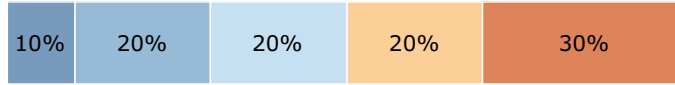


Response Distributions: Centralization

Question Groupings
Centralization

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



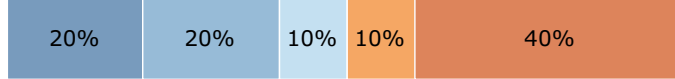
Room for Improvement

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



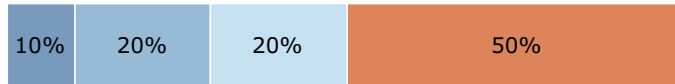
Room for Improvement

I feel micromanaged in my job.



Room for Improvement

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



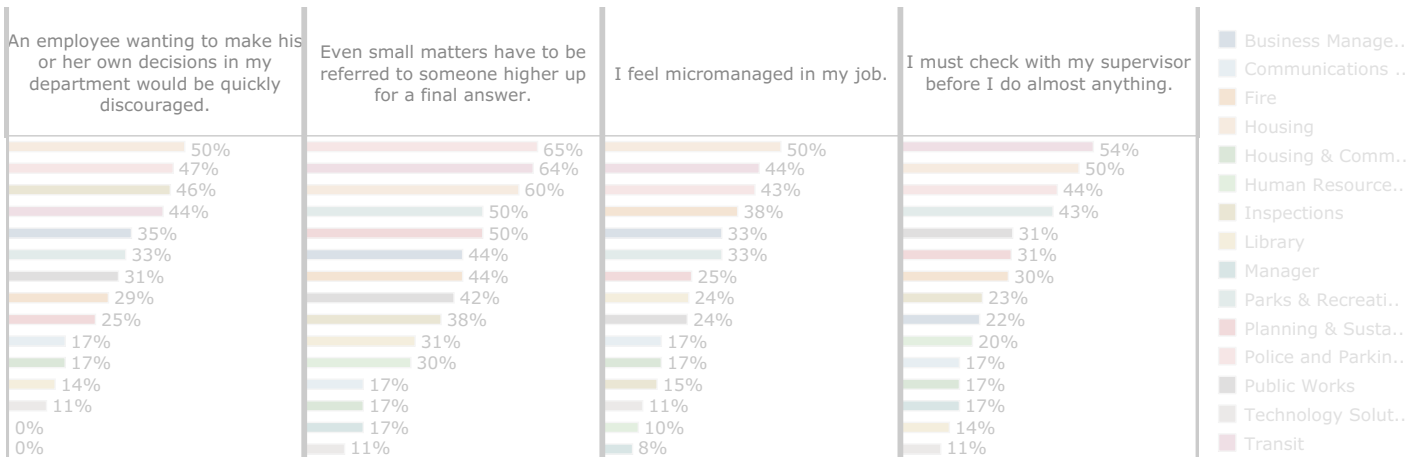
Room for Improvement

Department
Housing

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

Departmental Comparisons

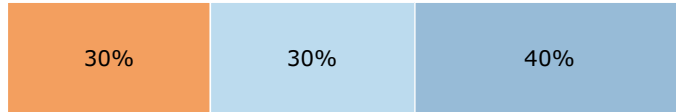
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Communications (General)

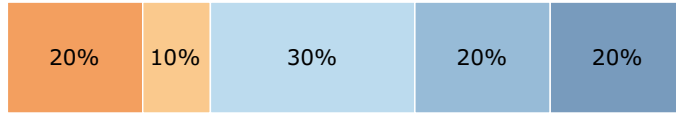
Question Groupings
Communications (G..

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



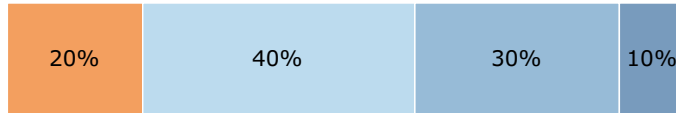
Room for Improvement

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.



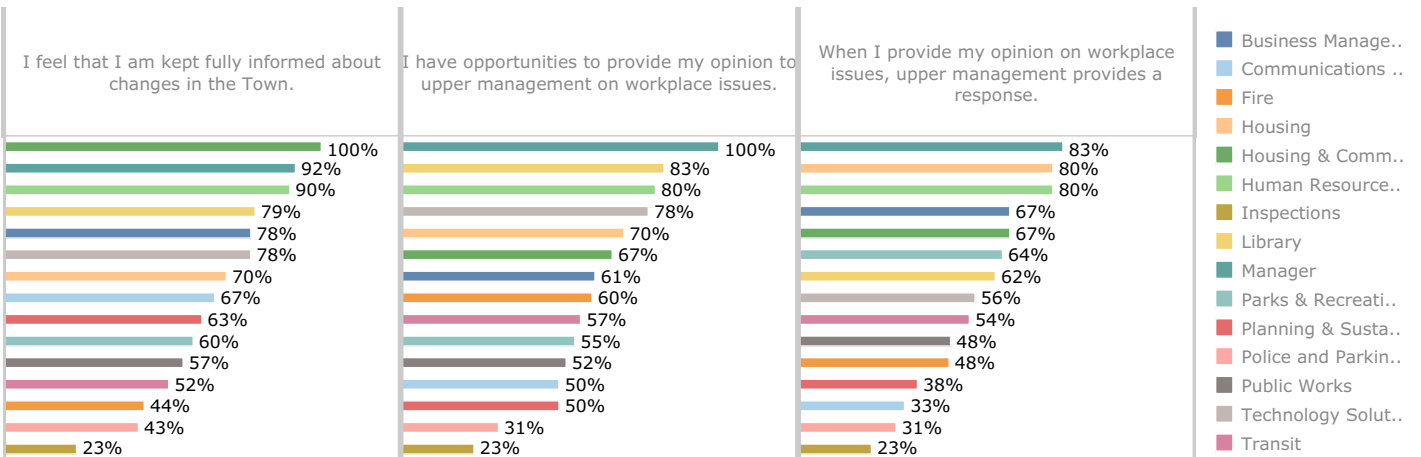
Excellent

Department
Housing

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disa..
- Disagree

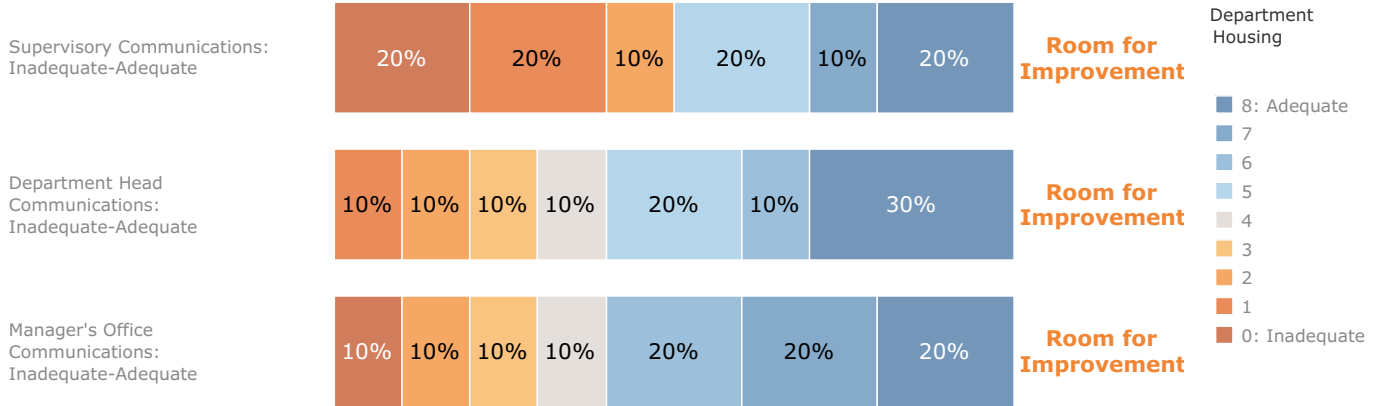
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



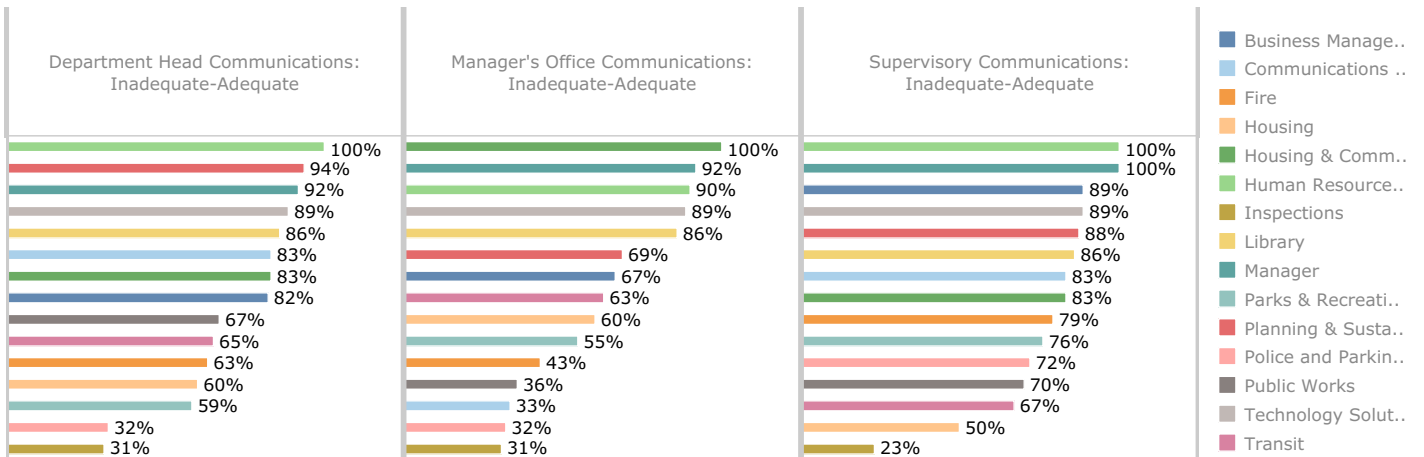
Response Distributions: Communications

Question Groupings
Communications



Departmental Comparisons

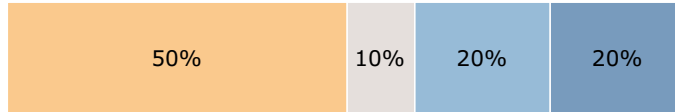
Percent indicating 5-8 on a scale of 0-8, 8 being Adequate



