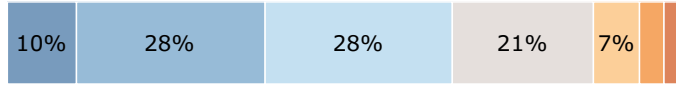


Response Distributions: Centralization

Question Groupings
Centralization

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



Good

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



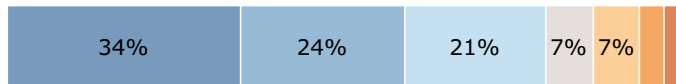
Room for Improvement

I feel micromanaged in my job.



Room for Improvement

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



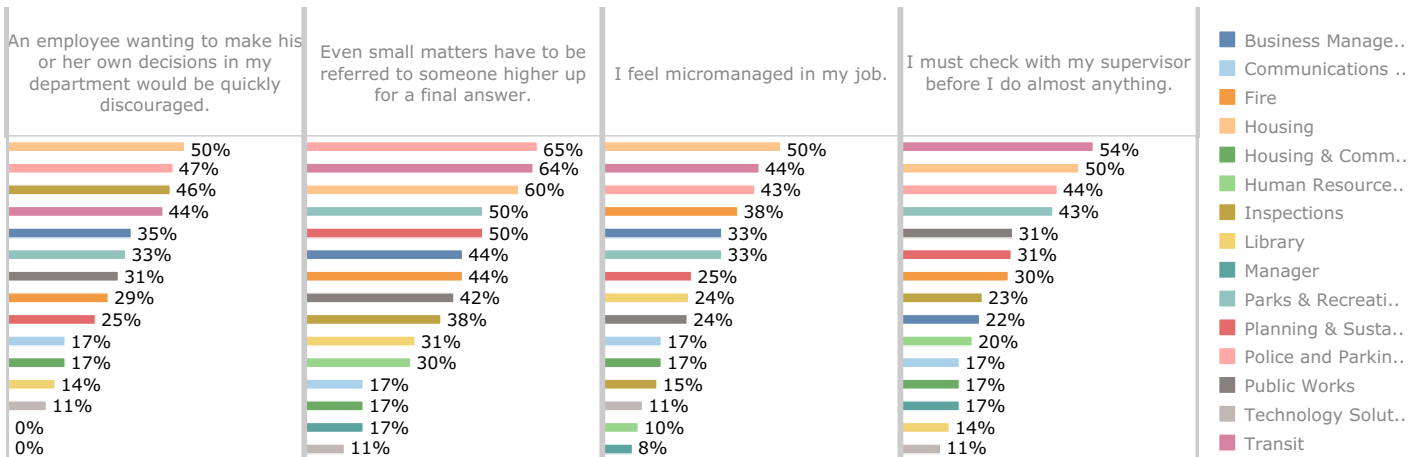
Good

Department
Library

- 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)

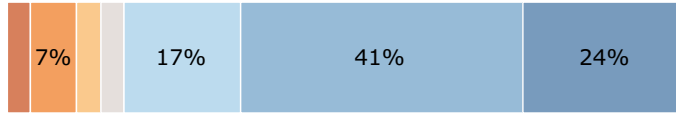
Question Groupings
Communications (G..

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



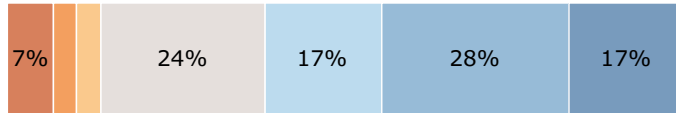
Good

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



Excellent

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



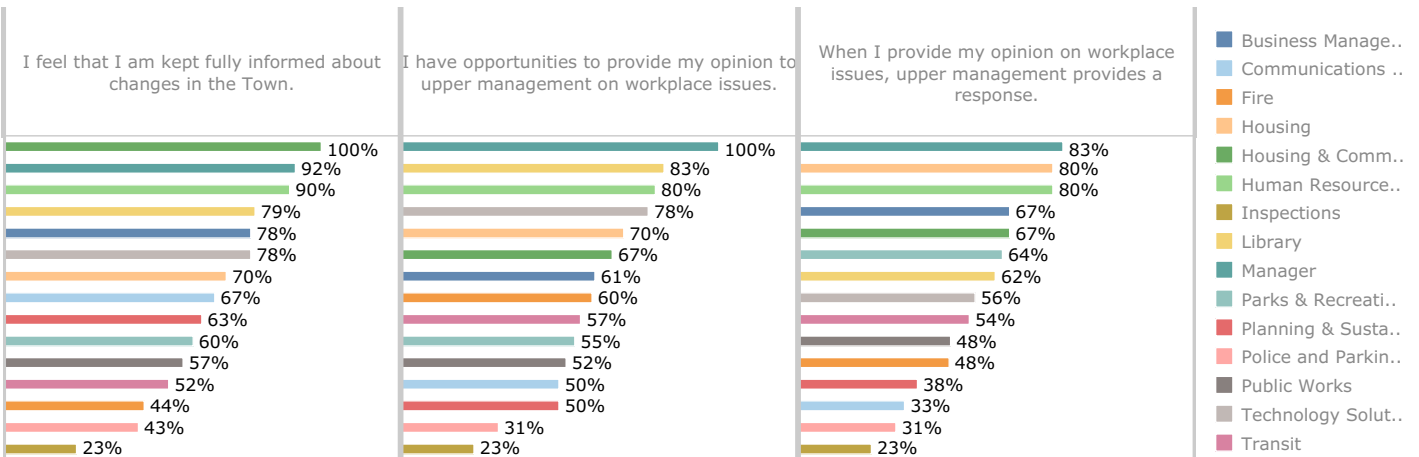
Good

Department
Library

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

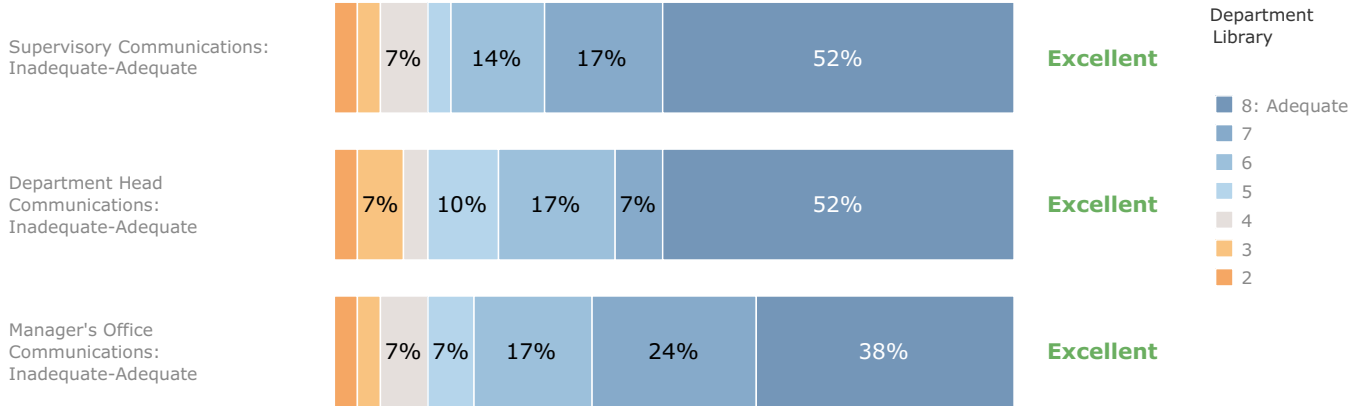
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



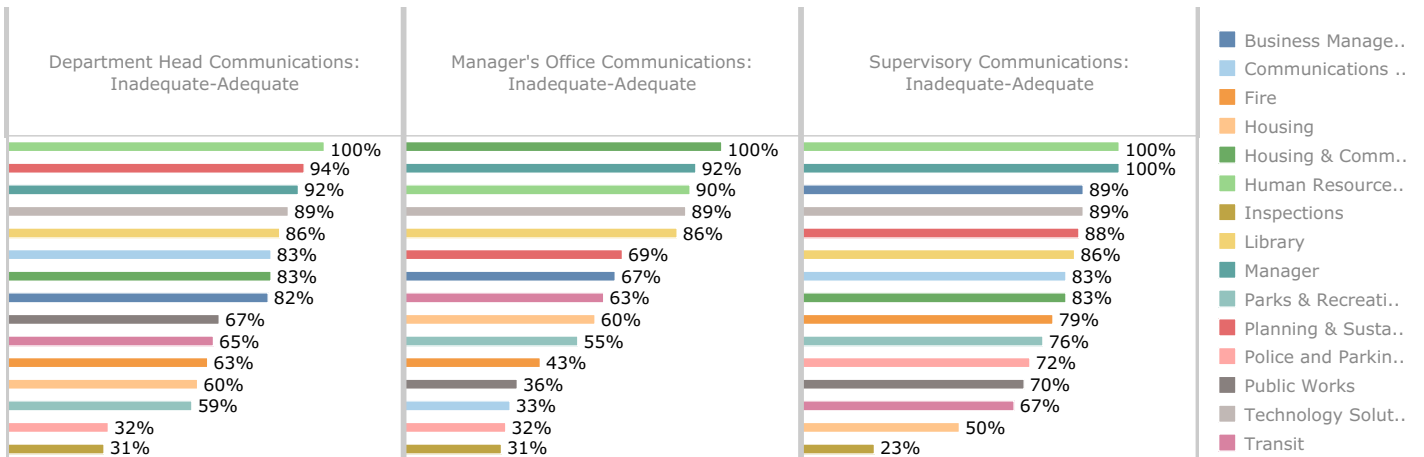
Response Distributions: Communications

Question Groupings
Communications



Departmental Comparisons

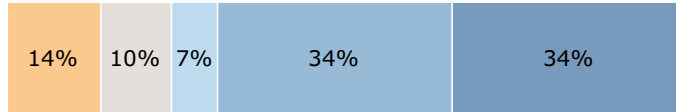
Percent indicating 5-8 on a scale of 0-8, 8 being Adequate



Response Distributions: Diversity 1

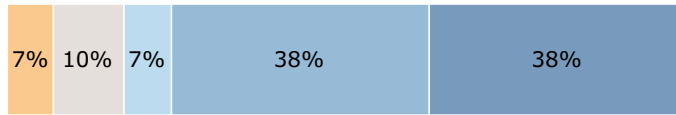
Question Groupings
Diversity 1

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



Good

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.



