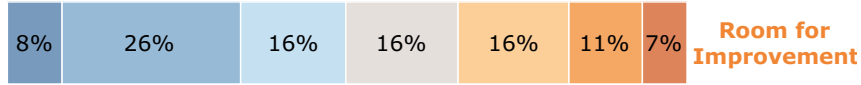


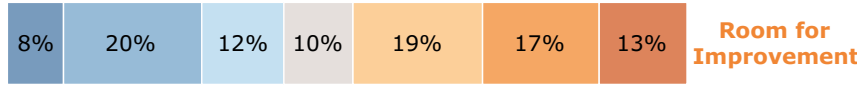
# Response Distributions: Centralization

Question Groupings  
Centralization

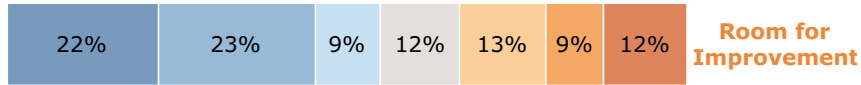
An employee wanting to make his or her own decisions in my department would be quickly discouraged.



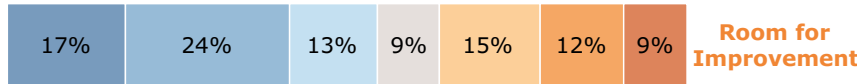
Even small matters have to be referred to someone higher up for a final answer.



I feel micromanaged in my job.



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



Room for Improvement

Room for Improvement

Room for Improvement

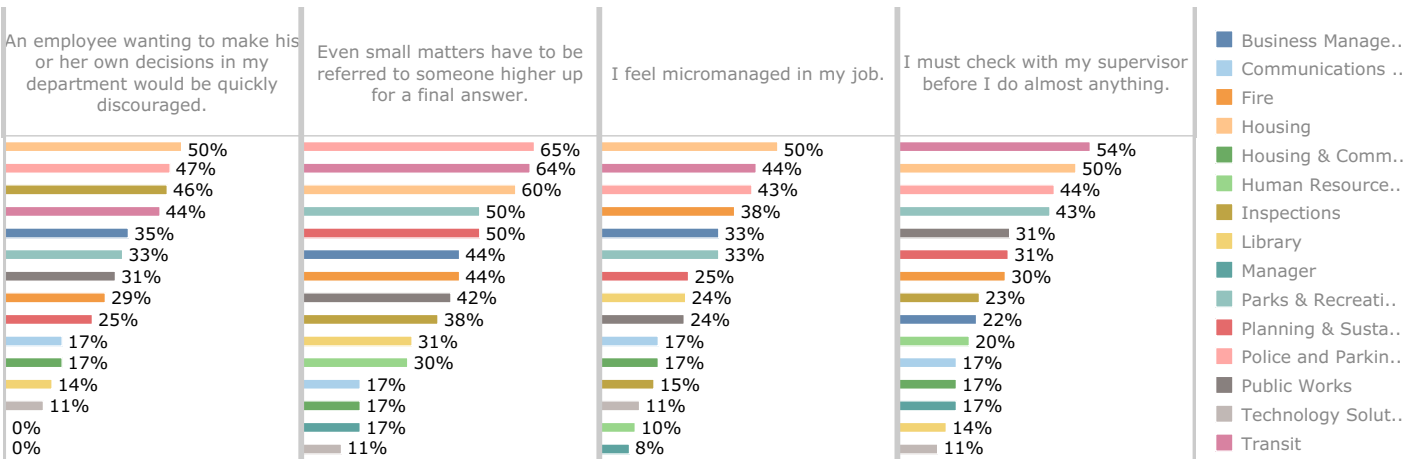
Room for Improvement

Department  
All

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

# Departmental Comparisons

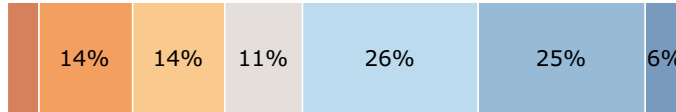
Percent indicating Somewhat Agree, Agree, or Strongly Agree



## Response Distributions: Communications (General)

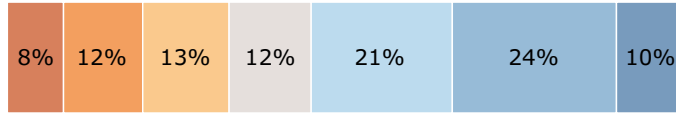
Question Groupings  
Communications (G..

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



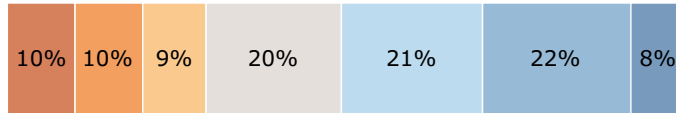
**Room for Improvement**

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.



**Room for Improvement**

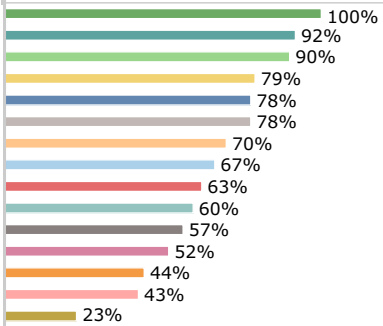
Department  
All

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

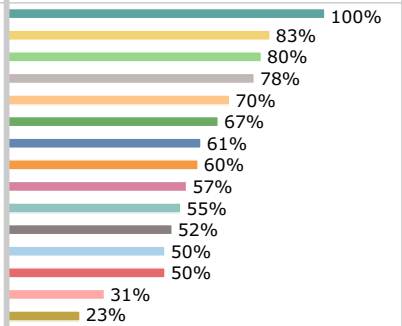
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

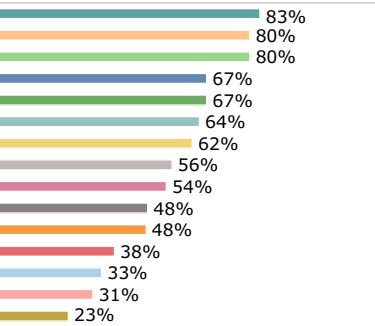
I feel that I am kept fully informed about changes in the Town.



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



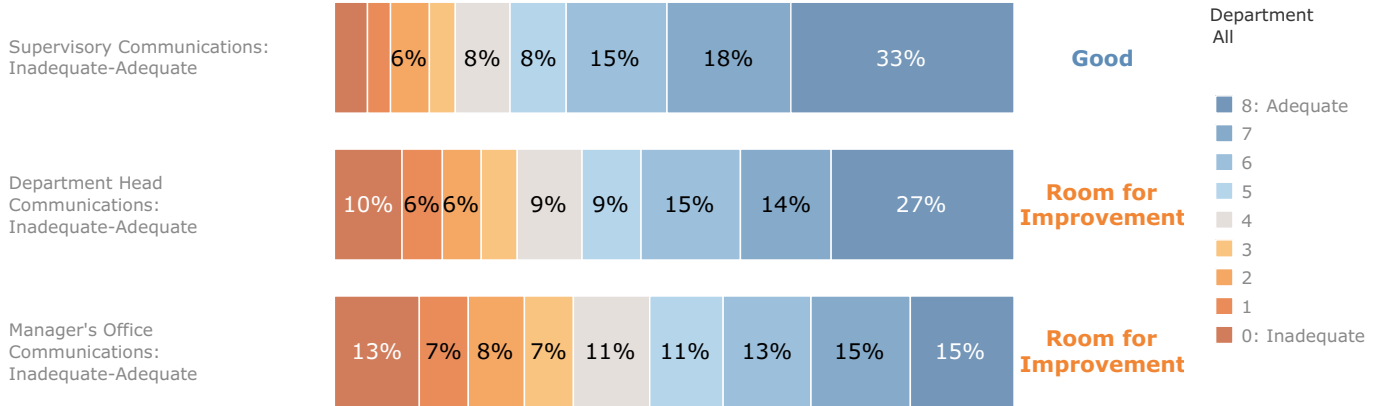
When I provide my opinion on workplace issues, upper management provides a response.



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

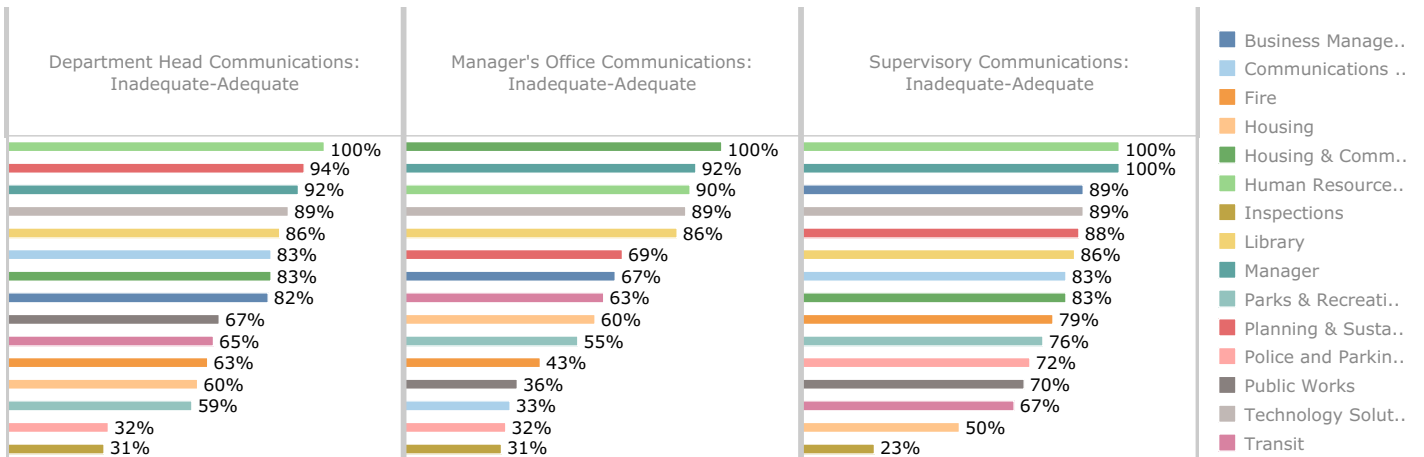
# Response Distributions: Communications

