 76.9%   |       |                |  |

**Total Responses:** 90

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 3        | 8       | 42    | 36             |  |
| 1.1%              | 3.3%     | 8.9%    | 46.7% | 40.0%          |  |
| 4.4%              |          | 86.7%   |       |                |  |

**Total Responses:** 87

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 1        | 6       | 47    | 32             |  |
| 1.1%              | 1.1%     | 6.9%    | 54.0% | 36.8%          |  |
| 2.3%              |          | 90.8%   |       |                |  |

**Total Responses:** 88

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 0        | 5       | 46    | 36             |  |
| 1.1%              | 0.0%     | 5.7%    | 52.3% | 40.9%          |  |

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 9        | 14      | 54    | 24             |  |
| 1.9%              | 8.7%     | 13.6%   | 52.4% | 23.3%          |  |
| 10.7%             |          | 75.7%   |       |                |  |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 3                 | 6        | 15      | 55    | 24             |  |
| 2.9%              | 5.8%     | 14.6%   | 53.4% | 23.3%          |  |
| 8.7%              |          | 76.7%   |       |                |  |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 0        | 0       | 17    | 84             |  |
| 1.9%              | 0.0%     | 0.0%    | 16.5% | 81.6%          |  |
| 1.9%              |          | 98.1%   |       |                |  |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 1        | 2       | 34    | 64             |  |
| 1.9%              | 1.0%     | 1.9%    | 33.0% | 62.1%          |  |
| 2.9%              |          | 95.1%   |       |                |  |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 1        | 18      | 30    | 52             |  |
| 1.9%              | 1.0%     | 17.5%   | 29.1% | 50.5%          |  |
| 2.9%              |          | 79.6%   |       |                |  |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 6        | 15      | 44    | 36             |  |
| 1.9%              | 5.8%     | 14.6%   | 42.7% | 35.0%          |  |
| 7.8%              |          | 77.7%   |       |                |  |

**Total Responses:** 103

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 2        | 9       | 58    | 32             |  |
| 1.9%              | 1.9%     | 8.7%    | 56.3% | 31.1%          |  |
| 3.9%              |          | 87.4%   |       |                |  |

**Total Responses:** 102

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 1        | 5       | 62    | 33             |  |
| 2.0%              | 1.0%     | 4.9%    | 60.8% | 32.4%          |  |
| 2.9%              |          | 93.1%   |       |                |  |

**Total Responses:** 100

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 1        | 10      | 41    | 46             |  |
| 2.0%              | 1.0%     | 10.0%   | 41.0% | 46.0%          |  |

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 13       | 10      | 29    | 42             |  |
| 2.1%              | 13.5%    | 10.4%   | 30.2% | 43.8%          |  |
| 15.6%             |          | 74.0%   |       |                |  |

**Total Responses:** 96

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 2                 | 6        | 15      | 40    | 33             |  |
| 2.1%              | 6.3%     | 15.6%   | 41.7% | 34.4%          |  |
| 8.3%              |          | 76.0%   |       |                |  |

**Total Responses:** 92

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 1        | 1       | 18    | 71             |  |
| 1.1%              | 1.1%     | 1.1%    | 19.6% | 77.2%          |  |
| 2.2%              |          | 96.7%   |       |                |  |

**Total Responses:** 93

| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |  |
|-------------------|----------|---------|-------|----------------|--|
| 1                 | 1        | 4       | 30    | 57             |  |
| 1.1%              | 1.1%     | 4.3%    | 32.3% | 61.3%          |  |
| 2.2%              |          | 93.5%   |       |                |  |

|  |                   |          |         |       |                |
|--|-------------------|----------|---------|-------|----------------|
|  | 0.0%              | 7.6%     | 92.4%   |       |                |
| <b>Total Responses:</b>                                      | 93                |          |         |       |                |
| <b>Category 4: Information &amp; Analysis</b>                | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 4c. I use these analyses for making decisions about my work. |                   |          |         |       |                |
|  | 1                 | 1        | 8       | 38    | 45             |
|  | 1.1%              | 1.1%     | 8.6%    | 40.9% | 48.4%          |
|  | 2.2%              |          | 8.6%    |       | 89.2%          |

|  |                   |          |         |       |                |
|--|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>  | 93                |          |         |       |                |
| <b>Category 4: Information &amp; Analysis</b>  | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 4d. I know how the measures I use in my work fit into CCCUA's overall measures of improvement. |                   |          |         |       |                |
|  | 1                 | 6        | 11      | 37    | 38             |
|  | 1.1%              | 6.5%     | 11.8%   | 39.8% | 40.9%          |
|  | 7.5%              |          | 11.8%   |       | 80.6%          |

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>                                       | 92                |          |         |       |                |
| <b>Category 4: Information &amp; Analysis</b>                 | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 4e. I get all the important information I need to do my work. |                   |          |         |       |                |
|   | 6                 | 4        | 13      | 36    | 33             |
|   | 6.5%              | 4.3%     | 14.1%   | 39.1% | 35.9%          |
|   | 10.9%             |          | 14.1%   |       | 75.0%          |

|  |                   |          |         |       |                |
|--|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>  | 92                |          |         |       |                |
| <b>Category 4: Information &amp; Analysis</b>                                | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 4f. I get the information I need to know about how my organization is doing. |                   |          |         |       |                |
|  | 3                 | 3        | 4       | 40    | 42             |
|  | 3.3%              | 3.3%     | 4.3%    | 43.5% | 45.7%          |
|  | 6.5%              |          | 4.3%    |       | 89.1%          |