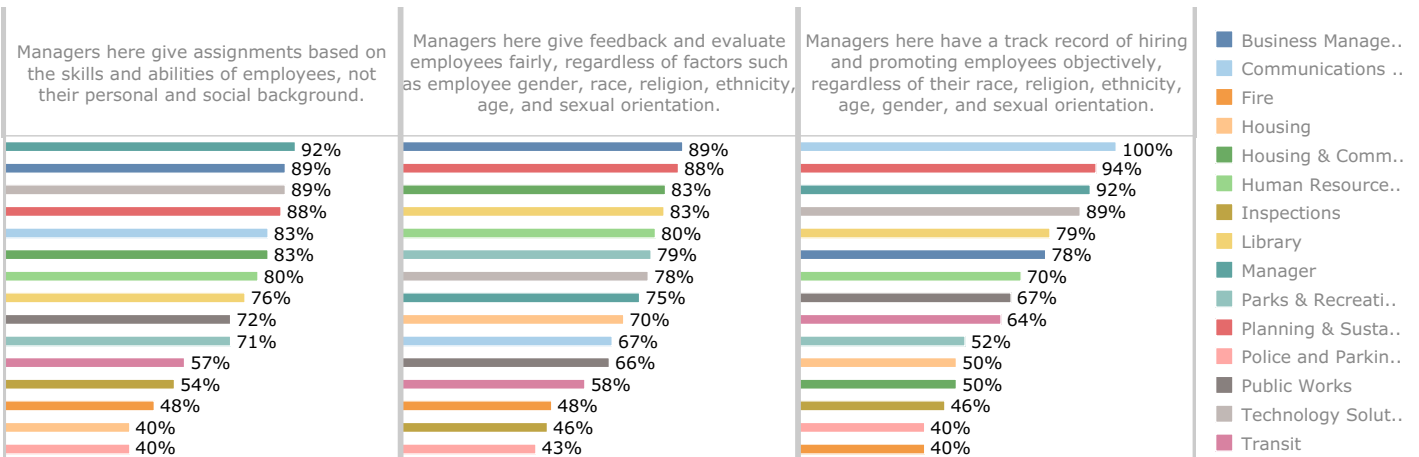
Good

Department
Library

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

Departmental Comparisons

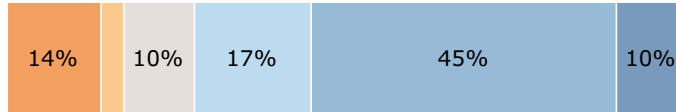
Percent indicating Somewhat Agree, Agree, or Strongly Agree



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.



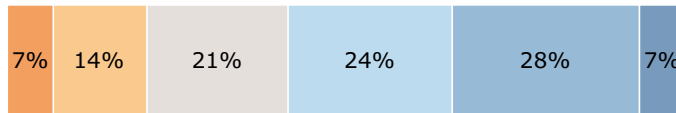
Good

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



Excellent

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



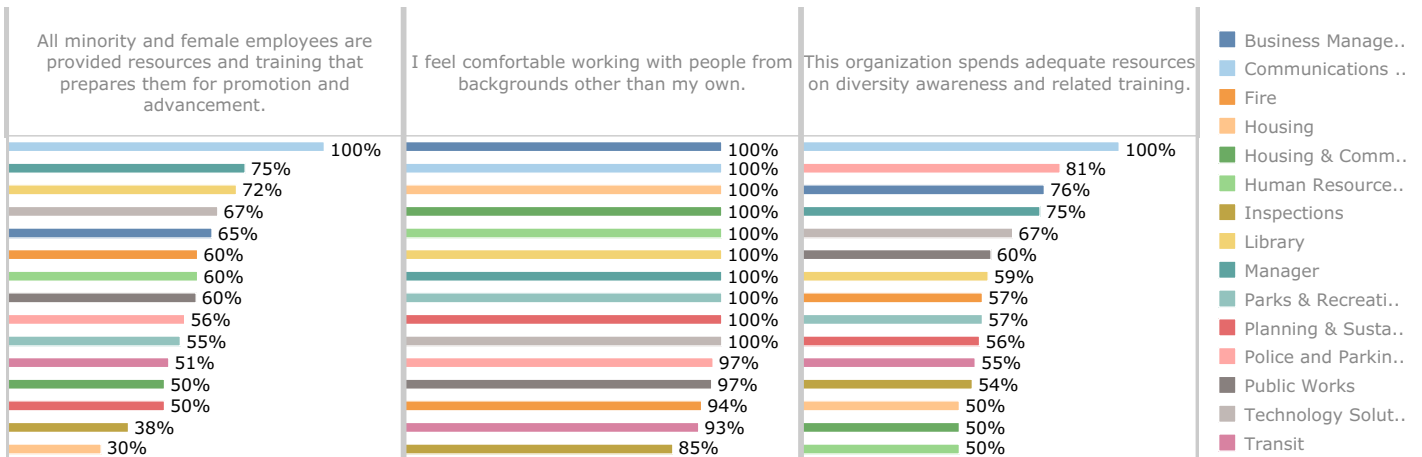
Room for Improvement

Department
Library

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

Departmental Comparisons

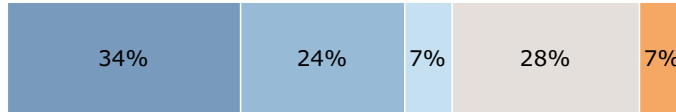
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Diversity 3

Question Groupings
Diversity 3

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



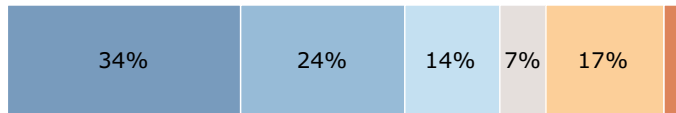
Good

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



Excellent

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



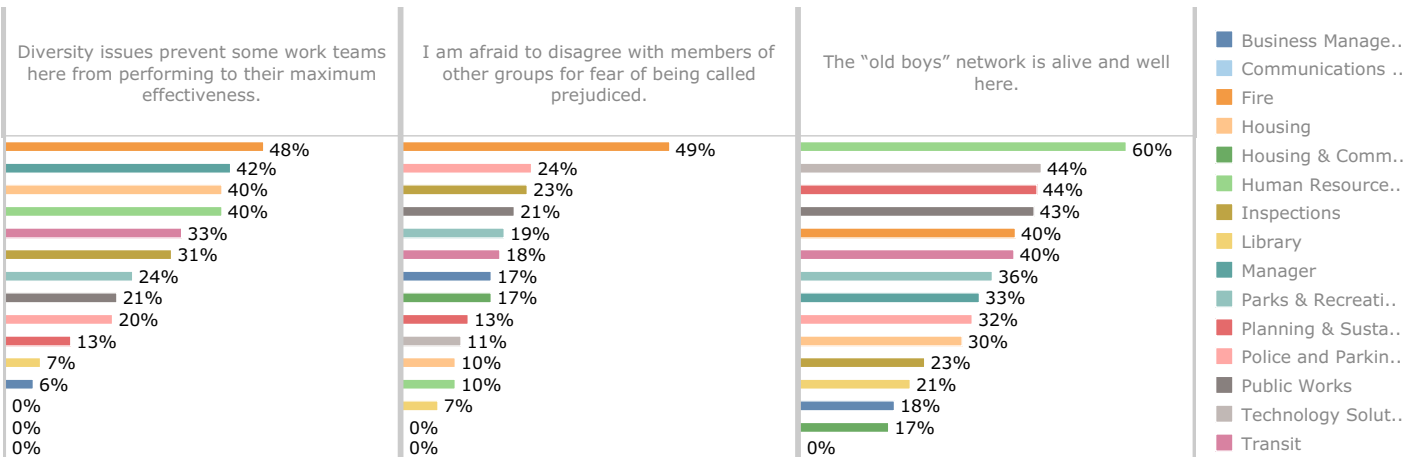
Room for Improvement

Department
Library

- 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

I believe increasing diversity will make this organization more effective.



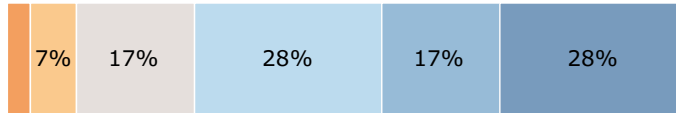
Excellent

I think that diverse viewpoints add value to the work we do here.



Excellent

Knowing more about the culture of other groups would help me to be more effective in my job.