Question Groupings  
Communications



# Departmental Comparisons

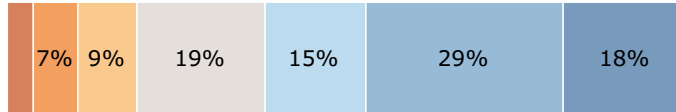
Percent indicating 5-8 on a scale of 0-8, 8 being Adequate



# Response Distributions: Diversity 1

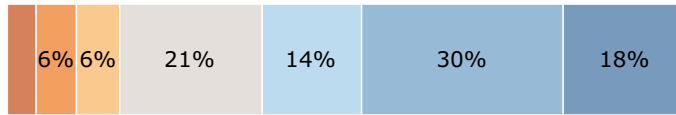
Question Groupings  
Diversity 1

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



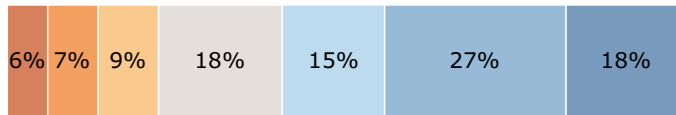
**Good**

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



**Good**

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



**Room for Improvement**

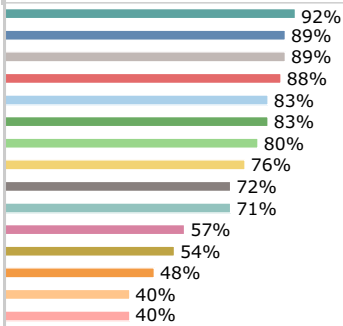
Department  
All

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

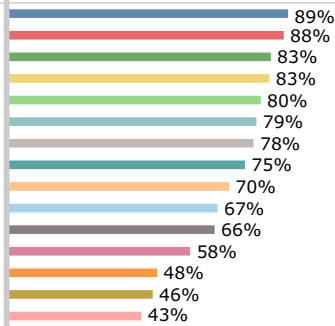
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

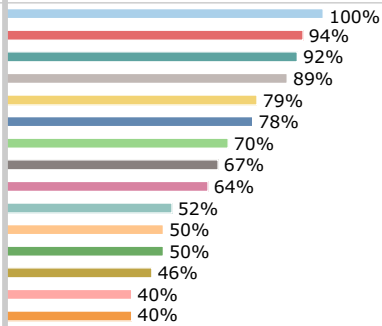
Managers here give assignments based on the skills and abilities of employees, not their personal and social background.



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



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

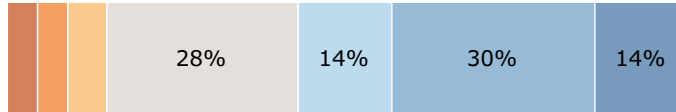


- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

## Response Distributions: Diversity 2

Question Groupings  
Diversity 2

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



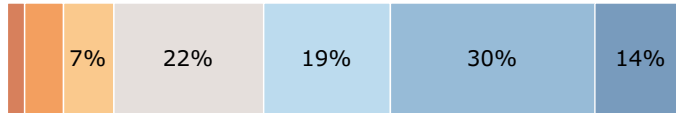
Good

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



Excellent

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



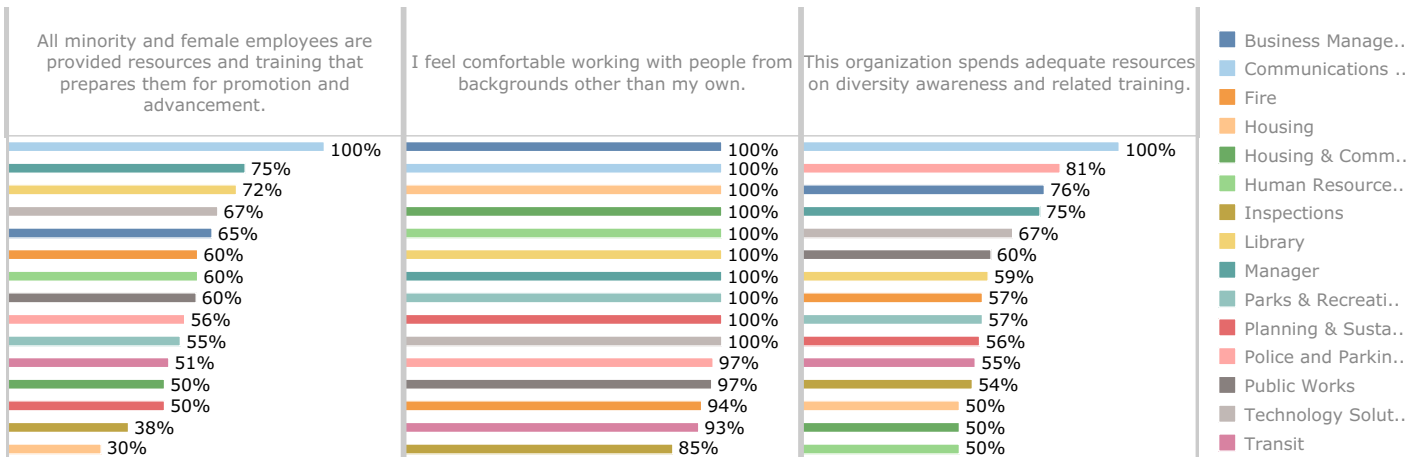
Good

Department  
All

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

## Departmental Comparisons

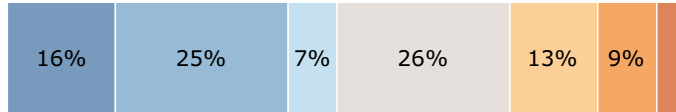
Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: Diversity 3

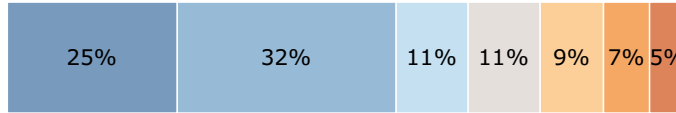
Question Groupings  
Diversity 3

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



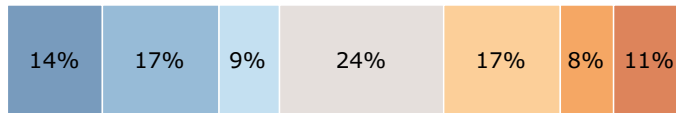
**Room for Improvement**

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



**Room for Improvement**

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



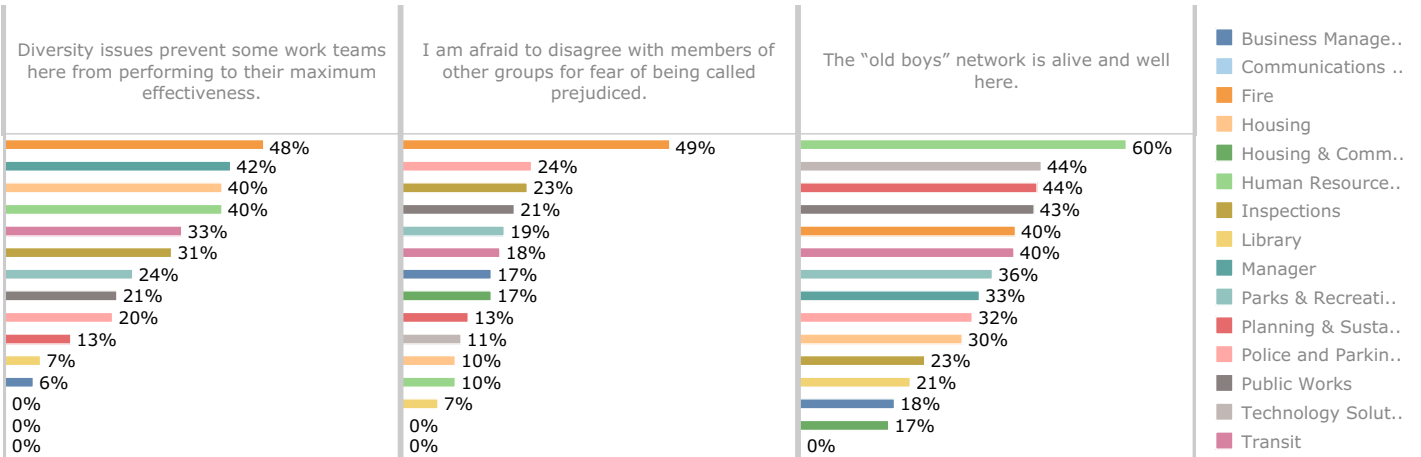
**Room for Improvement**

Department  
All

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

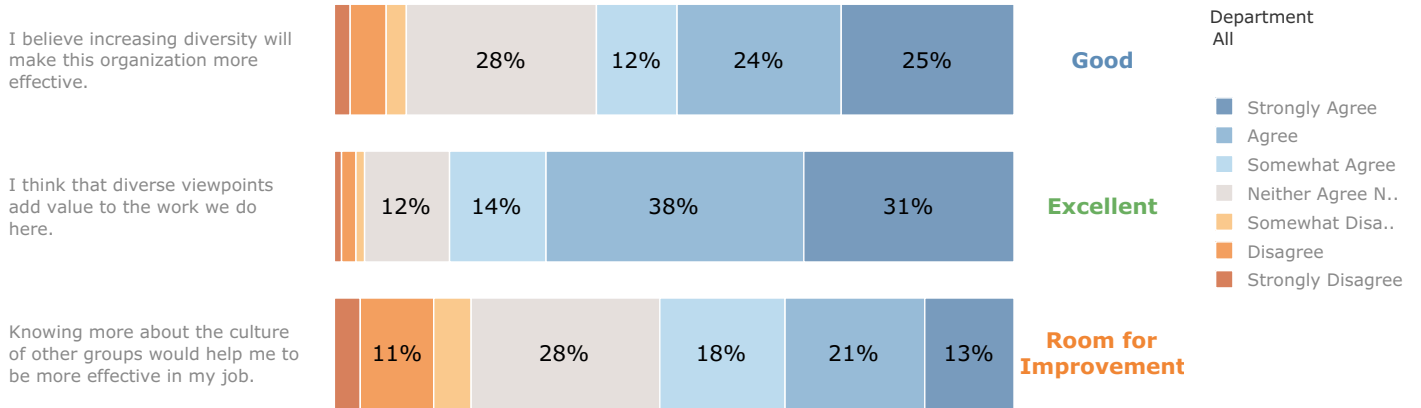
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