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>                           | 91                |          |         |       |                |
| <b>Category 5: Human Resource Focus</b>           | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 5a. I can make changes that will improve my work. |                   |          |         |       |                |
|   | 4                 | 6        | 8       | 34    | 39             |
|   | 4.4%              | 6.6%     | 8.8%    | 37.4% | 42.9%          |
|   | 11.0%             |          | 8.8%    |       | 80.2%          |

|  |                   |          |         |       |                |
|--|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>                                  | 90                |          |         |       |                |
| <b>Category 5: Human Resource Focus</b>                  | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 5b. The people I work with cooperate and work as a team. |                   |          |         |       |                |
|  | 2                 | 4        | 9       | 33    | 42             |
|  | 2.2%              | 4.4%     | 10.0%   | 36.7% | 46.7%          |
|  | 6.7%              |          | 10.0%   |       | 83.3%          |

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>   | 91                |          |         |       |                |
| <b>Category 5: Human Resource Focus</b>   | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 5c. My boss encourages me to develop my job skills so I can advance in my career. |                   |          |         |       |                |
|   | 3                 | 7        | 9       | 29    | 43             |
|   | 3.3%              | 7.7%     | 9.9%    | 31.9% | 47.3%          |
|   | 11.0%             |          | 9.9%    |       | 79.1%          |

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>                 | 91                |          |         |       |                |
| <b>Category 5: Human Resource Focus</b> | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 5d. I am recognized for my work.        |                   |          |         |       |                |
|   | 5                 | 14       | 14      | 29    | 29             |
|   | 5.5%              | 15.4%    | 15.4%   | 31.9% | 31.9%          |
|   | 20.9%             |          | 15.4%   |       | 63.7%          |

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Total Responses:</b>                 | 91                |          |         |       |                |
| <b>Category 5: Human Resource Focus</b> | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
| 5e. I have a safe workplace.            |                   |          |         |       |                |
|   | 2                 | 2        | 6       | 34    | 47             |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
|                         | 0.9%     | 9.7%    | 89.4% |                |       |
| <b>Total Responses:</b> | 112      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 1        | 0       | 13    | 54             | 44    |
|                         | 0.9%     | 0.0%    | 11.6% | 48.2%          | 39.3% |
|                         | 0.9%     |         | 11.6% |                | 87.5% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 113      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 0        | 6       | 19    | 57             | 31    |
|                         | 0.0%     | 5.3%    | 16.8% | 50.4%          | 27.4% |
|                         | 5.3%     |         | 16.8% |                | 77.9% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 112      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 2        | 12      | 17    | 52             | 29    |
|                         | 1.8%     | 10.7%   | 15.2% | 46.4%          | 25.9% |
|                         | 12.5%    |         | 15.2% |                | 72.3% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 113      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 0        | 2       | 17    | 53             | 41    |
|                         | 0.0%     | 1.8%    | 15.0% | 46.9%          | 36.3% |
|                         | 1.8%     |         | 15.0% |                | 83.2% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 112      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 1        | 2       | 14    | 57             | 38    |
|                         | 0.9%     | 1.8%    | 12.5% | 50.9%          | 33.9% |
|                         | 2.7%     |         | 12.5% |                | 84.8% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 113      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 2        | 6       | 10    | 37             | 58    |
|                         | 1.8%     | 5.3%    | 8.8%  | 32.7%          | 51.3% |
|                         | 7.1%     |         | 8.8%  |                | 84.1% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 112      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 3        | 4       | 22    | 33             | 50    |
|                         | 2.7%     | 3.6%    | 19.6% | 29.5%          | 44.6% |
|                         | 6.3%     |         | 19.6% |                | 74.1% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 113      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 4        | 12      | 22    | 41             | 34    |
|                         | 3.5%     | 10.6%   | 19.5% | 36.3%          | 30.1% |
|                         | 14.2%    |         | 19.5% |                | 66.4% |

|                         |          |         |       |                |    |
|-------------------------|----------|---------|-------|----------------|----|
| <b>Total Responses:</b> | 113      |         |       |                |    |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |    |
|                         |          |         |       |                |    |
|                         | 1        | 2       | 8     | 46             | 56 |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
|                         | 1.1%     | 5.7%    | 93.2% |                |       |
| <b>Total Responses:</b> | 88       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 1        | 1       | 6     | 44             | 36    |
|                         | 1.1%     | 1.1%    | 6.8%  | 50.0%          | 40.9% |
|                         | 2.3%     |         | 6.8%  |                | 90.9% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 88       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 2        | 4       | 8     | 47             | 27    |
|                         | 2.3%     | 4.5%    | 9.1%  | 53.4%          | 30.7% |
|                         | 6.8%     |         | 9.1%  |                | 84.1% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 88       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 1        | 9       | 12    | 41             | 25    |
|                         | 1.1%     | 10.2%   | 13.6% | 46.6%          | 28.4% |
|                         | 11.4%    |         | 13.6% |                | 75.0% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 87       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 1        | 4       | 10    | 37             | 35    |
|                         | 1.1%     | 4.6%    | 11.5% | 42.5%          | 40.2% |
|                         | 5.7%     |         | 11.5% |                | 82.8% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 88       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 0        | 2       | 12    | 35             | 39    |
|                         | 0.0%     | 2.3%    | 13.6% | 39.8%          | 44.3% |
|                         | 2.3%     |         | 13.6% |                | 84.1% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 88       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 2        | 3       | 11    | 30             | 42    |
|                         | 2.3%     | 3.4%    | 12.5% | 34.1%          | 47.7% |
|                         | 5.7%     |         | 12.5% |                | 81.8% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 88       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 1        | 4       | 9     | 28             | 46    |
|                         | 1.1%     | 4.5%    | 10.2% | 31.8%          | 52.3% |
|                         | 5.7%     |         | 10.2% |                | 84.1% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 87       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 4        | 9       | 16    | 33             | 25    |
|                         | 4.6%     | 10.3%   | 18.4% | 37.9%          | 28.7% |
|                         | 14.9%    |         | 18.4% |                | 66.7% |