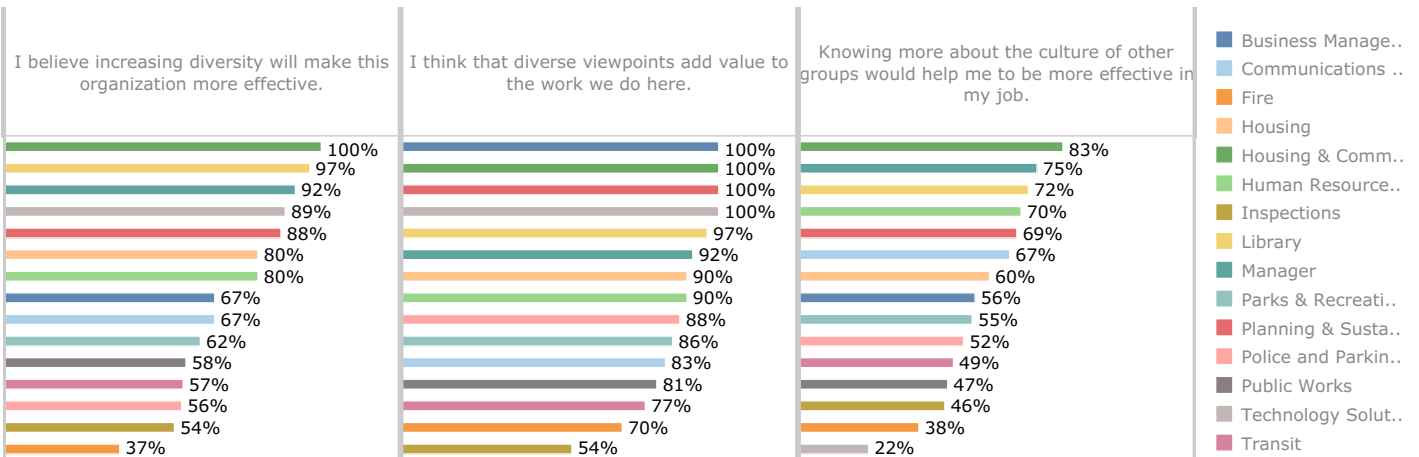
Good

Department
Library

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

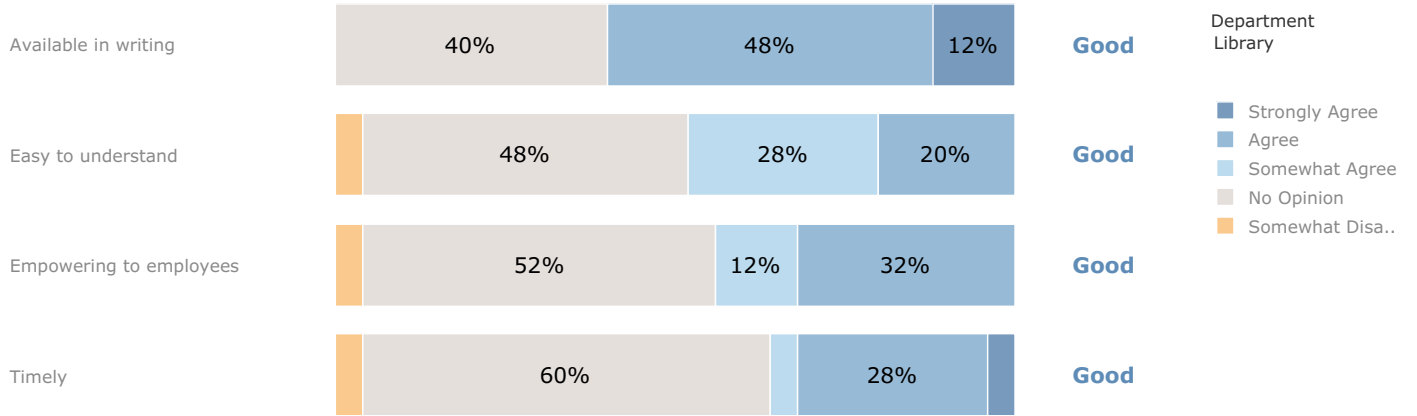
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



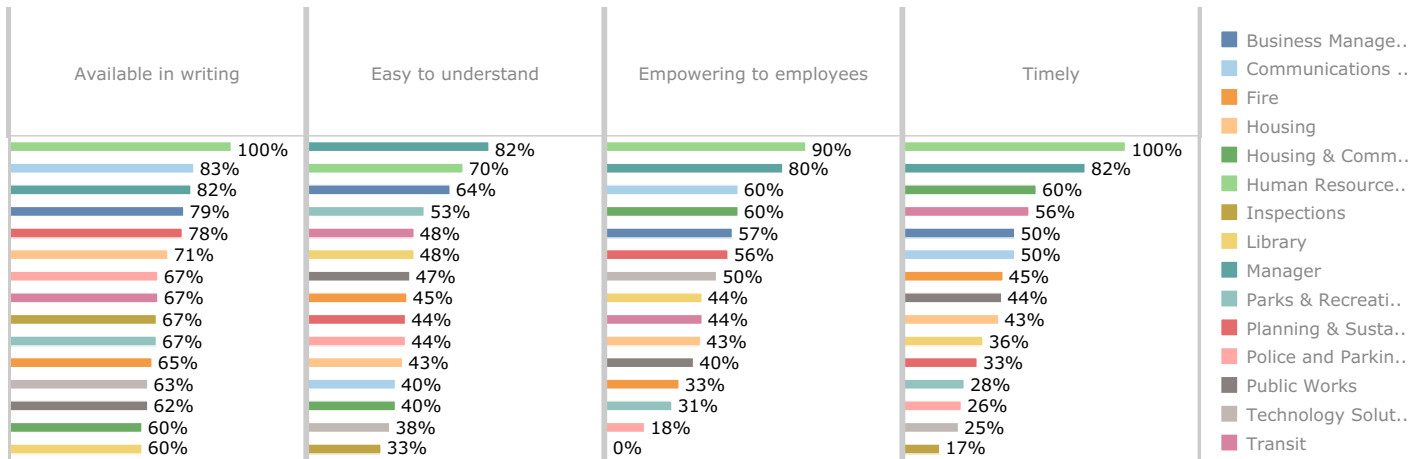
Response Distributions: Grievance 1

Question Groupings
Grievance 1



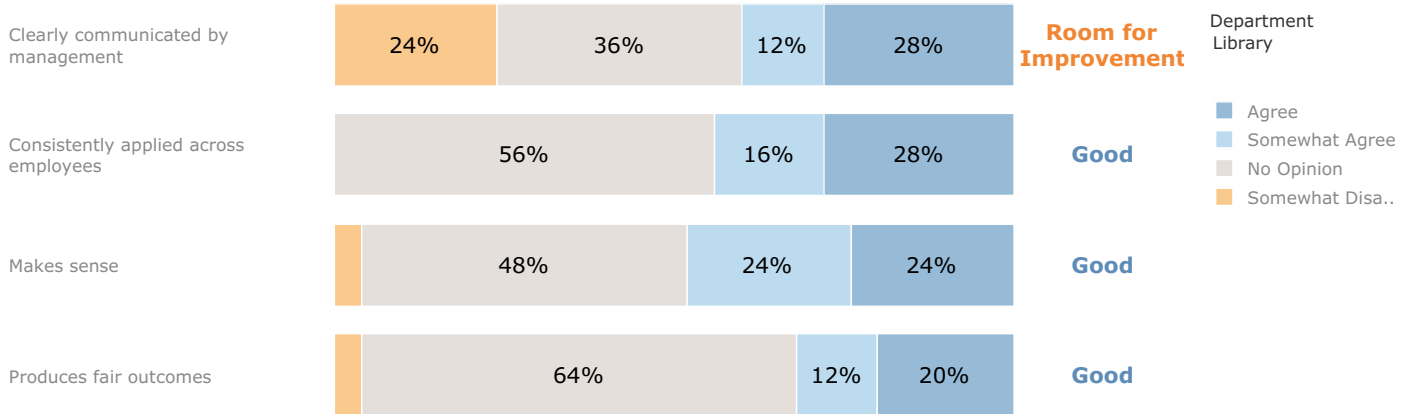
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



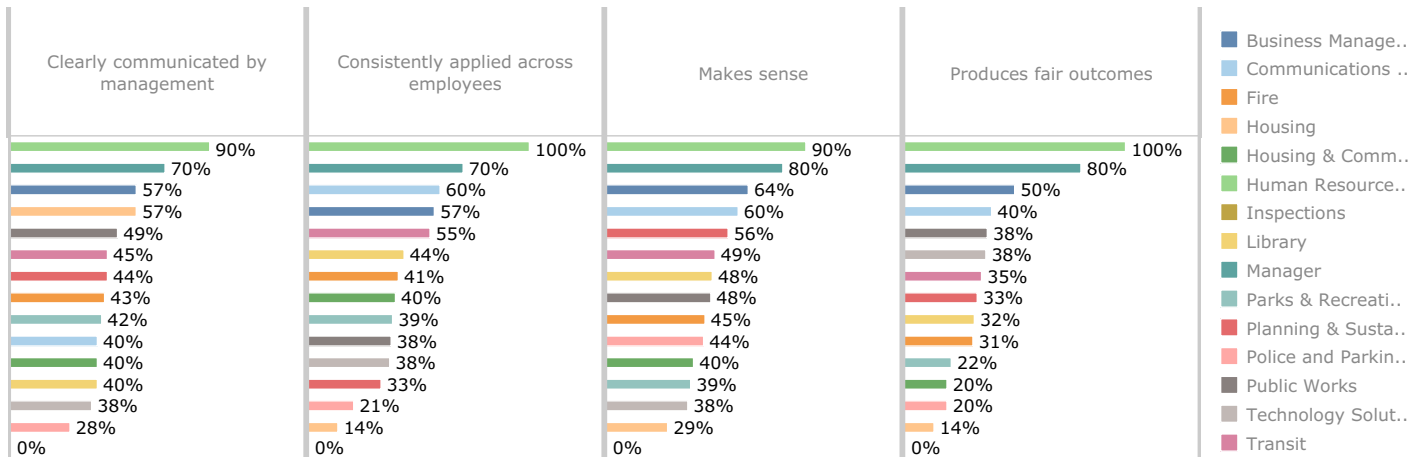
Response Distributions: Grievance 2

Question Groupings
Grievance 2



Departmental Comparisons

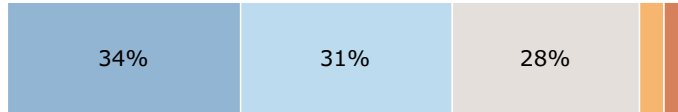
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Group Dynamics

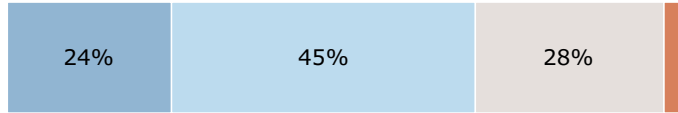
Question Groupings
Group Dynamics

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



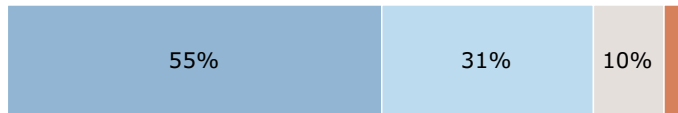
Good

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



Good

Put you down or was disrespectful to you?