Response Distributions: Diversity 1

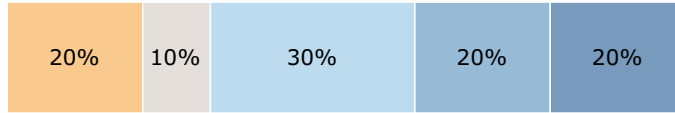
Question Groupings
Diversity 1

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



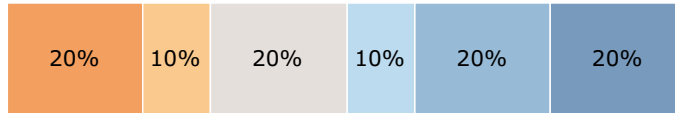
Room for Improvement

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

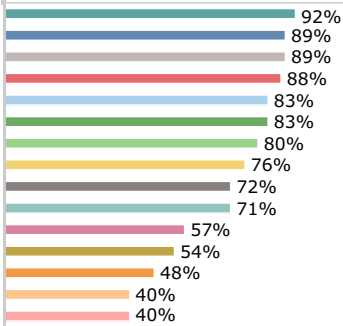
Department
Housing

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

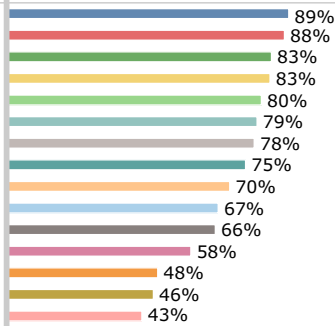
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

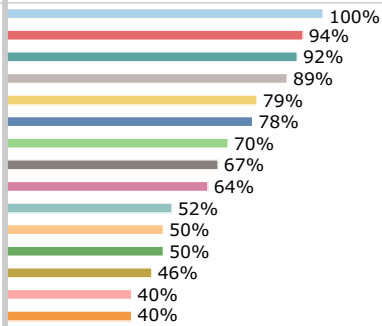
Managers here give assignments based on the skills and abilities of employees, not their personal and social background.



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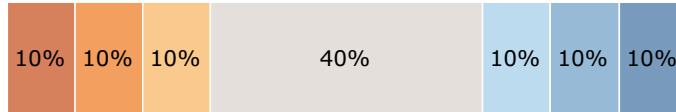


- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

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.



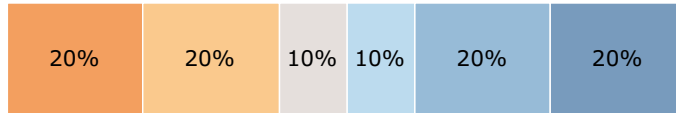
Room for Improvement

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



Excellent

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



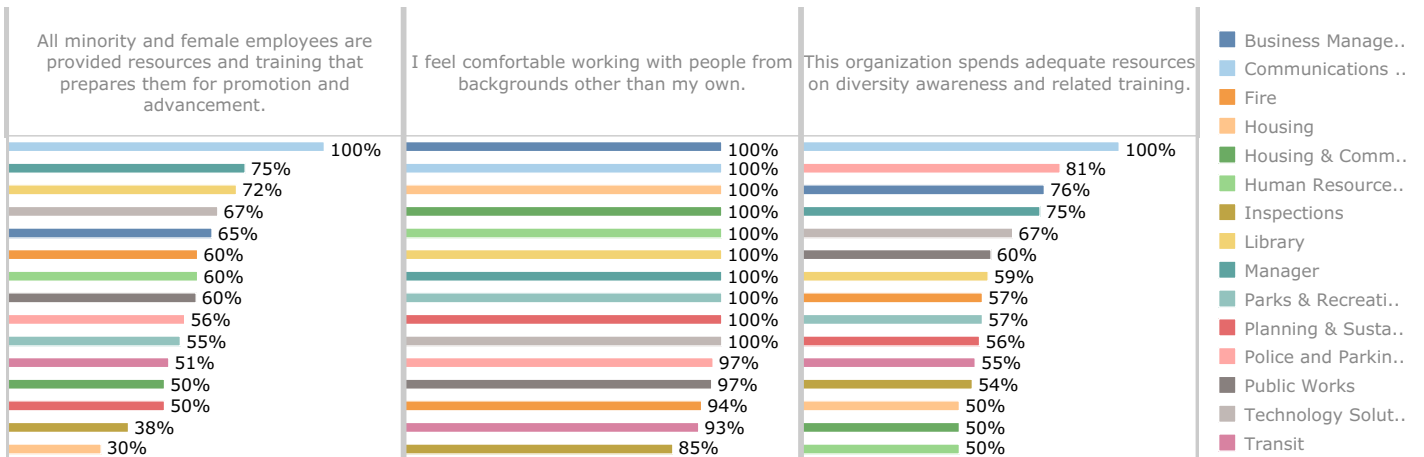
Room for Improvement

Department
Housing

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

Departmental Comparisons

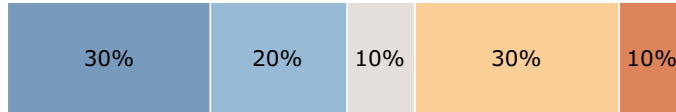
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Diversity 3

Question Groupings
Diversity 3

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



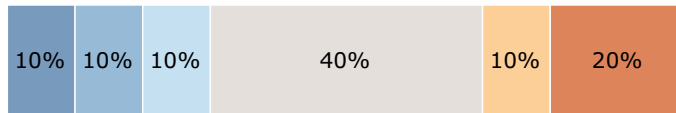
Room for Improvement

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



Excellent

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



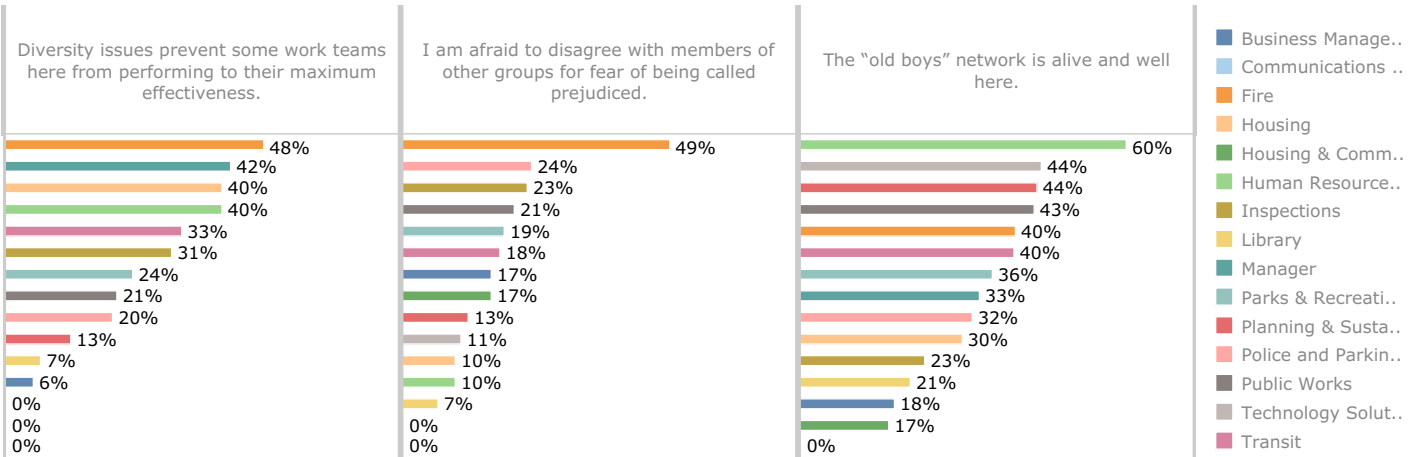
Room for Improvement

Department
Housing

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

Departmental Comparisons

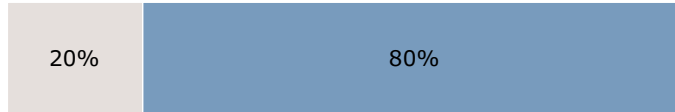
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Diversity 4

Question Groupings
Diversity 4

I believe increasing diversity will make this organization more effective.



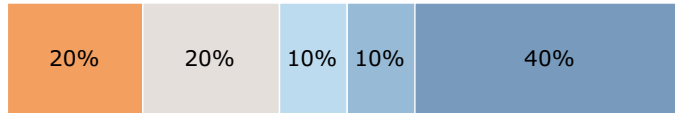
Excellent

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.



