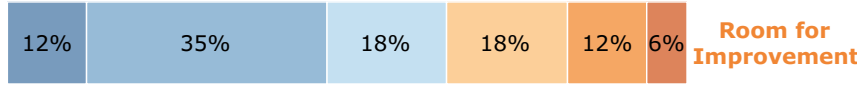


Response Distributions: Centralization

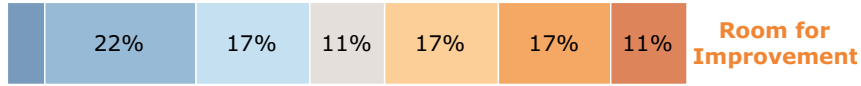
Question Groupings
Centralization

An employee wanting to make his or her own decisions in my department would be quickly discouraged.



Room for Improvement

Even small matters have to be referred to someone higher up for a final answer.



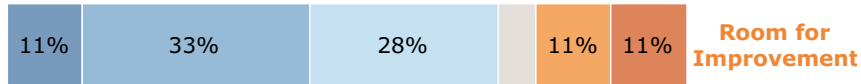
Room for Improvement

I feel micromanaged in my job.



Room for Improvement

I must check with my supervisor before I do almost anything.



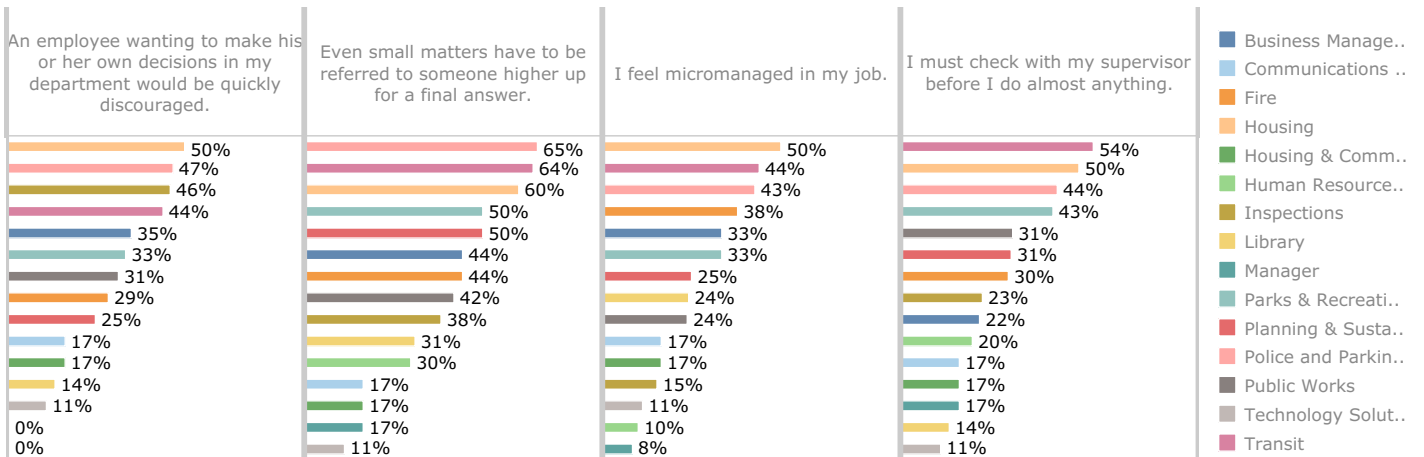
Room for Improvement

Department
Business Manage..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons

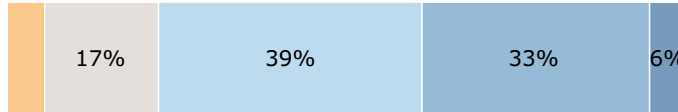
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Communications (General)

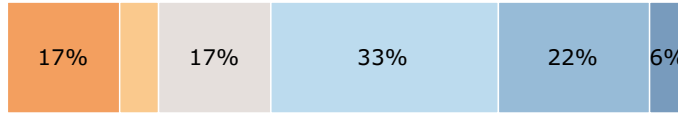
Question Groupings
Communications (G..

I feel that I am kept fully informed about changes in the Town.



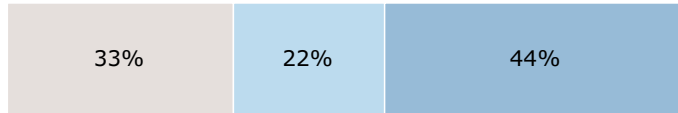
Good

I have opportunities to provide my opinion to upper management on workplace issues.



Room for Improvement

When I provide my opinion on workplace issues, upper management provides a response.



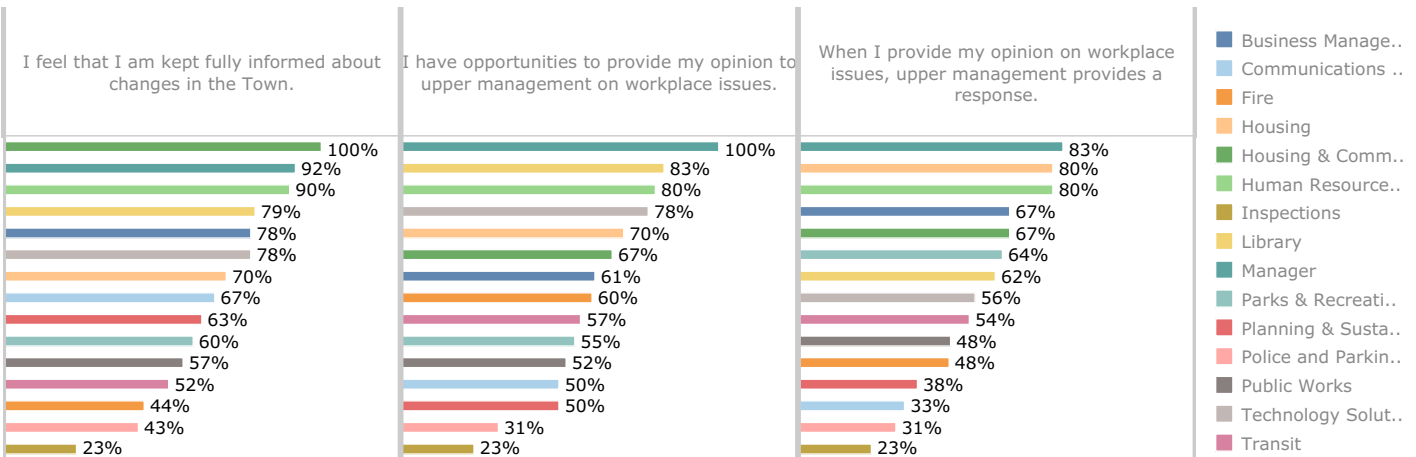
Good

Department
Business Managemem..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree

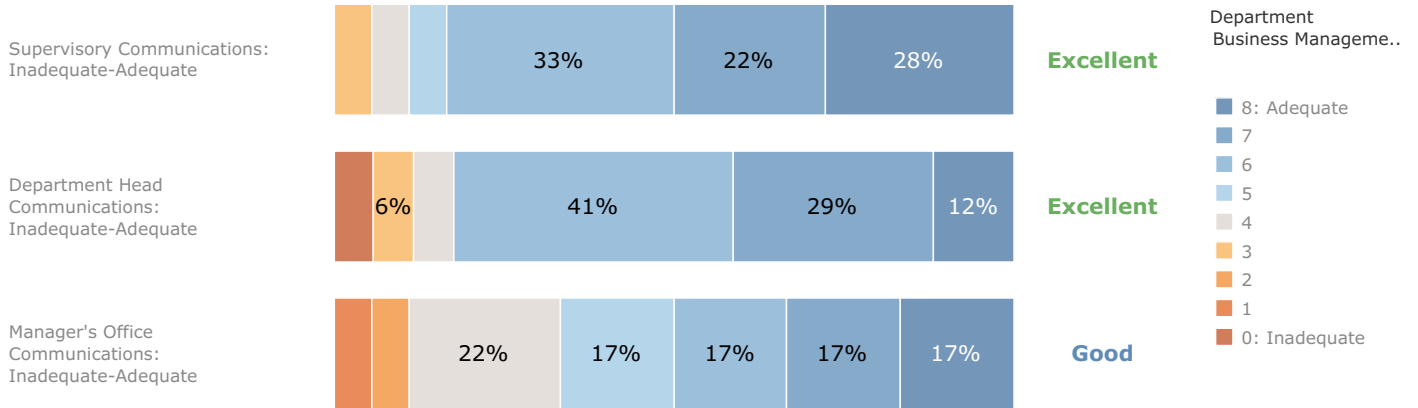
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



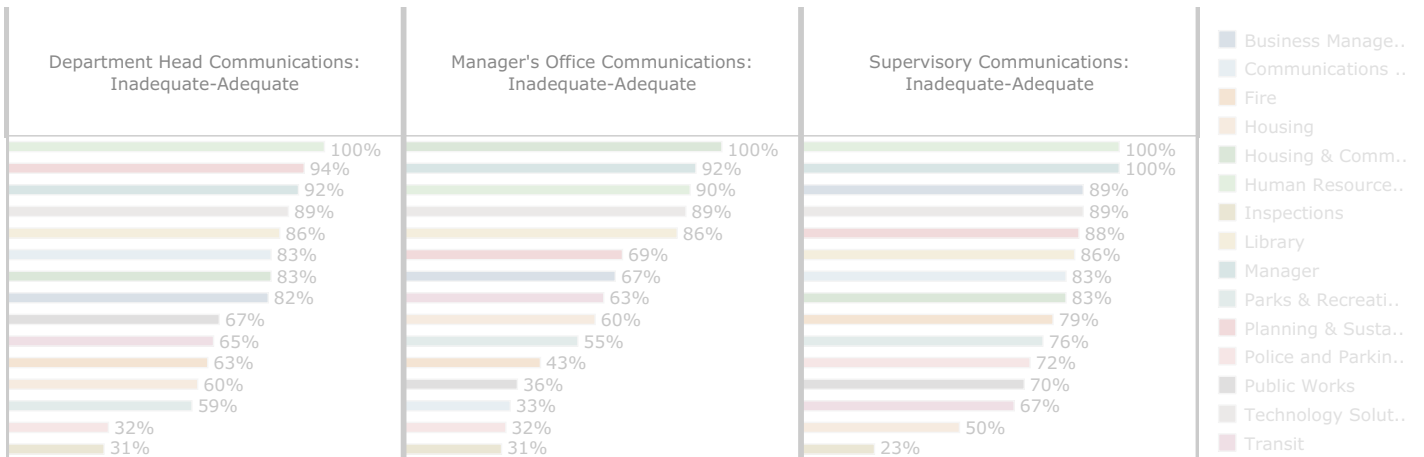
Response Distributions: Communications

Question Groupings
Communications



Departmental Comparisons

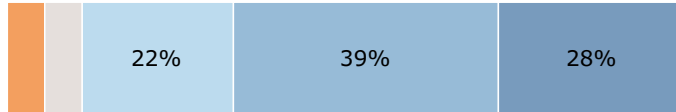
Percent indicating 5-8 on a scale of 0-8, 8 being Adequate



Response Distributions: Diversity 1

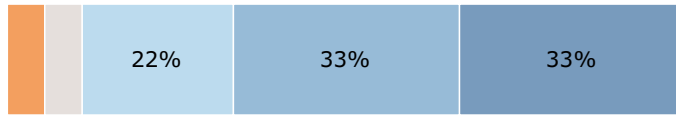
Question Groupings
Diversity 1

Managers here give assignments based on the skills and abilities of employees, not their personal and social background.