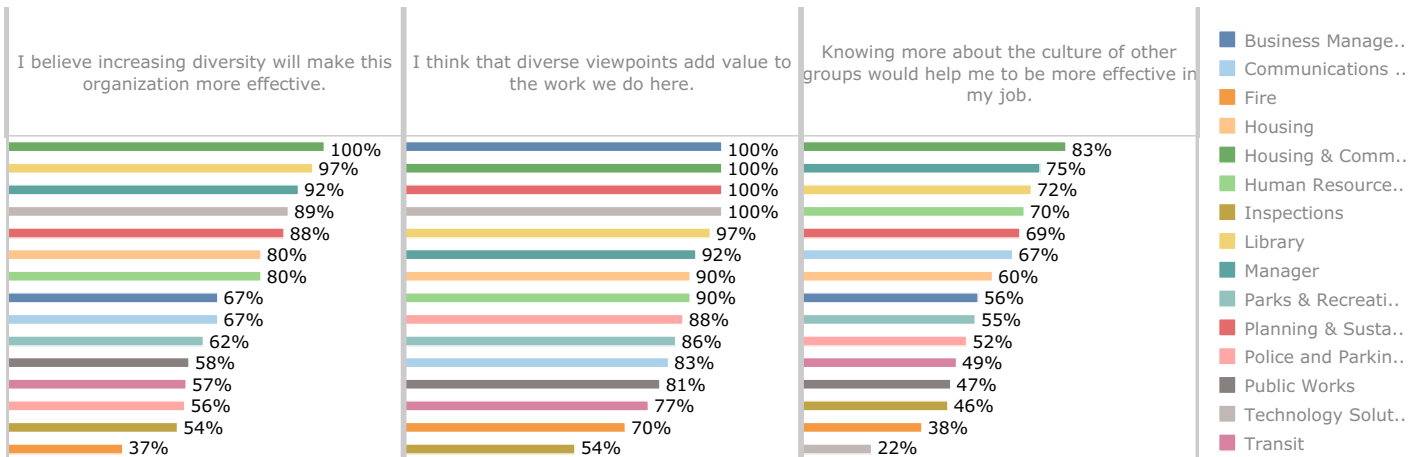
## Response Distributions: Diversity 4

Question Groupings  
Diversity 4



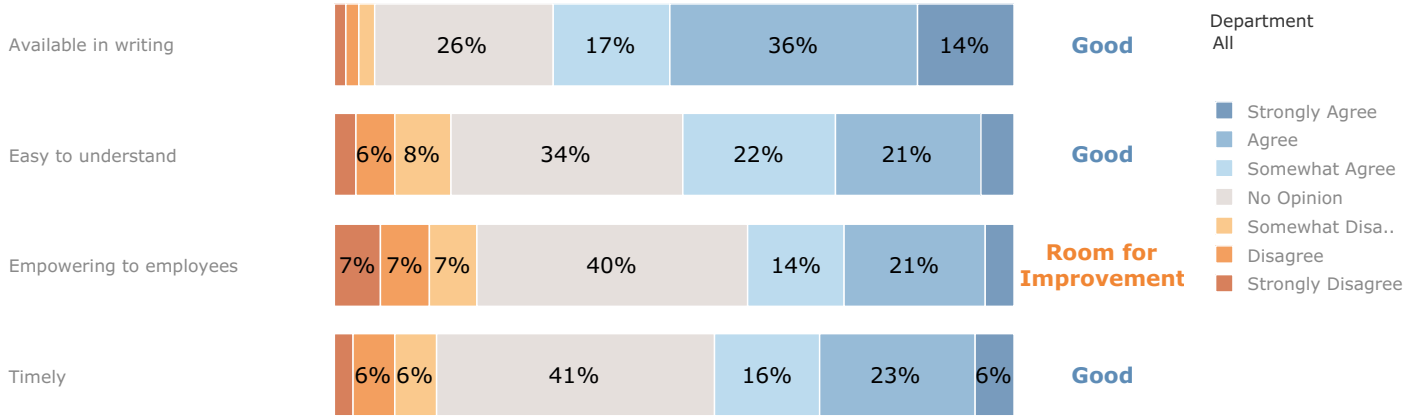
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



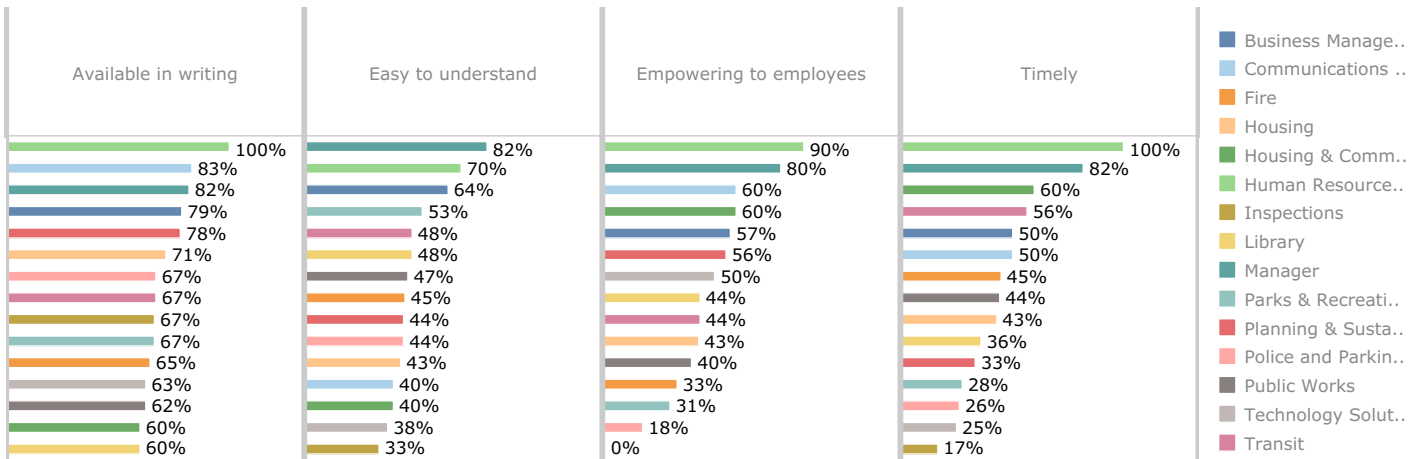
# Response Distributions: Grievance 1

Question Groupings  
Grievance 1



## Departmental Comparisons

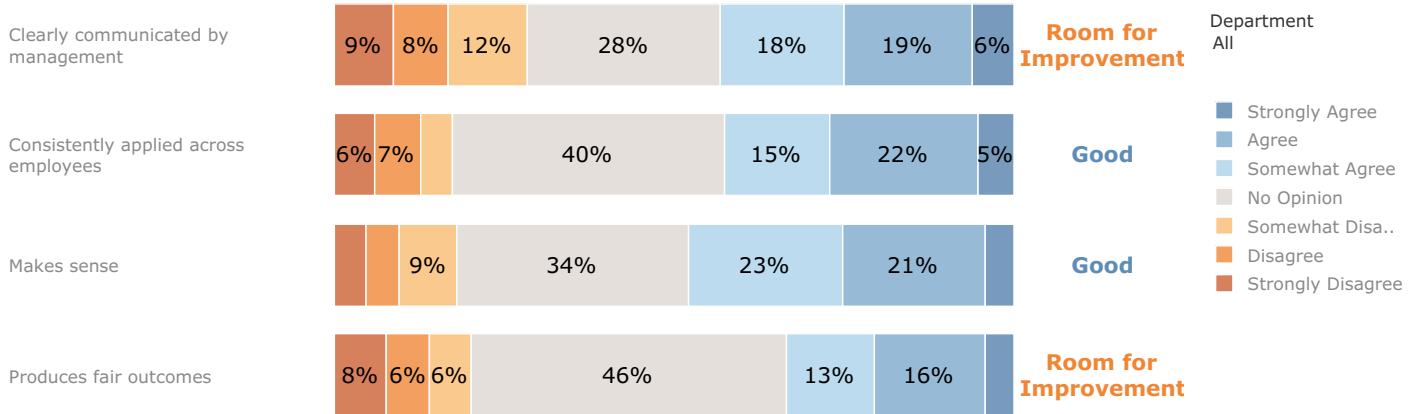
Percent indicating Somewhat Agree, Agree, or Strongly Agree





