Section I: Your Job

I understand how what I do helps achieve the vision and Mission of the Town of Chapel Hill.

	Strongly			Strongly		
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total
Grand Total	6	22	52	228	152	460
% Responding	1.3%	4.8%	11.3%	49.6%	33.0%	

I have the training to do my job effectively.

	Strongly			Strongly			
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total	
Grand Total	6	21	50	227	153	457	
% Responding	1.3%	4.6%	10.9%	49.7%	33.5%		

I have opportunities for advancement in this organization.

	Strongly			Strongly			
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total	
Grand Total	64	81	150	116	48	459	
% Responding	13.9%	17.6%	32.7%	25.3%	10.5%		

Generally, I'm allowed to work independently in my job.

	Strongly	rongly Strongly				
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total
Grand Total	11	16	67	225	138	457
% Responding	2.4%	3.5%	14.7%	49.2%	30.2%	

I feel that I am my own boss in most matters.

	Strongly			Strongly		
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total
Grand Total	29	93	130	152	55	459
% Responding	6.3%	20.3%	28.3%	33.1%	12.0%	

I am certain how much authority I have.

	Strongly	Strongly			Strongly		
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total	
Grand Total	14	67	108	202	66	457	
% Responding	3.1%	14.7%	23.6%	44.2%	14.4%		

I could do a better if I had more authority.

	Strongly			Strongly		
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total
Grand Total	26	100	192	112	28	458
% Responding	5.7%	21.8%	41.9%	24.5%	6.1%	

I believe that the work I do impacts others and that I have the opportunity to value others.

	Strongly Strongly					
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total
Grand Total	7	8	33	213	197	458
% Responding	1.5%	1.7%	7.2%	46.5%	43.0%	

Section II: Communications in Your Workplace

1) How would you describe information communicated from senior leadership team members through the organization to front line staff, between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	314	76.8%	95	23.2%	409
	Timely	%	Late	%	Grand Total
	Tillely	/0	Late	/0	Granu Total
Grand Total	227	56.2%	177	43.8%	404
	Complete	%	Incomplete	%	Grand Total
Grand Total	212	52.9%	189	47.1%	401
	Open	%	Hidden	%	Grand Total
Grand Total	230	56.7%	176	43.3%	406
	Adequate	%	Inadequate	%	Grand Total
Grand Total	243	59.9%	163	40.1%	406
	Written	%	Unwritten	%	Grand Total
Grand Total	229	58.1%	165	41.9%	394

2) How would you describe information communicated from *front line staff*

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	304	76.8%	92	23.2%	396
	Timely	%	Late	%	Grand Total
Grand Total	288	71.6%	114	28.4%	402
	Complete	%	Incomplete	%	Grand Total
Grand Total	240	61.4%	151	38.6%	391
	Open	%	Hidden	%	Grand Total
Grand Total	288	72.0%	112	28.0%	400
	Adequate	%	Inadequate	%	Grand Total
Grand Total	264	67.3%	128	32.7%	392
	Written	%	Unwritten	%	Grand Total
Grand Total	195	51.7%	182	48.3%	377

Section II: Communications in Your Workplace

1) How would you describe information communicated from senior leadership team members through the organization to front line staff, between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	314	76.8%	95	23.2%	409
	Timely	%	Late	%	Grand Total
Grand Total	227	56.2%	177	43.8%	404
	Complete	%	Incomplete	%	Grand Total
Grand Total	212	52.9%	189	47.1%	401
	_				
	Open	%	Hidden	%	Grand Total
Grand Total	Open 230	% 56.7%	Hidden 176	43.3%	Grand Total 406
Grand Total	•			• •	
Grand Total Grand Total	230	56.7%	176	43.3%	406
	230 Adequate	56.7% %	176 Inadequate	43.3%	406 Grand Total

2) How would you describe information communicated from *front line staff through the organization to senior leadership team members* , between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	304	76.8%	92	23.2%	396
	Timely	%	Late	%	Grand Total
Grand Total	288	71.6%	114	28.4%	402
	Complete	%	Incomplete	%	Grand Total
Grand Total	240	61.4%	151	38.6%	391
	Open	%	Hidden	%	Grand Total
Grand Total	288	72.0%	112	28.0%	400
	Adequate	%	Inadequate	%	Grand Total
Grand Total	264	67.3%	128	32.7%	392
	Written	%	Unwritten	%	Grand Total
Grand Total	195	51.7%	182	48.3%	377

3) How would you describe information communicated from *employees to peers within your department*, between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	283	70.4%	119	29.6%	402
	Timely	%	Late	%	Grand Total
Grand Total	282	72.9%	105	27.1%	387
	Complete	%	Incomplete	%	Grand Total
Grand Total	222	56.1%	174	43.9%	396
	Open	%	Hidden	%	Grand Total
Grand Total	293	73.6%	105	26.4%	398
Grand Total					
Grand Total	256	64.5%	141	35.5%	397
	Written	%	Unwritten	%	Grand Total
Grand Total	138	35.7%	249	64.3%	387

4) How would you describe information communicated from *employees to peers in other departments,* between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	224	63.1%	131	36.9%	355
	Timely	%	Late	%	Grand Total
Grand Total	199	56.1%	156	43.9%	355
	Complete	%	Incomplete	%	Grand Total
Grand Total	164	45.9%	193	54.1%	357
	Open	%	Hidden	%	Grand Total
Grand Total	233	63.7%	133	36.3%	366
	Adequate	%	Inadequate	%	Grand Total
Grand Total	Adequate 191	% 52.5%	Inadequate 173	% 47.5%	Grand Total 364
Grand Total	<u> </u>		•		

5) Which ways of receiving work-related communications do you prefer?