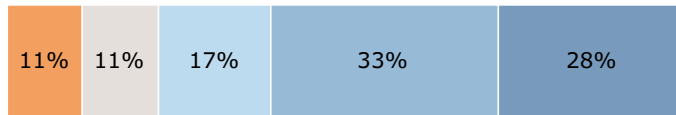
Excellent

Managers here give feedback and evaluate employees fairly, regardless of factors such as employee gender, race, religion, ethnicity, age, and sexual orientation.



Excellent

Managers here have a track record of hiring and promoting employees objectively, regardless of their race, religion, ethnicity, age, gender, and sexual orientation.



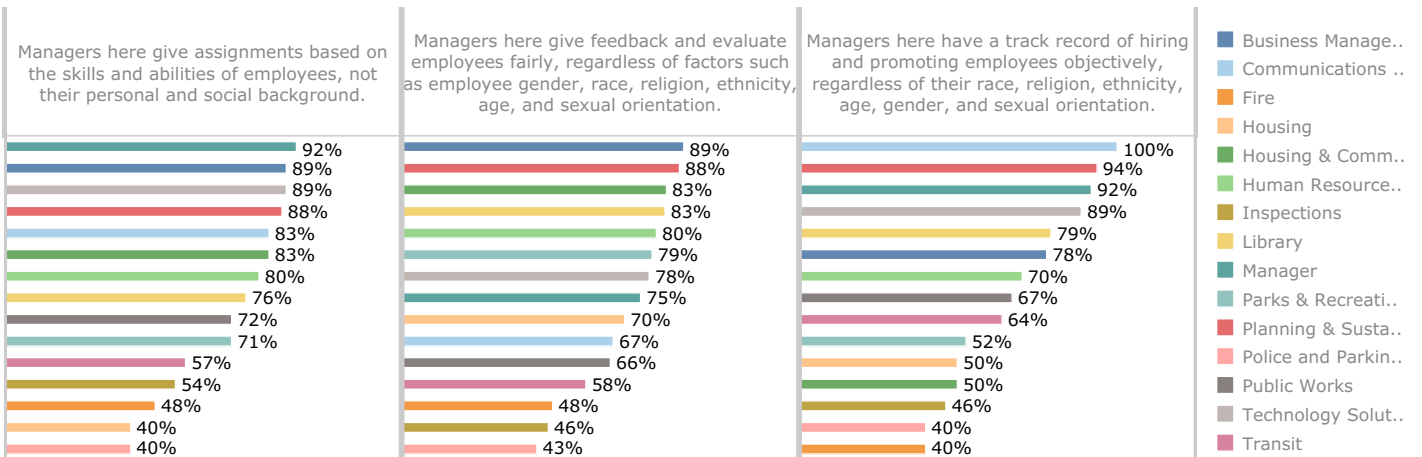
Good

Department
Business Manageme..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Disagree

Departmental Comparisons

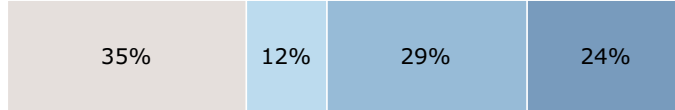
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Diversity 2

Question Groupings
Diversity 2

All minority and female employees are provided resources and training that prepares them for promotion and advancement.



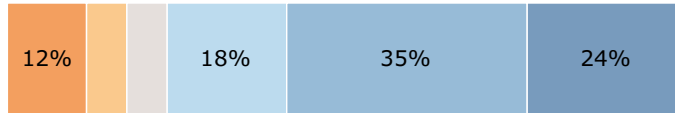
Good

I feel comfortable working with people from backgrounds other than my own.



Excellent

This organization spends adequate resources on diversity awareness and related training.



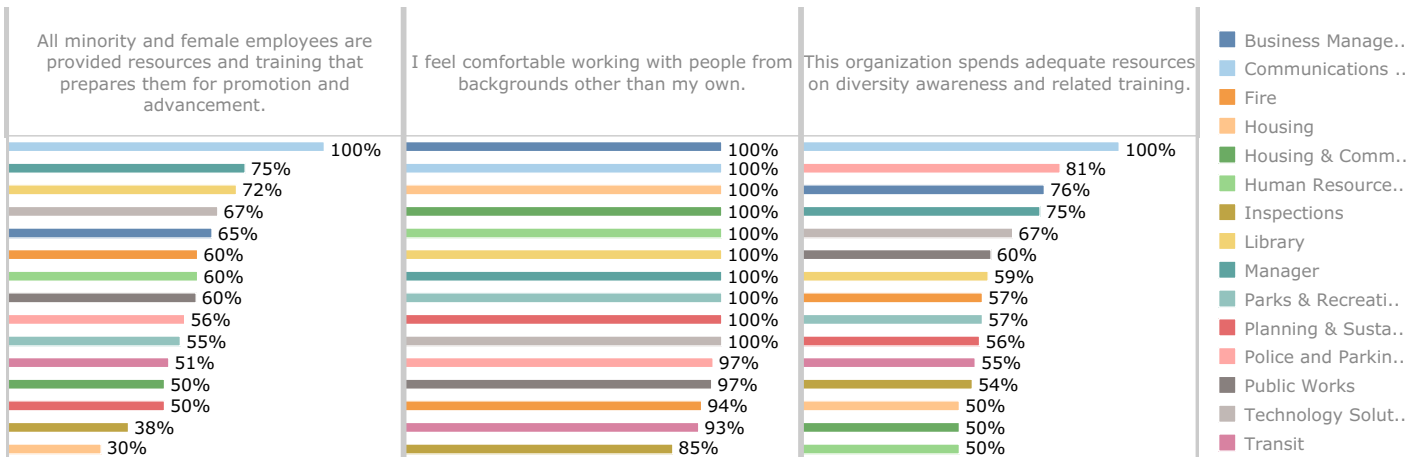
Good

Department
Business Managem..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree

Departmental Comparisons

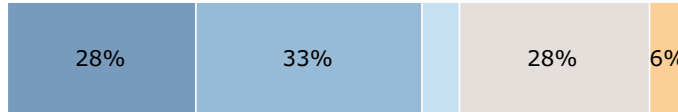
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Diversity 3

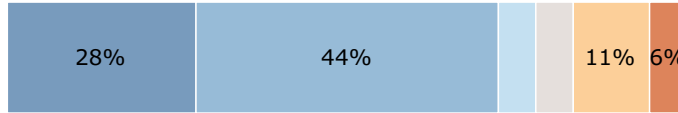
Question Groupings
Diversity 3

Diversity issues prevent some work teams here from performing to their maximum effectiveness.



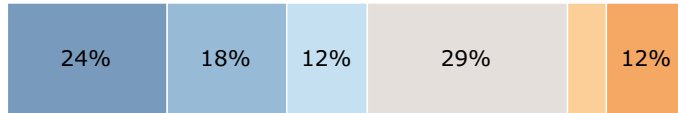
Good

I am afraid to disagree with members of other groups for fear of being called prejudiced.



Good

The "old boys" network is alive and well here.



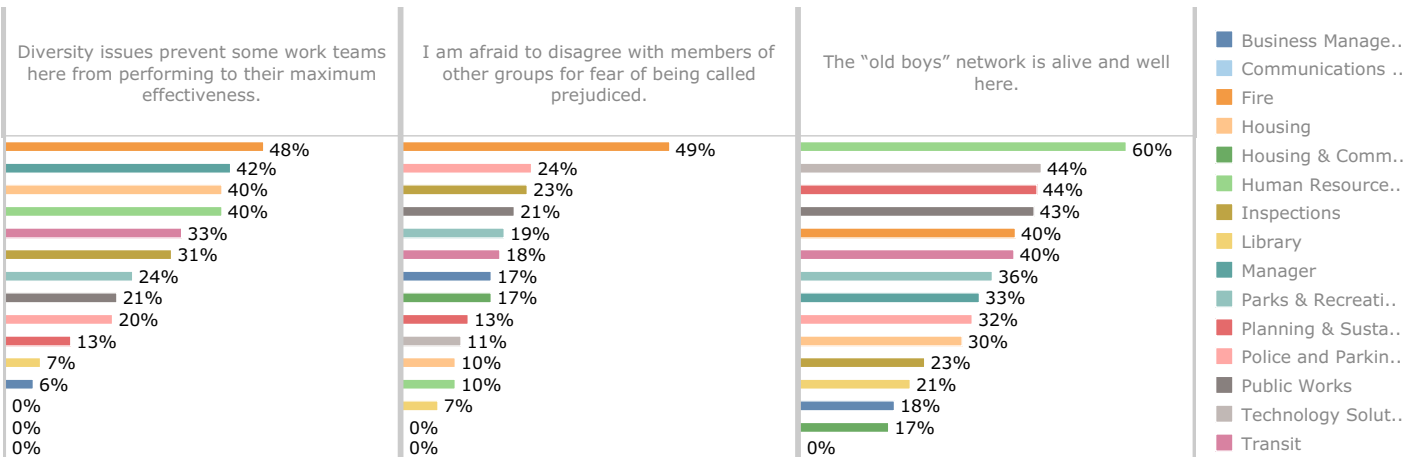
Good

Department
Business Manageme..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