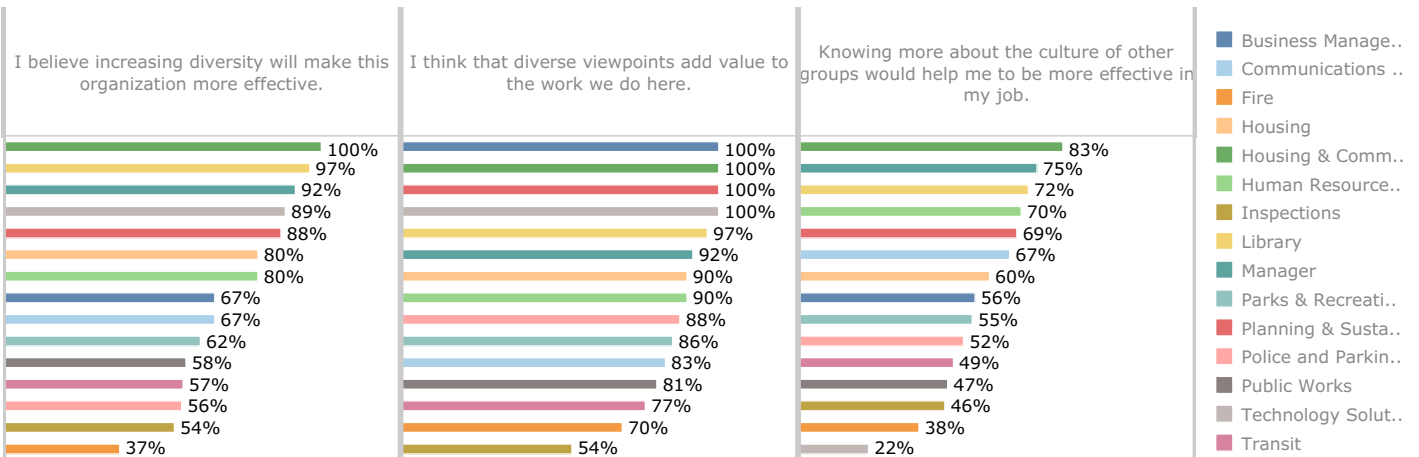
Good

Department
Housing

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

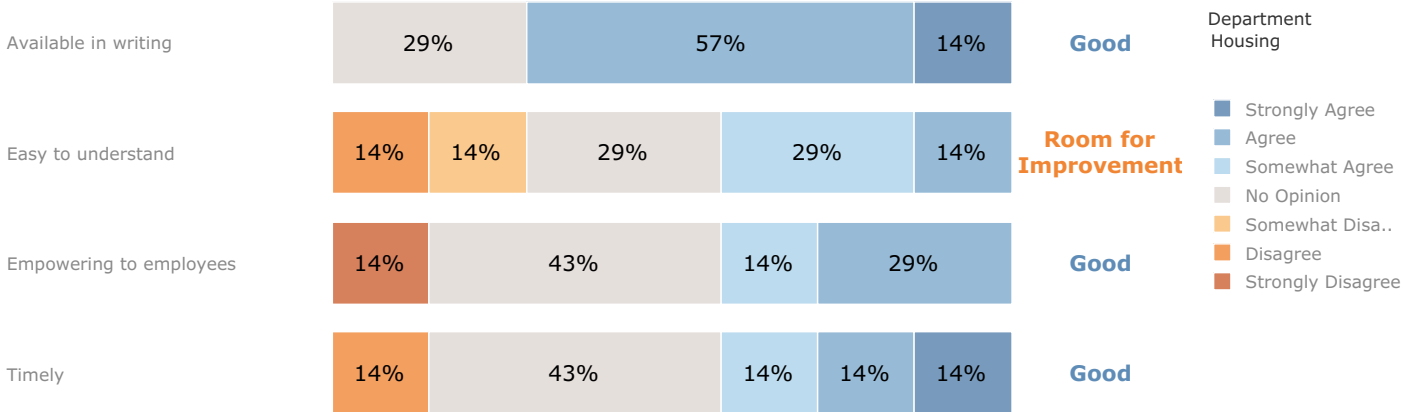
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



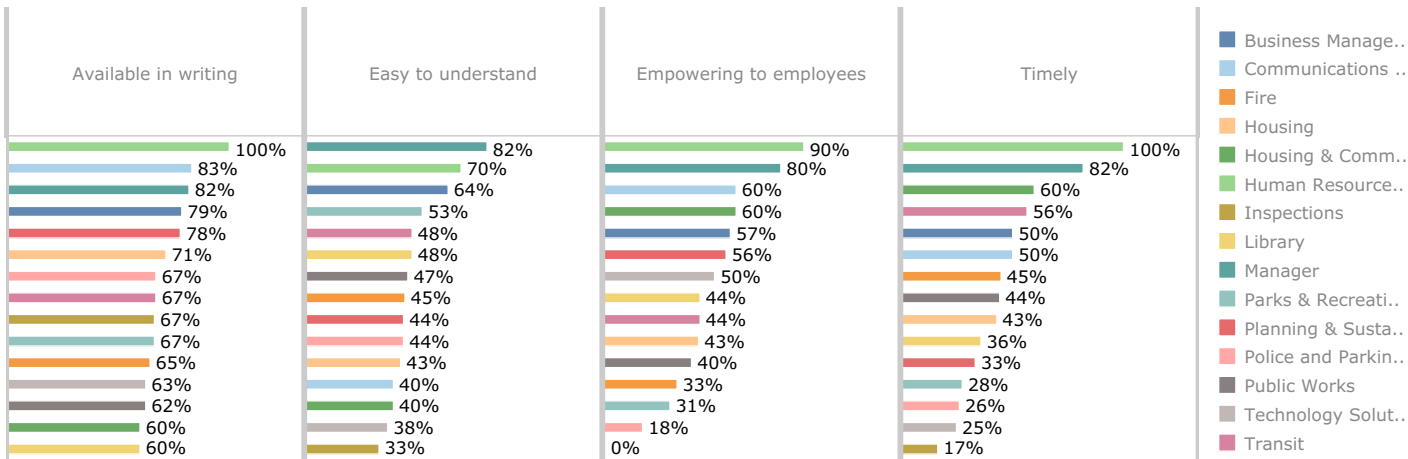
Response Distributions: Grievance 1

Question Groupings
Grievance 1



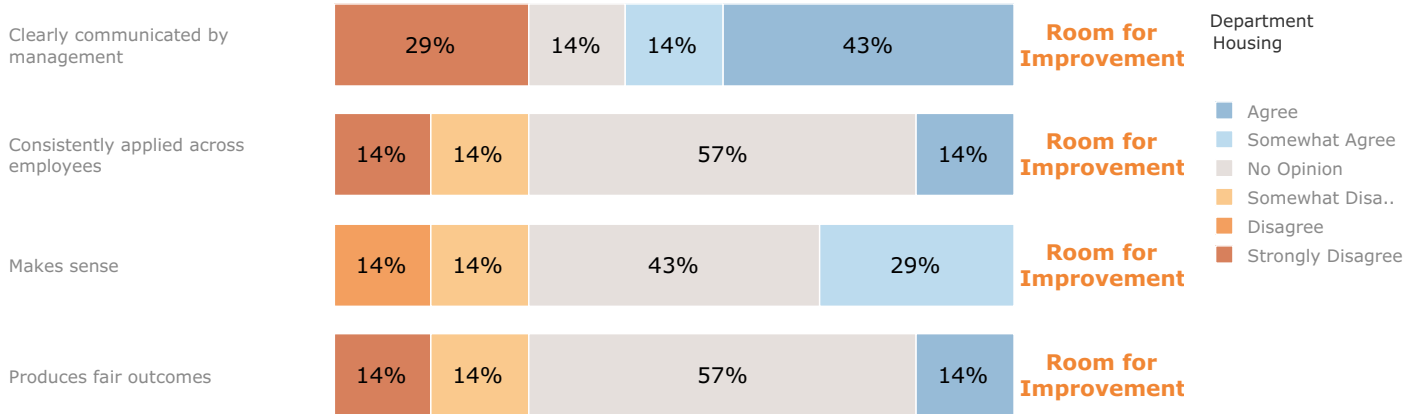
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Grievance 2

Question Groupings
Grievance 2

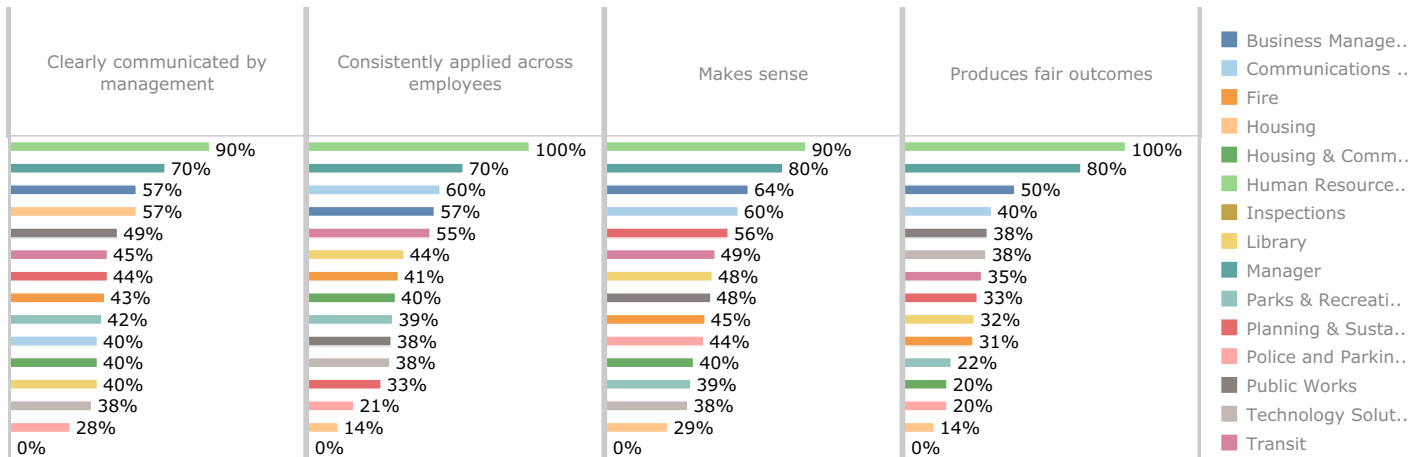


Department
Housing

- Agree
- Somewhat Agree
- No Opinion
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons

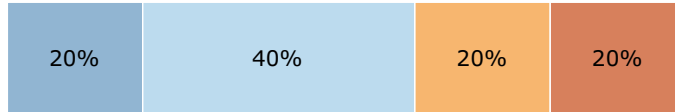
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Group Dynamics

Question Groupings
Group Dynamics

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



Room for Improvement

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



Room for Improvement

Put you down or was disrespectful to you?



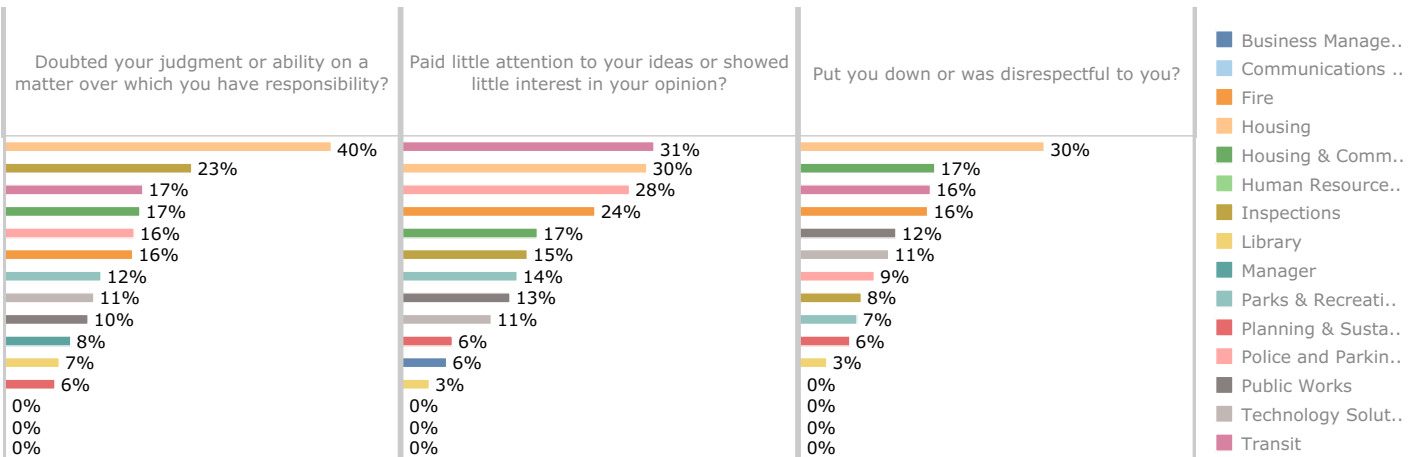
Room for Improvement

Department
Housing

- Very Often
- Often
- Sometimes
- Rarely
- Never

Departmental Comparisons

Percent indicating Often or Very Often



Response Distributions: Mission

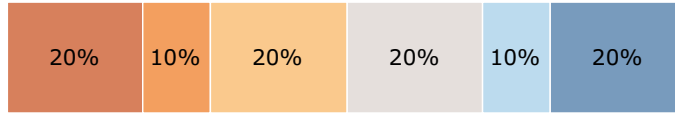
Question Groupings
Mission

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



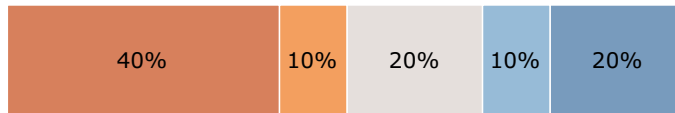
Room for Improvement

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



Room for Improvement

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



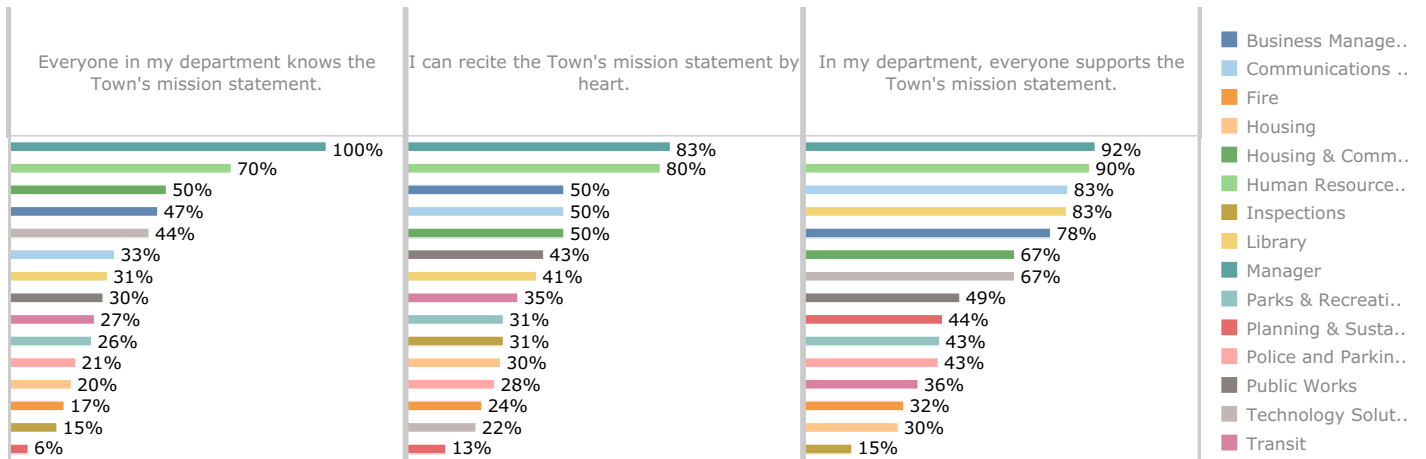
Room for Improvement

Department
Housing

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

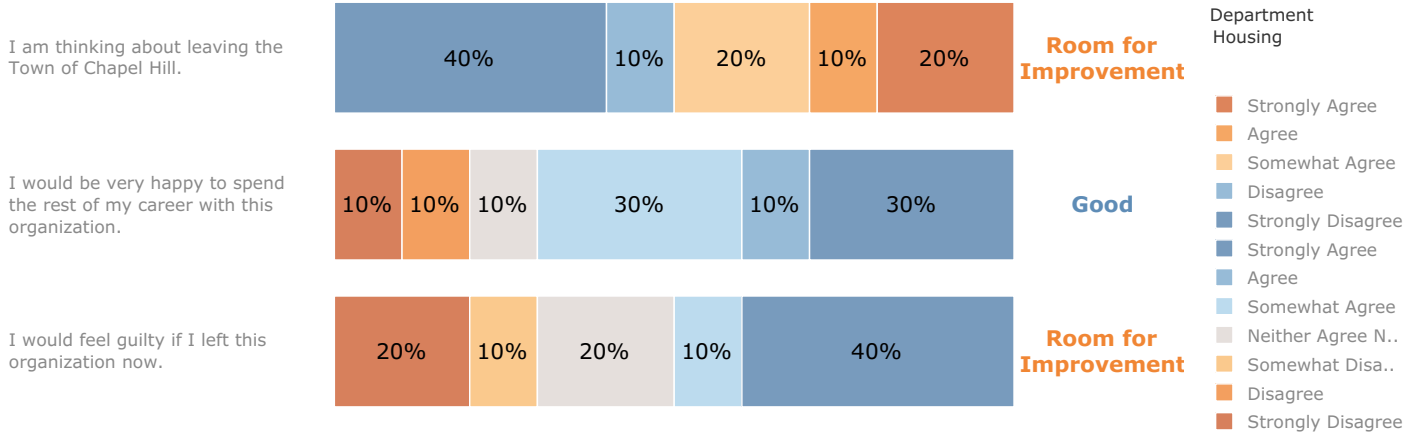
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



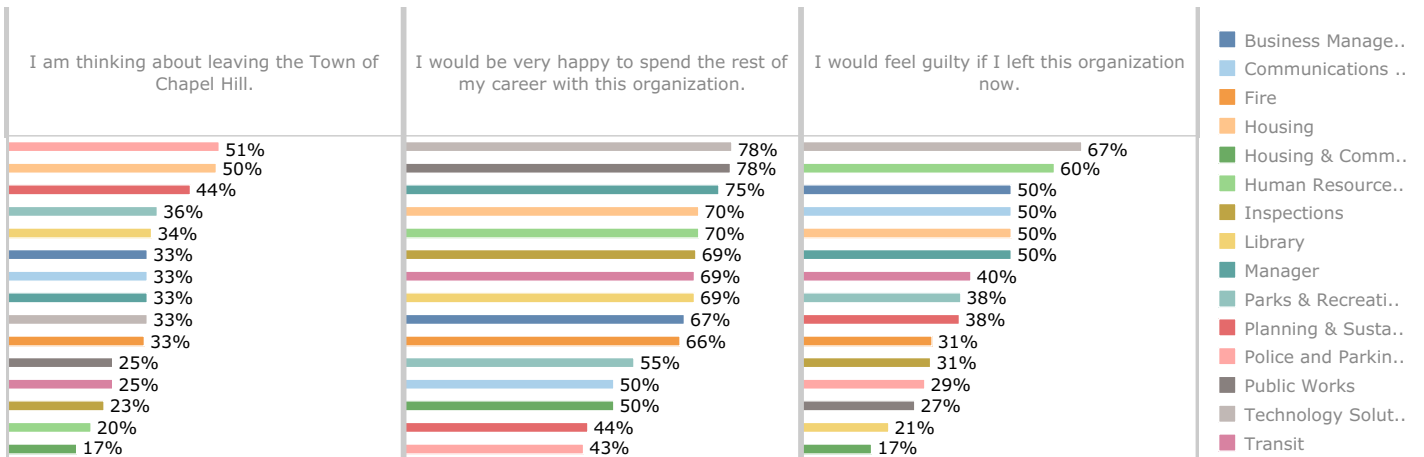
Response Distributions: Organizational Commitment

Question Groupings
Organizational Com..



Departmental Comparisons

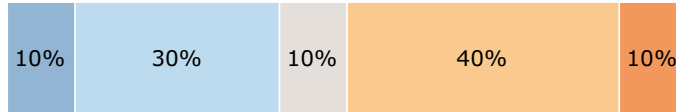
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Organizational Silence

Question Groupings
Organizational Silen..

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



Room for Improvement

I choose to remain silent when I have concerns.



Room for Improvement

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



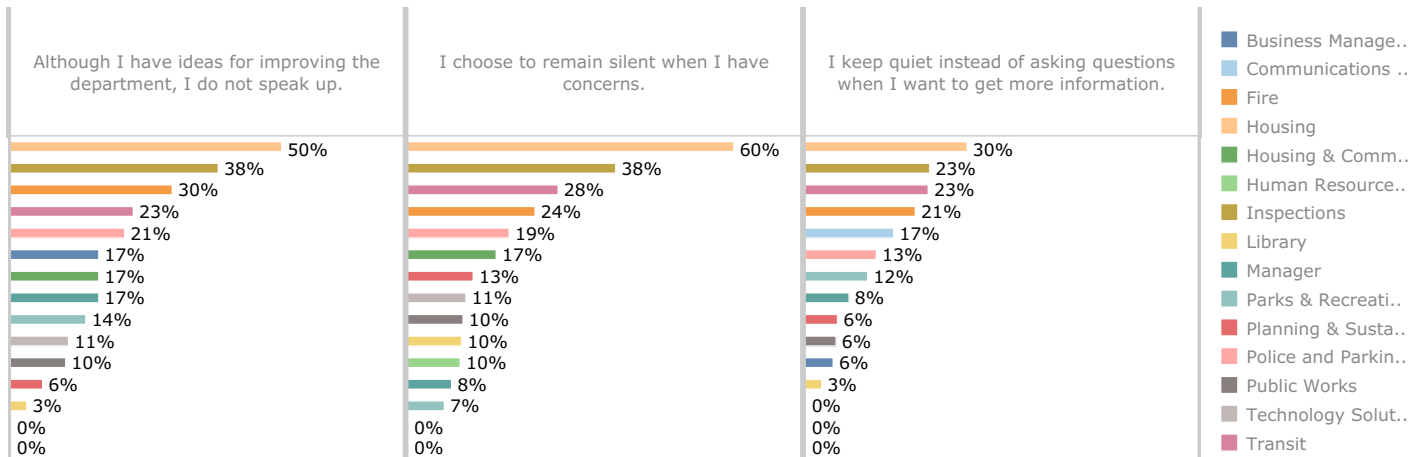
Room for Improvement

Department
Housing

- Always
- Frequently
- Sometimes
- Rarely
- Never

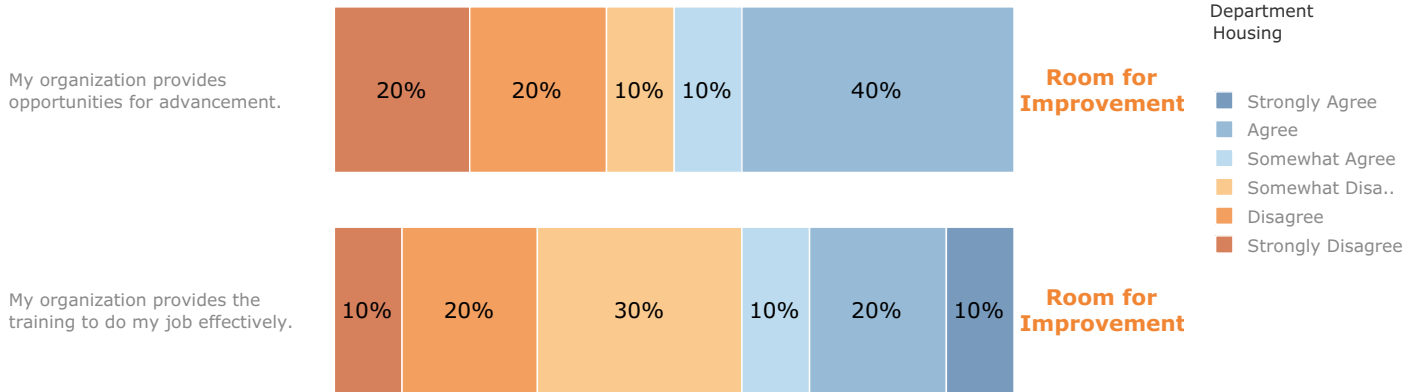
Departmental Comparisons

Percent indicating Frequently or Always



Response Distributions: Resources

Question Groupings
Resources

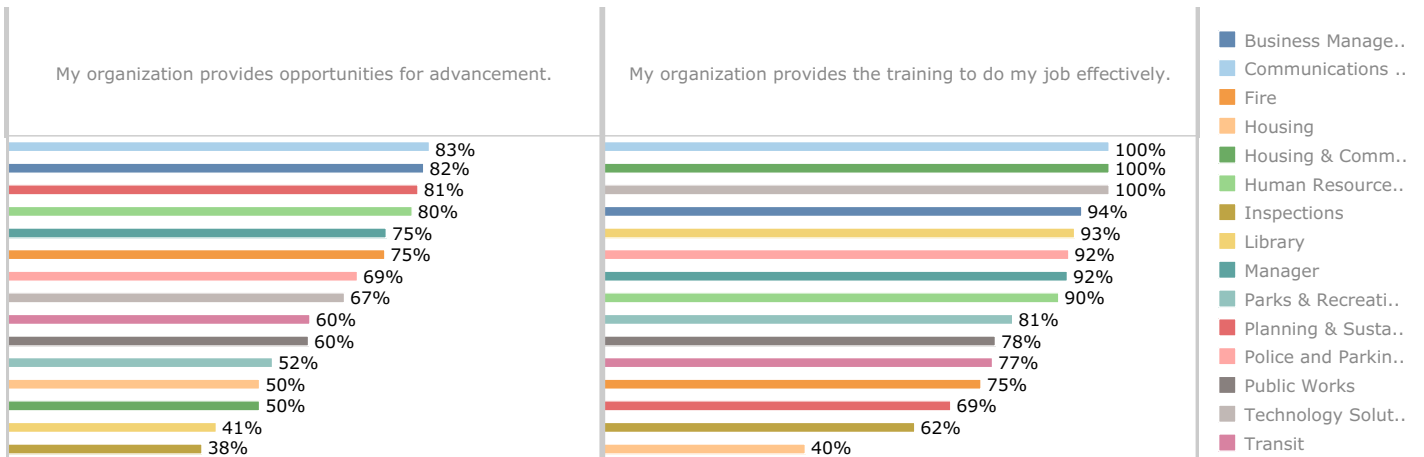


Department
Housing

- Strongly Agree
- Agree
- Somewhat Agree
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons

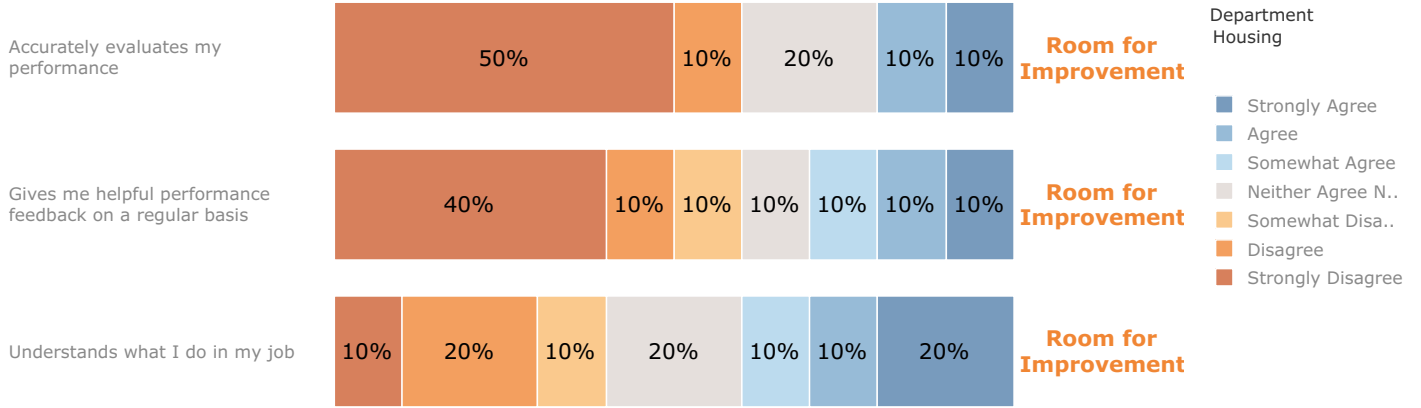
Percent indicating Somewhat Agree, Agree, or Strongly Agree



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

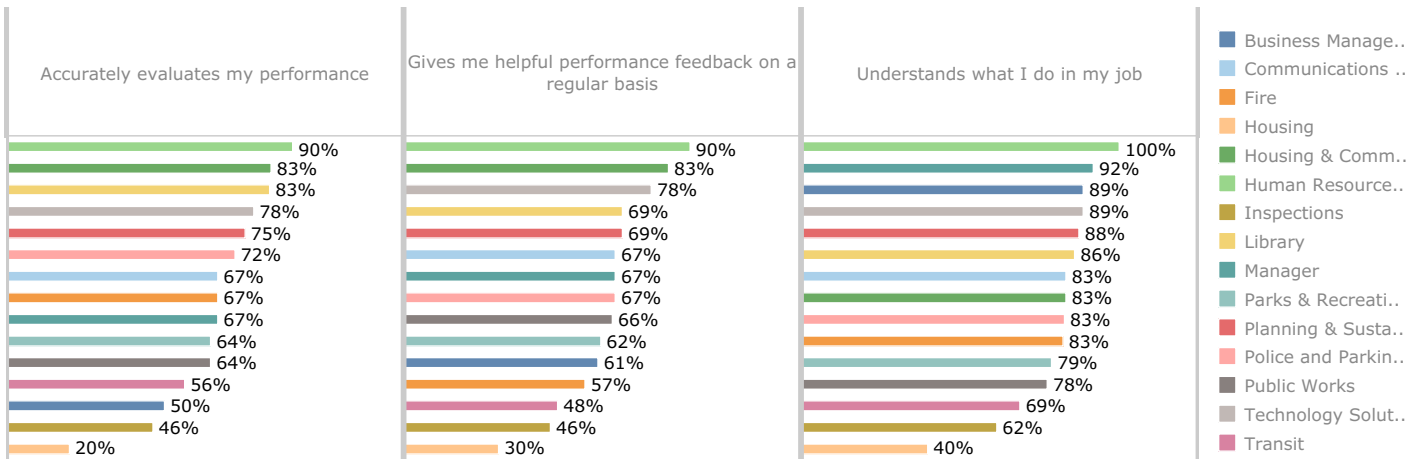
Response Distributions: Supervisory Evaluations

Question Groupings
Supervisory Evaluati..



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Supervisory Practices

Question Groupings
Supervisory Practices

Asks employees for their ideas and suggestions when making important work decisions



Room for Improvement

Department
Housing

Encourages employees to look for better ways to get the job done



Good

- Always
- Frequently
- Sometimes
- Rarely
- Never

Encourages employees to work together



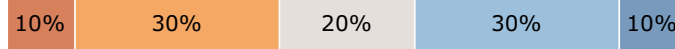
Room for Improvement

Makes me feel like a valued employee



Good

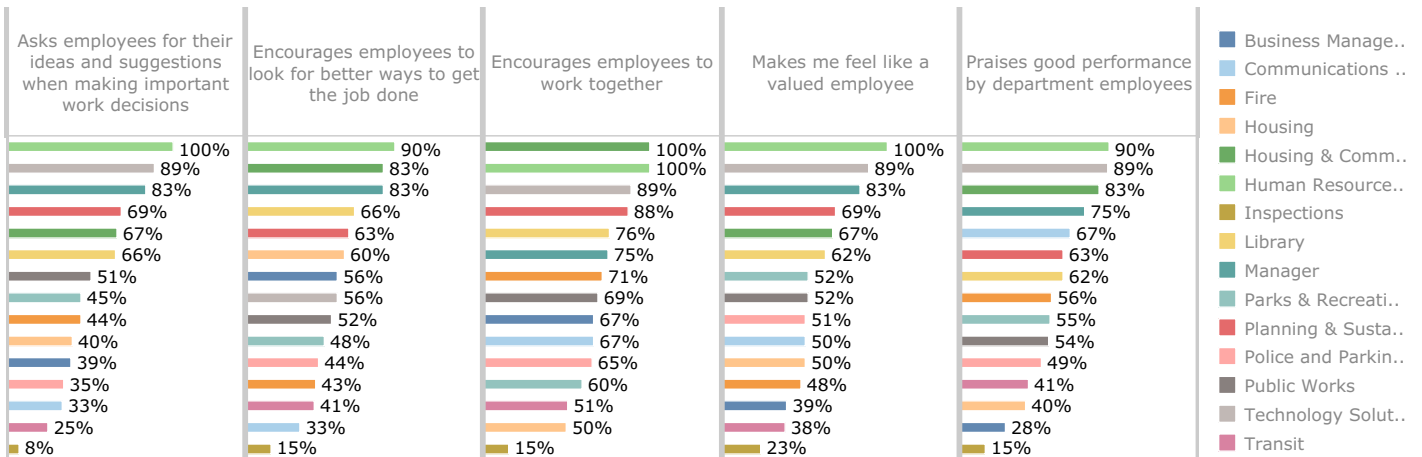
Praises good performance by department employees



Room for Improvement

Departmental Comparisons

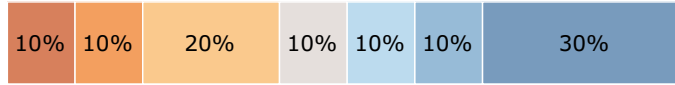
Percent indicating Frequently or Always



Response Distributions: Teamwork

Question Groupings
Teamwork

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



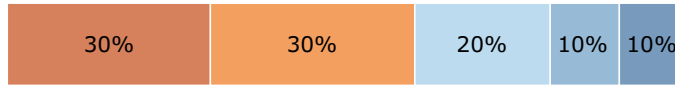
Room for Improvement

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



Room for Improvement

Employees in my department work together as a team.



Room for Improvement

I am a valued member of the team in my workplace



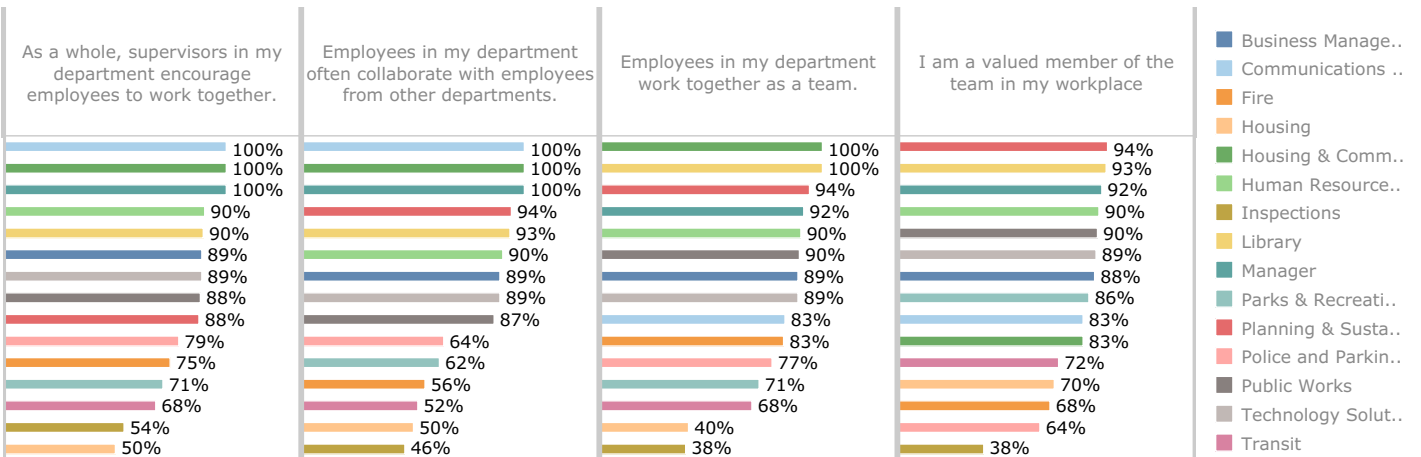
Good

Department
Housing

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

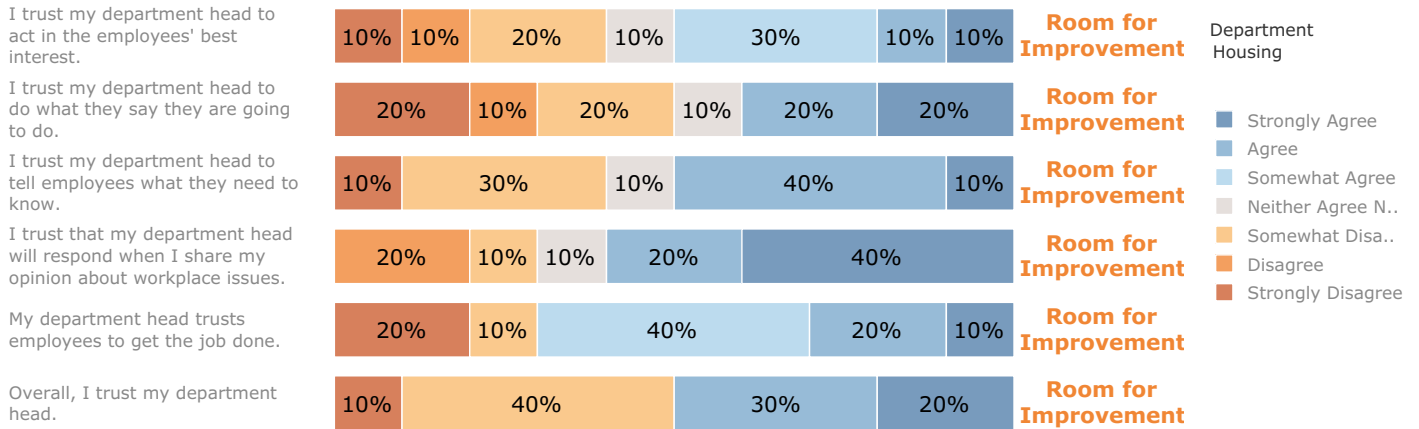
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



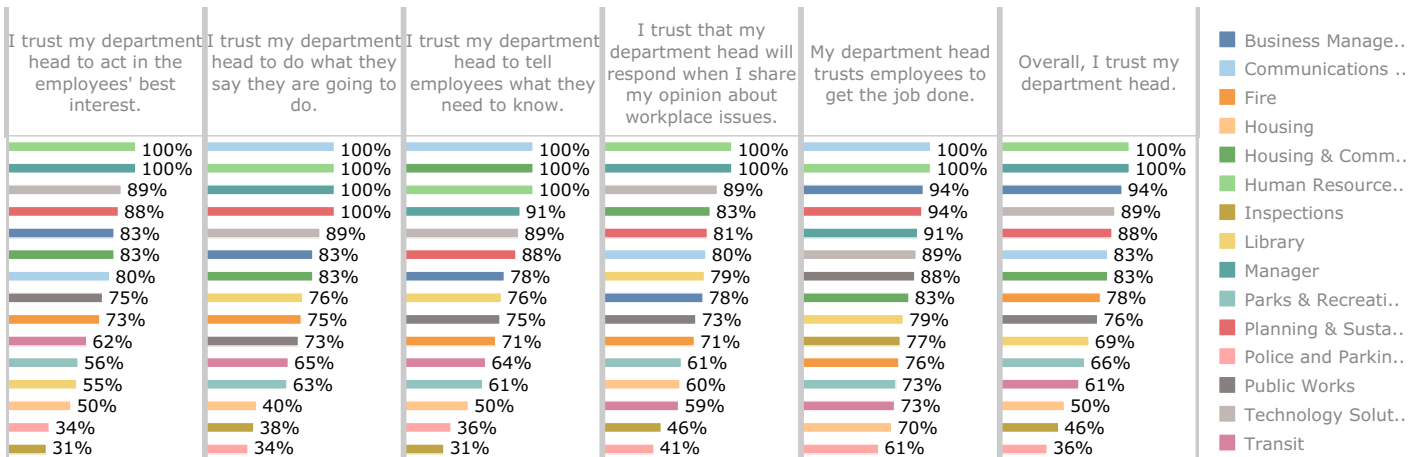
Response Distributions: Trust (Department Head)

Question Groupings
Trust (Department ..



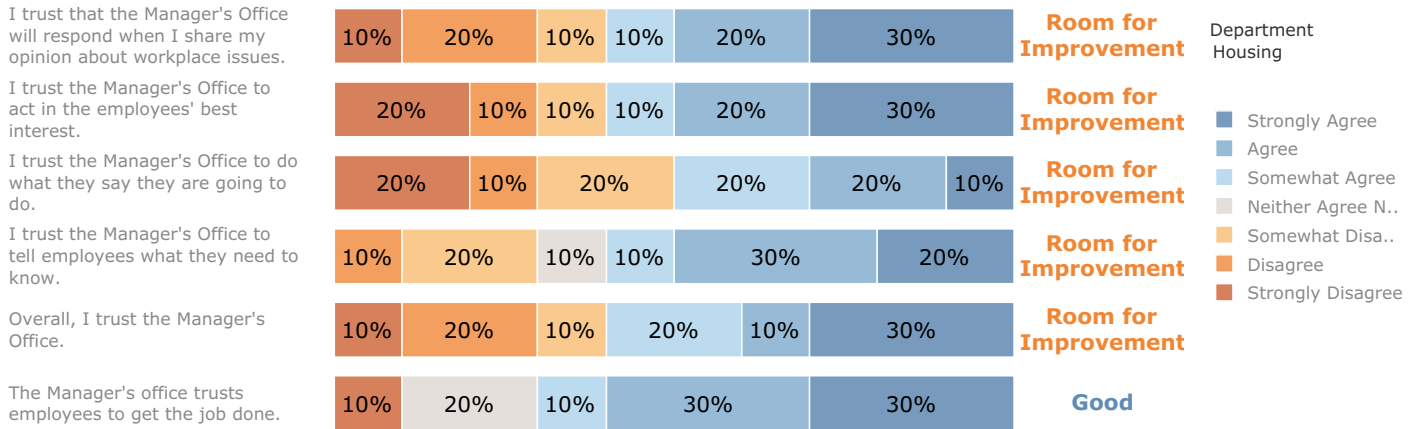
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



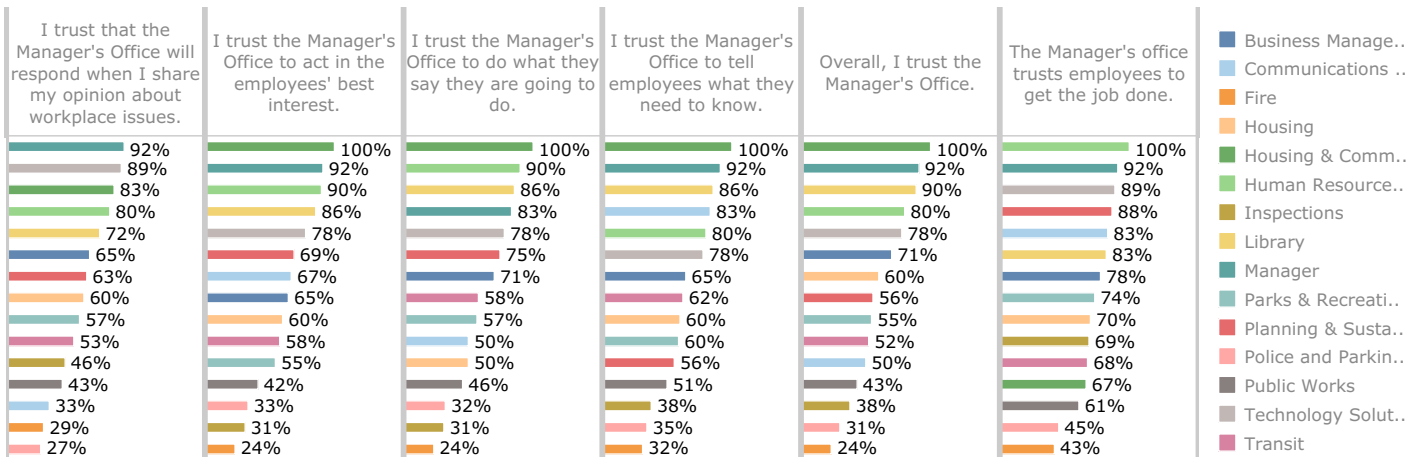
Response Distributions: Trust (Manager's Office)

Question Groupings
Trust (Manager's Of..



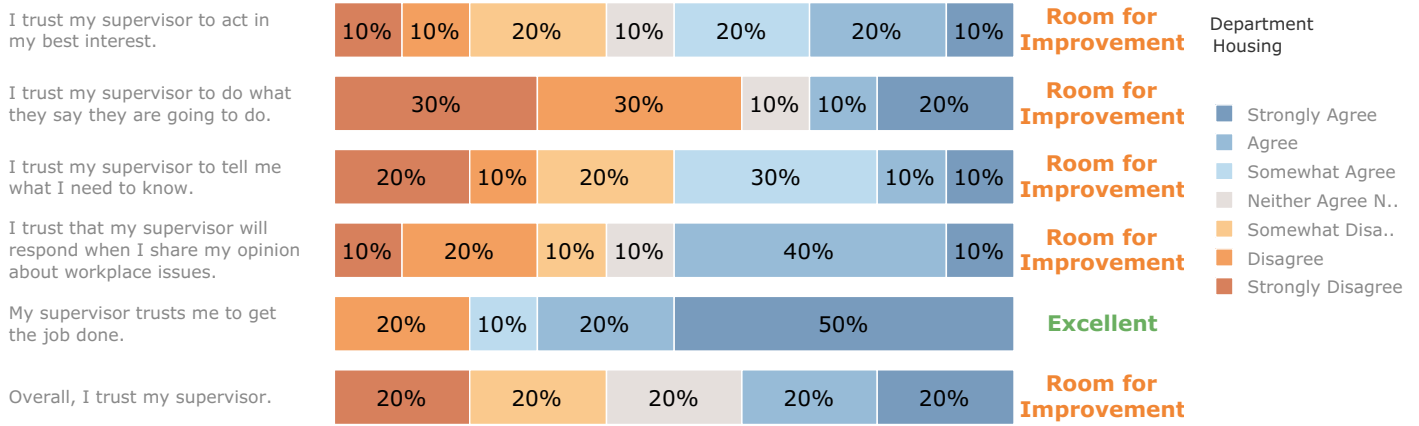
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Trust (Supervisor)