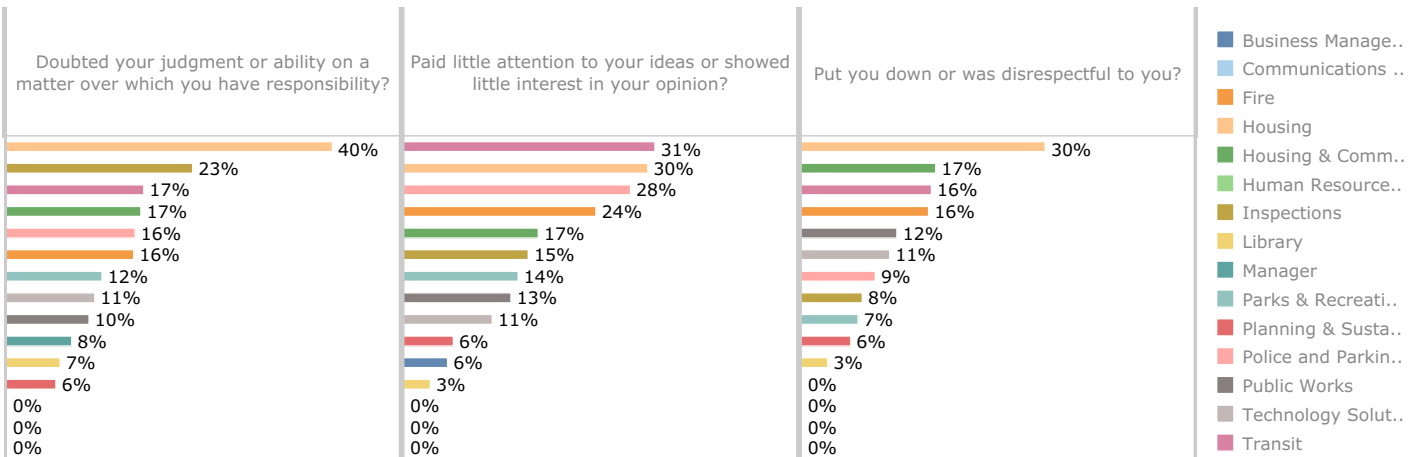
Excellent

Department
Library

- Very Often
- Often
- Sometimes
- Rarely
- Never

Departmental Comparisons

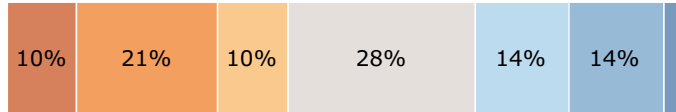
Percent indicating Often or Very Often



Response Distributions: Mission

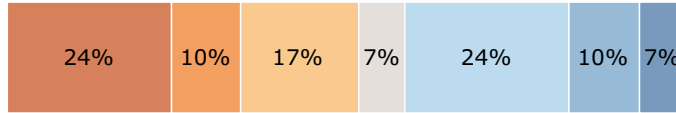
Question Groupings
Mission

Everyone in my department knows the Town's mission statement.



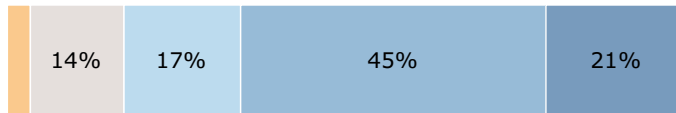
Room for Improvement

I can recite the Town's mission statement by heart.



Room for Improvement

In my department, everyone supports the Town's mission statement.



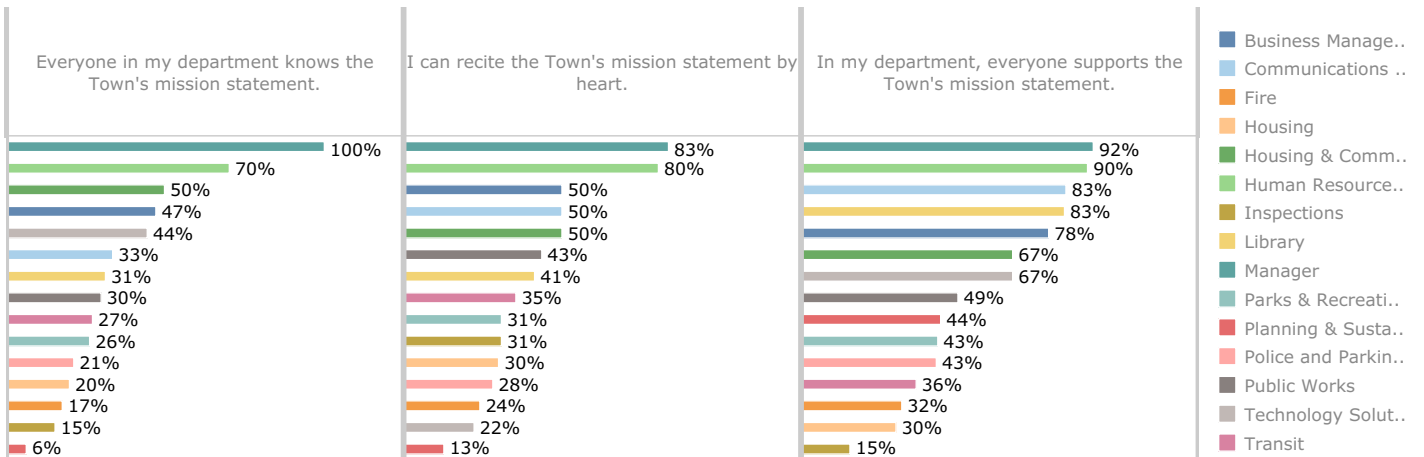
Excellent

Department
Library

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

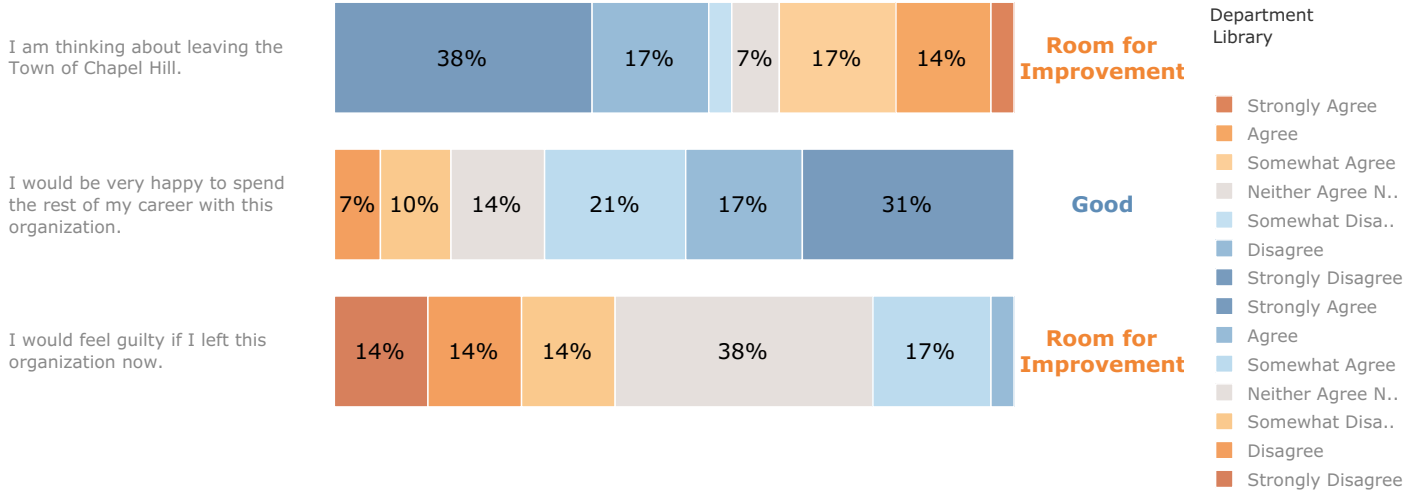
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



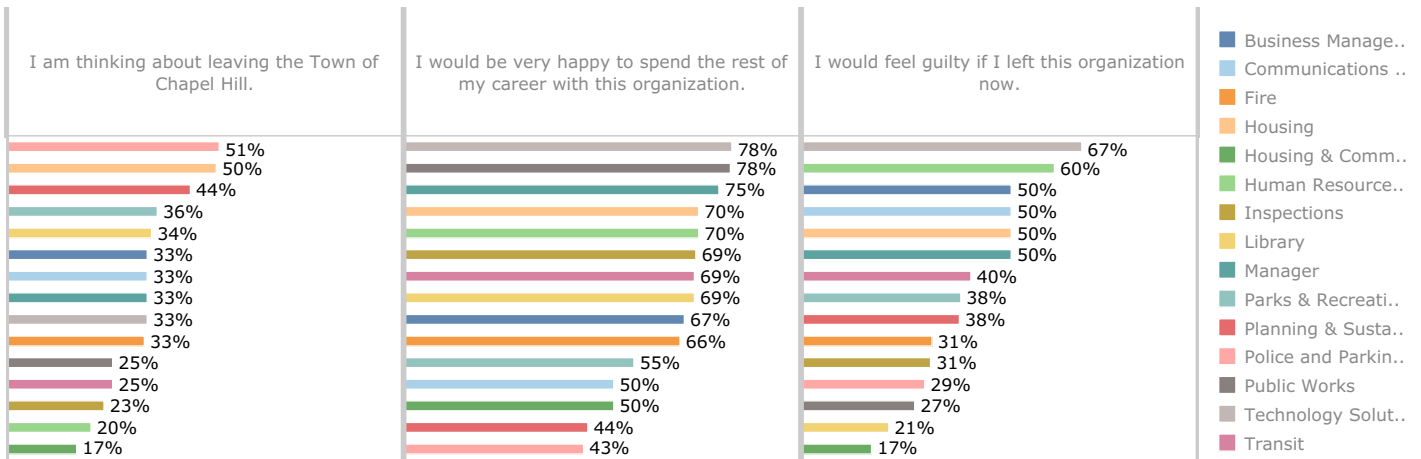
Response Distributions: Organizational Commitment

Question Groupings
Organizational Com..