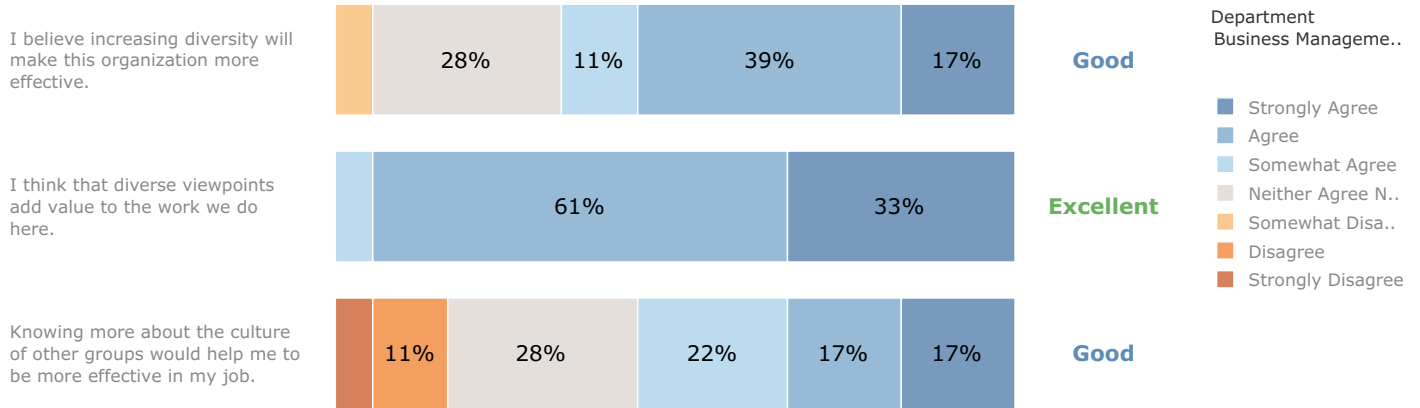
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



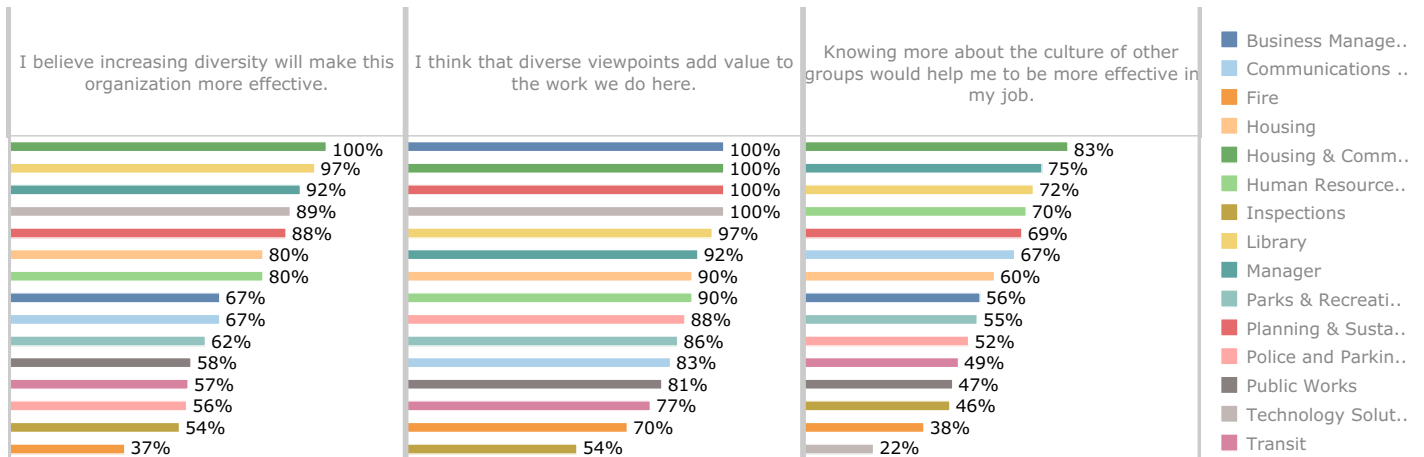
Response Distributions: Diversity 4

Question Groupings
Diversity 4



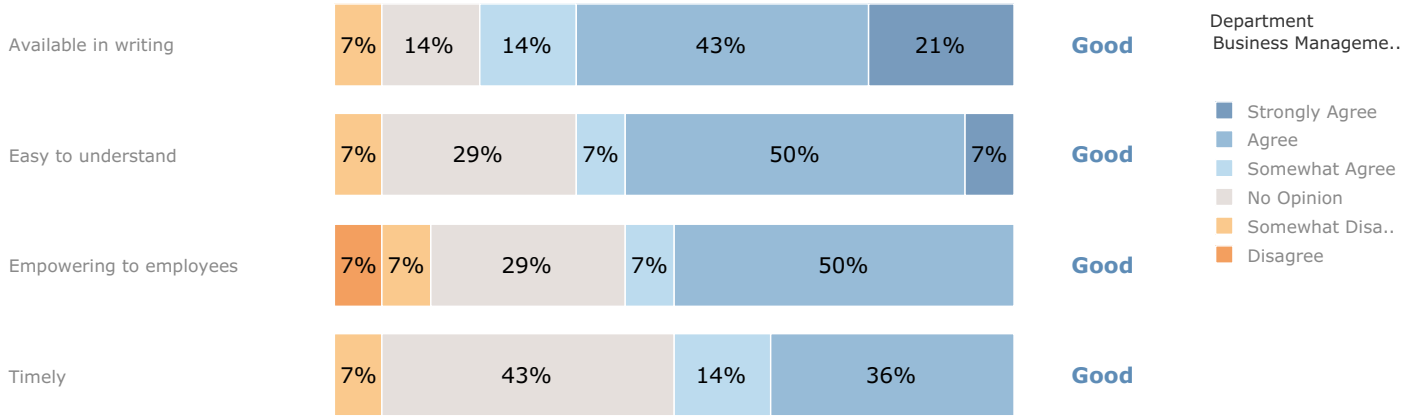
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



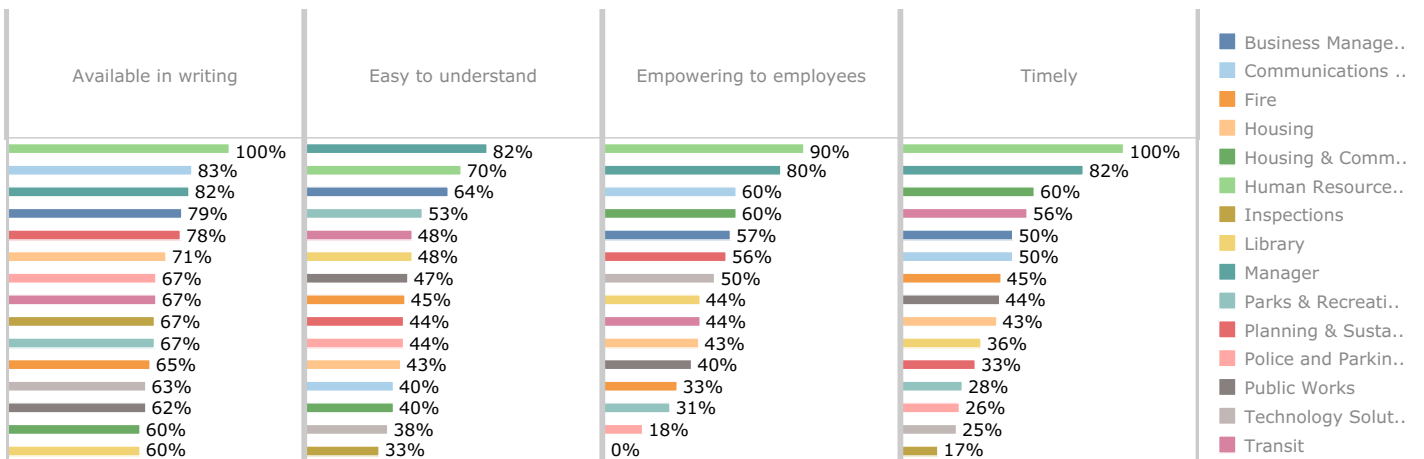
Response Distributions: Grievance 1

Question Groupings
Grievance 1



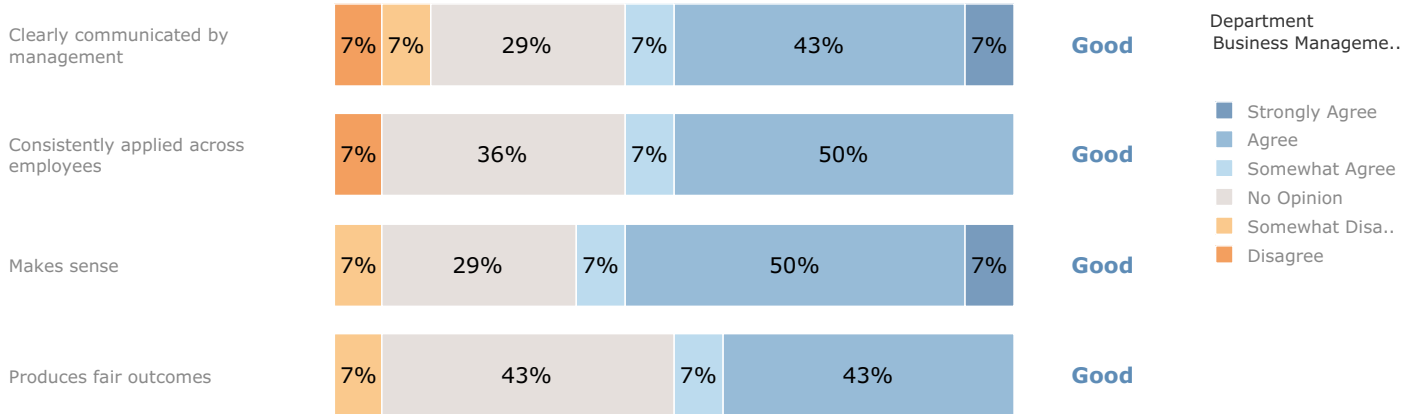
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