Question Groupings
Trust (Supervisor)

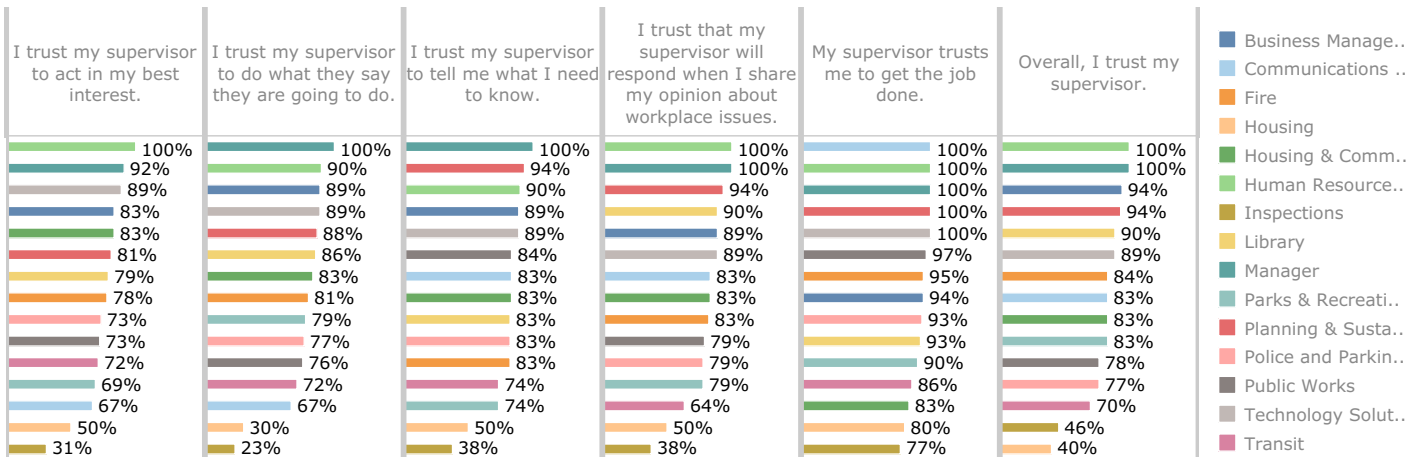


Department
Housing

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

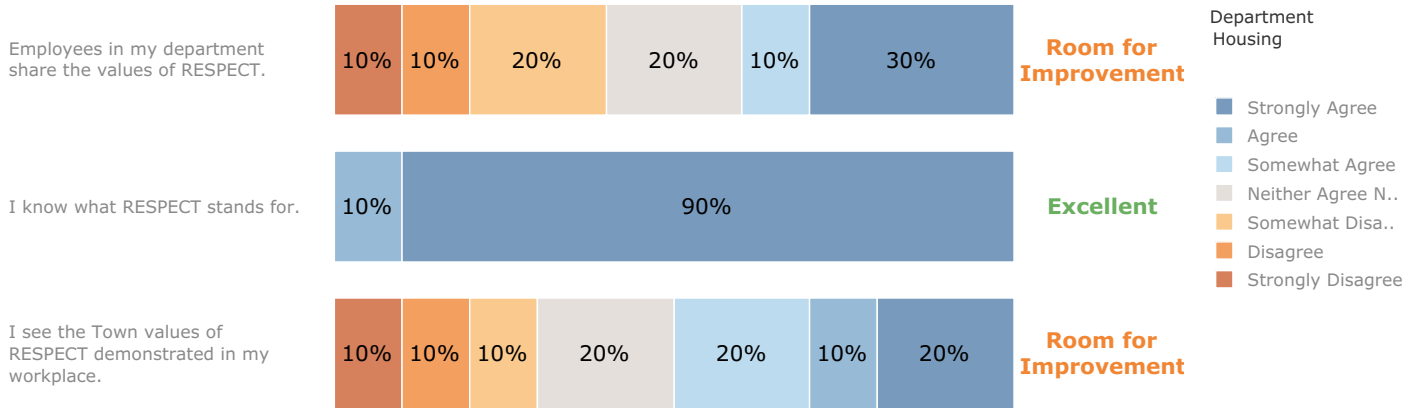
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



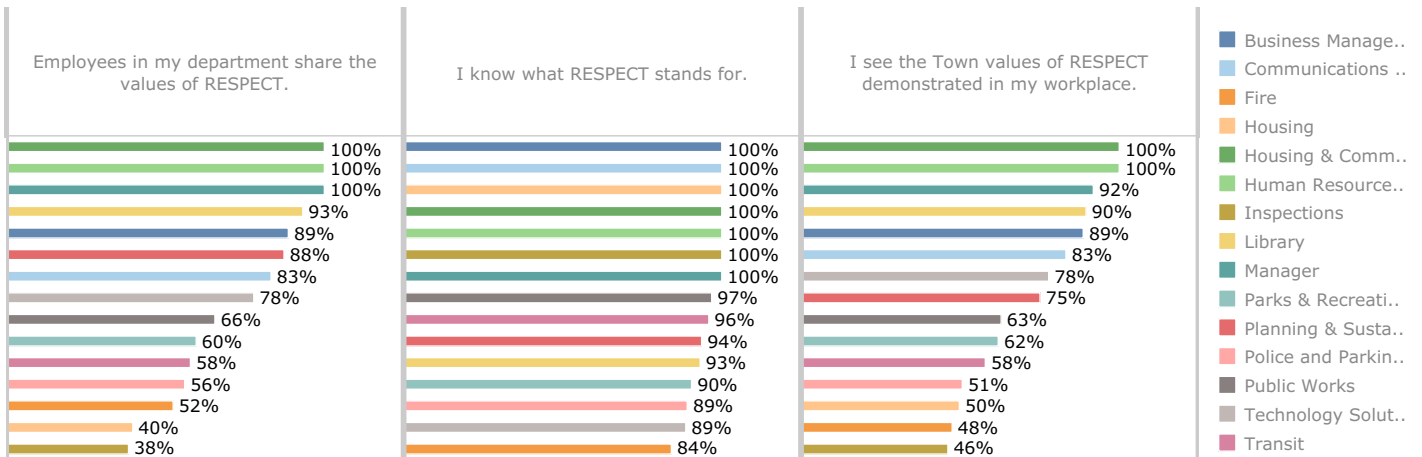
Response Distributions: Values/RESPECT

Question Groupings
Values/RESPECT



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

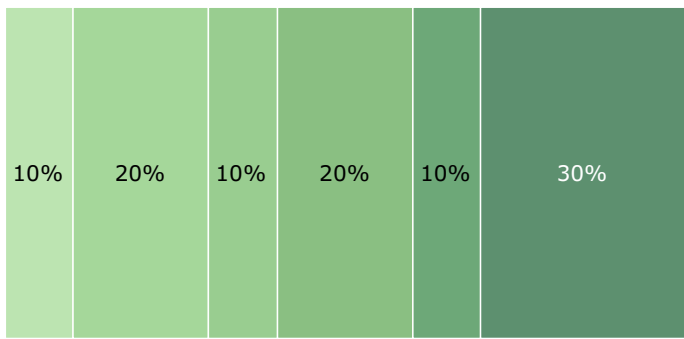


Response Distributions: YearsLeft

Question Groupings
YearsLeft

Department
Housing

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



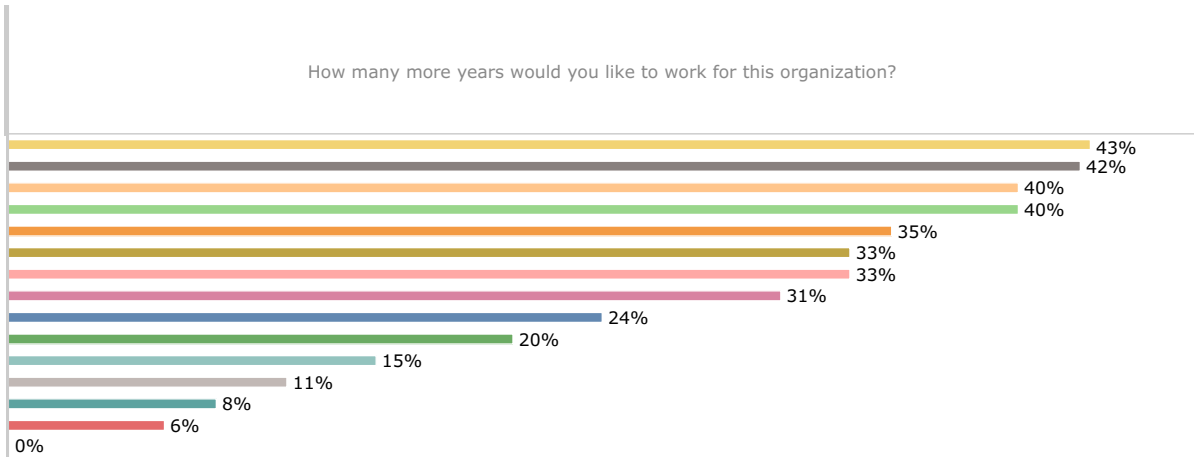
Good

- 25 Or More Years
- 16-20 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