|                         |          |         |       |                |    |
|-------------------------|----------|---------|-------|----------------|----|
| <b>Total Responses:</b> | 88       |         |       |                |    |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |    |
|                         |          |         |       |                |    |
|                         | 2        | 3       | 6     | 31             | 46 |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
|                         | 3.0%     | 10.0%   | 87.0% |                |       |
| <b>Total Responses:</b> | 102      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 3        | 0       | 9     | 40             | 50    |
|                         | 2.9%     | 0.0%    | 8.8%  | 39.2%          | 49.0% |
|                         | 2.9%     |         | 8.8%  |                | 88.2% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 102      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 4        | 4       | 15    | 46             | 33    |
|                         | 3.9%     | 3.9%    | 14.7% | 45.1%          | 32.4% |
|                         | 7.8%     |         | 14.7% |                | 77.5% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 102      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 3        | 8       | 18    | 47             | 26    |
|                         | 2.9%     | 7.8%    | 17.6% | 46.1%          | 25.5% |
|                         | 10.8%    |         | 17.6% |                | 71.6% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 102      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 3        | 4       | 4     | 60             | 31    |
|                         | 2.9%     | 3.9%    | 3.9%  | 58.8%          | 30.4% |
|                         | 6.9%     |         | 3.9%  |                | 89.2% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 102      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 2        | 6       | 9     | 52             | 33    |
|                         | 2.0%     | 5.9%    | 8.8%  | 51.0%          | 32.4% |
|                         | 7.8%     |         | 8.8%  |                | 83.3% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 101      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 4        | 4       | 8     | 36             | 49    |
|                         | 4.0%     | 4.0%    | 7.9%  | 35.6%          | 48.5% |
|                         | 7.9%     |         | 7.9%  |                | 84.2% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 102      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 3        | 3       | 6     | 30             | 60    |
|                         | 2.9%     | 2.9%    | 5.9%  | 29.4%          | 58.8% |
|                         | 5.9%     |         | 5.9%  |                | 88.2% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 102      |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 6        | 6       | 7     | 47             | 36    |
|                         | 5.9%     | 5.9%    | 6.9%  | 46.1%          | 35.3% |
|                         | 11.8%    |         | 6.9%  |                | 81.4% |

|                         |          |         |       |                |    |
|-------------------------|----------|---------|-------|----------------|----|
| <b>Total Responses:</b> | 102      |         |       |                |    |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |    |
|                         |          |         |       |                |    |
|                         | 2        | 3       | 3     | 32             | 62 |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
|                         | 0.0%     | 2.2%    | 97.8% |                |       |
| <b>Total Responses:</b> | 90       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 0        | 0       | 6     | 38             | 46    |
|                         | 0.0%     | 0.0%    | 6.7%  | 42.2%          | 51.1% |
|                         | 0.0%     |         | 6.7%  |                | 93.3% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 90       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 0        | 2       | 10    | 40             | 38    |
|                         | 0.0%     | 2.2%    | 11.1% | 44.4%          | 42.2% |
|                         | 2.2%     |         | 11.1% |                | 86.7% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 91       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 5        | 5       | 12    | 37             | 32    |
|                         | 5.5%     | 5.5%    | 13.2% | 40.7%          | 35.2% |
|                         | 11.0%    |         | 13.2% |                | 75.8% |

|                         |          |         |       |                |       |
|-------------------------|----------|---------|-------|----------------|-------|
| <b>Total Responses:</b> | 91       |         |       |                |       |
| Strongly Disagree       | Disagree | Neither | Agree | Strongly Agree |       |
|                         |          |         |       |                |       |
|                         | 3        | 3       | 8     | 32             | 45    |
|                         | 3.3%     | 3.3%    | 8.8%  | 35.2%          | 49.5% |
|                         | 6.6%     |         |       |                |       |

|  |      |      |      |       |       |
|--|------|------|------|-------|-------|
|  | 2.2% | 2.2% | 6.6% | 37.4% | 51.6% |
|  | 4.4% |      | 6.6% |       | 89.0% |

**Total Responses:** 91

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Category 5: Human Resource Focus</b><br>5f. My boss and my organization care about me. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|   | 4                 | 4        | 16      | 30    | 37             |
|   | 4.4%              | 4.4%     | 17.6%   | 33.0% | 40.7%          |
|   | 8.8%              |          | 17.6%   |       | 73.6%          |

**Total Responses:** 93

|  |                   |          |         |       |                |
|--|-------------------|----------|---------|-------|----------------|
| <b>Category 6: Process Management</b><br>6a. I can get everything I need to do my job. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|  | 7                 | 6        | 11      | 33    | 36             |
|  | 7.5%              | 6.5%     | 11.8%   | 35.5% | 38.7%          |
|  | 14.0%             |          | 11.8%   |       | 74.2%          |