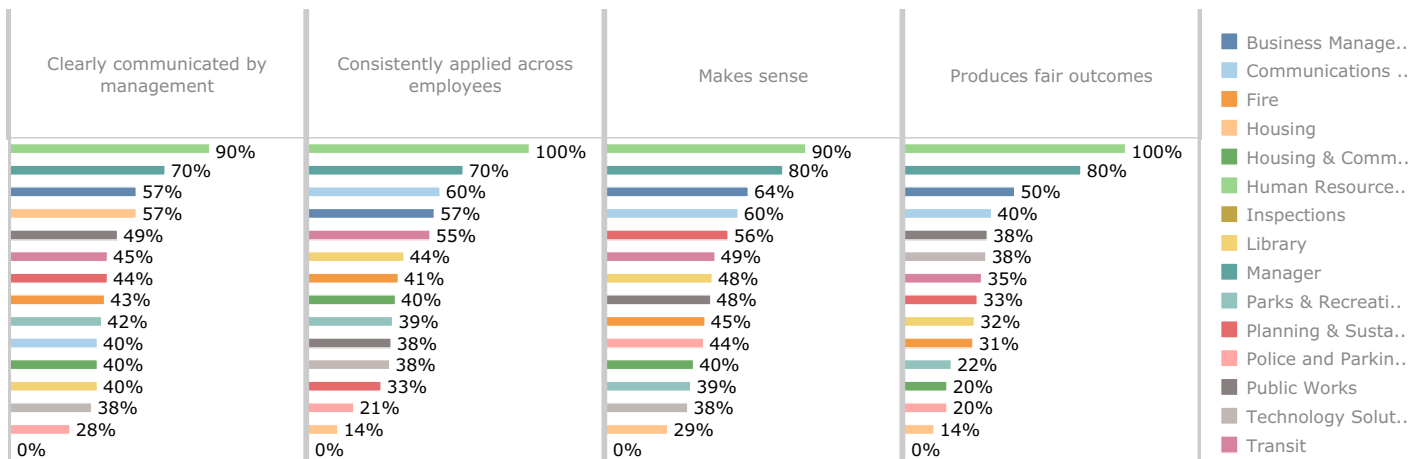
Response Distributions: Grievance 2

Question Groupings
Grievance 2



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Group Dynamics

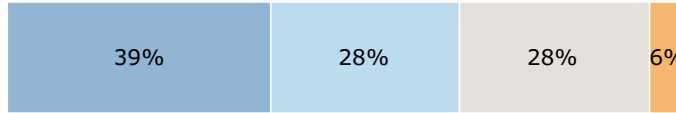
Question Groupings
Group Dynamics

Doubted your judgment or ability on a matter over which you have responsibility?



Excellent

Paid little attention to your ideas or showed little interest in your opinion?



Good

Put you down or was disrespectful to you?



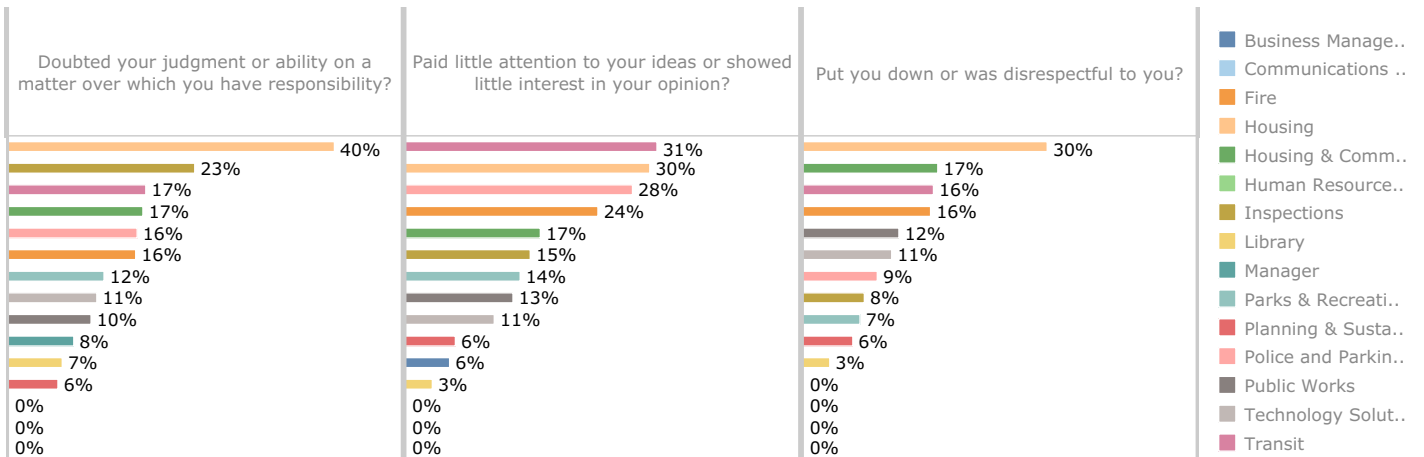
Excellent

Department
Business Manageme..

- Often
- Sometimes
- Rarely
- Never

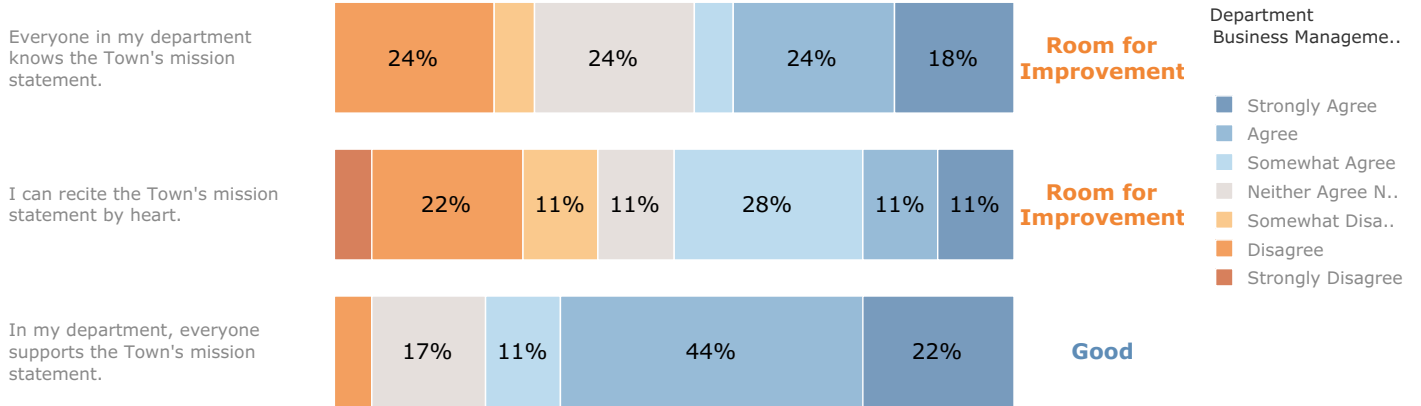
Departmental Comparisons

Percent indicating Often or Very Often



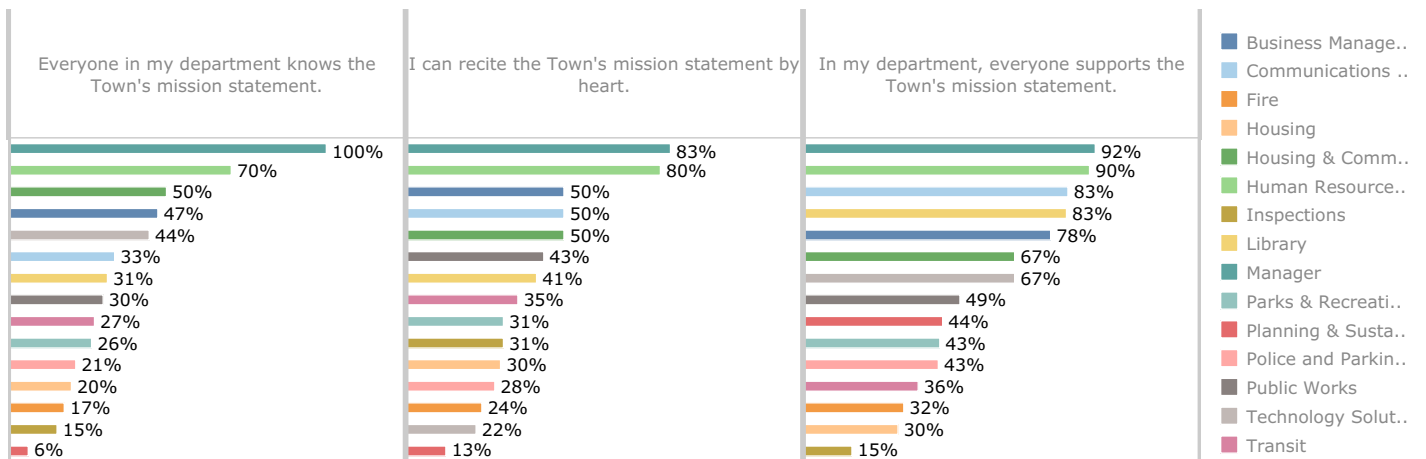
Response Distributions: Mission

Question Groupings
Mission



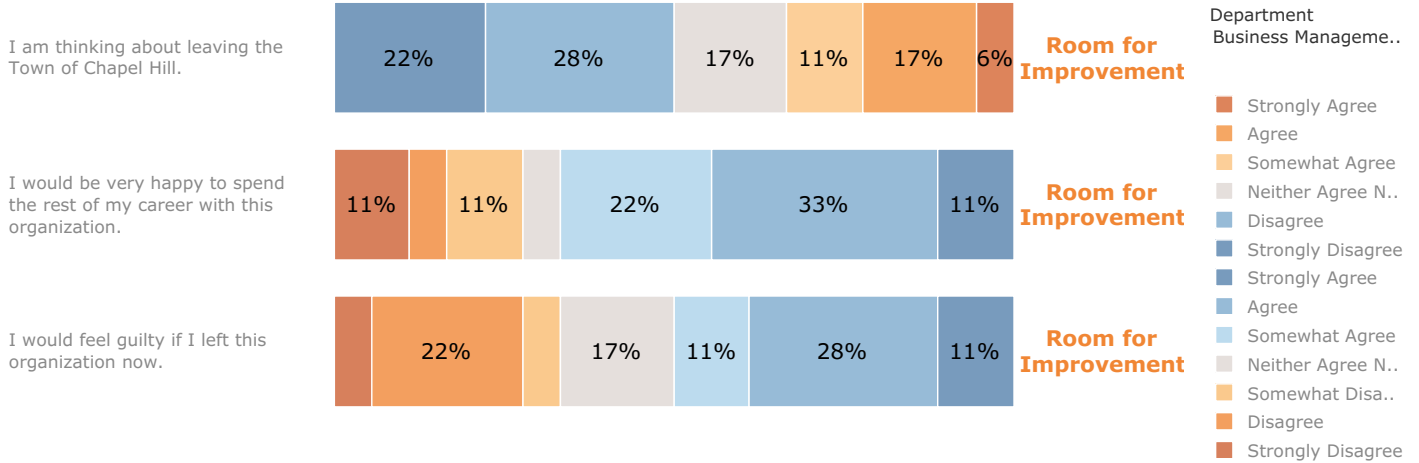
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