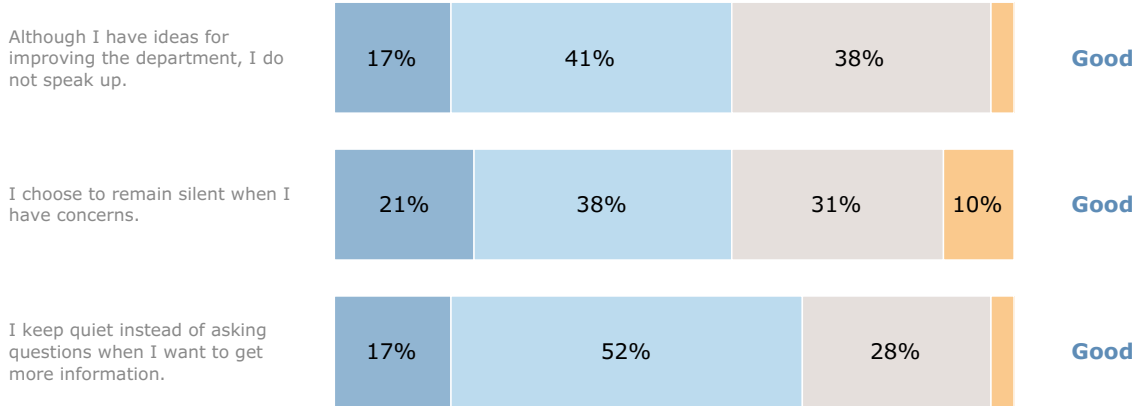
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Organizational Silence

Question Groupings
Organizational Silen..

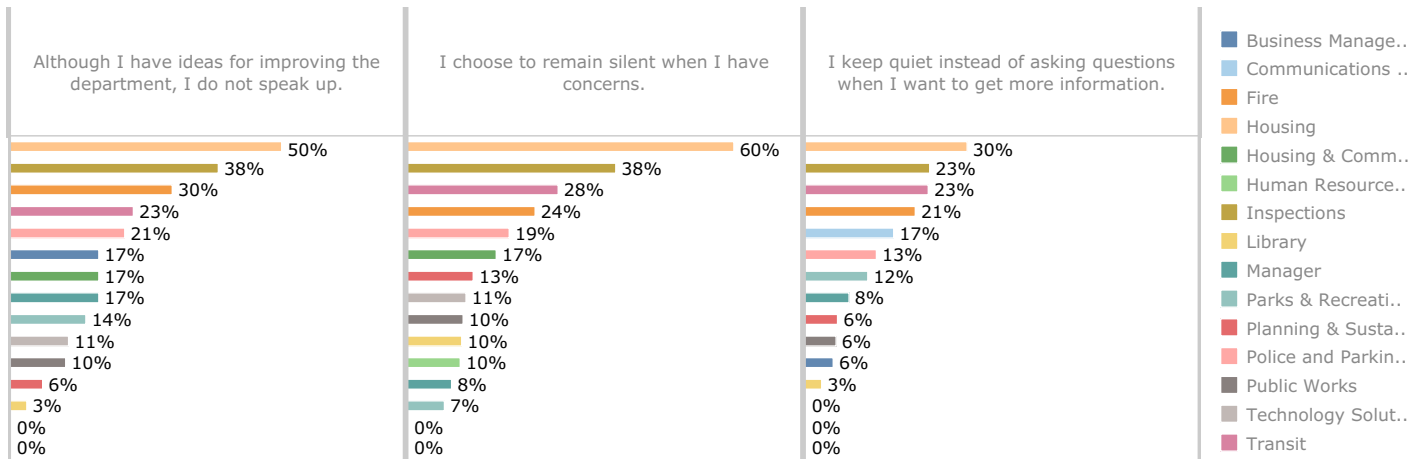


Department
Library

- Frequently
- Sometimes
- Rarely
- Never

Departmental Comparisons

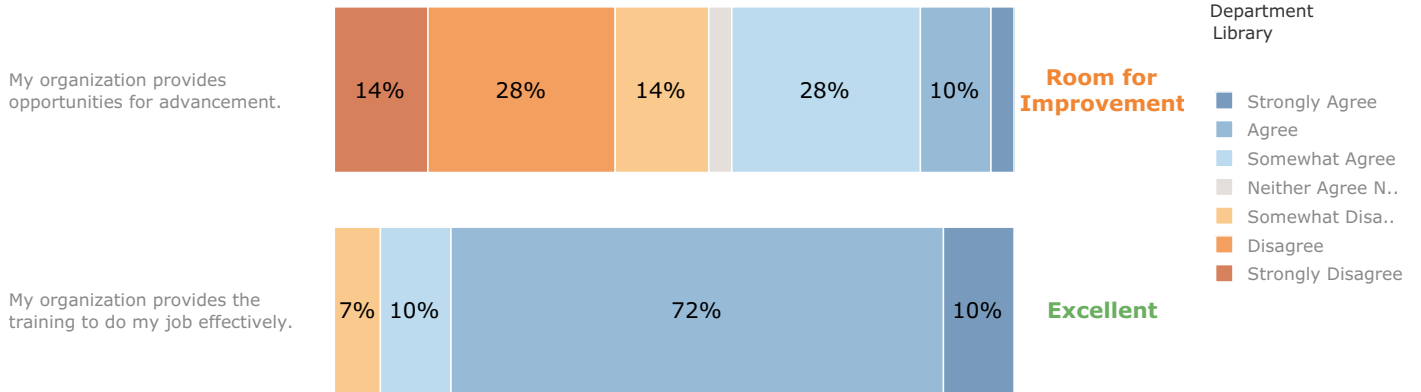
Percent indicating Frequently or Always



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

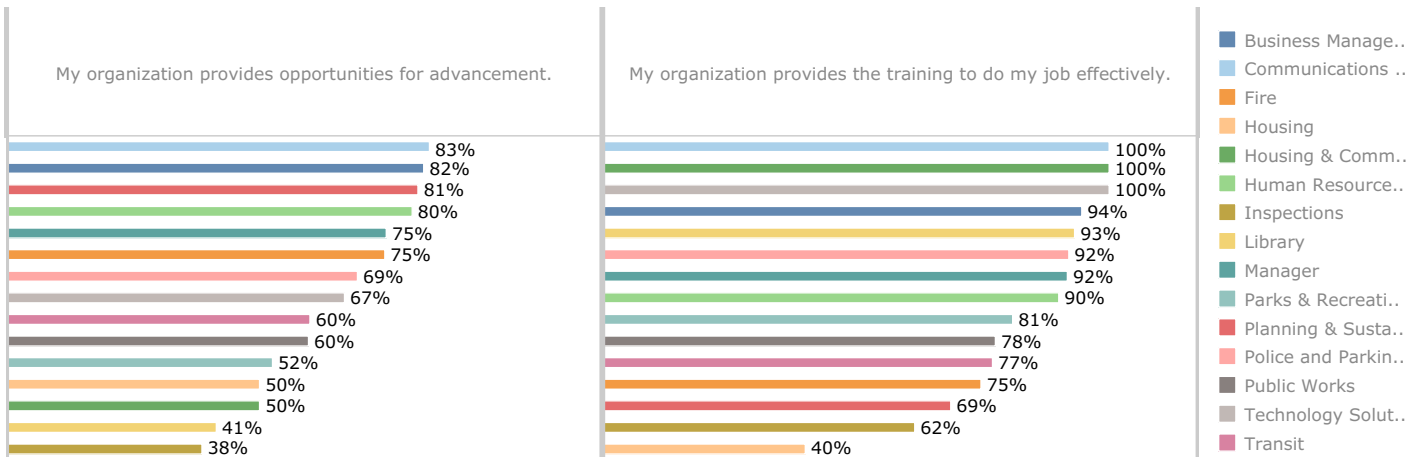
Response Distributions: Resources

Question Groupings
Resources



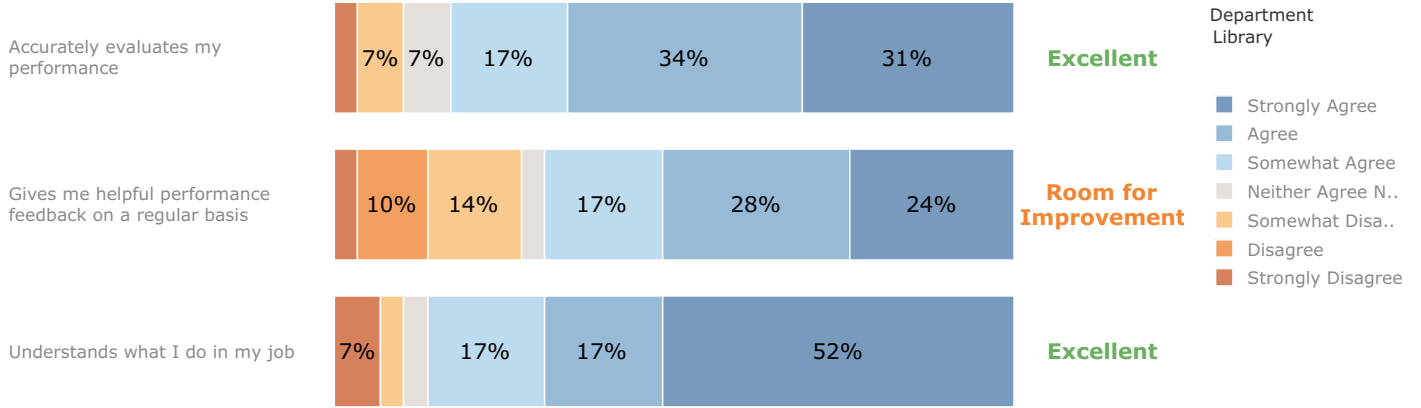
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