**Total Responses:** 93

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Category 6: Process Management</b><br>6b. I collect information (data) about the quality of my work. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|   | 1                 | 4        | 17      | 33    | 38             |
|   | 1.1%              | 4.3%     | 18.3%   | 35.5% | 40.9%          |
|   | 5.4%              |          | 18.3%   |       | 76.3%          |

**Total Responses:** 93

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Category 6: Process Management</b><br>6c. We have good processes for doing our work. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|   | 3                 | 6        | 12      | 34    | 38             |
|   | 3.2%              | 6.5%     | 12.9%   | 36.6% | 40.9%          |
|   | 9.7%              |          | 12.9%   |       | 77.4%          |

**Total Responses:** 93

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Category 6: Process Management</b><br>6d. I have control over my work processes. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|   | 3                 | 4        | 11      | 37    | 38             |
|   | 3.2%              | 4.3%     | 11.8%   | 39.8% | 40.9%          |
|   | 7.5%              |          | 11.8%   |       | 80.6%          |

**Total Responses:** 93

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Category 7: Business Results</b><br>7a. My customers are satisfied with my work. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|   | 2                 | 2        | 5       | 44    | 40             |
|   | 2.2%              | 2.2%     | 5.4%    | 47.3% | 43.0%          |
|   | 4.3%              |          | 5.4%    |       | 90.3%          |

**Total Responses:** 93

|  |                   |          |         |       |                |
|--|-------------------|----------|---------|-------|----------------|
| <b>Category 7: Business Results</b><br>7b. My work products meet all requirements. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|  | 1                 | 2        | 3       | 45    | 42             |
|  | 1.1%              | 2.2%     | 3.2%    | 48.4% | 45.2%          |
|  | 3.2%              |          | 3.2%    |       | 93.5%          |

**Total Responses:** 92

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

**Total Responses:** 92

|   |                   |          |         |       |                |
|---|-------------------|----------|---------|-------|----------------|
| <b>Category 7: Business Results</b><br>7d. My organization uses my time and talents well. | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|   |                   |          |         |       |                |

|  |      |      |      |       |       |
|--|------|------|------|-------|-------|
|  | 0.9% | 1.8% | 7.1% | 40.7% | 49.6% |
|  | 2.7% |      | 7.1% |       | 90.3% |

**Total Responses:** 113

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 6       | 19    | 43             | 44    |
|                   | 0.9%     | 5.3%    | 16.8% | 38.1%          | 38.9% |
|                   | 6.2%     |         | 16.8% |                | 77.0% |

**Total Responses:** 113

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 12      | 14    | 47             | 40    |
|                   | 0.0%     | 10.6%   | 12.4% | 41.6%          | 35.4% |
|                   | 10.6%    |         | 12.4% |                | 77.0% |

**Total Responses:** 112

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 10      | 25    | 45             | 32    |
|                   | 0.0%     | 8.9%    | 22.3% | 40.2%          | 28.6% |
|                   | 8.9%     |         | 22.3% |                | 68.8% |

**Total Responses:** 113

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 4       | 11    | 59             | 38    |
|                   | 0.9%     | 3.5%    | 9.7%  | 52.2%          | 33.6% |
|                   | 4.4%     |         | 9.7%  |                | 85.8% |

**Total Responses:** 113

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 7       | 15    | 53             | 37    |
|                   | 0.9%     | 6.2%    | 13.3% | 46.9%          | 32.7% |
|                   | 7.1%     |         | 13.3% |                | 79.6% |

**Total Responses:** 112

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 0       | 11    | 69             | 32    |
|                   | 0.0%     | 0.0%    | 9.8%  | 61.6%          | 28.6% |
|                   | 0.0%     |         | 9.8%  |                | 90.2% |

**Total Responses:** 113

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 1       | 6     | 59             | 47    |
|                   | 0.0%     | 0.9%    | 5.3%  | 52.2%          | 41.6% |
|                   | 0.9%     |         | 5.3%  |                | 93.8% |

**Total Responses:** 113

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 5       | 21    | 57             | 30    |
|                   | 0.0%     | 4.4%    | 18.6% | 50.4%          | 26.5% |
|                   | 4.4%     |         | 18.6% |                | 77.0% |

**Total Responses:** 113

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

|  |      |      |      |       |       |
|--|------|------|------|-------|-------|
|  | 2.3% | 3.4% | 6.8% | 35.2% | 52.3% |
|  | 5.7% |      | 6.8% |       | 87.5% |

**Total Responses:** 87

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 3       | 12    | 32             | 39    |
|                   | 1.1%     | 3.4%    | 13.8% | 36.8%          | 44.8% |
|                   | 4.6%     |         | 13.8% |                | 81.6% |

**Total Responses:** 87

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 5       | 10    | 38             | 33    |
|                   | 1.1%     | 5.7%    | 11.5% | 43.7%          | 37.9% |
|                   | 6.9%     |         | 11.5% |                | 81.6% |

**Total Responses:** 88

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 2       | 15    | 42             | 29    |
|                   | 0.0%     | 2.3%    | 17.0% | 47.7%          | 33.0% |
|                   | 2.3%     |         | 17.0% |                | 80.7% |

**Total Responses:** 88

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 4       | 11    | 42             | 30    |
|                   | 1.1%     | 4.5%    | 12.5% | 47.7%          | 34.1% |
|                   | 5.7%     |         | 12.5% |                | 81.8% |