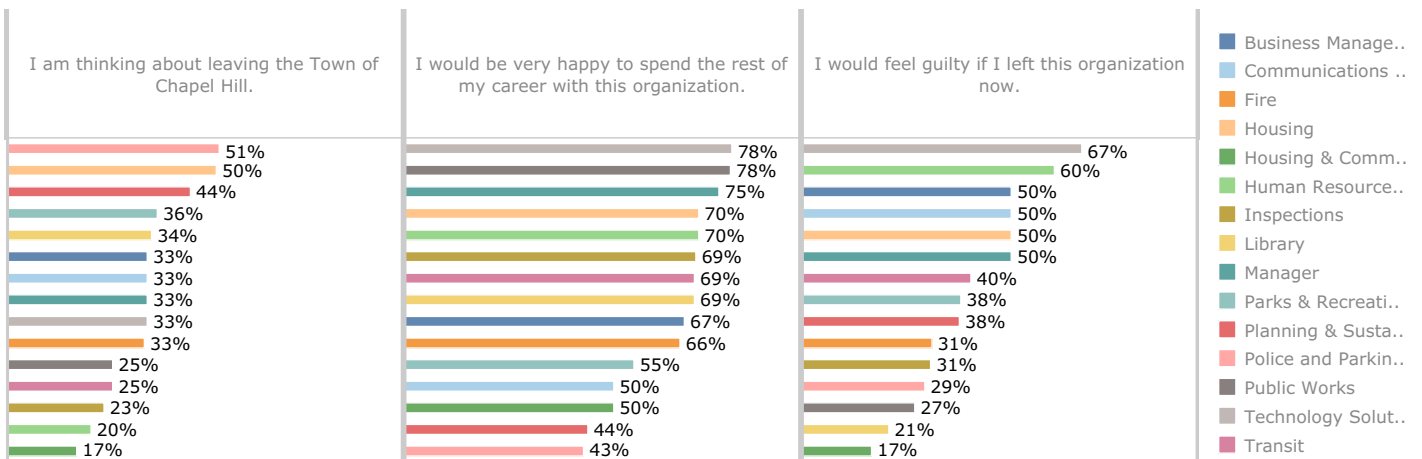
Response Distributions: Organizational Commitment

Question Groupings
Organizational Com..



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Organizational Silence

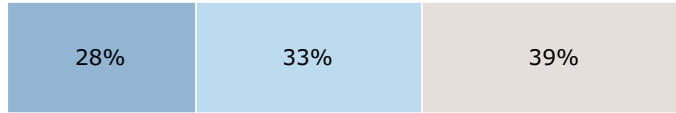
Question Groupings
Organizational Silen..

Although I have ideas for improving the department, I do not speak up.



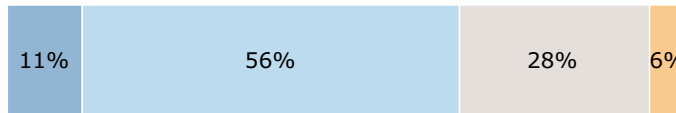
Good

I choose to remain silent when I have concerns.



Good

I keep quiet instead of asking questions when I want to get more information.



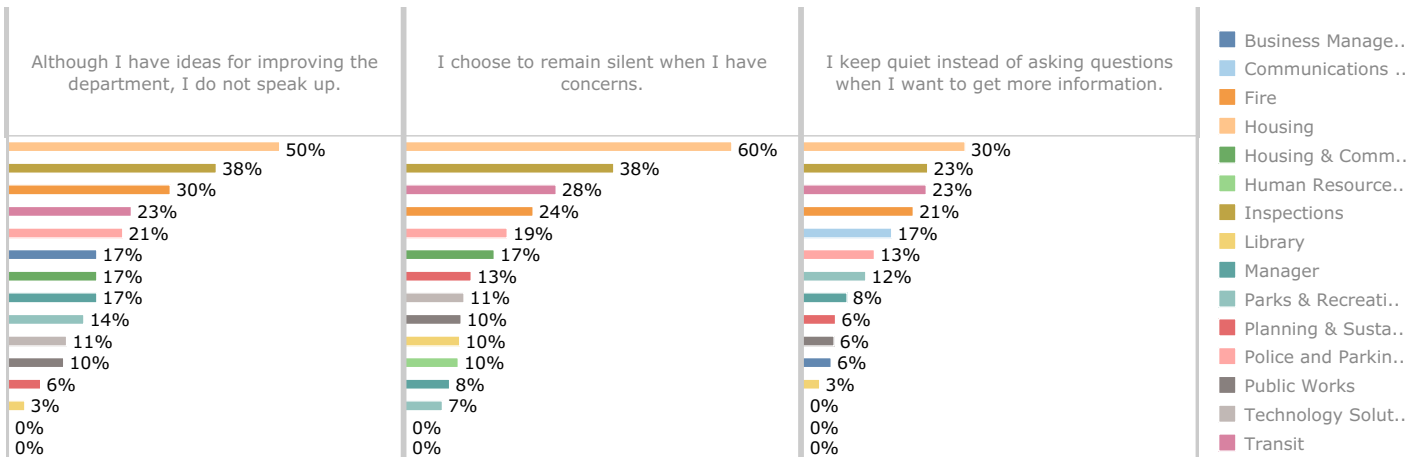
Good

Department
Business Manageme..