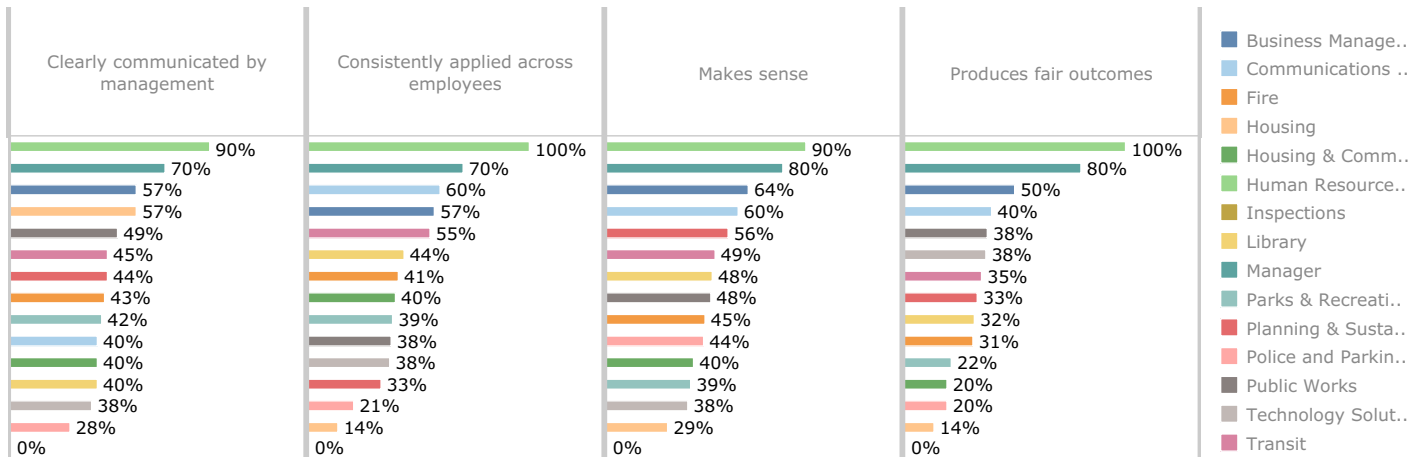
## Response Distributions: Grievance 2

Question Groupings  
Grievance 2



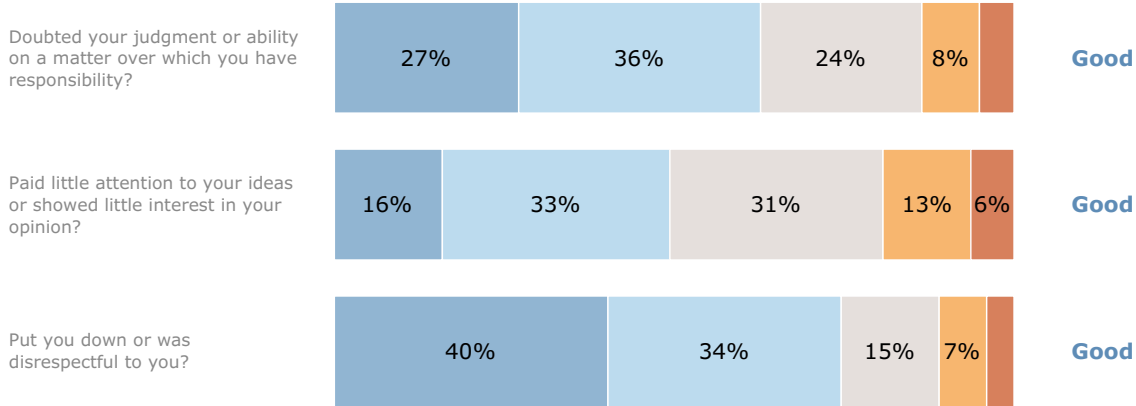
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: Group Dynamics

Question Groupings  
Group Dynamics

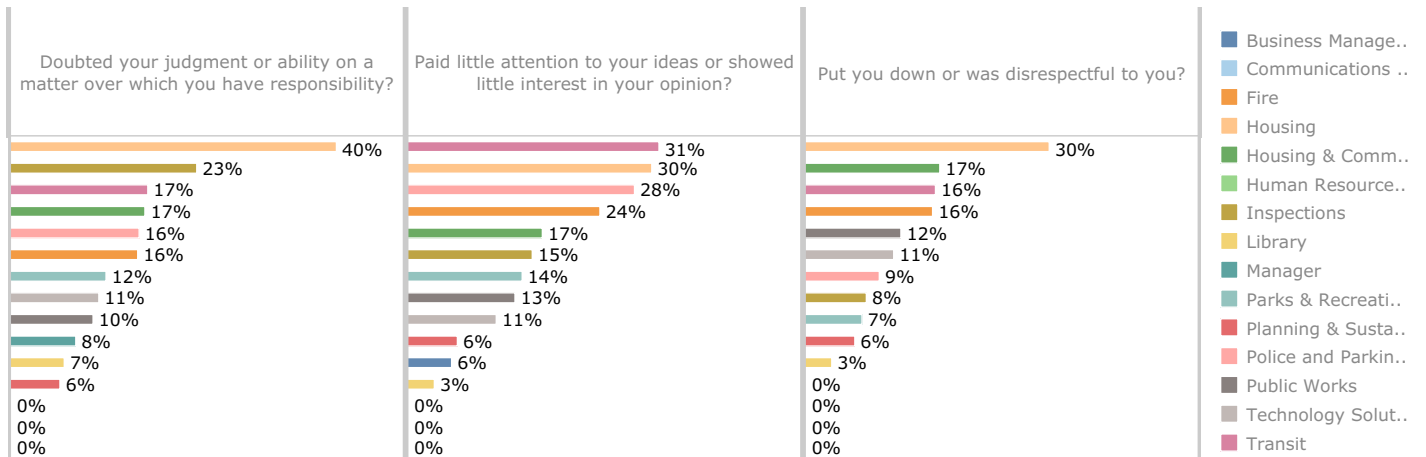


Department  
All

- Very Often
- Often
- Sometimes
- Rarely
- Never

# Departmental Comparisons

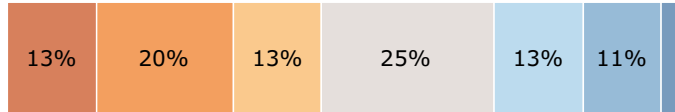
Percent indicating Often or Very Often



# Response Distributions: Mission

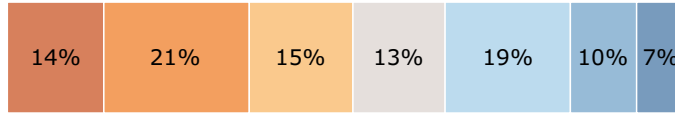
Question Groupings  
Mission

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



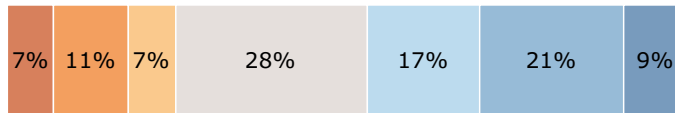
**Room for Improvement**

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



**Room for Improvement**

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



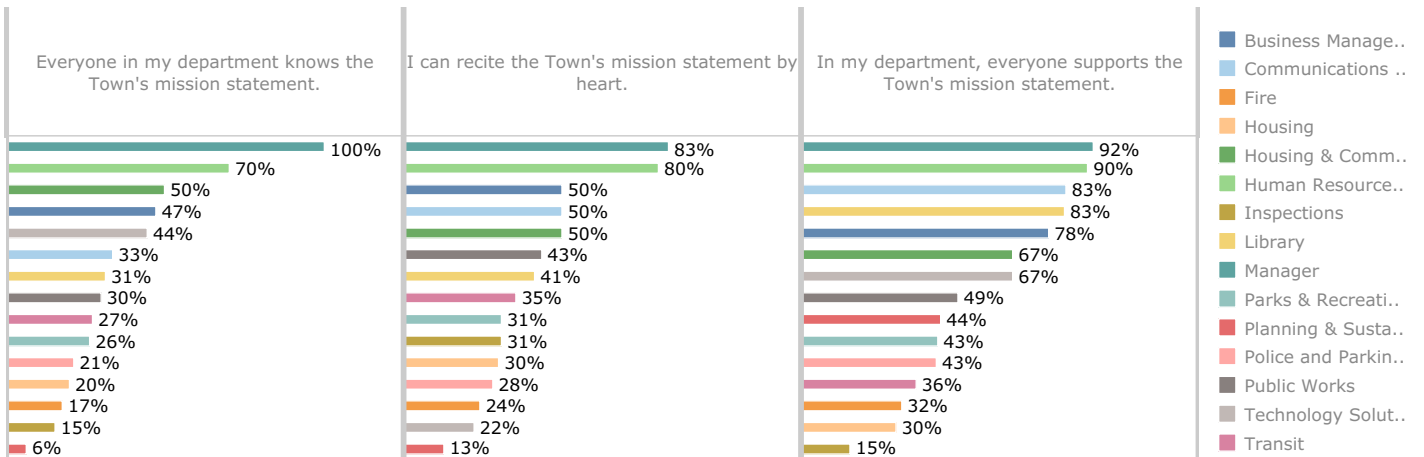
**Room for Improvement**

Department  
All

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

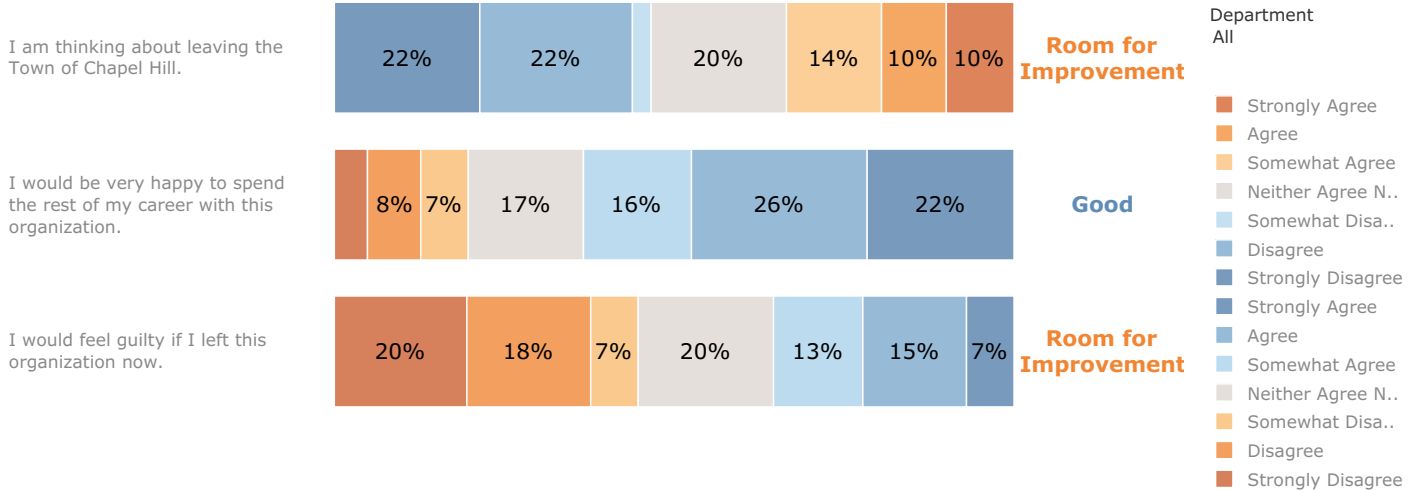
# Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



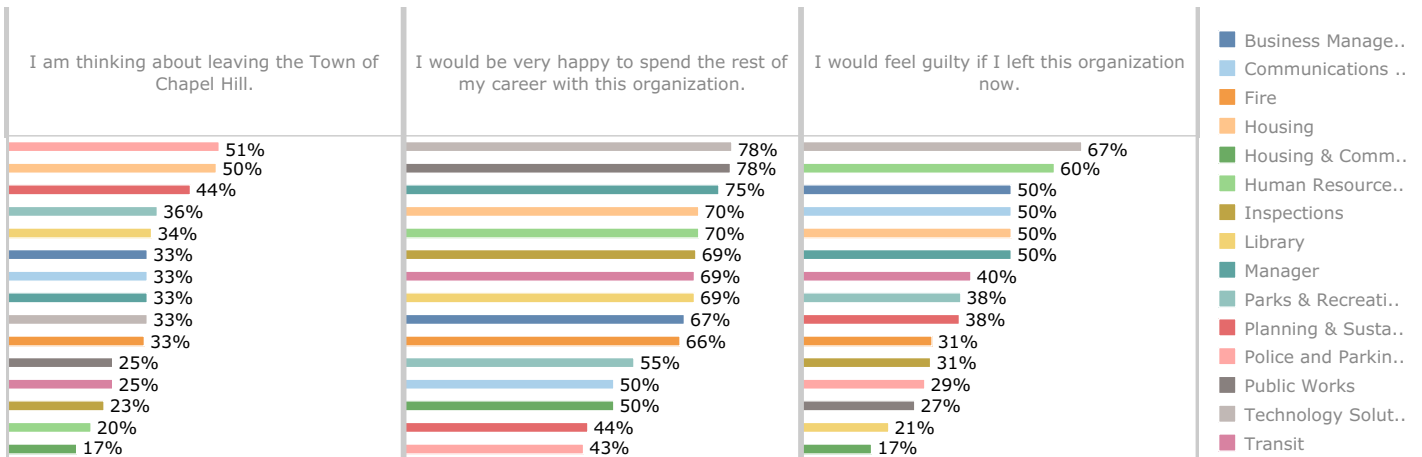
# Response Distributions: Organizational Commitment

Question Groupings  
Organizational Com..



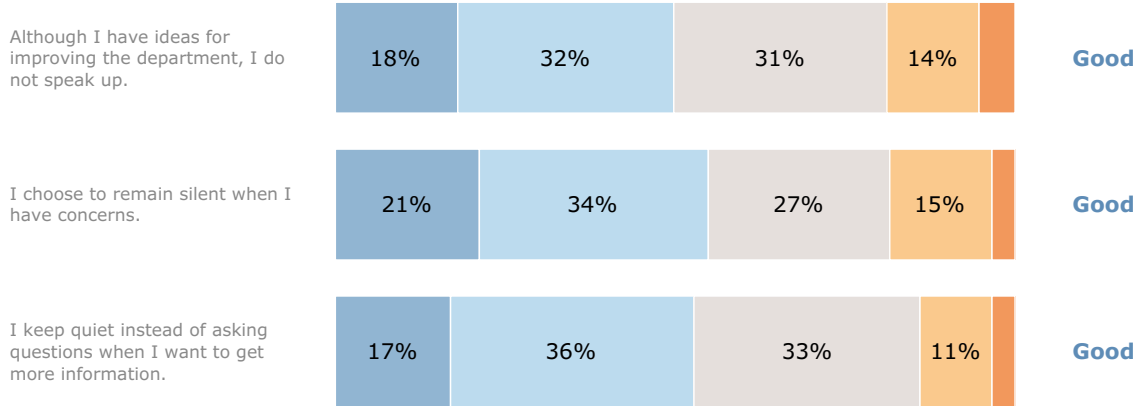
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



## Response Distributions: Organizational Silence

Question Groupings  
Organizational Silen..

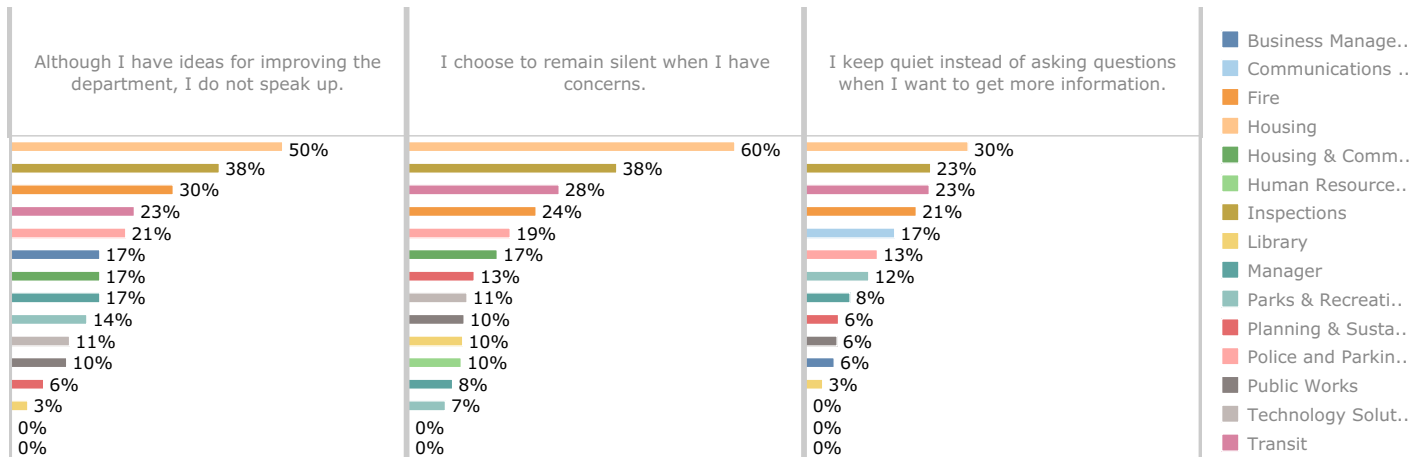


Department  
All

- Always
- Frequently
- Sometimes
- Rarely
- Never

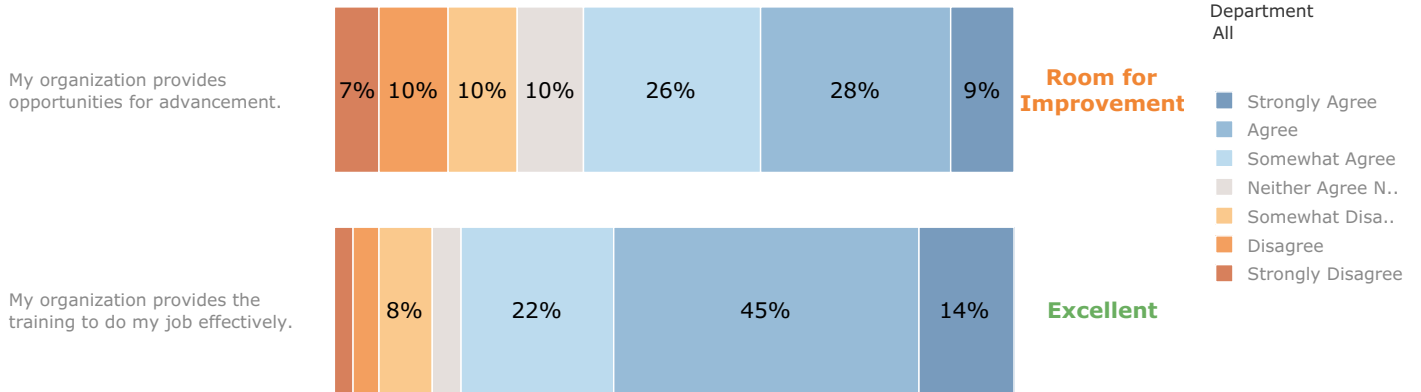
## Departmental Comparisons

Percent indicating Frequently or Always



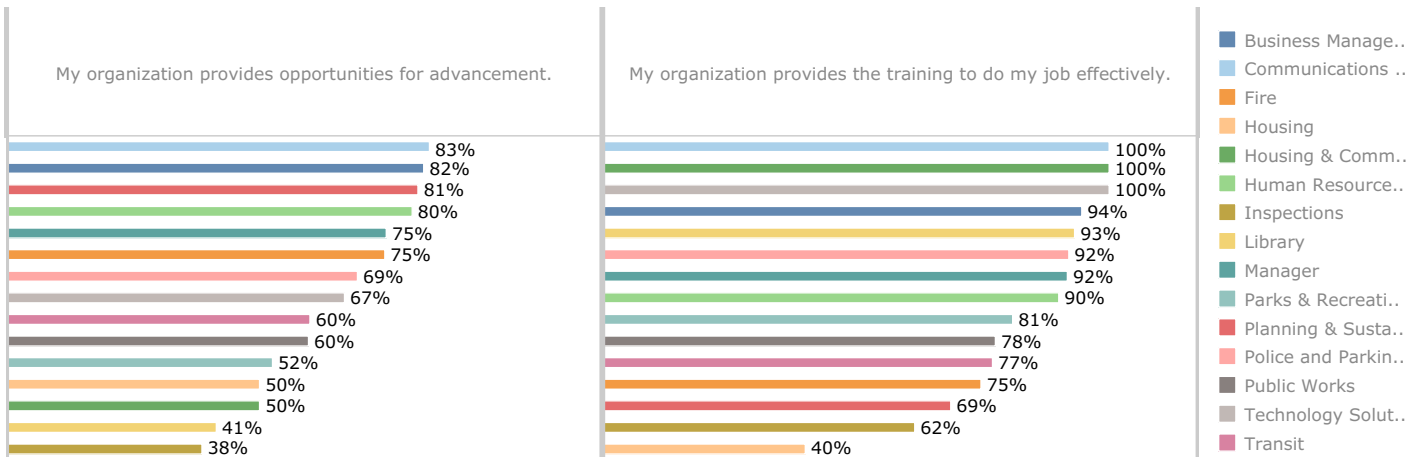
## Response Distributions: Resources

Question Groupings  
Resources



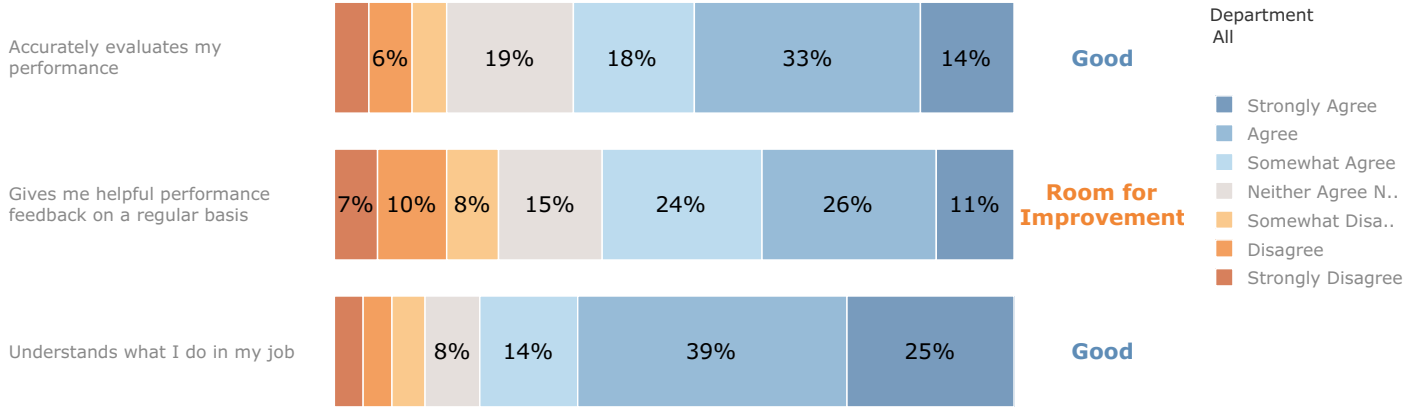
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



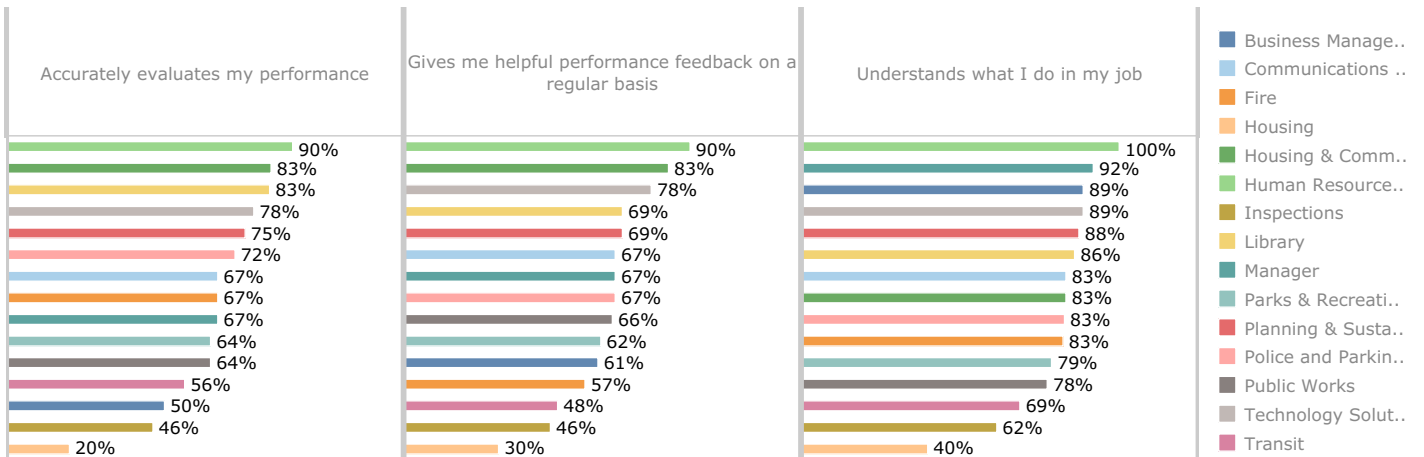
# Response Distributions: Supervisory Evaluations

Question Groupings  
Supervisory Evaluati..



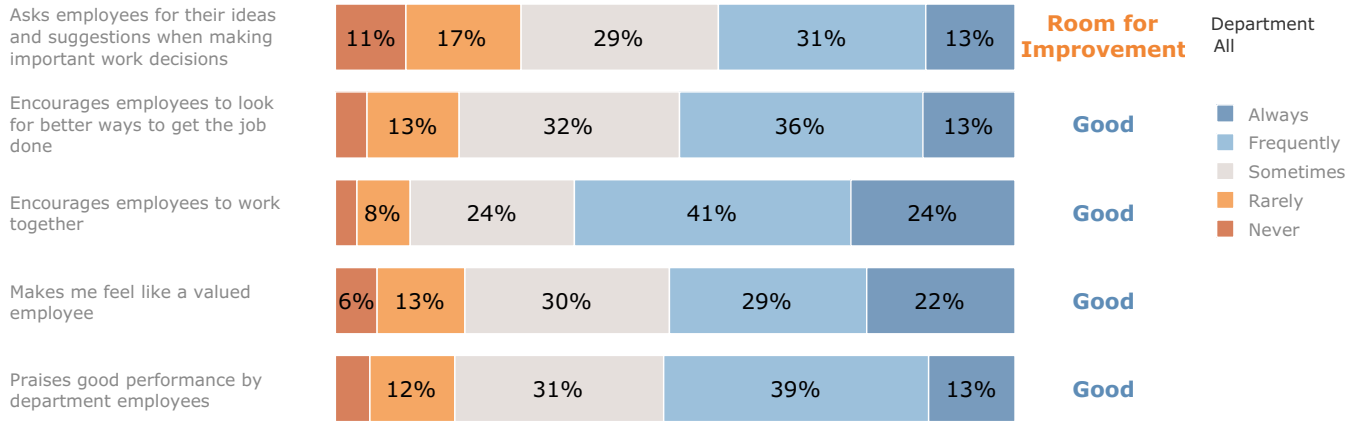
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



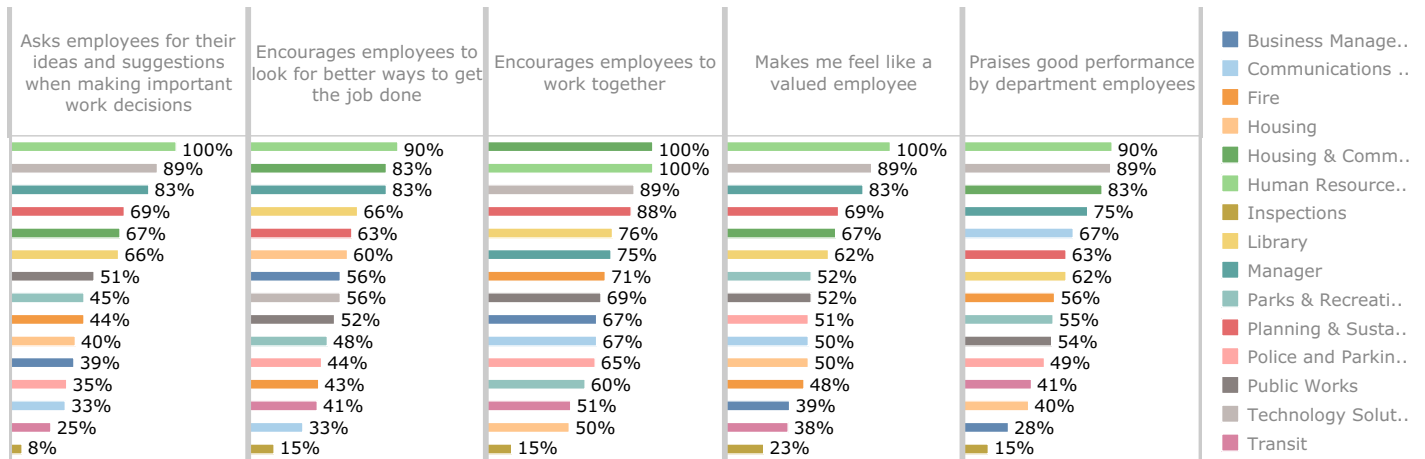
# Response Distributions: Supervisory Practices

Question Groupings  
Supervisory Practices



## Departmental Comparisons

Percent indicating Frequently or Always





## Response Distributions: Teamwork

Question Groupings  
Teamwork

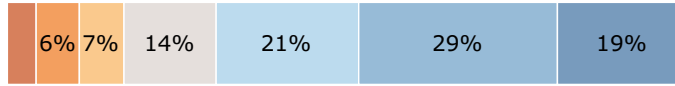
As a whole, supervisors in my department encourage employees to work together.



**Good**

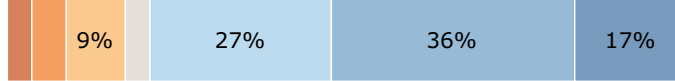
Department  
All

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



**Good**

Employees in my department work together as a team.



**Good**

I am a valued member of the team in my workplace

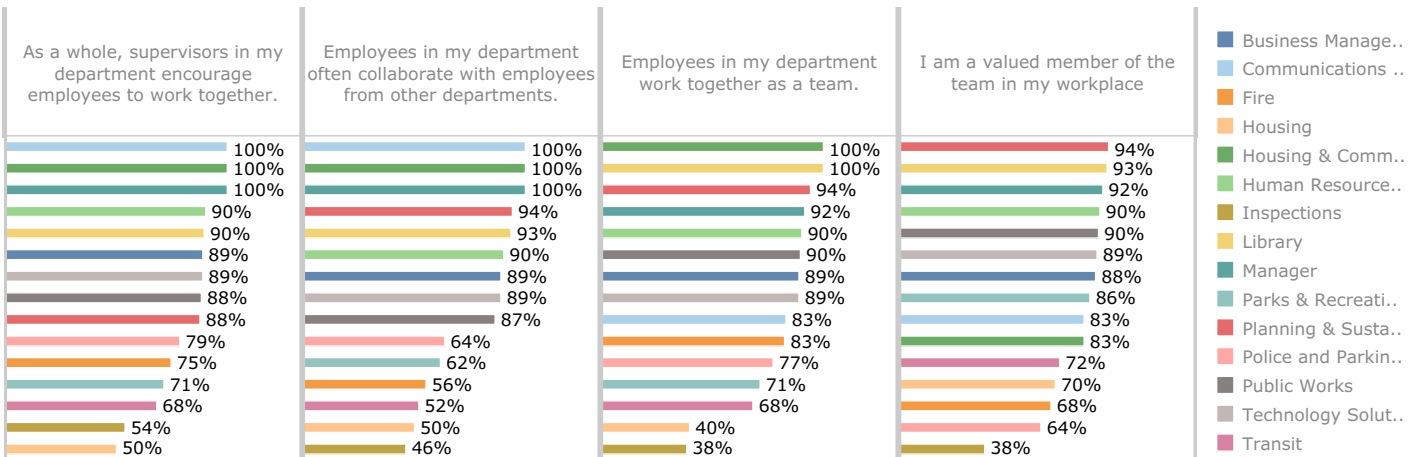


**Good**

- 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: Trust (Manager's Office)

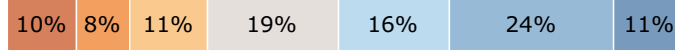
Question Groupings  
Trust (Manager's Of..

I trust that the Manager's Office will respond when I share my opinion about workplace issues.



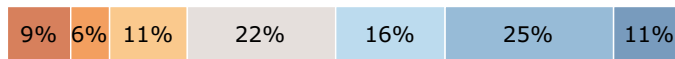
**Room for Improvement**

I trust the Manager's Office to act in the employees' best interest.



**Room for Improvement**

I trust the Manager's Office to do what they say they are going to do.



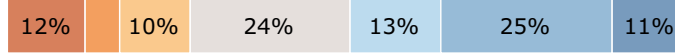
**Room for Improvement**

I trust the Manager's Office to tell employees what they need to know.



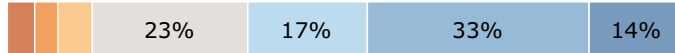
**Room for Improvement**

Overall, I trust the Manager's Office.



**Room for Improvement**

The Manager's office trusts employees to get the job done.



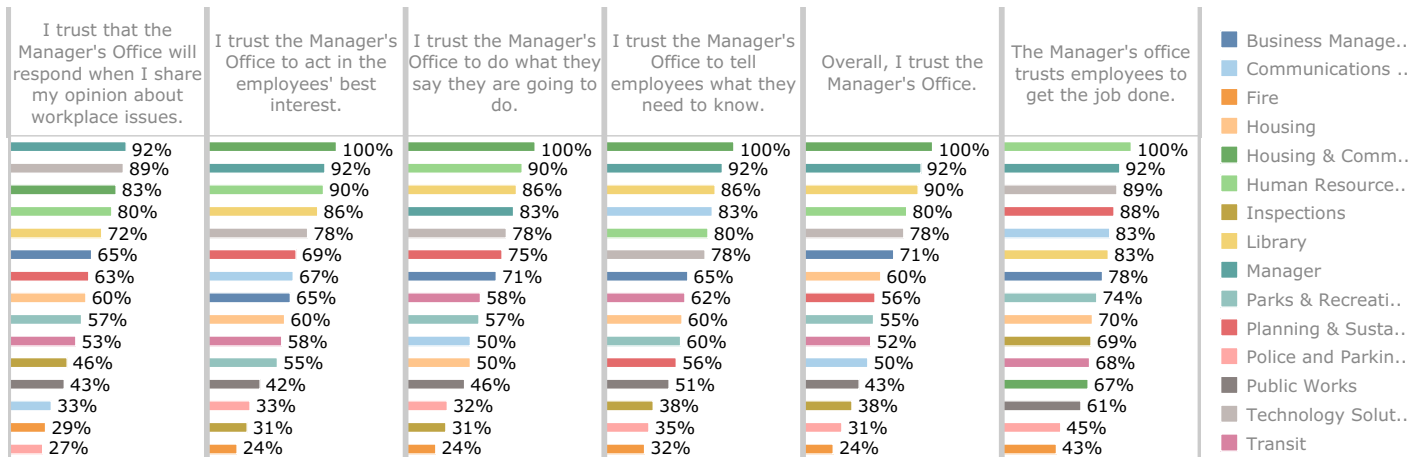
**Good**

Department  
All

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

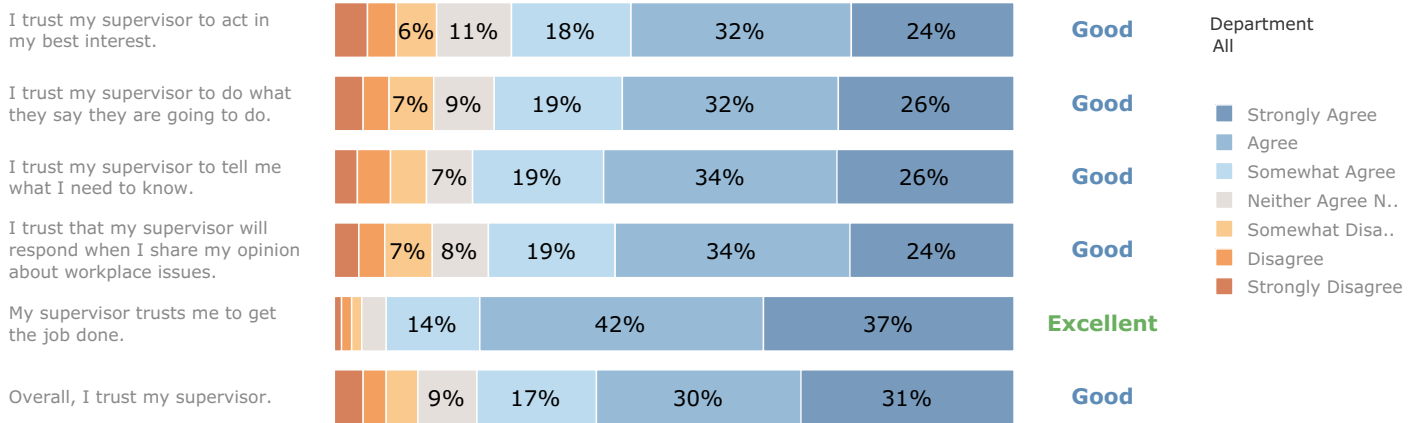
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



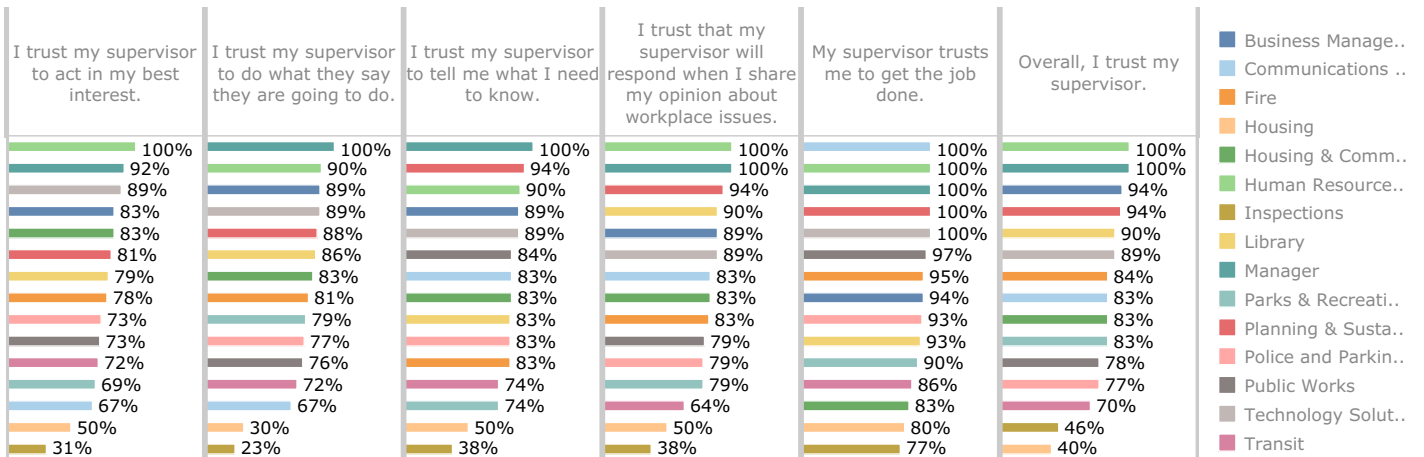
## Response Distributions: Trust (Supervisor)

Question Groupings  
Trust (Supervisor)



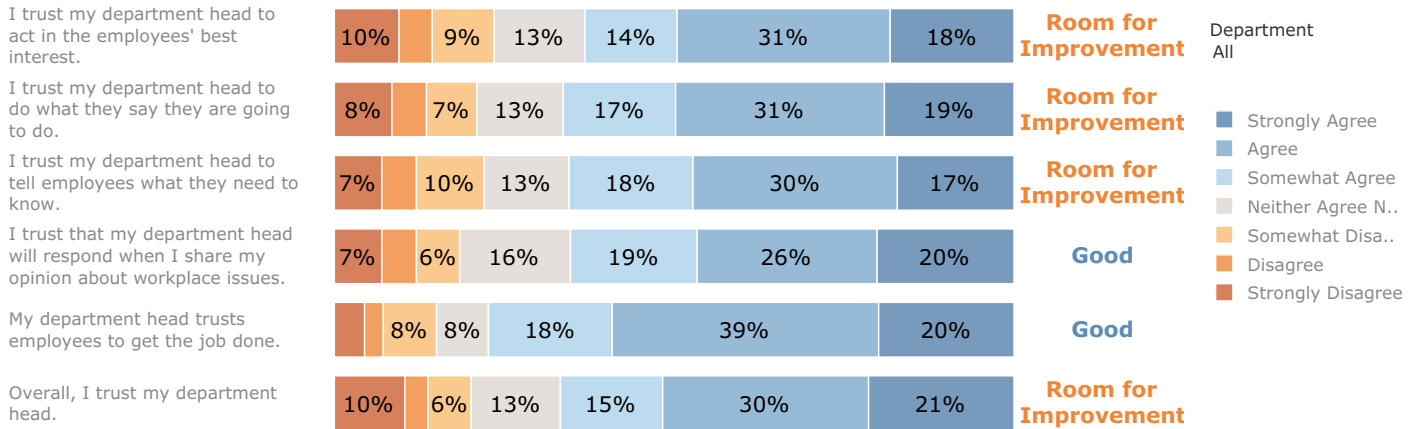
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



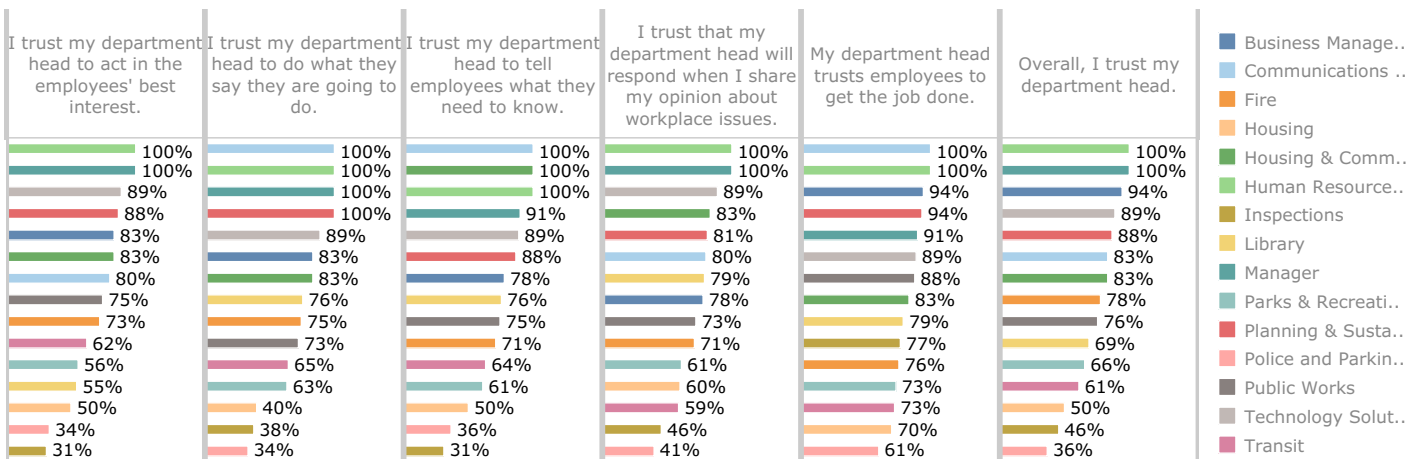
## Response Distributions: Trust (Department Head)

Question Groupings  
Trust (Department ..



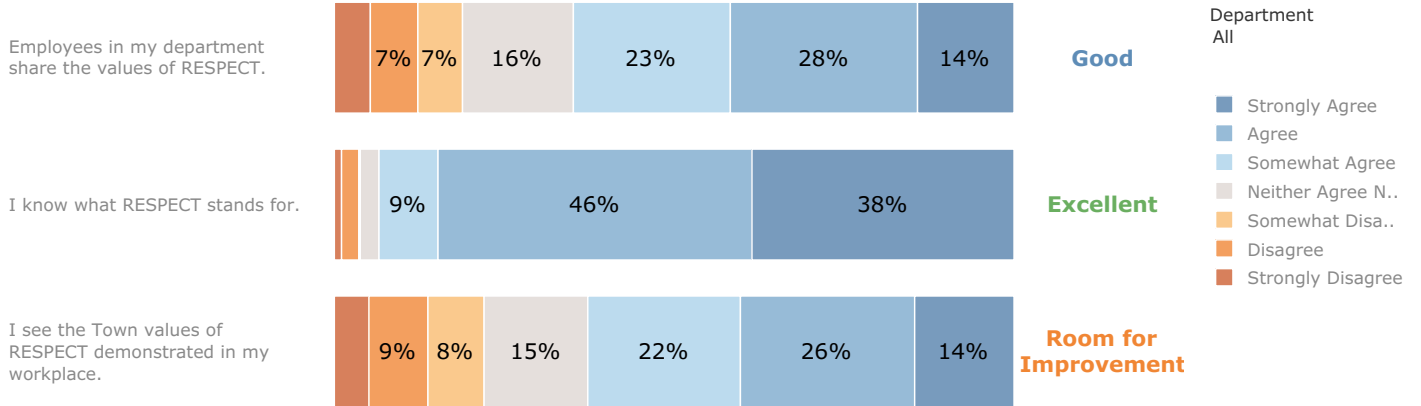
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



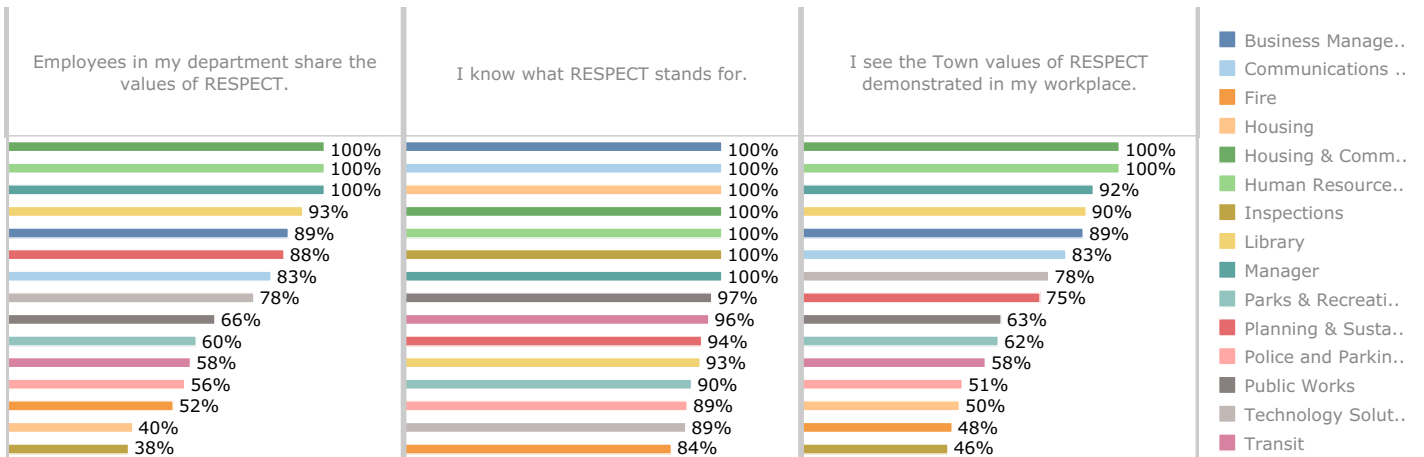
# Response Distributions: Values/RESPECT

Question Groupings  
Values/RESPECT



## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

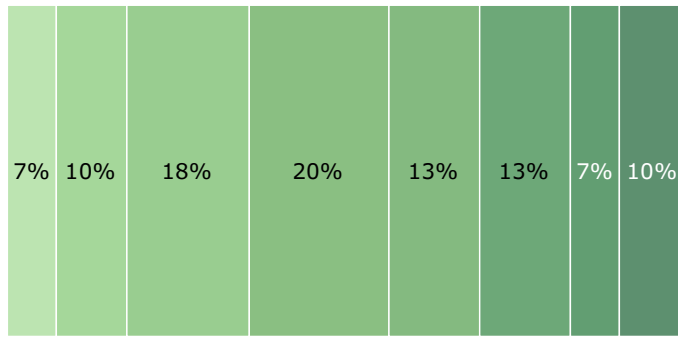


# Response Distributions: YearsLeft

Question Groupings  
YearsLeft

Department  
All

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



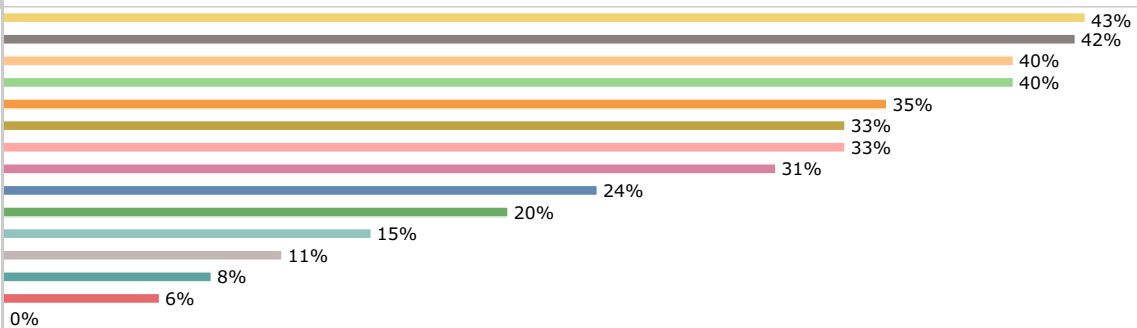
Good

- 25 Or More Years
- 21-25 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