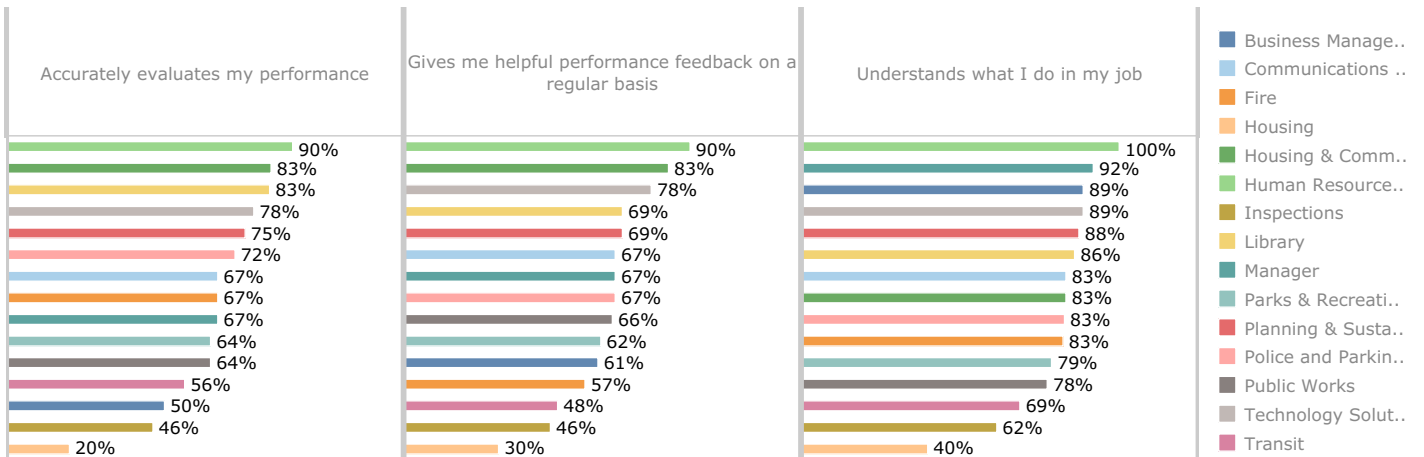
Response Distributions: Supervisory Evaluations

Question Groupings
Supervisory Evaluati..



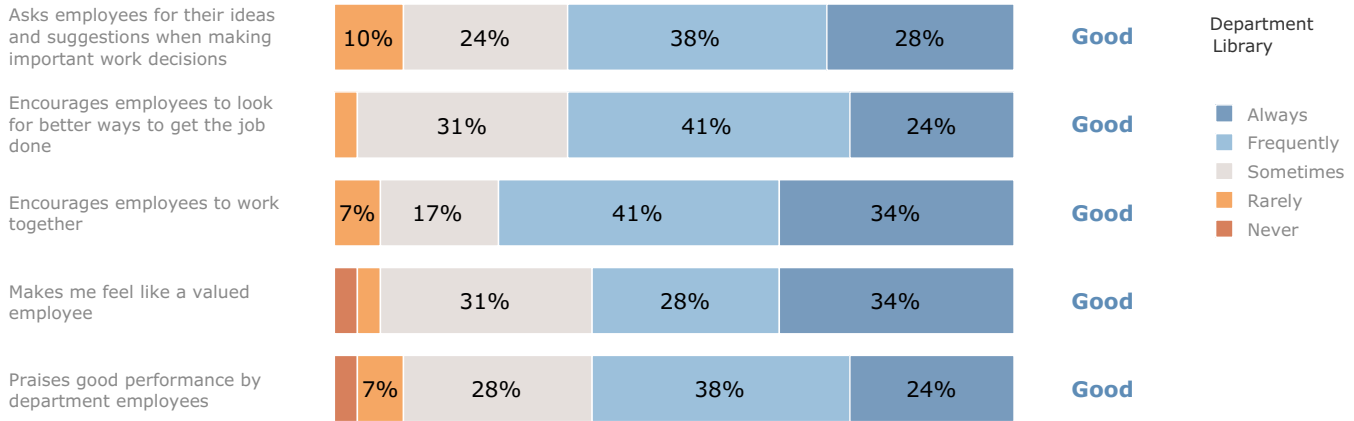
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



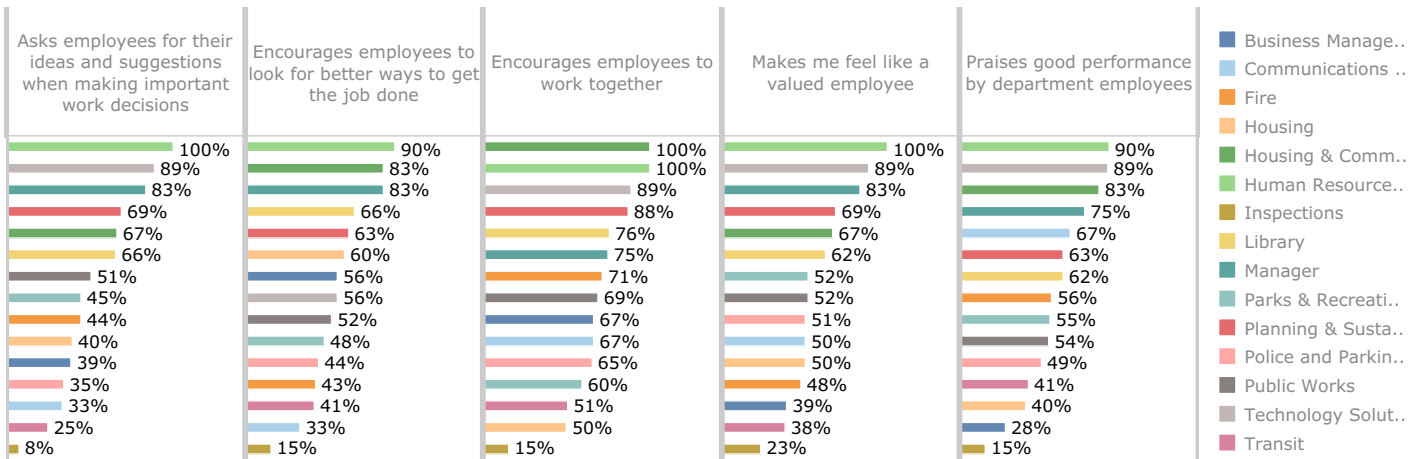
Response Distributions: Supervisory Practices

Question Groupings
Supervisory Practices



Departmental Comparisons

Percent indicating Frequently or Always



Response Distributions: Teamwork

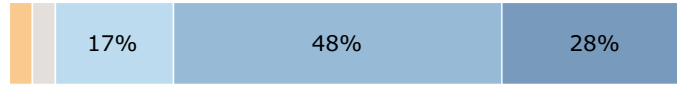
Question Groupings
Teamwork

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



Excellent

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



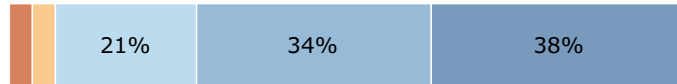
Excellent

Employees in my department work together as a team.