- Frequently
- Sometimes
- Rarely
- Never

Departmental Comparisons

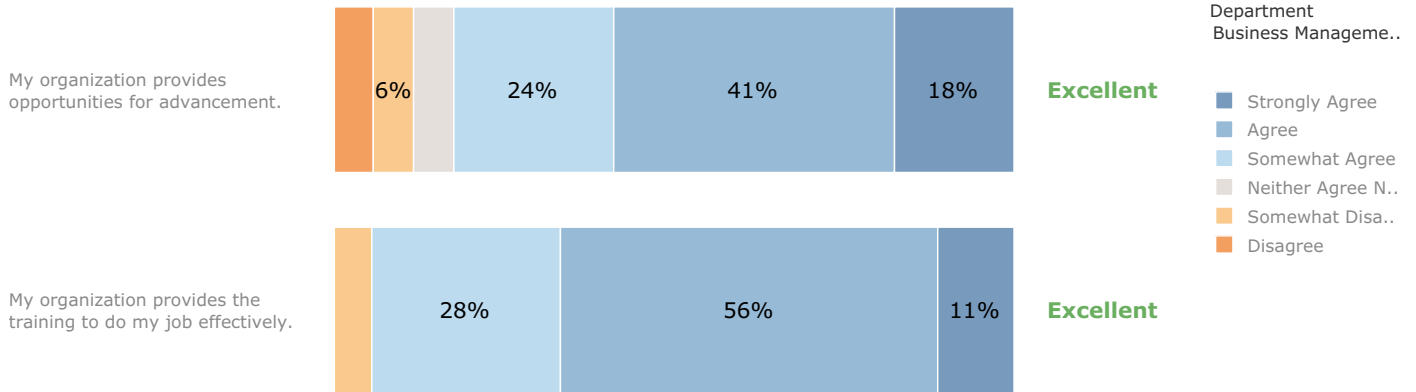
Percent indicating Frequently or Always



- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

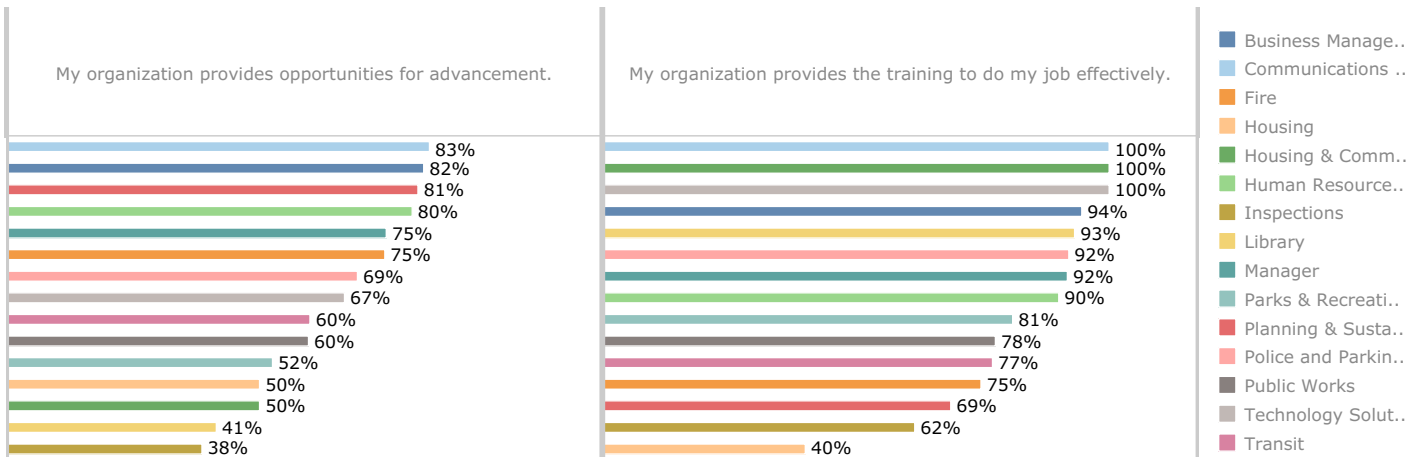
Response Distributions: Resources

Question Groupings
Resources



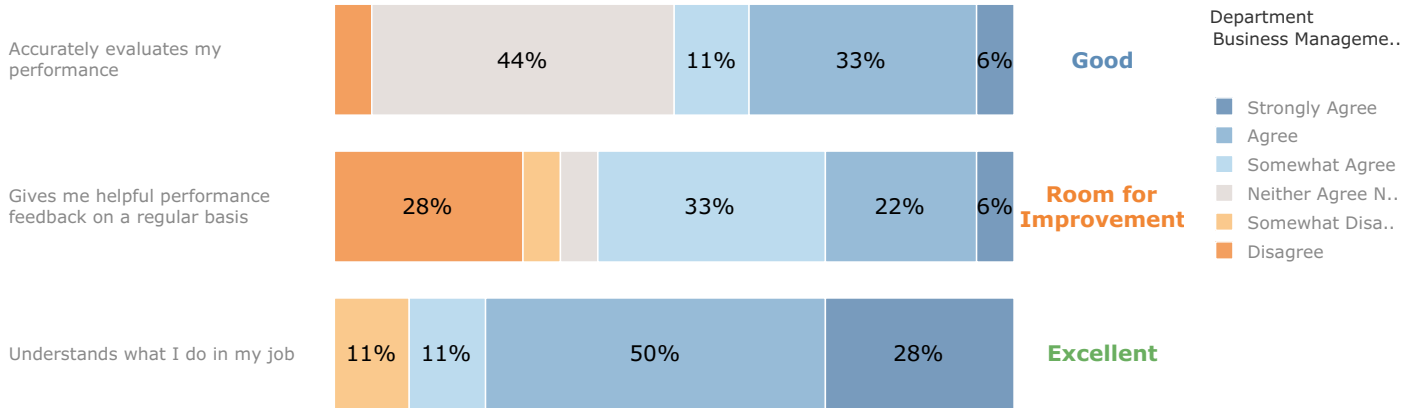
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



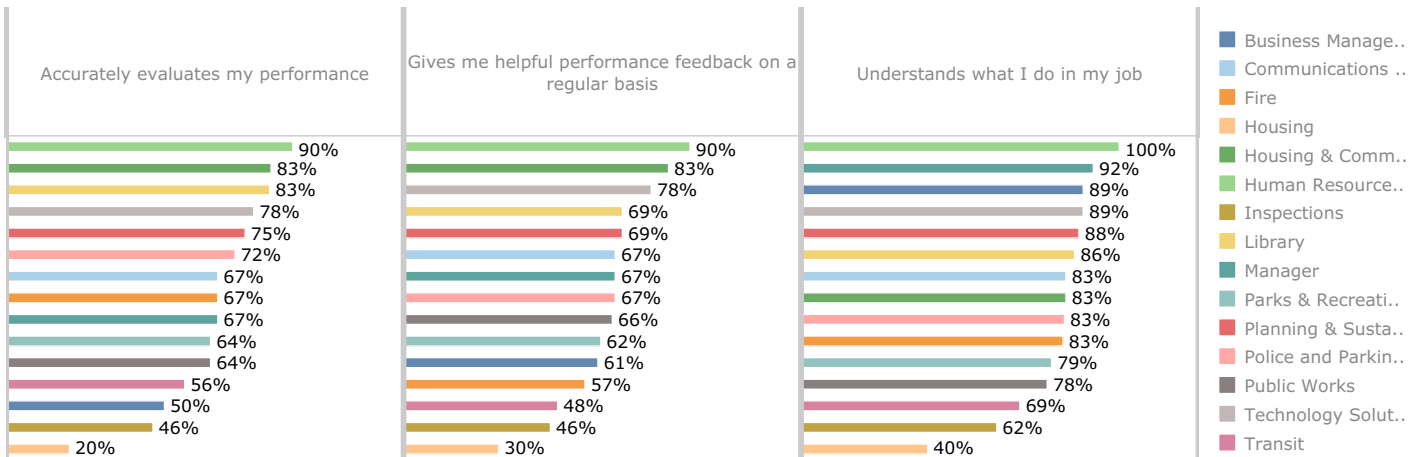
Response Distributions: Supervisory Evaluations

Question Groupings
Supervisory Evaluati..



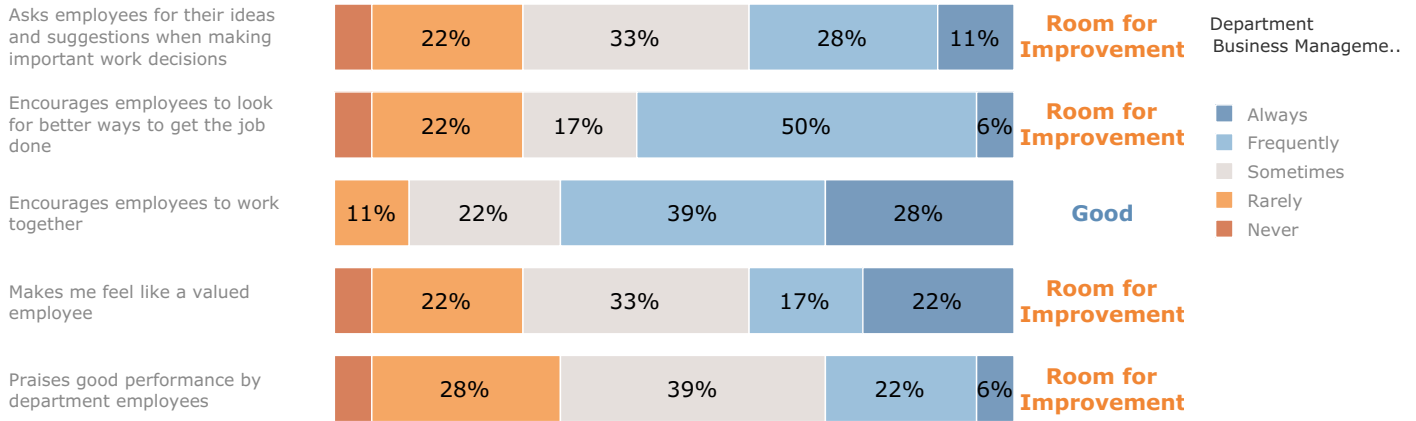
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



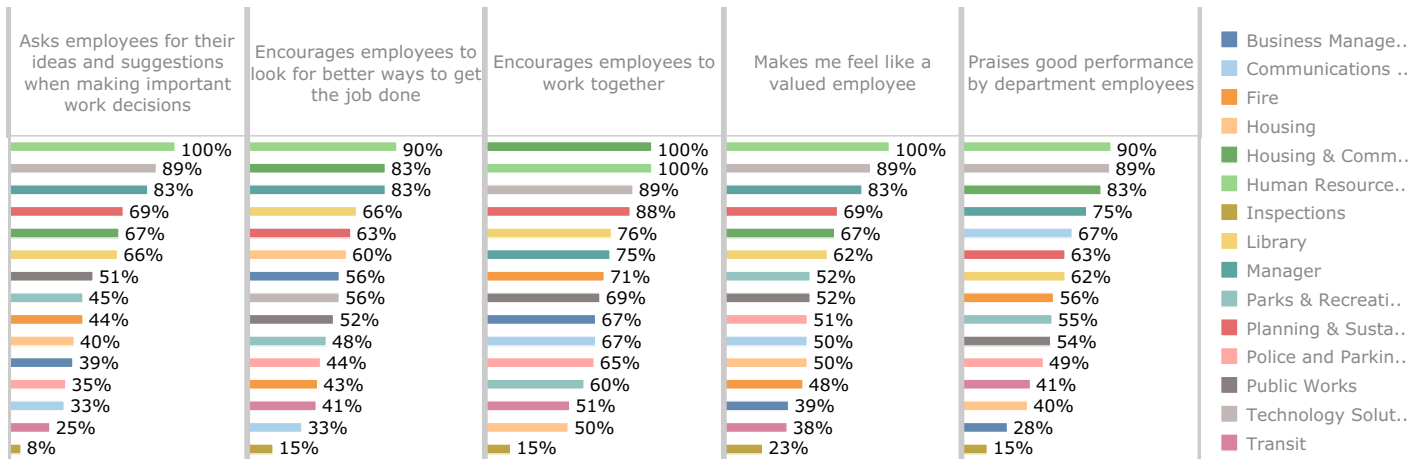
Response Distributions: Supervisory Practices

Question Groupings
Supervisory Practices



Departmental Comparisons

Percent indicating Frequently or Always



Response Distributions: Teamwork

Question Groupings
Teamwork

As a whole, supervisors in my department encourage employees to work together.



Excellent

Employees in my department often collaborate with employees from other departments.



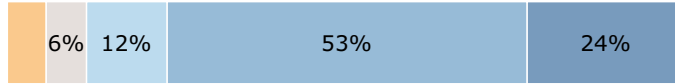
Excellent

Employees in my department work together as a team.