**Total Responses:** 88

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 4       | 12    | 36             | 36    |
|                   | 0.0%     | 4.5%    | 13.6% | 40.9%          | 40.9% |
|                   | 4.5%     |         | 13.6% |                | 81.8% |

**Total Responses:** 88

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 0        | 0       | 3     | 58             | 27    |
|                   | 0.0%     | 0.0%    | 3.4%  | 65.9%          | 30.7% |
|                   | 0.0%     |         | 3.4%  |                | 96.6% |

**Total Responses:** 87

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 0       | 2     | 50             | 34    |
|                   | 1.1%     | 0.0%    | 2.3%  | 57.5%          | 39.1% |
|                   | 1.1%     |         | 2.3%  |                | 96.6% |

**Total Responses:** 88

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 8       | 16    | 36             | 27    |
|                   | 1.1%     | 9.1%    | 18.2% | 40.9%          | 30.7% |
|                   | 10.2%    |         | 18.2% |                | 71.6% |

**Total Responses:** 88

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

|  |      |      |      |       |       |
|--|------|------|------|-------|-------|
|  | 2.0% | 2.9% | 2.9% | 31.4% | 60.8% |
|  | 4.9% |      | 2.9% |       | 92.2% |

**Total Responses:** 102

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 3        | 5       | 12    | 34             | 48    |
|                   | 2.9%     | 4.9%    | 11.8% | 33.3%          | 47.1% |
|                   | 7.8%     |         | 11.8% |                | 80.4% |

**Total Responses:** 102

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 3        | 8       | 6     | 42             | 43    |
|                   | 2.9%     | 7.8%    | 5.9%  | 41.2%          | 42.2% |
|                   | 10.8%    |         | 5.9%  |                | 83.3% |

**Total Responses:** 102

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 2        | 4       | 13    | 45             | 38    |
|                   | 2.0%     | 3.9%    | 12.7% | 44.1%          | 37.3% |
|                   | 5.9%     |         | 12.7% |                | 81.4% |

**Total Responses:** 102

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 2        | 8       | 11    | 54             | 27    |
|                   | 2.0%     | 7.8%    | 10.8% | 52.9%          | 26.5% |
|                   | 9.8%     |         | 10.8% |                | 79.4% |

**Total Responses:** 102

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 2        | 4       | 5     | 62             | 29    |
|                   | 2.0%     | 3.9%    | 4.9%  | 60.8%          | 28.4% |
|                   | 5.9%     |         | 4.9%  |                | 89.2% |

**Total Responses:** 102

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 0       | 6     | 70             | 25    |
|                   | 1.0%     | 0.0%    | 5.9%  | 68.6%          | 24.5% |
|                   | 1.0%     |         | 5.9%  |                | 93.1% |

**Total Responses:** 102

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 0       | 6     | 62             | 33    |
|                   | 1.0%     | 0.0%    | 5.9%  | 60.8%          | 32.4% |
|                   | 1.0%     |         | 5.9%  |                | 93.1% |

**Total Responses:** 101

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 2        | 2       | 16    | 54             | 27    |
|                   | 2.0%     | 2.0%    | 15.8% | 53.5%          | 26.7% |
|                   | 4.0%     |         | 15.8% |                | 80.2% |

**Total Responses:** 102

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

|  |      |      |      |       |       |
|--|------|------|------|-------|-------|
|  | 0.0% | 5.6% | 4.5% | 34.8% | 55.1% |
|  | 5.6% |      | 4.5% |       | 89.9% |

**Total Responses:** 90

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 3        | 4       | 14    | 31             | 38    |
|                   | 3.3%     | 4.4%    | 15.6% | 34.4%          | 42.2% |
|                   | 7.8%     |         | 15.6% |                | 76.7% |

**Total Responses:** 89

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 3        | 10      | 9     | 31             | 36    |
|                   | 3.4%     | 11.2%   | 10.1% | 34.8%          | 40.4% |
|                   | 14.6%    |         | 10.1% |                | 75.3% |

**Total Responses:** 89

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 2       | 9     | 46             | 31    |
|                   | 1.1%     | 2.2%    | 10.1% | 51.7%          | 34.8% |
|                   | 3.4%     |         | 10.1% |                | 86.5% |

**Total Responses:** 88

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 2        | 6       | 9     | 35             | 36    |
|                   | 2.3%     | 6.8%    | 10.2% | 39.8%          | 40.9% |
|                   | 9.1%     |         | 10.2% |                | 80.7% |

**Total Responses:** 88

|                   |          |         |       |                |       |
|-------------------|----------|---------|-------|----------------|-------|
| Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |       |
|                   | 1        | 7       | 8     | 38             | 34    |
|                   | 1.1%     | 8.0%    | 9.1%  | 43.2%          | 38.6% |
|                   | 9.1%     |         | 9.1%  |                | 8     |

|  |       |      |       |       |       |
|--|-------|------|-------|-------|-------|
|  | 9     | 6    | 11    | 38    | 28    |
|  | 9.8%  | 6.5% | 12.0% | 41.3% | 30.4% |
|  | 16.3% |      | 12.0% |       | 71.7% |

**Total Responses:** 93

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

**Total Responses:** 93

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

**Total Responses:** 93

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

**Total Responses:** 93

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

**Total Responses:** 93

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

**Total Responses:** 114

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 8: Employer Engagement</b>         |          |         |       |                |  |
| 8a. I am highly committed to this organization |          |         |       |                |  |
| Strongly Disagree                              | Disagree | Neither | Agree | Strongly Agree |  |
| 1  | 1        | 48      | 64    |                |  |
| 0.9%   | 0.9%     | 42.1%   | 56.1% |                |  |
| 1.8%   |          | 98.2%   |       |                |  |

**Total Responses:** 113

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 8: Employer Engagement</b>                         |          |         |       |                |  |
| 8b. I would recommend this organization to friends and family. |          |         |       |                |  |
| Strongly Disagree  | Disagree | Neither | Agree | Strongly Agree |  |
| 1  | 4        | 37      | 71    |                |  |
| 0.9%   | 3.5%     | 32.7%   | 62.8% |                |  |
| 4.4%   |          | 95.6%   |       |                |  |

**Total Responses:** 114

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 8: Employer Engagement</b>  |          |         |       |                |  |
| 8c. I feel personally driven to help this organization succeed and will go beyond what's expected of me to ensure that it does. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 1   | 3        | 37      | 73    |                |  |
| 0.9%  | 2.6%     | 32.5%   | 64.0% |                |  |
| 3.5%  |          | 96.5%   |       |                |  |

**Total Responses:** 113

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 8: Employer Engagement</b> |          |         |       |                |  |
| Strongly Disagree                      | Disagree | Neither | Agree | Strongly Agree |  |

|  |      |      |       |       |       |
|--|------|------|-------|-------|-------|
|  | 2    | 9    | 16    | 59    | 27    |
|  | 1.8% | 8.0% | 14.2% | 52.2% | 23.9% |
|  | 9.7% |      | 14.2% |       | 76.1% |

**Total Responses:** 113

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

**Total Responses:** 111

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

**Total Responses:** 114

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

**Total Responses:** 114

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

**Total Responses:** 114

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

**Total Responses:** 88

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                                 |          |         |       |                |  |
| 7e. My organization removes things that get in the way of progress. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 1   | 1        | 22      | 64    |                |  |
| 1.1%  | 1.1%     | 25.0%   | 72.7% |                |  |
| 2.3%  |          | 97.7%   |       |                |  |

**Total Responses:** 88

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7f. My organization obeys laws and regulations. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 1   | 2        | 23      | 62    |                |  |
| 1.1%  | 2.3%     | 26.1%   | 70.5% |                |  |
| 3.4%  |          | 96.6%   |       |                |  |

**Total Responses:** 86

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                |          |         |       |                |  |
| 7g. My organization has high standards and ethics. |          |         |       |                |  |
| Strongly Disagree                                  | Disagree | Neither | Agree | Strongly Agree |  |
| 2  | 1        | 19      | 64    |                |  |
| 2.3%   | 1.2%     | 22.1%   | 74.4% |                |  |
| 3.5%   |          | 96.5%   |       |                |  |

**Total Responses:** 88

|                                     |          |         |       |                |  |
|-------------------------------------|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b> |          |         |       |                |  |
| Strongly Disagree                   | Disagree | Neither | Agree | Strongly Agree |  |

|  |       |       |       |       |       |
|--|-------|-------|-------|-------|-------|
|  | 1     | 9     | 10    | 41    | 27    |
|  | 1.1%  | 10.2% | 11.4% | 46.6% | 30.7% |
|  | 11.4% |       | 11.4% |       | 77.3% |

**Total Responses:** 86

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                                 |          |         |       |                |  |
| 7e. My organization removes things that get in the way of progress. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 4   | 10       | 18      | 35    | 19             |  |
| 4.7%  | 11.6%    | 20.9%   | 40.7% | 22.1%          |  |
| 16.3%   |          | 20.9%   |       | 62.8%          |  |

**Total Responses:** 88

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7f. My organization obeys laws and regulations. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 2   | 1        | 9       | 28    | 48             |  |
| 2.3%  | 1.1%     | 10.2%   | 31.8% | 54.5%          |  |
| 3.4%  |          | 10.2%   |       | 86.4%          |  |

**Total Responses:** 88

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                |          |         |       |                |  |
| 7g. My organization has high standards and ethics. |          |         |       |                |  |
| Strongly Disagree                                  | Disagree | Neither | Agree | Strongly Agree |  |
| 1  | 3        | 9       | 29    | 46             |  |
| 1.1%   | 3.4%     | 10.2%   | 33.0% | 52.3%          |  |
| 4.5%   |          | 10.2%   |       | 85.2%          |  |

**Total Responses:** 87

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7h. My organization helps me help my community. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 1   | 3        | 9       | 33    | 41             |  |
| 1.1%  | 3.4%     | 10.3%   | 37.9% | 47.1%          |  |
| 4.6%  |          | 10.3%   |       | 85.1%          |  |

**Total Responses:** 88

|                                     |          |         |       |                |  |
|-------------------------------------|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b> |          |         |       |                |  |
| 7i. I am satisfied with my job.     |          |         |       |                |  |
| Strongly Disagree                   | Disagree | Neither | Agree | Strongly Agree |  |
| 1                                   | 0        | 7       | 28    | 52             |  |
| 1.1%                                | 0.0%     | 8.0%    | 31.8% | 59.1%          |  |
| 1.1%                                |          | 8.0%    |       | 90.9%          |  |

**Total Responses:** 102

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                                 |          |         |       |                |  |
| 7e. My organization removes things that get in the way of progress. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 2   | 2        | 24      | 74    |                |  |
| 2.0%  | 2.0%     | 23.5%   | 72.5% |                |  |
| 3.9%  |          | 96.1%   |       |                |  |

**Total Responses:** 102

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7f. My organization obeys laws and regulations. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 3   | 3        | 26      | 70    |                |  |
| 2.9%  | 2.9%     | 25.5%   | 68.6% |                |  |
| 5.9%  |          | 94.1%   |       |                |  |

**Total Responses:** 99

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                |          |         |       |                |  |
| 7g. My organization has high standards and ethics. |          |         |       |                |  |
| Strongly Disagree                                  | Disagree | Neither | Agree | Strongly Agree |  |
| 2  | 3        | 23      | 71    |                |  |
| 2.0%   | 3.0%     | 23.2%   | 71.7% |                |  |
| 5.1%   |          | 94.9%   |       |                |  |

**Total Responses:** 102

|                                     |          |         |       |                |  |
|-------------------------------------|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b> |          |         |       |                |  |
| Strongly Disagree                   | Disagree | Neither | Agree | Strongly Agree |  |

|  |      |      |       |       |       |
|--|------|------|-------|-------|-------|
|  | 2    | 4    | 12    | 56    | 28    |
|  | 2.0% | 3.9% | 11.8% | 54.9% | 27.5% |
|  | 5.9% |      | 11.8% |       | 82.4% |

**Total Responses:** 102

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                                 |          |         |       |                |  |
| 7e. My organization removes things that get in the way of progress. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 5   | 8        | 11      | 50    | 28             |  |
| 4.9%  | 7.8%     | 10.8%   | 49.0% | 27.5%          |  |
| 12.7%   |          | 10.8%   |       | 76.5%          |  |

**Total Responses:** 101

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7f. My organization obeys laws and regulations. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 2   | 4        | 6       | 31    | 58             |  |
| 2.0%  | 4.0%     | 5.9%    | 30.7% | 57.4%          |  |
| 5.9%  |          | 5.9%    |       | 88.1%          |  |

**Total Responses:** 101

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                |          |         |       |                |  |
| 7g. My organization has high standards and ethics. |          |         |       |                |  |
| Strongly Disagree                                  | Disagree | Neither | Agree | Strongly Agree |  |
| 2  | 1        | 11      | 29    | 58             |  |
| 2.0%   | 1.0%     | 10.9%   | 28.7% | 57.4%          |  |
| 3.0%   |          | 10.9%   |       | 86.1%          |  |

**Total Responses:** 102

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7h. My organization helps me help my community. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 2   | 0        | 10      | 36    | 54             |  |
| 2.0%  | 0.0%     | 9.8%    | 35.3% | 52.9%          |  |
| 2.0%  |          | 9.8%    |       | 88.2%          |  |

**Total Responses:** 102

|                                     |          |         |       |                |  |
|-------------------------------------|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b> |          |         |       |                |  |
| 7i. I am satisfied with my job.     |          |         |       |                |  |
| Strongly Disagree                   | Disagree | Neither | Agree | Strongly Agree |  |
| 2                                   | 1        | 4       | 25    | 70             |  |
| 2.0%                                | 1.0%     | 3.9%    | 24.5% | 68.6%          |  |
| 2.9%                                |          | 3.9%    |       | 93.1%          |  |

**Total Responses:** 88

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                                 |          |         |       |                |  |
| 7e. My organization removes things that get in the way of progress. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 0   | 0        | 24      | 59    |                |  |
| 0.0%  | 0.0%     | 27.3%   | 67.0% |                |  |
| 0.0%  |          | 94.3%   |       |                |  |

**Total Responses:** 88

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7f. My organization obeys laws and regulations. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 3   | 1        | 23      | 56    |                |  |
| 3.4%  | 1.1%     | 26.1%   | 63.6% |                |  |
| 4.5%  |          | 89.8%   |       |                |  |

**Total Responses:** 88

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                |          |         |       |                |  |
| 7g. My organization has high standards and ethics. |          |         |       |                |  |
| Strongly Disagree                                  | Disagree | Neither | Agree | Strongly Agree |  |
| 0  | 1        | 22      | 62    |                |  |
| 0.0%   | 1.1%     | 25.0%   | 70.5% |                |  |
| 1.1%   |          | 95.5%   |       |                |  |

**Total Responses:** 88

|                                     |          |         |       |                |  |
|-------------------------------------|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b> |          |         |       |                |  |
| Strongly Disagree                   | Disagree | Neither | Agree | Strongly Agree |  |

|  |       |      |       |       |       |
|--|-------|------|-------|-------|-------|
|  | 3     | 7    | 12    | 36    | 31    |
|  | 3.4%  | 7.9% | 13.5% | 40.4% | 34.8% |
|  | 11.2% |      | 13.5% |       | 75.3% |

**Total Responses:** 88

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                                 |          |         |       |                |  |
| 7e. My organization removes things that get in the way of progress. |          |         |       |                |  |
| Strongly Disagree   | Disagree | Neither | Agree | Strongly Agree |  |
| 2   | 9        | 21      | 31    | 25             |  |
| 2.3%  | 10.2%    | 23.9%   | 35.2% | 28.4%          |  |
| 12.5%   |          | 23.9%   |       | 63.6%          |  |

**Total Responses:** 89

|   |          |         |       |                |  |
|---|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>             |          |         |       |                |  |
| 7f. My organization obeys laws and regulations. |          |         |       |                |  |
| Strongly Disagree                               | Disagree | Neither | Agree | Strongly Agree |  |
| 2   | 2        | 8       | 27    | 50             |  |
| 2.2%  | 2.2%     | 9.0%    | 30.3% | 56.2%          |  |
| 4.5%  |          | 9.0%    |       | 86.5%          |  |

**Total Responses:** 87

|  |          |         |       |                |  |
|--|----------|---------|-------|----------------|--|
| <b>Category 7: Business Results</b>                |          |         |       |                |  |
| 7g. My organization has high standards and ethics. |          |         |       |                |  |
| Strongly Disagree                                  | Disagree | Neither | Agree | Strongly Agree |  |
| 3  | 3        | 8       | 27    | 46             |  |
| 3.4%   | 3.4%     | 9.2%    | 31.0% | 52.9%          |  |
| 6  |          |         |       |                |  |

|  |
|--|
| 8d. I am extremely proud to tell people that I work for this organization. |
|  |
|  |
|  |

**Total Responses:**

|  |
|--|
| <i>Category 8: Employer Engagement</i>                         |
| 8e. I am actively looking for a job outside this organization. |
|  |
|  |
|  |

**Total Responses:**

|  |
|--|
| <i>Category 8: Employer Engagement</i>   |
| 8f. I have applied for another job outside this organization in the past six months. |
|  |
|  |
|  |

|      |      |      |       |       |
|------|------|------|-------|-------|
|      |      |      |       |       |
|      | 3    | 38   | 72    |       |
| 0.0% | 2.7% | 0.0% | 33.6% | 63.7% |
|      | 2.7% | 0.0% | 97.3% |       |

|     |    |  |     |  |
|-----|----|--|-----|--|
| 111 |    |  |     |  |
|     | No |  | Yes |  |

|      |       |      |      |      |
|------|-------|------|------|------|
|      | 104   | 7    |      |      |
| 0.0% | 93.7% | 0.0% | 6.3% | 0.0% |
|      | 93.7% | 0.0% | 6.3% |      |

|     |    |  |     |  |
|-----|----|--|-----|--|
| 111 |    |  |     |  |
|     | No |  | Yes |  |

|      |       |      |      |      |
|------|-------|------|------|------|
|      | 100   | 11   |      |      |
| 0.0% | 90.1% | 0.0% | 9.9% | 0.0% |
|      | 90.1% | 0.0% | 9.9% |      |

|      |      |      |        |       |
|------|------|------|--------|-------|
|      |      |      |        |       |
|      | 3    | 38   | 72     |       |
| 0.0% | 3.4% | 0.0% | 43.2%  | 81.8% |
|      | 3.4% | 0.0% | 125.0% |       |

|     |    |  |     |  |
|-----|----|--|-----|--|
| 111 |    |  |     |  |
|     | No |  | Yes |  |

|      |       |      |      |      |
|------|-------|------|------|------|
|      | 104   | 7    |      |      |
| 0.0% | 93.7% | 0.0% | 6.3% | 0.0% |
|      | 93.7% | 0.0% | 6.3% |      |

|     |    |  |     |  |
|-----|----|--|-----|--|
| 111 |    |  |     |  |
|     | No |  | Yes |  |

|      |       |      |      |      |
|------|-------|------|------|------|
|      | 100   | 11   |      |      |
| 0.0% | 90.1% | 0.0% | 9.9% | 0.0% |
|      | 90.1% | 0.0% | 9.9% |      |

|      |      |      |       |       |
|------|------|------|-------|-------|
|      |      |      |       |       |
|      | 3    | 2    | 25    | 72    |
| 2.9% | 2.0% | 0.0% | 24.5% | 70.6% |
|      | 4.9% |      | 95.1% |       |

|     |    |  |     |  |
|-----|----|--|-----|--|
| 100 |    |  |     |  |
|     | No |  | Yes |  |

|      |       |      |      |      |
|------|-------|------|------|------|
|      | 96    | 4    |      |      |
| 0.0% | 96.0% | 0.0% | 4.0% | 0.0% |
|      | 96.0% | 4.0% |      |      |

|     |    |  |     |  |
|-----|----|--|-----|--|
| 101 |    |  |     |  |
|     | No |  | Yes |  |

|      |       |      |      |      |
|------|-------|------|------|------|
|      | 97    | 4    |      |      |
| 0.0% | 96.0% | 0.0% | 4.0% | 0.0% |
|      | 96.0% | 4.0% |      |      |

|      |      |      |       |       |
|------|------|------|-------|-------|
|      |      |      |       |       |
|      | 0    | 1    | 19    | 61    |
| 0.0% | 1.1% | 0.0% | 21.6% | 69.3% |
|      | 1.1% |      | 90.9% |       |

|    |    |  |     |  |
|----|----|--|-----|--|
| 87 |    |  |     |  |
|    | No |  | Yes |  |

|      |       |       |       |      |
|------|-------|-------|-------|------|
|      | 76    | 11    |       |      |
| 0.0% | 87.4% | 0.0%  | 12.6% | 0.0% |
|      | 87.4% | 12.6% |       |      |

|    |    |  |     |  |
|----|----|--|-----|--|
| 88 |    |  |     |  |
|    | No |  | Yes |  |

|      |       |       |       |      |
|------|-------|-------|-------|------|
|      | 77    | 11    |       |      |
| 0.0% | 87.5% | 0.0%  | 12.5% | 0.0% |
|      | 87.5% | 12.5% |       |      |