Excellent

I am a valued member of the team in my workplace



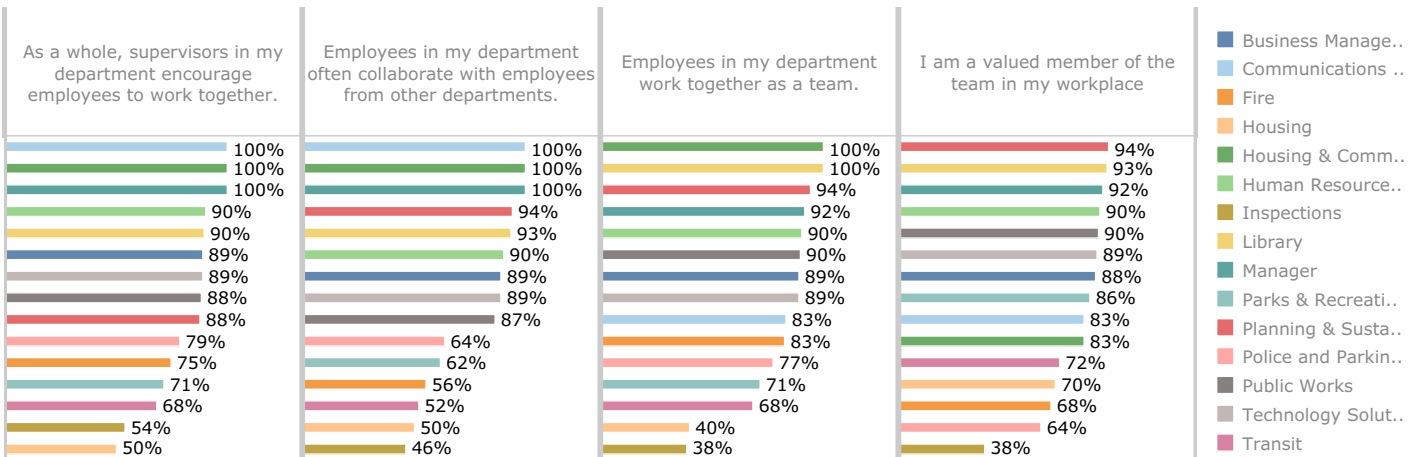
Excellent

Department
Library

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

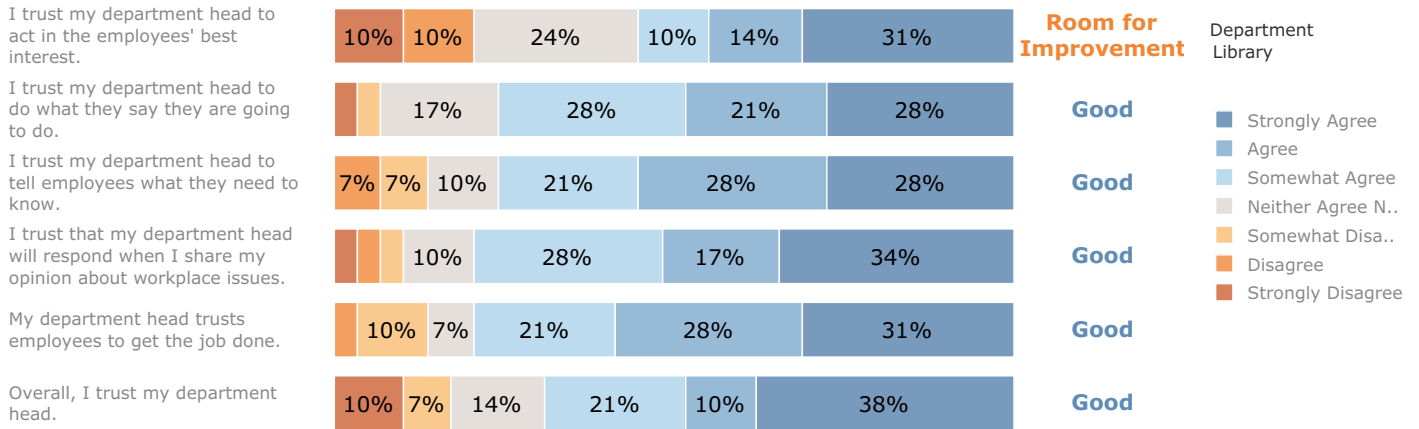
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



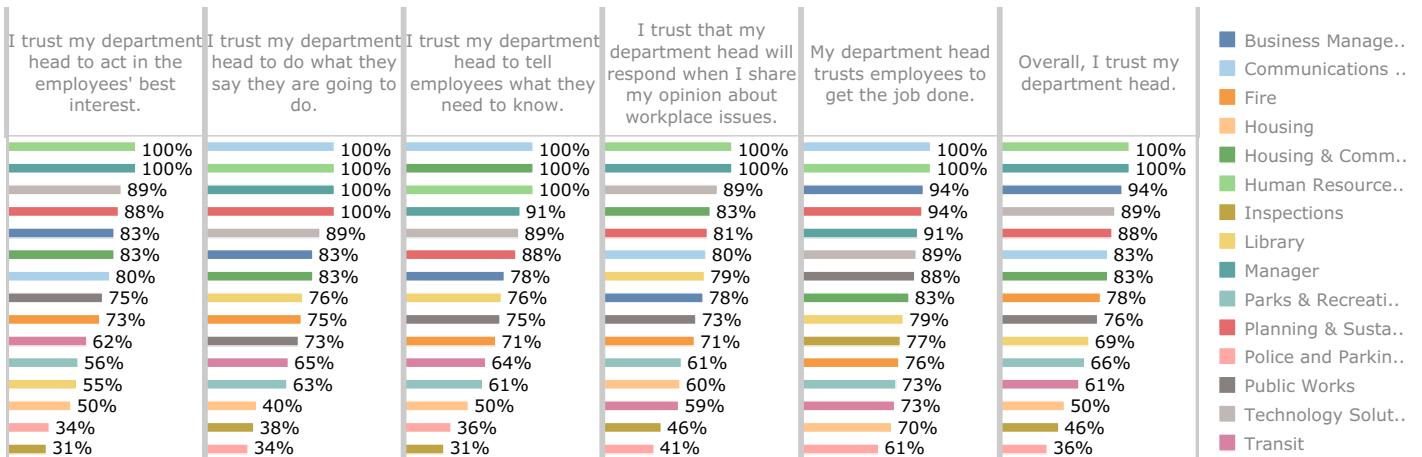
Response Distributions: Trust (Department Head)

Question Groupings
Trust (Department ..



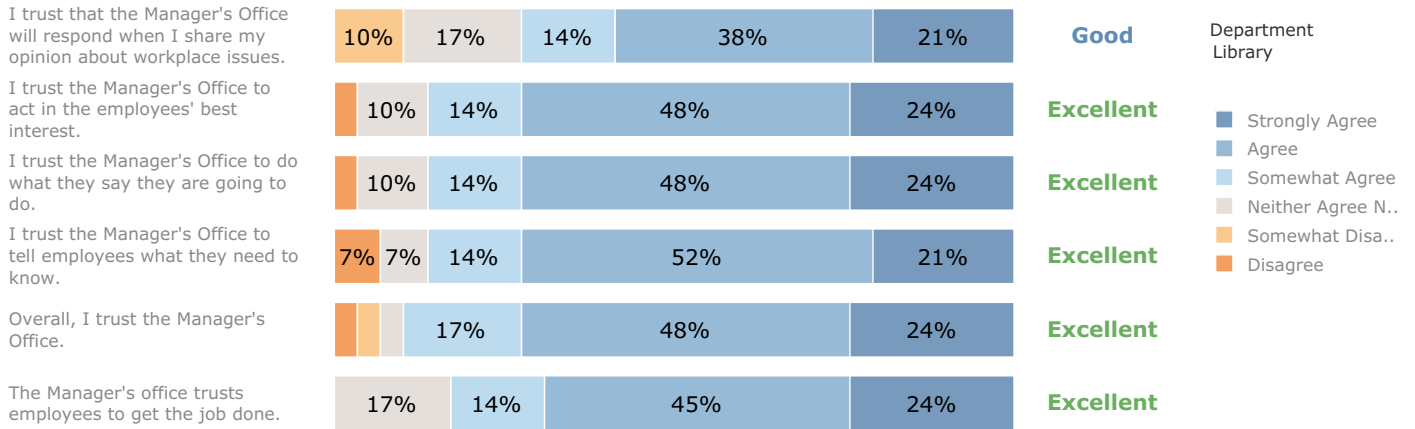
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



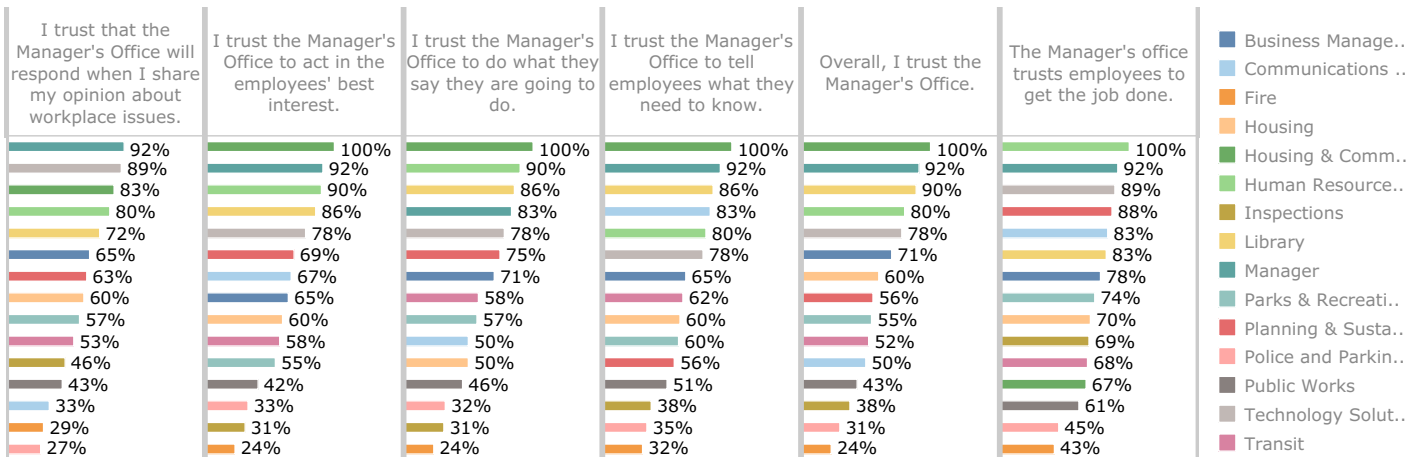
Response Distributions: Trust (Manager's Office)

Question Groupings
Trust (Manager's Of..