Excellent

I am a valued member of the team in my workplace



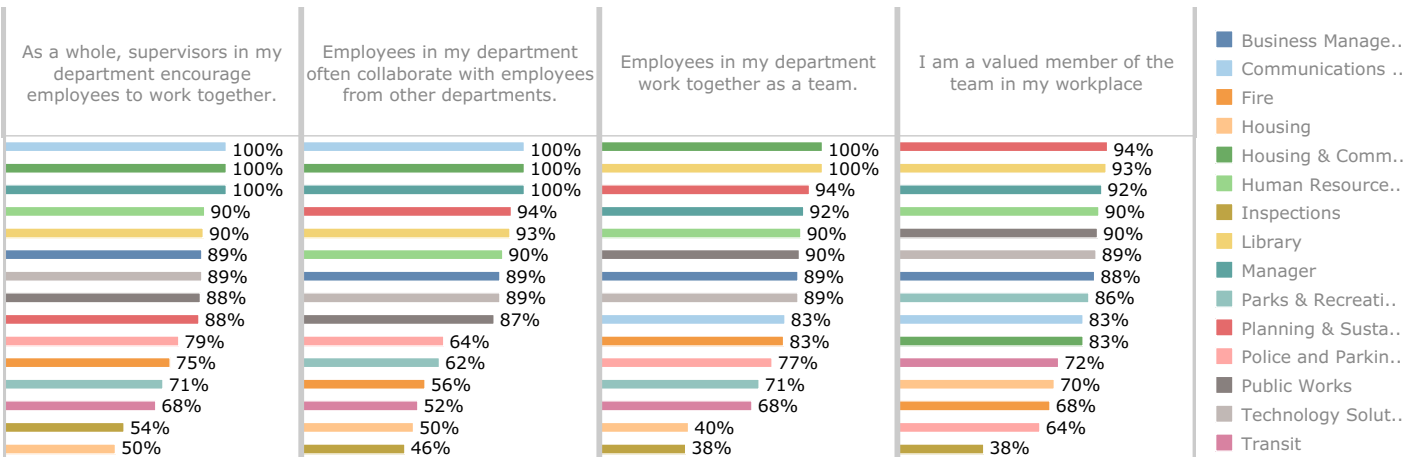
Excellent

Department
Business Managemem..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..

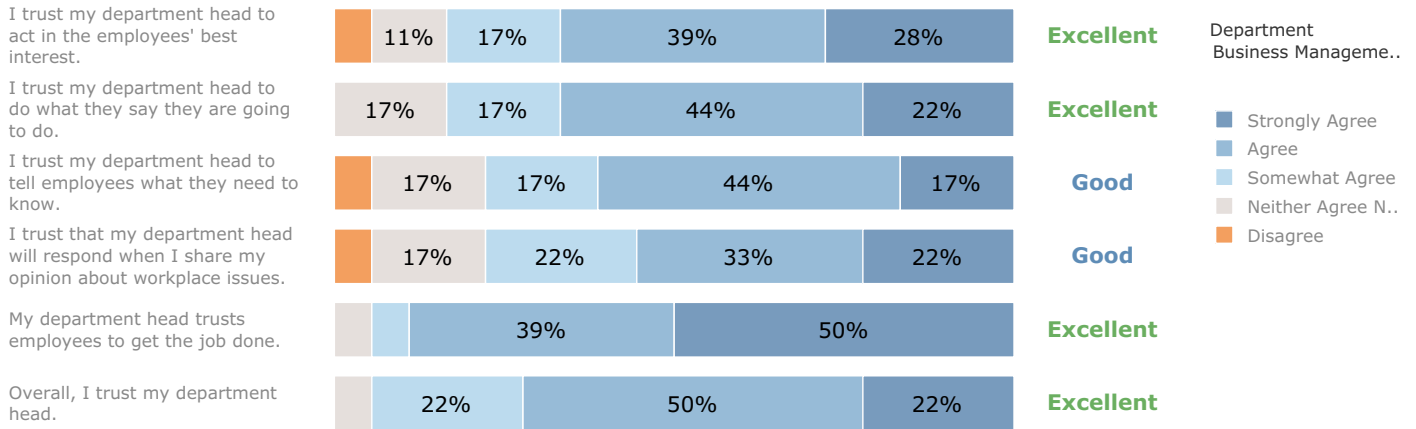
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



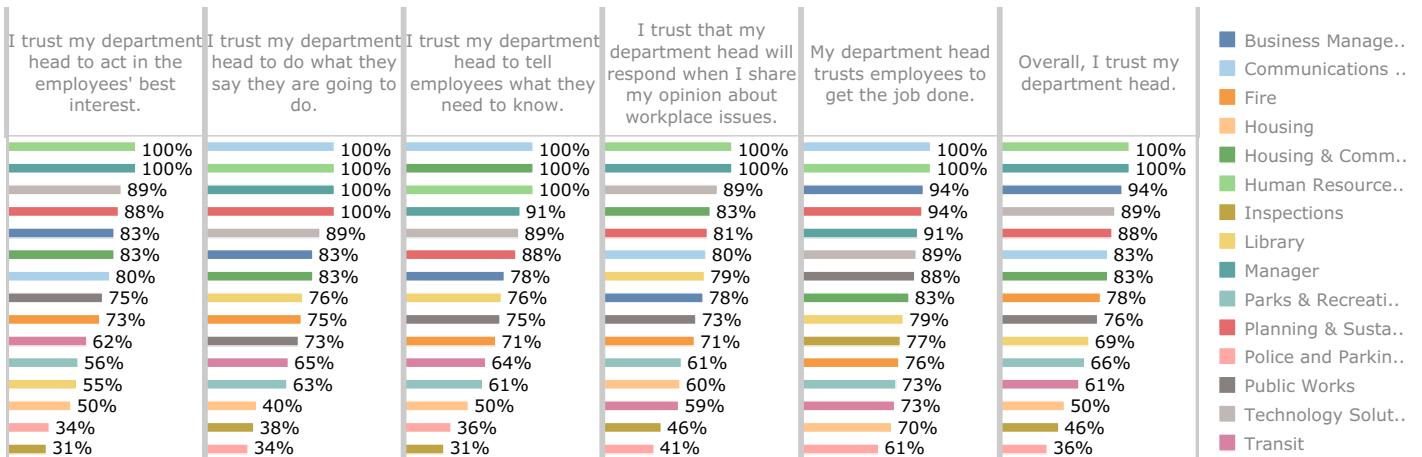
Response Distributions: Trust (Department Head)

Question Groupings
Trust (Department ..



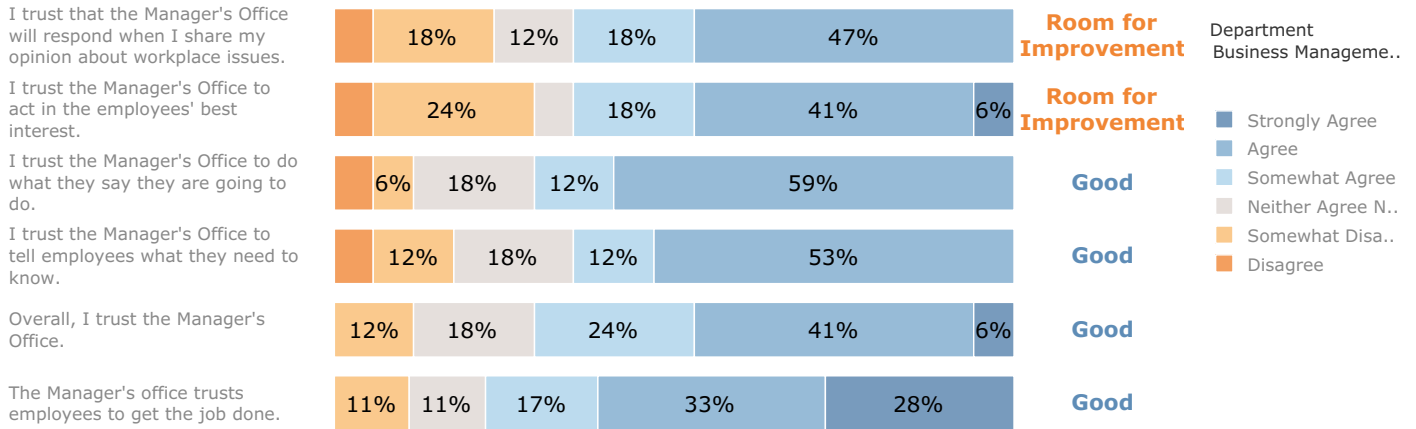
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



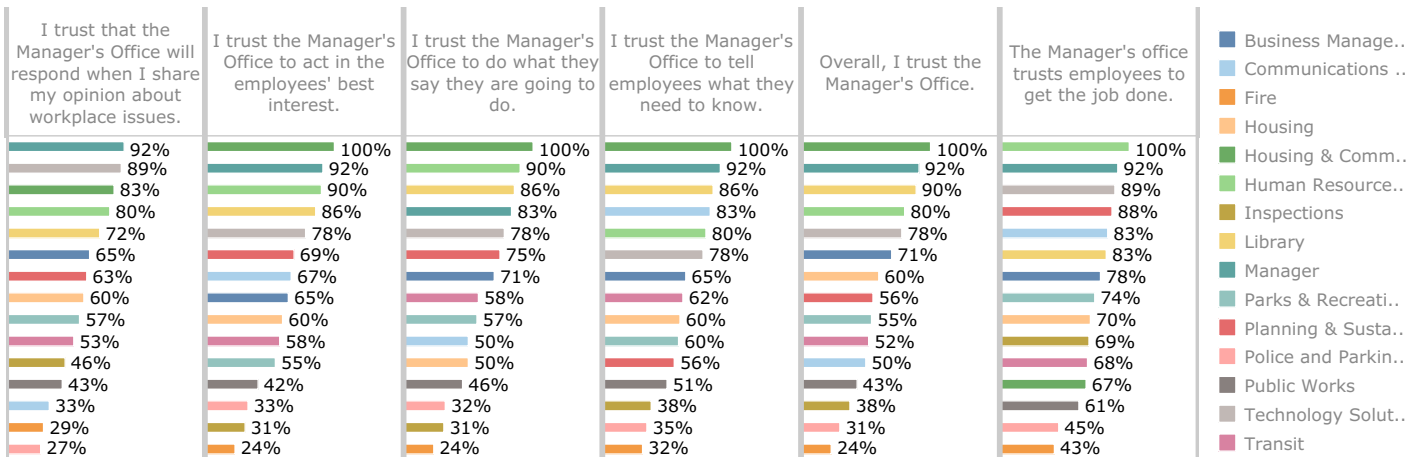
Response Distributions: Trust (Manager's Office)

Question Groupings
Trust (Manager's Of..