			Do Not				
Town Work Email	Prefer	%	Prefer	%	N/A	%	Grand Total
Grand Total	358	83.8%	25	5.9%	44	10.3%	427
			Do Not				
Personal Email	Prefer	%	Prefer	%	N/A	%	Grand Total
Grand Total	96	22.5%	189	44.3%	124	29.0%	427
			Do Not				
Mailing to Home	Prefer	%	Prefer	%	N/A	%	Grand Total
Grand Total	82	20.4%	209	52.0%	111	27.6%	402
			Do Not				
Staff Meeting	Prefer	%	Prefer	%	N/A	%	Grand Total
Grand Total	315	74.8%	70	16.6%	36	8.6%	421
			Do Not				
Verbal Updates from Supv.	Prefer	%	Prefer	%	N/A	%	Grand Total
Grand Total	370	86.4%	50	11.7%	8	1.9%	428
			Do Not				
Internal Intranet	Prefer	%	Prefer	%	N/A	%	Grand Total
Grand Total	118	30.3%	188	48.2%	84	21.5%	390
			Do Not				
TOWNTALK Newletter	Prefer	%	Prefer	%	N/A	%	Grand Total
IOMMATK MEMICITEI	rielei	/0	FIEIEI	/0	IV/A	/0	Granu rolar
Grand Total	173	42.7%	178	44.0%	54	13.3%	405

6) Rank your top 3 preferences regarding the way you prefer to receive work-related communications (1st most preferred, 2nd most preferred).

NOTE: Many respondents indicated multiple #1, #2 or #3 preferences which led to the higher total

1st Most Preferred								
	Town Work	Personal	Mailing	Staff	Verbal Updates	Internal	TOWNTalk	Grand
Department	Email	Email	to Home	Meeting	from Supervisors	Intranet	Newsletter	Total
Grand Total	288	63	29	112	134	25	23	674
2nd Most Preferred								
	Town Work	Personal	Mailing	Staff	Verbal Updates	Internal	TOWNTalk	Grand
Department	Email	Email	to Home	Meeting	from Supervisors	Intranet	Newsletter	Total
Grand Total	57	34	39	147	131	35	43	486
	Town Work	Dorconal	Mailing	C+off	Vorbal Undatos	Intornal	TOWNTALL	Grand
	Town Work		•	Staff	Verbal Updates			
Department	Email	Email	to Home	Meeting	from Supervisors	Intranet	Newsletter	Total
Grand Total	54	80	79	115	95	73	88	584

If you prefer a communications method(s) not listed above please describe below:

Responses

Text Messages (3)

Phone (2)

Bulletin Boards (2)

From shift supervisors at shift briefing with follow up email

Internal Intranet that was more reliable

I think it would be helpful if the staff opening on a weekend had each other's personal phone numbers, especially as we are

I would prefer Internal Intranet but it is currently down most of the time and is not well maintained.

Need library staff page or blog or wiki

lunch

emails, town talk emails, emails about who is selling what, emails about surplus available, emails about art shows, Social media

Writing out on schedule where all employee can see it like on a board or where timesheet's are keep.

Written memoranda, etc. are effective

Section III: Change in the Town of Chapel Hill

1) How familiar are you with the following Town of Chapel Hill Wellness Initiatives?

	Not		Somewhat		Very		
Wellness Clinic	Familiar	%	Familiar	%	Familiar	%	Grand Total
Grand Total	36	7.8%	122	26.5%	302	65.7%	460
	Not		Somewhat		Very		
Ombuds Office	Familiar	%	Familiar	%	Familiar	%	Grand Total
Grand Total	99	21.8%	197	43.4%	158	34.8%	454
	Not		Somewhat		Very		
EAP *	Familiar	%	Familiar	%	Familiar	%	Grand Total
Grand Total	148	32.5%	192	42.2%	115	25.3%	455
* Employee Assistance Progr	am						
	Not		Somewhat		Very		
Town's Training Program	Familiar	%	Familiar	%	Familiar	%	Grand Total
Grand Total	149	33.1%	192	42.7%	109	24.2%	450

2) In your opinion, how likely are the following Town of Chapel Hill Initiatives to produce positive change?

	Don't		Not at	;	Somewhat		Very		Grand
Personnel Policy *	Know	%	All Likely	%	Likely	%	Likely	%	Total
Grand Total	109	23.6%	71	15.4%	215	46.6%	66	14.3%	461
	Don't		Not at	:	Somewhat		Very		Grand
Ombuds Office	Know	%	All Likely	%	Likely	%	Likely	%	Total
Grand Total	123	27.0%	95	20.8%	181	39.7%	57	12.5%	456
	Don't		Not at	:	Somewhat		Very		Grand
EPM/Develop System **	Know	%	All Likely	%	Likely	%	Likely	%	Total
Grand Total	106	22.9%	104	22.5%	186	40.3%	65	14.1%	462

^{*} Personnel Policies and Procedures Improvements

3) To what extent do you believe that you are fully informed about major changes in your workplace that directly

	Input		Well				
	Actively		Informed		Informed		
	Sought		as Change		only after		
	Before		is		changes		
	Change	%	Developing	%	nplemente	%	Grand Total
Grand Total	60	13.5%	160	36.0%	225	50.6%	445

^{**} Employee Performance Management and Development System

Section IV: Town of Chapel Hill Mission and Values

1) I understand how what I do helps achieve the Town's Mission of "Learning, serving and working together to

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	23	5.0%	80	17.3%	359	77.7%	462

2) Our RESPECT values are clear to me. Please check the **one** response that most applies to you.

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	34	9.7%	75	21.5%	349	76.2%	458

3) I believe that the attitude I bring to work helps create a place where we learn, serve and work together to build

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	7	2.0%	39	11.2%	412	90.0%	458

4) People service is a priority in our workplace and I am encouraged to take the time and effort to stop what I am doing to respect the other person. Please check the **one** response that most applies to you.

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	28	8.0%	52	14.9%	377	82.5%	457

Pocpopcibility	Never	%	Paraly	%	Sometimes	%	Often	%	Always	%	Grand Total
Responsibility			Rarely								
Grand Total	7	1.5%	46	10.0%	132	28.7%	188	40.9%	87	18.9%	460
quity	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
Grand Total	16	3.5%	74	16.1%	167	36.4%	132	28.8%	70	15.3%	459
Safety	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
Grand Total	2	0.4%	11	2.4%	63	13.8%	232	50.7%	150	32.8%	458
Professionalism	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
Grand Total	11	2.4%	18	3.9%	113	24.7%	215	46.9%	101	22.1%	458
Ethics	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total

Section V: Decision Making in Your Workplace

Т	believe that	I can i	nfluence	our work a	and how we d	ti oh

Grand Total

39

8.5%

44

9.6%

95

20.8%

169

37.0%

110

24.1% 457

Strongly		Strongly								Strongly		Grand
Strongly Disagree Nountral		Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Tota
Strongly Disagree Mount Disagree Mount Mou	Grand Total	22	4.8%	39	8.5%	67	14.7%	201	44.0%	128	28.0%	45
Disagree W Disagree W Neutral W Agree W Agree W Tota	My input is sou	ught in how th	ings are	done in our	workplace	е						
Grand Total 46 10.1% 92 20.2% 80 17.5% 172 37.7% 66 14.5% 45 I am given the opportunity to contribute to important decisions about our workplace Strongly Disagree % Disagree % Neutral % Agree % Agree % Total form of the contributions in our workplace would be valued by the contribution of the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in our workplace would be valued by the contributions in t		Strongly								Strongly		Grand
Strongly Disagree % Disagree % Neutral % Agree % Agree % Totagener of the policy of th		Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Strongly	Grand Total	46	10.1%	92	20.2%	80	17.5%	172	37.7%	66	14.5%	45
Disagree	I am given the	opportunity to	o contrib	ute to impoi	tant deci	sions about	our work	place				
Strongly		Strongly								Strongly		Grand
Strongly Strongly Strongly Grand Total As Disagree Magree Mag		Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Tota
Strongly Disagree % Disagree % Neutral % Agree % Agree % Agree % Totagrand Total 45 9.8% 83 18.2% 143 31.3% 126 27.6% 60 13.1% 45 1 must check with my supervisor before I do almost anything Strongly Disagree % Neutral % Agree % Agree % Agree % Totagrand Total 84 18.3% 124 27.0% 105 22.9% 89 19.4% 57 12.4% 45 1 believe that I can provide input in developing Town rules Strongly Disagree % Neutral % Agree % Agree % Totagrand Total 55 12.1% 51 11.2% 140 30.7% 146 32.0% 64 14.0% 45 1 understand how the mission influences decisions about organizational initiatives and the use of Town resources Strongly Disagree % Neutral % Agree % Agree % Totagrand Total 29 6.4% 50 11.0% 152 33.3% 159 34.9% 65 14.3% 45 1 believe that I am respected for who I am and for the contributions I make to the organization Strongly Strongly Grand Total 55 12.1% 50 11.0% 152 33.3% 159 34.9% 65 14.3% 45 1 believe that I am respected for who I am and for the contributions I make to the organization Strongly Strongly Grand Total 55 12.1% 50 11.0% 152 33.3% 159 34.9% 65 14.3% 45 1 believe that I am respected for who I am and for the contributions I make to the organization	Grand Total	74	16.2%	86	18.8%	90	19.7%	144	31.4%	64	14.0%	45
Disagree W Disagree W Neutral W Agree W Agree W Tota	in general emp	oloyees wantir	ng to mak	ce their own	decisions	in our work	cplace wo	uld be valu	ued			
March Marc		Strongly								Strongly		Gran
Strongly Strongly Strongly Grand Total Strongly Disagree % Neutral % Agree % Agree % Agree % Agree % Total Strongly Grand Total Strongly Disagree % Disagree % Neutral % Agree % Agree % Agree % Total Strongly Grand Total Strongly Grand Total Strongly Disagree % Neutral % Agree % Agree % Total Total Total Total Strongly Grand Total Total Strongly Strongly Grand Total Total Total Total Strongly Total T		Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Tota
Strongly Disagree % Disagree % Neutral % Agree % Agree % Totagrand Total 84 18.3% 124 27.0% 105 22.9% 89 19.4% 57 12.4% 45 15 15 11.2% 140 30.7% 146 32.0% 64 14.0% 45 14.0% 45 14.0% 45 15 15 15 15 15 15 15 15 15 15 15 15 15												
Grand Total 84 18.3% 124 27.0% 105 22.9% 89 19.4% 57 12.4% 45 I believe that I can provide input in developing Town rules Strongly Disagree % Disagree % Neutral % Agree % Agree % Tota Grand Total 55 12.1% 51 11.2% 140 30.7% 146 32.0% 64 14.0% 45 I understand how the mission influences decisions about organizational initiatives and the use of Town resources Strongly Disagree % Disagree % Neutral % Agree % Agree % Tota Grand Total 29 6.4% 50 11.0% 152 33.3% 159 34.9% 65 14.3% 45 I believe that I am respected for who I am and for the contributions I make to the organization Strongly Strongly Grand Total Strongly	Grand Total I must check w	_				_	31.3%	126	27.6%	60	13.1%	45
Strongly Strongly Gram Disagree % Disagree % Neutral % Agree % Agree % Total Strongly Gram Disagree % Disagree % Neutral % Agree % Agree % Total Strongly Gram Disagree % Disagree % Neutral % Agree % Agree % Total Disagree % Disagree % Neutral % Agree % Agree % Total Disagree % Disagree % Neutral % Agree % Agree % Total Disagree % Disagree % Neutral % Agree % Agree % Total Disagree % Disagree % Disagree % Neutral % Agree % Agree % Total Disagree % Disagree % Disagree % Neutral % Agree % Agree % Total Disagree % D		vith my superv	isor befo	re I do almo	st anythir	ng				Strongly		Grand
Disagree % Disagree % Neutral % Agree % Agree % Total Grand Total 55 12.1% 51 11.2% 140 30.7% 146 32.0% 64 14.0% 45 14.0% 145	l must check w	vith my superv Strongly Disagree	isor befo %	re I do almo Disagree	st anythir %	ng Neutral	%	Agree	%	Strongly Agree	%	Gran Tota
Grand Total 55 12.1% 51 11.2% 140 30.7% 146 32.0% 64 14.0% 45 Uniderstand how the mission influences decisions about organizational initiatives and the use of Town resources Strongly Strongly Grand Disagree % Disagree % Neutral % Agree % Agree % Total Grand Total 29 6.4% 50 11.0% 152 33.3% 159 34.9% 65 14.3% 45 Ubelieve that I am respected for who I am and for the contributions I make to the organization Strongly Grand Total Strongly Grand Total Strongly Grand Total I am respected for who I am and for the contributions I make to the organization	l must check w	Strongly Disagree 84 can provide in	% 18.3%	re I do almo Disagree 124	% 27.0%	ng Neutral	%	Agree	%	Strongly Agree 57	%	Grand Total 45
Strongly Disagree % Disagree % Neutral % Agree % Agree % Tota Grand Total 29 6.4% 50 11.0% 152 33.3% 159 34.9% 65 14.3% 45 I believe that I am respected for who I am and for the contributions I make to the organization Strongly Strongly Gran	l must check w	Strongly Disagree 84 can provide in	% 18.3% aput in de	re I do almo Disagree 124 eveloping To	% 27.0% wn rules	Neutral 105	% 22.9%	Agree 89	% 19.4%	Strongly Agree 57 Strongly	% 12.4%	Grand Total 459
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Grand Total 29 6.4% 50 11.0% 152 33.3% 159 34.9% 65 14.3% 45 I believe that I am respected for who I am and for the contributions I make to the organization Strongly Gran	I must check w Grand Total I believe that I Grand Total	Strongly Disagree 84 can provide in Strongly Disagree 55	% 18.3% nput in de % 12.1%	Disagree 124 eveloping To Disagree 51	% 27.0% wn rules % 11.2%	Neutral 105 Neutral 140	% 22.9% % 30.7%	Agree 89 Agree 146	% 19.4% % 32.0%	Strongly Agree 57 Strongly Agree 64	% 12.4% % 14.0%	Grand 45 Grand Tota
I believe that I am respected for who I am and for the contributions I make to the organization Strongly Gran	I must check w Grand Total I believe that I Grand Total	Strongly Disagree 84 can provide in Strongly Disagree 55 ow the missio	% 18.3% nput in de % 12.1%	Disagree 124 eveloping To Disagree 51	% 27.0% wn rules % 11.2%	Neutral 105 Neutral 140	% 22.9% % 30.7%	Agree 89 Agree 146	% 19.4% % 32.0%	Strongly Agree 57 Strongly Agree 64	% 12.4% % 14.0%	Grand 459 Grand Tota 459
Strongly Strongly Gran	I must check w Grand Total I believe that I Grand Total	Strongly Disagree 84 can provide in Strongly Disagree 55 ow the missio	% 18.3% nput in de % 12.1% n influen	Disagree 124 eveloping To Disagree 51 ces decision	% 27.0% wn rules % 11.2% s about o	Neutral 105 Neutral 140	% 22.9% % 30.7% al initiativ	Agree Agree 146 res and the	% 19.4% % 32.0% use of To	Strongly Agree 57 Strongly Agree 64 Own resource	% 12.4% % 14.0%	Grand Total Grand Total 45
	I must check w Grand Total I believe that I Grand Total I understand h	Strongly Disagree 84 can provide in Strongly Disagree 55 ow the missio Strongly Disagree	% 18.3% nput in de % 12.1% n influen	Disagree 124 eveloping To Disagree 51 ces decision Disagree	% 27.0% wn rules % 11.2% s about o	Neutral 105 Neutral 140 rganizationa	% 22.9% % 30.7% al initiativ %	Agree 89 Agree 146 es and the	% 19.4% % 32.0% e use of To	Strongly Agree 57 Strongly Agree 64 Strongly Agree Strongly Agree	% 12.4% % 14.0% ees	Grand 45 Grand 45 Grand Tota
	I must check w Grand Total I believe that I Grand Total I understand h	Strongly Disagree 84 Can provide in Strongly Disagree 55 Ow the missio Strongly Disagree 29	% 18.3% nput in de % 12.1% n influen % 6.4%	Disagree 124 Eveloping To Disagree 51 Ces decision Disagree 50	% 27.0% wn rules % 11.2% s about o % 11.0%	Neutral 105 Neutral 140 rganizationa Neutral 152	% 22.9% % 30.7% al initiativ % 33.3%	Agree 146 res and the Agree 159	% 19.4% % 32.0% e use of To	Strongly Agree 57 Strongly Agree 64 Strongly Agree Strongly Agree	% 12.4% % 14.0% ees	Grand Tota 45 Grand 45 Grand Tota
	I must check w Grand Total I believe that I Grand Total I understand h	Strongly Disagree 84 can provide in Strongly Disagree 55 ow the missio Strongly Disagree 29 am respected	% 18.3% nput in de % 12.1% n influen % 6.4%	Disagree 124 Eveloping To Disagree 51 Ces decision Disagree 50	% 27.0% wn rules % 11.2% s about o % 11.0%	Neutral 105 Neutral 140 rganizationa Neutral 152	% 22.9% % 30.7% al initiativ % 33.3%	Agree 146 res and the Agree 159	% 19.4% % 32.0% e use of To	Strongly Agree 57 Strongly Agree 64 Strongly Agree 65	% 12.4% % 14.0% ees	Grand Total 459

Section VI: Trust

Employees here trust supervisors

	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	73	15.9%	99	21.6%	111	24.2%	142	31.0%	33	7.2%	458
My supervisor	r trusts emplo	yees to g	get work don	e on thei	r own.						
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	18	3.9%	23	5.0%	68	14.9%	197	43.1%	151	33.0%	457
Employees tru	ust supervisor	s to do tl	ne right thing	g on their	behalf.						
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	44	9.6%	84	18.4%	99	21.7%	168	36.8%	62	13.6%	457
When supervi	sors here say	somethi	ng, you can I	oelieve it	is true.						
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	32	7.0%	80	17.5%	135	29.5%	141	30.9%	69	15.1%	457
Employees he	re are afraid	to expres	ss their views	s to super	visors.						
Employees he	ere are afraid	to expres	ss their views	s to super	visors.				Strongly		Grand
		to expres	s their views Disagree	s to super	visors. Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Employees he	Strongly	·		·		% 20.0%	Agree 148	% 32.5%		% 11.2%	
	Strongly Disagree 50	% 11.0%	Disagree 116	% 25.4%	Neutral 91	20.0%	148		Agree		Total
Grand Total	Strongly Disagree 50	% 11.0%	Disagree 116	% 25.4%	Neutral 91	20.0%	148		Agree		Total
Grand Total	Strongly Disagree 50 t is important	% 11.0%	Disagree 116	% 25.4%	Neutral 91	20.0%	148		Agree 51		Total 456
Grand Total	Strongly Disagree 50 t is important Strongly	% 11.0% t to prote	Disagree 116 ect yourself o	% 25.4 % or you wil	Neutral 91 I be blamed	20.0% for probl	148 ems	32.5%	Agree 51 Strongly	11.2%	Total 456 Grand
Grand Total Around here i	Strongly Disagree 50 t is important Strongly Disagree 67	% 11.0% t to prote % 14.6%	Disagree 116 ect yourself of Disagree 79	% 25.4% or you wil % 17.2%	Neutral 91 I be blamed Neutral	20.0% for probl %	148 ems Agree	32.5% %	Agree 51 Strongly Agree	11.2% %	Total 456 Grand Total
Grand Total Around here i Grand Total	Strongly Disagree 50 t is important Strongly Disagree 67	% 11.0% t to prote % 14.6%	Disagree 116 ect yourself of Disagree 79	% 25.4% or you wil % 17.2%	Neutral 91 I be blamed Neutral	20.0% for probl %	148 ems Agree	32.5% %	Agree 51 Strongly Agree	11.2% %	Total 456 Grand Total
Grand Total Around here i Grand Total	Strongly Disagree 50 t is important Strongly Disagree 67 other employ	% 11.0% t to prote % 14.6%	Disagree 116 ect yourself of Disagree 79	% 25.4% or you wil % 17.2%	Neutral 91 I be blamed Neutral	20.0% for probl %	148 ems Agree	32.5% %	Agree 51 Strongly Agree 68	11.2% %	Total 456 Grand Total 458
Grand Total Around here i Grand Total	Strongly Disagree 50 t is important Strongly Disagree 67 other employ Strongly	% 11.0% t to prote % 14.6% vees to do	Disagree 116 cct yourself of Disagree 79 O the right the	% 25.4% or you wil % 17.2% ing.	Neutral 91 I be blamed Neutral 120	20.0% for probl % 26.2%	148 ems Agree 124	32.5% % 27.1%	Agree 51 Strongly Agree 68 Strongly	11.2% % 14.8%	Total 456 Grand Total 458
Grand Total Around here i Grand Total You can trust	Strongly Disagree 50 t is important Strongly Disagree 67 other employ Strongly Disagree 28	% 11.0% t to prote % 14.6% vees to do % 6.1%	Disagree 116 Out yourself of the right the Disagree 64	% 25.4% or you wil % 17.2% ing. 4.0%	Neutral 91 I be blamed Neutral 120	20.0% for probl % 26.2%	148 ems Agree 124 Agree	32.5% % 27.1%	Agree 51 Strongly Agree 68 Strongly Agree	11.2% % 14.8%	Total 456 Grand Total 458 Grand Total
Grand Total Around here i Grand Total You can trust Grand Total	Strongly Disagree 50 t is important Strongly Disagree 67 other employ Strongly Disagree 28	% 11.0% t to prote % 14.6% vees to do % 6.1%	Disagree 116 Out yourself of the right the Disagree 64	% 25.4% or you wil % 17.2% ing. 4.0%	Neutral 91 I be blamed Neutral 120	20.0% for probl % 26.2%	148 ems Agree 124 Agree	32.5% % 27.1%	Agree 51 Strongly Agree 68 Strongly Agree	11.2% % 14.8%	Total 456 Grand Total 458 Grand Total
Grand Total Around here i Grand Total You can trust Grand Total	Strongly Disagree 50 t is important Strongly Disagree 67 other employ Strongly Disagree 28	% 11.0% t to prote % 14.6% vees to do % 6.1%	Disagree 116 Out yourself of the right the Disagree 64	% 25.4% or you wil % 17.2% ing. 4.0%	Neutral 91 I be blamed Neutral 120	20.0% for probl % 26.2%	148 ems Agree 124 Agree	32.5% % 27.1%	Agree 51 Strongly Agree 68 Strongly Agree 49	11.2% % 14.8%	Total 456 Grand Total 458 Grand Total 457

Section VII: Teamwork

Employees in my department work as a team.

	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	19	4.2%	33	7.2%	64	14.0%	190	41.6%	151	33.0%	457

Employees across departments work as a Town-wide team.

	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	34	7.5%	60	13.2%	150	33.0%	177	38.9%	34	7.5%	455

My supervisor encourages employees to work together to solve problems.

	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	16	3.5%	36	7.9%	84	18.4%	181	39.6%	140	30.6%	457

My department works with other Town departments to accomplish organizational goals.

	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	17	3.7%	34	7.5%	126	27.8%	178	39.2%	99	21.8%	454

Other Town departments work with our department to accomplish organizational goals.

	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	19	4.2%	47	10.4%	143	31.6%	178	39.3%	66	14.6%	453

Section VIII: Job Satisfaction

The amount of	iob security I have	۵۱
THE AIRDUIL OF	TOD SECURITY I HAV	/ヒ

	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	19	4.2%	22	4.8%	59	12.9%	139	30.4%	212	46.4%	6	1.3%	457
Traditional be	enefits, like hea	lth insur	ance and retire	ment pac	ckage								
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	14	3.1%	16	3.5%	31	6.8%	110	24.2%	253	55.6%	31	6.8%	455
The monetary	y compensation	ı I receiv	e for my work	with the 1	Γown								
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	46	10.1%	95	20.8%	86	18.9%	162	35.5%	64	14.0%	3	0.7%	456
My current jo	b classification	(title)											
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	28	6.1%	68	14.9%	93	20.4%	156	34.2%	107	23.5%	4	0.9%	456
Non-tradition	al benefits like	flextime	and vacation										
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	21	4.6%	32	7.0%	70	15.4%	147	32.3%	157	34.5%	28	6.2%	455
The opportun	nities I have for	professio	onal/skills deve	lopment	(training, lea	arning op	portunities)						
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	40	8.9%	54	12.0%	87	19.3%	154	34.2%	102	22.7%	13	2.9%	450
The feeling th	at I have accon	nplished	worthwhile wo	ork									
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	15	3.3%	29	6.4%	54	11.9%	178	39.1%	170	37.4%	9	2.0%	455
The access I h	nave to new tec	hnology											
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	28	6.1%	56	12.3%	110	24.1%	170	37.2%	81	17.7%	12	2.6%	457
The extent to	which my work	k enviror	nment embrace	es new id	eas								
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	26	5.7%	78	17.2%	132	29.1%	148	32.6%	68	15.0%	2	0.4%	454

	The verba	I recognition t	hat I receive	from mv su	pervisor or m	v co-workers
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	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	21	4.6%	43	9.5%	101	22.3%	191	42.2%	95	21.0%	2	0.4%	45
he clarity of	expectations th	at I rece	eive from my su	pervisor									
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	15	3.3%	43	9.5%	91	20.1%	185	40.8%	118	26.0%	1	0.2%	45
The extent to	which my supe	rvisor h	as high expecta	tions for	my work								
	Very								Very		Not		Grand
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	8	1.8%	22	4.8%	93	20.4%	179	39.3%	152	33.4%	1	0.2%	45
he amount o	of guidance that	I receiv	e from my supe	ervisor th	roughout a	work assi	gnment						
	Vome								Very		Not		Grand
	Very												
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
Grand Total	•	% 3.5%		% 5.5%	Neutral 110	% 24.3%	Satisfied 184	% 40.6%	Satisfied 115	% 25.4%	Applicable 3	% 0.7%	
Grand Total Most of the ti	Dissatisfied	3.5%	25	5.5%									
	Dissatisfied 16	3.5%	25	5.5%									
	Dissatisfied 16 me I really look	3.5%	25	5.5%					115		3		45
Most of the ti	Dissatisfied 16 me I really look Very	3.5%	25 to coming to v	5.5% work	110	24.3%	184	40.6%	115 Very	25.4%	3 Not	0.7%	45 Grand
Most of the ti	Dissatisfied 16 me I really look Very Dissatisfied	3.5% forward % 4.2%	25 d to coming to v Dissatisfied 36	5.5% vork % 7.9%	Neutral	24.3%	184 Satisfied	40.6% %	115 Very Satisfied	25.4%	3 Not Applicable	0.7%	45 Grand Total
Most of the ti	Dissatisfied 16 me I really look Very Dissatisfied 19	3.5% forward % 4.2%	25 d to coming to v Dissatisfied 36	5.5% vork % 7.9%	Neutral	24.3%	184 Satisfied	40.6% %	115 Very Satisfied	25.4%	3 Not Applicable	0.7%	Grand Total 45
Most of the ti	Dissatisfied 16 me I really look Very Dissatisfied 19 orking relationsh	3.5% forward % 4.2%	25 d to coming to v Dissatisfied 36	5.5% vork % 7.9%	Neutral	24.3%	184 Satisfied	40.6% %	Very Satisfied 132	25.4%	Not Applicable 5	0.7%	Grand Total 45
Most of the ti	Dissatisfied 16 me I really look Very Dissatisfied 19 orking relationsh	3.5% forward % 4.2% hips I ha	25 d to coming to v Dissatisfied 36 ve with those w	5.5% vork % 7.9% vith who	Neutral 100 m I work	24.3% % 22.0%	Satisfied 163	40.6% % 35.8%	Very Satisfied 132	25.4% % 29.0%	Not Applicable 5	% 1.1%	Grand Total 45 Grand Total
Most of the ti	Dissatisfied 16 me I really look Very Dissatisfied 19 orking relationsh Very Dissatisfied	3.5% forward % 4.2% hips I ha % 1.5%	Dissatisfied 36 ve with those w Dissatisfied 13	5.5% work % 7.9% with whork 2.9%	Neutral 100 m I work Neutral 48	24.3% % 22.0% % 10.6%	Satisfied 163 Satisfied	40.6% % 35.8%	Very Satisfied 132 Very Satisfied	25.4% % 29.0%	Not Applicable 5 Not Applicable	0.7% % 1.1%	Grand Total 45 Grand Total
Most of the ti	Dissatisfied 16 me I really look Very Dissatisfied 19 Orking relationsh Very Dissatisfied 7	3.5% forward % 4.2% hips I ha % 1.5%	Dissatisfied 36 ve with those w Dissatisfied 13	5.5% work % 7.9% with whork 2.9%	Neutral 100 m I work Neutral 48	24.3% % 22.0% % 10.6%	Satisfied 163 Satisfied	40.6% % 35.8%	Very Satisfied 132 Very Satisfied	25.4% % 29.0%	Not Applicable 5 Not Applicable	0.7% % 1.1%	Grand Total 45 Grand Total 45
Most of the ti	Dissatisfied 16 me I really look Very Dissatisfied 19 Orking relationsh Very Dissatisfied 7 y workplace get	3.5% forward % 4.2% hips I ha % 1.5%	Dissatisfied 36 ve with those w Dissatisfied 13	5.5% work % 7.9% with whork 2.9%	Neutral 100 m I work Neutral 48	24.3% % 22.0% % 10.6%	Satisfied 163 Satisfied	40.6% % 35.8%	Very Satisfied 132 Very Satisfied 193	25.4% % 29.0%	Not Applicable 5 Not Applicable 7	0.7% % 1.1%	Grand Total 45

Section IX: You and the Town

I would be very happy to spend the rest of my career with the Town	1	would be very	/ happy	to s	pend the r	est of my	career with	the Town
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	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	30	6.6%	35	7.7%	81	17.8%	158	34.6%	152	33.3%	456
I wouldn't lea	ve the Town	right nov	v because I h	nave a se	nse of oblig	gation to	the people	e in it			
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	41	9.0%	63	13.8%	125	27.4%	146	31.9%	82	17.9%	457
l often think a	about myself	as an em	ployee of th	e Town o	of Chapel H	ill					
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	15	3.3%	32	7.0%	100	21.9%	182	39.8%	128	28.0%	457
Each workday	/ seems like it	t will nev	er end								
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
										4 40/	454
Grand Total	105	23.1%	155	34.1%	124	27.3%	52	11.5%	20	4.4%	454
	nd a better jo		ive the Town		124 Neutral	27.3% %		11.5% %	Strongly	4.4% %	Grand
As soon as I fi	ind a better jo	ob, I'll lea		1			Agree 51				
As soon as I fi	Strongly Disagree 176 about quitting	% 38.6%	ive the Town	n %	Neutral	%	Agree	%	Strongly Agree 26	%	Grand Total 456
As soon as I fi	Strongly Disagree 176 about quitting	% 38.6% g my job	Disagree 93	% 20.4%	Neutral 110	% 24.1%	Agree 51	% 11.2%	Strongly Agree 26 Strongly	% 5.7%	Grand Total 456 Grand
As soon as I fi	Strongly Disagree 176 about quitting Strongly Disagree	% 38.6% g my job	Disagree 93 Disagree	% 20.4% %	Neutral 110 Neutral	% 24.1% %	Agree 51 Agree	% 11.2% %	Strongly Agree 26 Strongly Agree	% 5.7% %	Grand Total 456 Grand Total
As soon as I fi	Strongly Disagree 176 about quitting	% 38.6% g my job	Disagree 93	% 20.4%	Neutral 110	% 24.1%	Agree 51	% 11.2%	Strongly Agree 26 Strongly	% 5.7%	Grand Total 456 Grand
As soon as I find the sound of the sound Total Grand Total Grand Total	Strongly Disagree 176 Shout quitting Strongly Disagree 199	% 38.6% g my job % 43.5%	Disagree 93 Disagree 98	% 20.4% %	Neutral 110 Neutral	% 24.1% %	Agree 51 Agree	% 11.2% %	Strongly Agree 26 Strongly Agree	% 5.7% %	Grand Total 456 Grand Total
As soon as I for Grand Total I often think a	Strongly Disagree 176 Shout quitting Strongly Disagree 199	% 38.6% g my job % 43.5%	Disagree 93 Disagree 98	% 20.4% %	Neutral 110 Neutral	% 24.1% %	Agree 51 Agree	% 11.2% %	Strongly Agree 26 Strongly Agree	% 5.7% %	Grand Total 456 Grand Total
As soon as I find the sound of the sound Total Grand Total Grand Total	Strongly Disagree 176 Strongly Disagree 199 Emotionally	% 38.6% g my job % 43.5%	Disagree 93 Disagree 98	% 20.4% %	Neutral 110 Neutral	% 24.1% %	Agree 51 Agree	% 11.2% %	Strongly Agree 26 Strongly Agree 28	% 5.7% %	Grand 456 Grand Total 457
As soon as I find the soon as I find Total I often think at the sound the sound Total I do not feel at the sound th	Strongly Disagree 176 Strongly Disagree 199 Emotionally a	% 38.6% g my job % 43.5%	Disagree 93 Disagree 98	% 20.4% % 21.4%	Neutral Neutral 69	% 24.1% % 15.1%	Agree 51 Agree 63	% 11.2% % 13.8%	Strongly Agree 26 Strongly Agree 28	% 5.7% % 6.1%	Grand Total 456 Grand Total 457
As soon as I for Grand Total I often think a Grand Total I do not feel a Grand Total	Strongly Disagree 176 Strongly Disagree 199 emotionally a Strongly Disagree 122	% 38.6% g my job % 43.5% ttached t	Disagree 98 To the Town Disagree 115	% 20.4% % 21.4%	Neutral Neutral 69	% 24.1% % 15.1%	Agree 63	% 11.2% % 13.8%	Strongly Agree 26 Strongly Agree 28 Strongly Agree	% 5.7% % 6.1%	Grand Total 456 Grand Total 457 Grand Total
As soon as I for Grand Total I often think a Grand Total I do not feel a Grand Total	Strongly Disagree 176 Strongly Disagree 199 emotionally a Strongly Disagree 122	% 38.6% g my job % 43.5% ttached t	Disagree 98 To the Town Disagree 115	% 20.4% % 21.4%	Neutral Neutral 69	% 24.1% % 15.1%	Agree 63	% 11.2% % 13.8%	Strongly Agree 26 Strongly Agree 28 Strongly Agree	% 5.7% % 6.1%	Grand Total 456 Grand Total 457 Grand Total
Grand Total As soon as I fi Grand Total I often think a Grand Total I do not feel a Grand Total All in all, I am	Strongly Disagree 176 about quitting Strongly Disagree 199 emotionally a Strongly Disagree 122 satisfied with	% 38.6% g my job % 43.5% ttached t	Disagree 98 To the Town Disagree 115	% 20.4% % 21.4%	Neutral Neutral 69	% 24.1% % 15.1%	Agree 63	% 11.2% % 13.8%	Strongly Agree 26 Strongly Agree 28 Strongly Agree 47	% 5.7% % 6.1%	Grand Total 456 Grand Total 457 Grand Total 456

Section X: Improvements over Time

|--|

	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	22	5.1%	53	12.4%	194	45.3%	140	32.7%	19	4.4%	428
I have noticed	d improveme	nt in com	nmunications	s within r	ny departm	ent					
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
Grand Total	39	9.1%	77	17.9%	145	33.8%	147	34.3%	21	4.9%	429
I have noticed	improvement i	n how em	iployees refle	ct the Tow	n's values						
	Strongly								Strongly		Grand
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
	24 d improveme	5.6% nt in tear	62 mwork acros	14.5 % as Town d	209 epartment	48.8 %	118	27.6%	15	3.5%	428
	d improvement	nt in tear	mwork acros	s Town d	epartment	S			Strongly		Grand
Grand Total I have noticed Grand Total	d improveme		-				Agree 119	27.6% % 27.8%		3.5% % 3.3%	Grand Total 428
I have noticed	Strongly Disagree 16	% 3.7%	mwork acros Disagree 62	% 14.5%	epartment Neutral 217	s %	Agree	%	Strongly Agree	%	Grand Total
I have noticed	Strongly Disagree 16	% 3.7%	mwork acros Disagree 62	% 14.5%	epartment Neutral 217	s %	Agree	%	Strongly Agree 14	%	Grand Total
I have noticed	Strongly Disagree 16	% 3.7%	mwork acros Disagree 62	% 14.5%	epartment Neutral 217	s %	Agree	%	Strongly Agree	%	Grand Total 428
I have noticed	Strongly Disagree 16 d improvement	% 3.7% nt in tear	Disagree 62 mwork within	% 14.5% n my dep	Neutral 217	% 50.7%	Agree 119	% 27.8%	Strongly Agree 14 Strongly	% 3.3%	Grand Total 428 Grand
I have noticed Grand Total I have noticed Grand Total	Strongly Disagree 16 d improvement Strongly Disagree 23	% 3.7% nt in tear % 5.4%	Disagree 62 mwork within Disagree 56	% 14.5% n my dep % 13.1%	Neutral 217 Partment Neutral 170	% 50.7%	Agree 119 Agree	% 27.8%	Strongly Agree 14 Strongly Agree	% 3.3% %	Grand Total 428 Grand Total
I have noticed Grand Total I have noticed	Strongly Disagree 16 d improvement Strongly Disagree 23	% 3.7% nt in tear % 5.4%	Disagree 62 mwork within Disagree 56	% 14.5% n my dep % 13.1%	Neutral 217 Partment Neutral 170	% 50.7%	Agree 119 Agree	% 27.8%	Strongly Agree 14 Strongly Agree	% 3.3% %	Grand Total 428 Grand Total
I have noticed Grand Total I have noticed Grand Total	Strongly Disagree 16 dimprovement Strongly Disagree 23	% 3.7% nt in tear % 5.4%	Disagree 62 mwork within Disagree 56	% 14.5% n my dep	Neutral 217 Partment Neutral 170	% 50.7%	Agree 119 Agree	% 27.8%	Strongly Agree 14 Strongly Agree 26	% 3.3% %	Grand Total 428 Grand Total 428