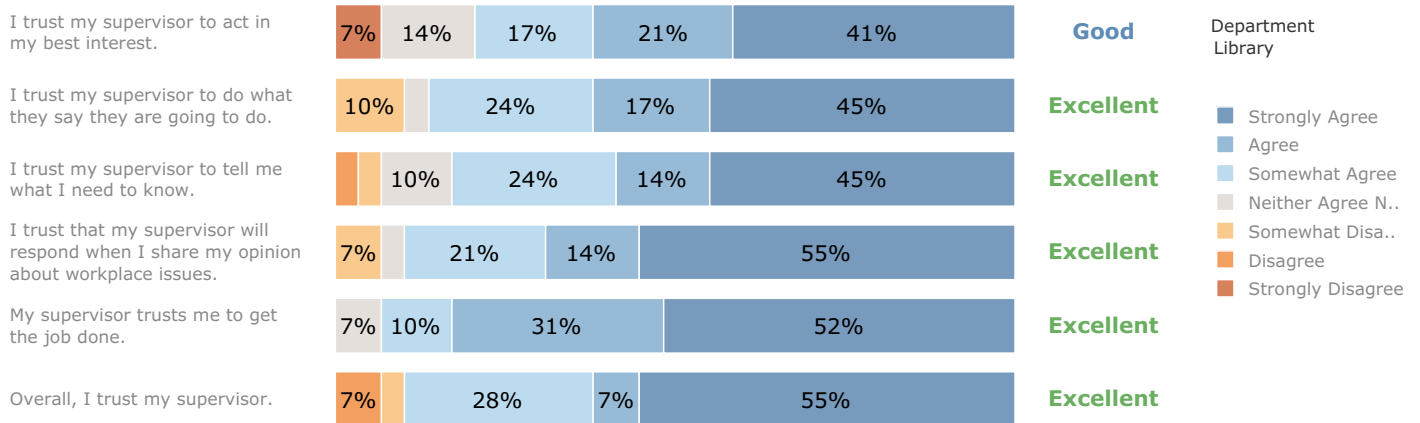
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



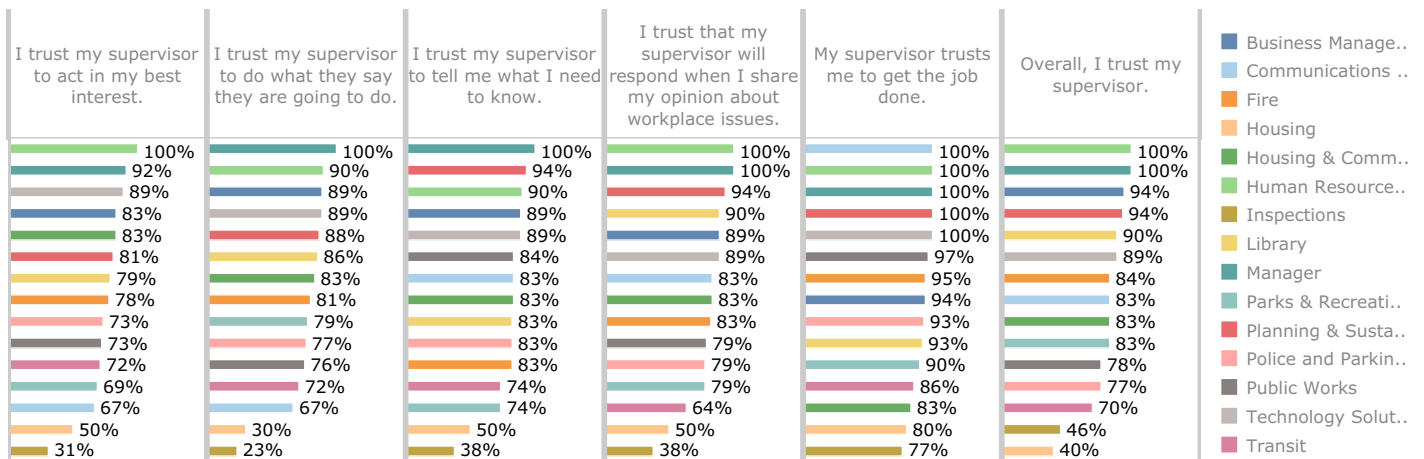
Response Distributions: Trust (Supervisor)

Question Groupings
Trust (Supervisor)



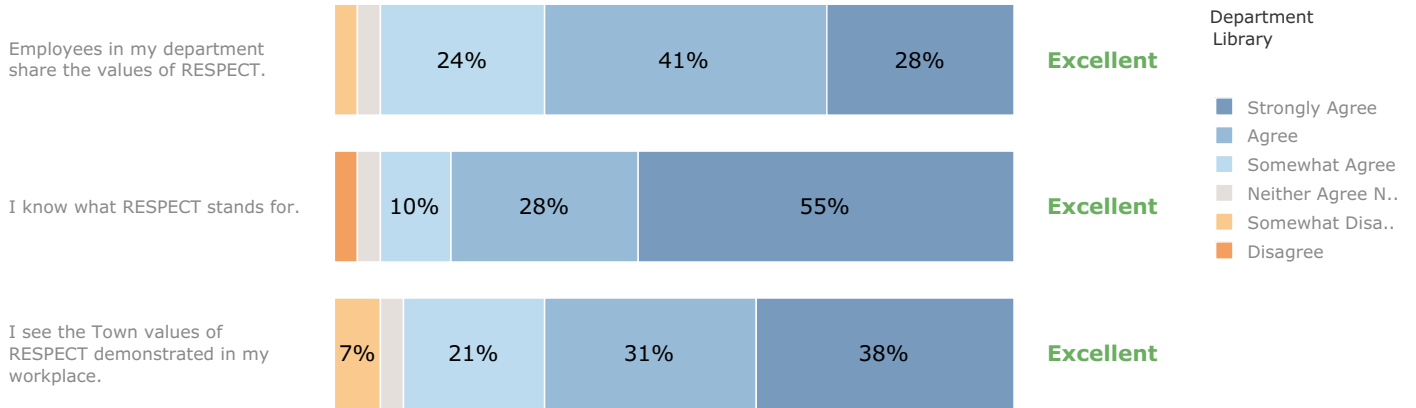
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



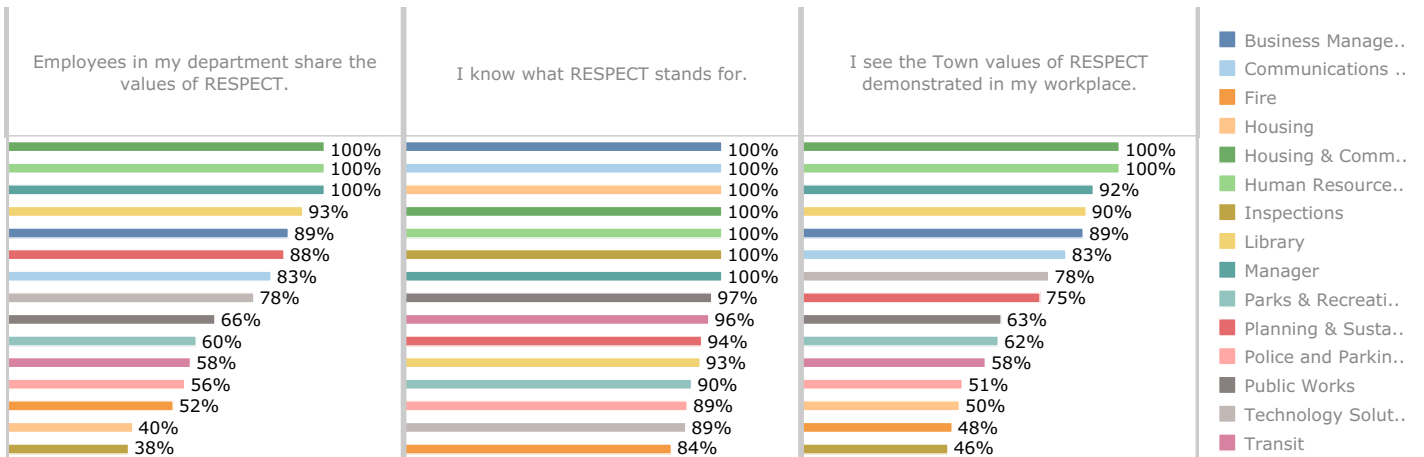
Response Distributions: Values/RESPECT

Question Groupings
Values/RESPECT



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

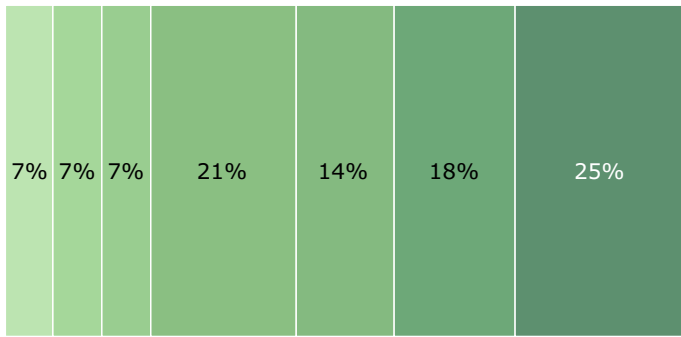


Response Distributions: YearsLeft

Question Groupings
YearsLeft

Department
Library

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



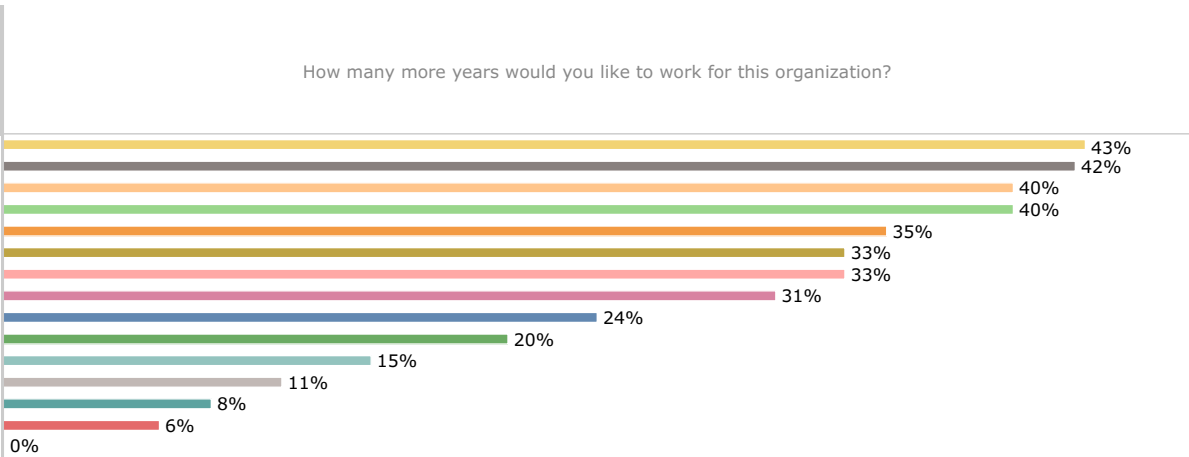
Good

- 25 Or More Years
- 16-20 Years
- 11-15 Years
- 6-10 Years
- 3-5 Years
- 1-2 Years
- Less Than 1 Year

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