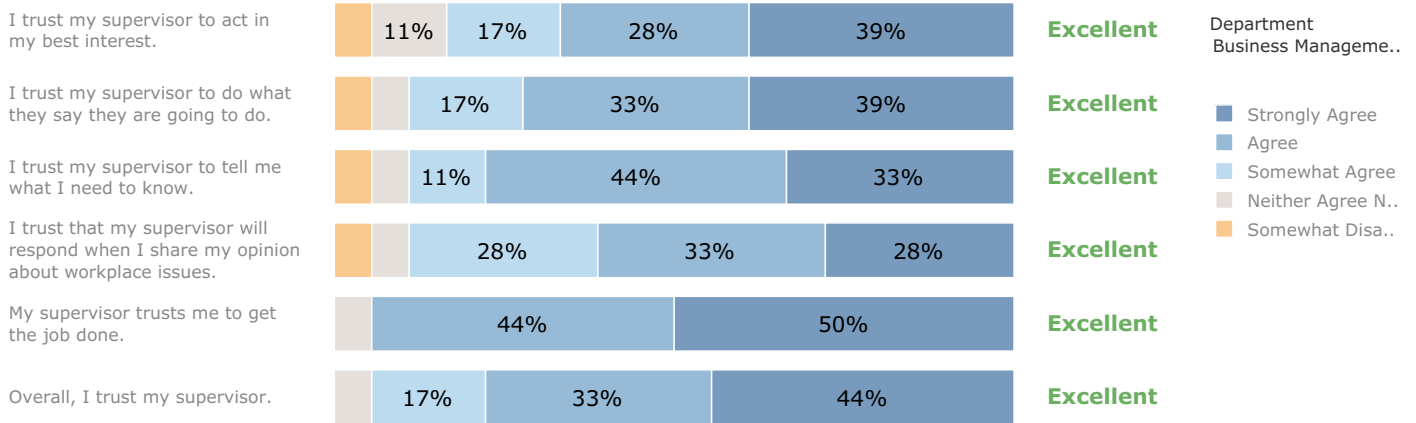
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



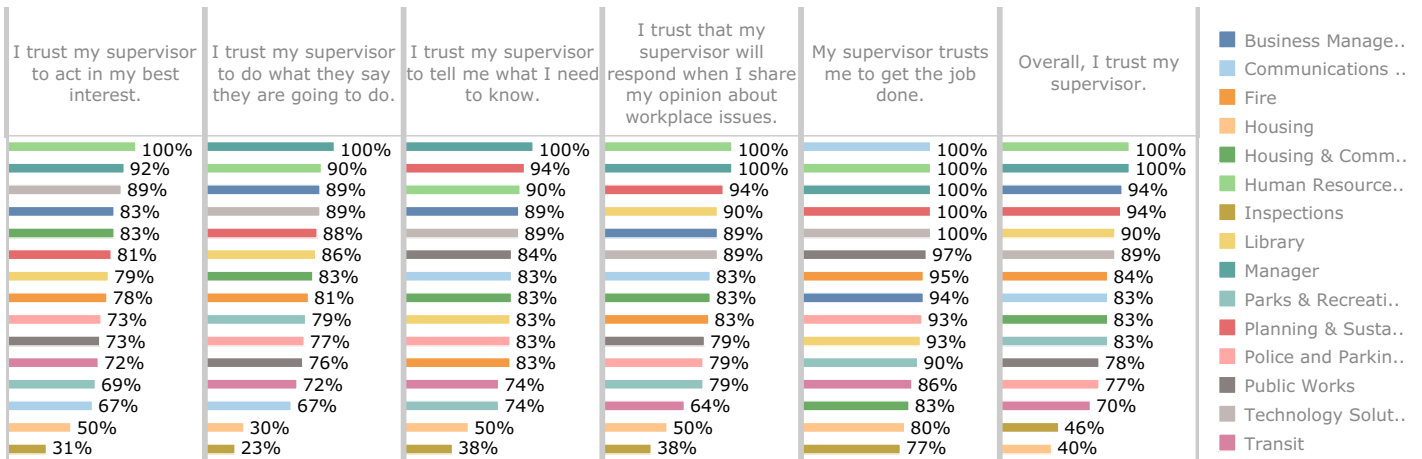
Response Distributions: Trust (Supervisor)

Question Groupings
Trust (Supervisor)



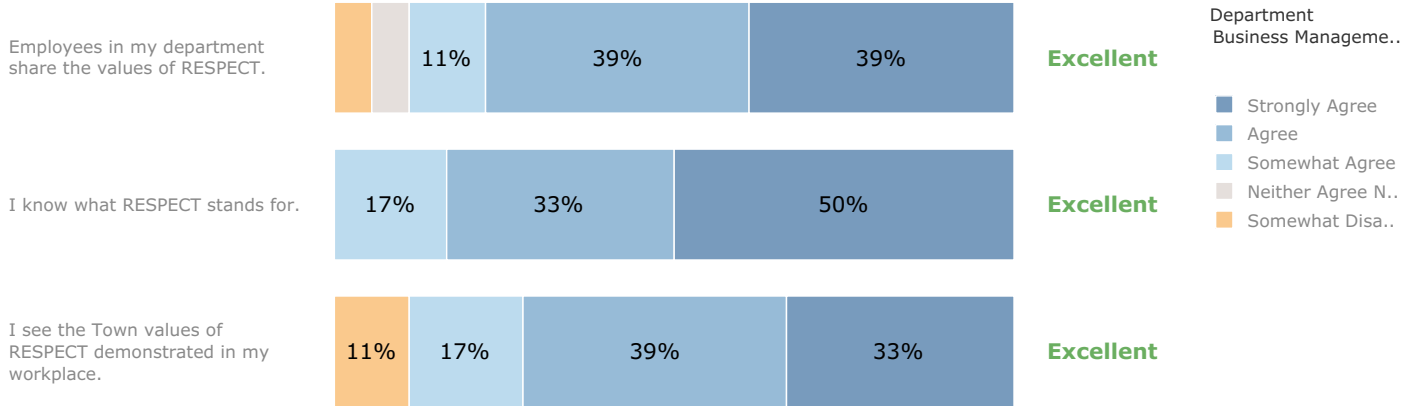
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



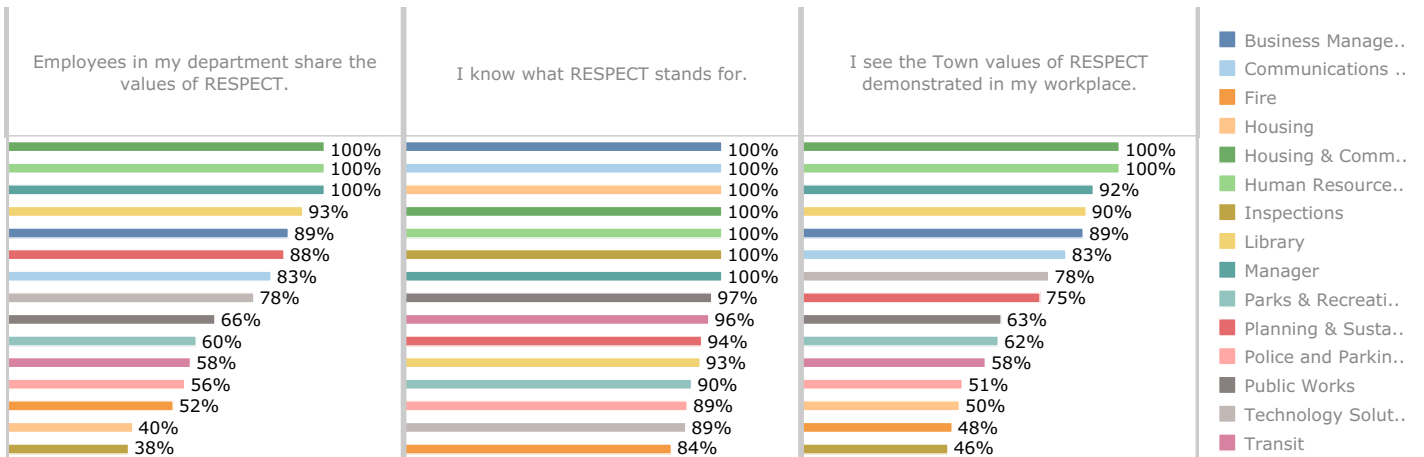
Response Distributions: Values/RESPECT

Question Groupings
Values/RESPECT



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

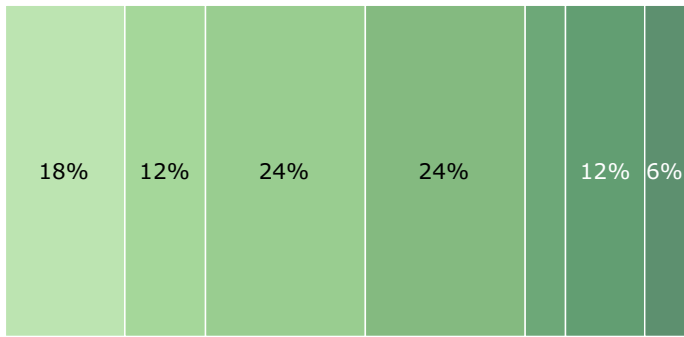


Response Distributions: YearsLeft

Question Groupings
YearsLeft

Department
Business Manageme..

How many more years would you like to work for this organization?



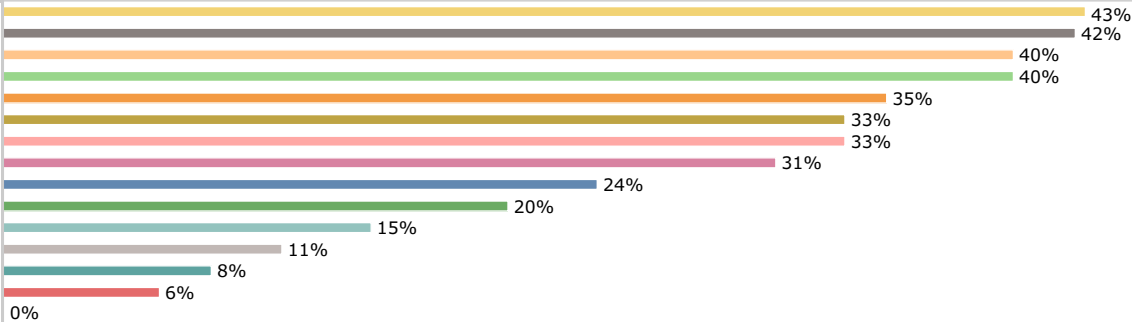
Good

- 25Or More Years
- 21-25Years
- 16-20Years
- 11-15Years
- 3-5Years
- 1-2Years
- Less Than1Year

Departmental Comparisons

Percent indicating wanting to stay with the town at least 16 years

How many more years would you like to work for this organization?



- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit