

## 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.



Good

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



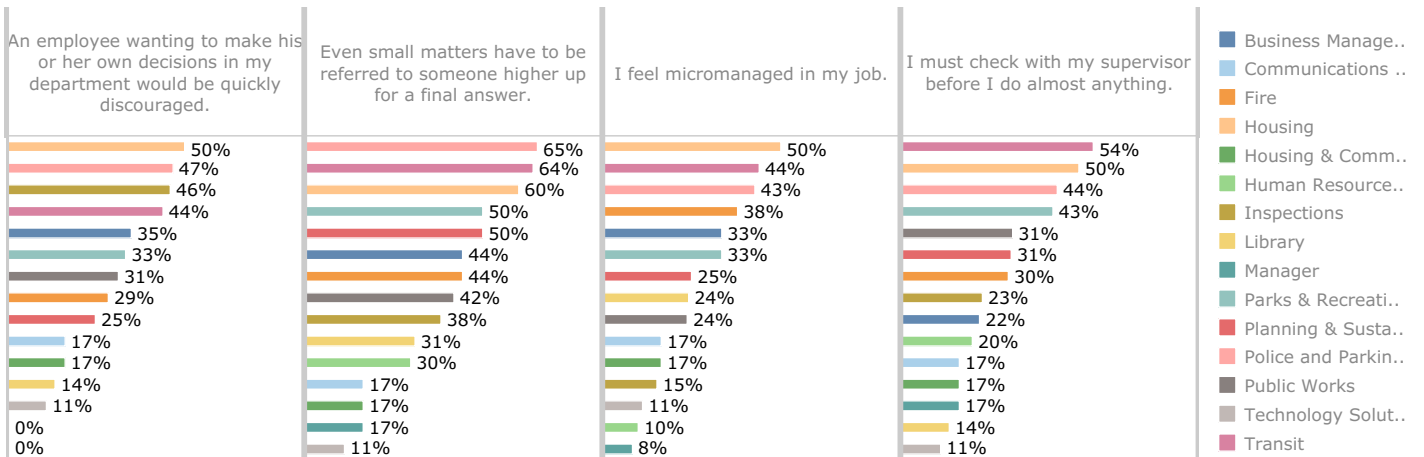
Room for Improvement

Department  
Inspections

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

## Departmental Comparisons

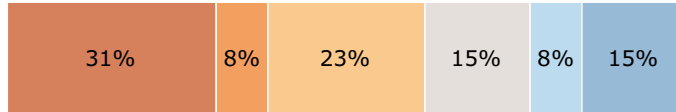
Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: Communications (General)

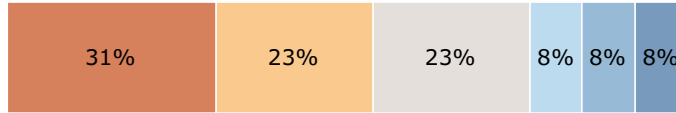
Question Groupings  
Communications (G..

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.



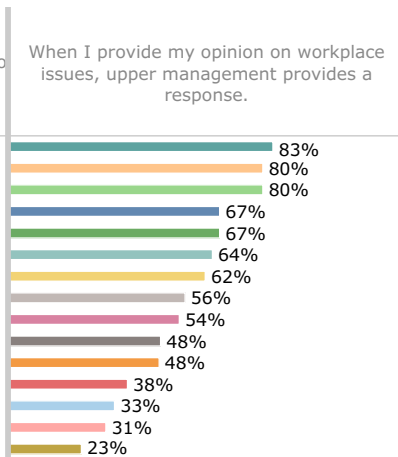
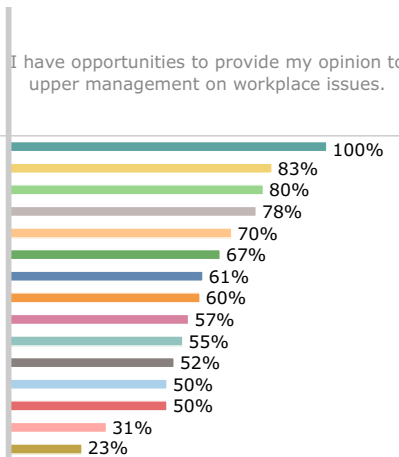
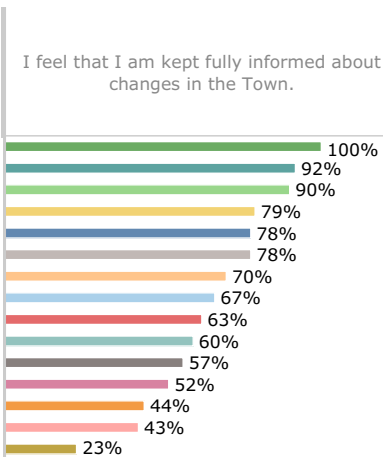
**Room for Improvement**

Department  
Inspections

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

## Departmental Comparisons

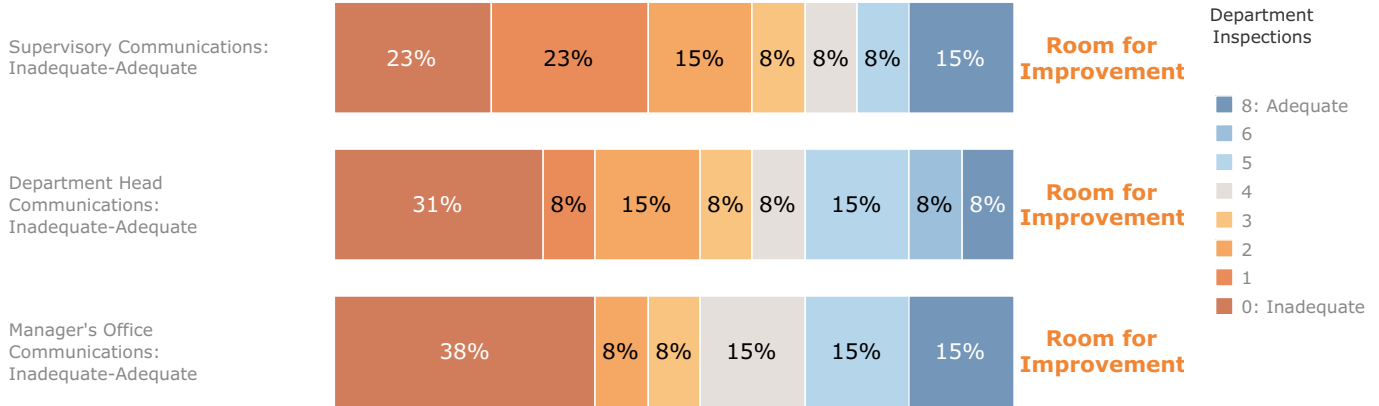
Percent indicating Somewhat Agree, Agree, or Strongly Agree



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

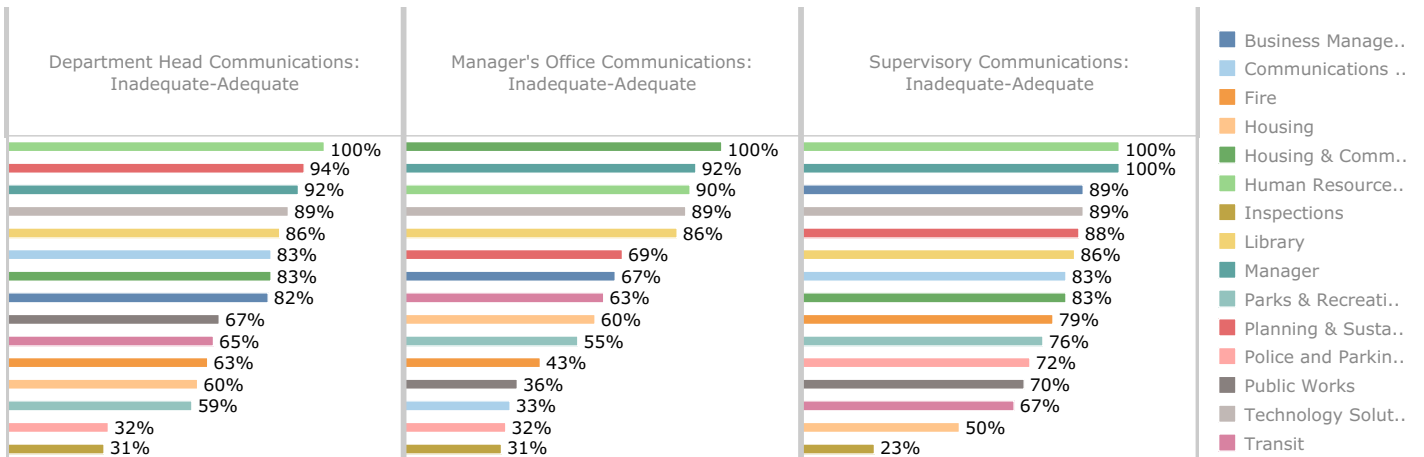
# Response Distributions: Communications

Question Groupings  
Communications



# Departmental Comparisons

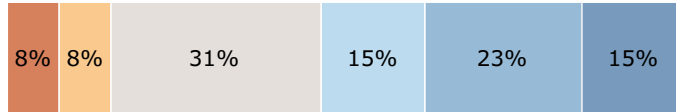
Percent indicating 5-8 on a scale of 0-8, 8 being Adequate



# Response Distributions: Diversity 1

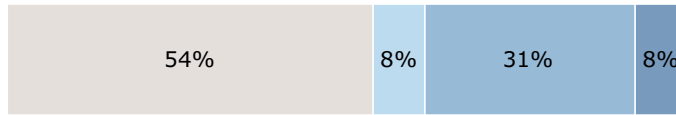
Question Groupings  
Diversity 1

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



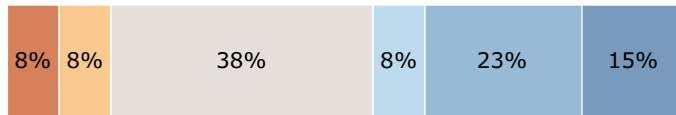
Good

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.



Good

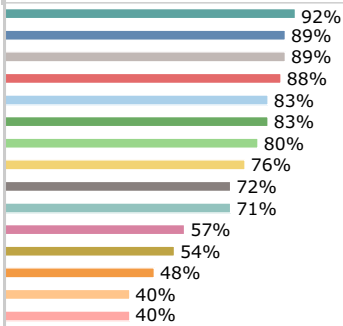
Department  
Inspections

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

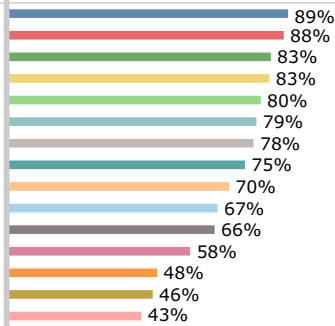
# Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

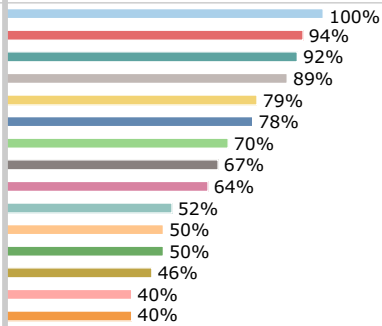
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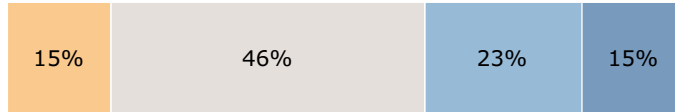


- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

## 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.



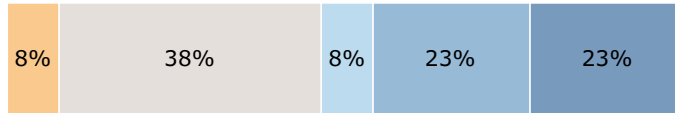
Good

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



Excellent

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



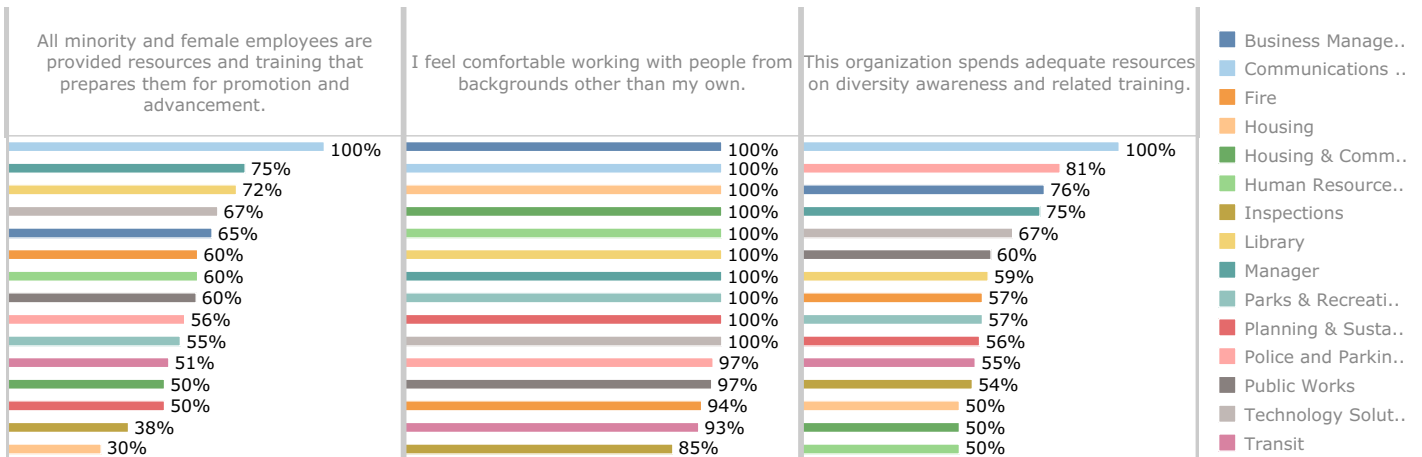
Good

Department  
Inspections

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

## Departmental Comparisons

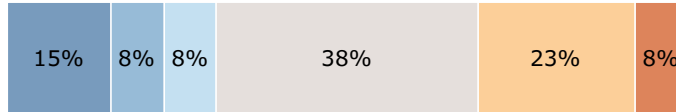
Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: Diversity 3

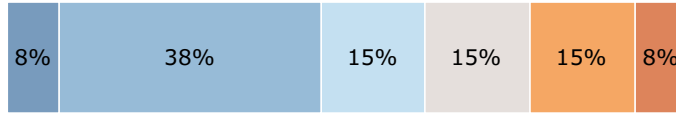
Question Groupings  
Diversity 3

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



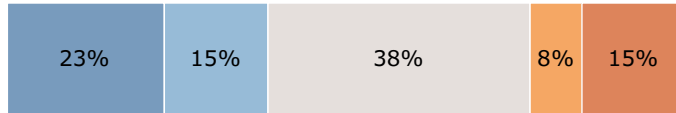
**Room for Improvement**

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.



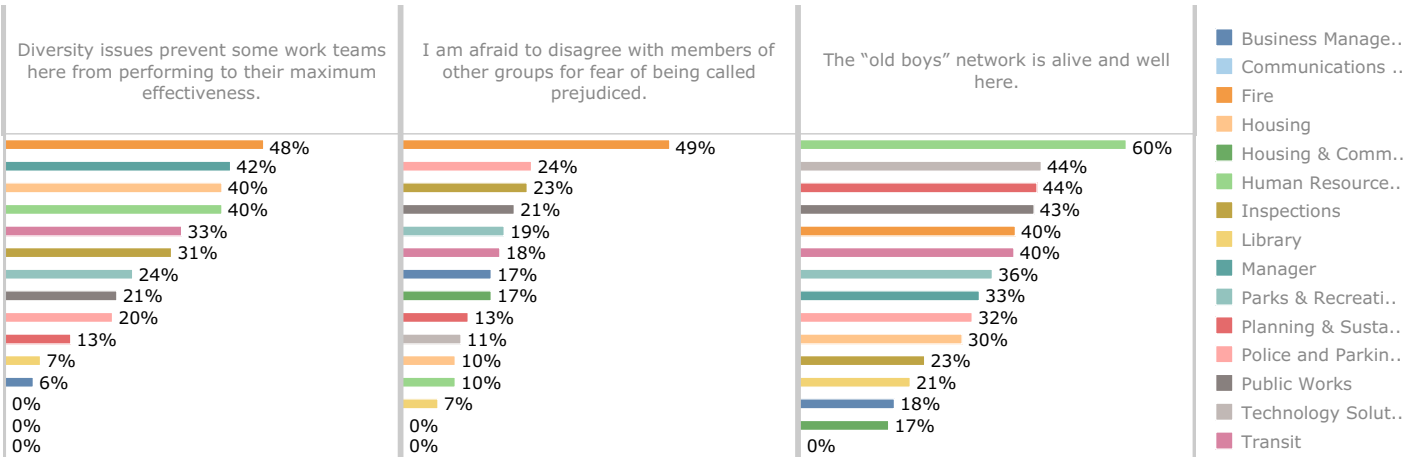
**Room for Improvement**

Department  
Inspections

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

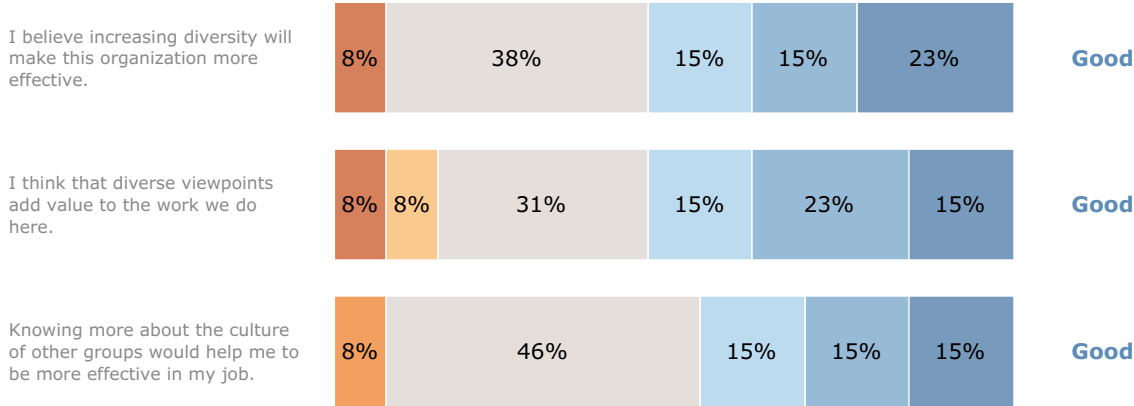
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



## Response Distributions: Diversity 4

Question Groupings  
Diversity 4

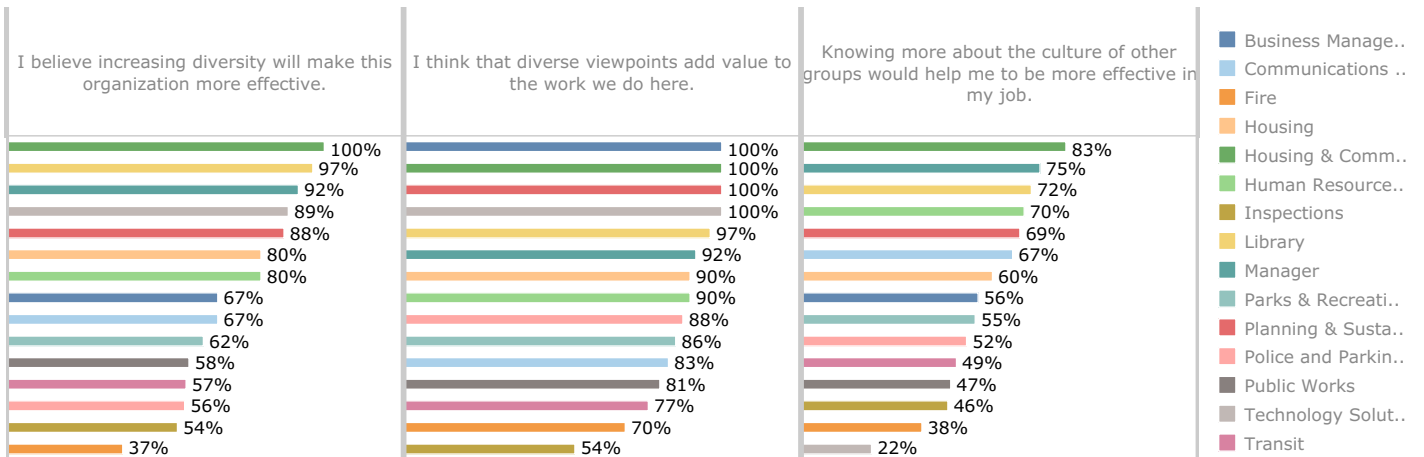


Department  
Inspections

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

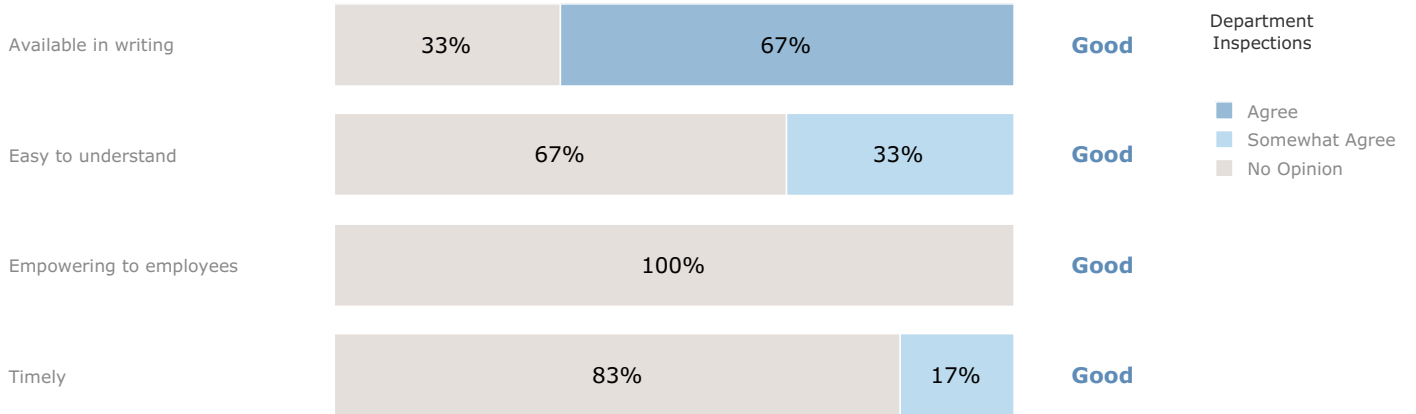
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



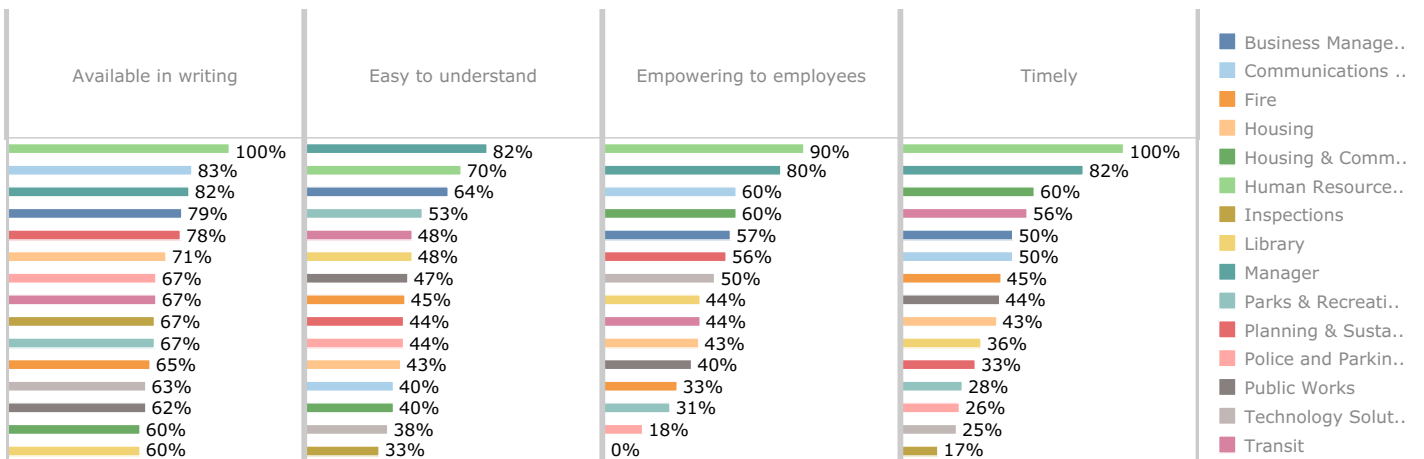
# Response Distributions: Grievance 1

Question Groupings  
Grievance 1



## Departmental Comparisons

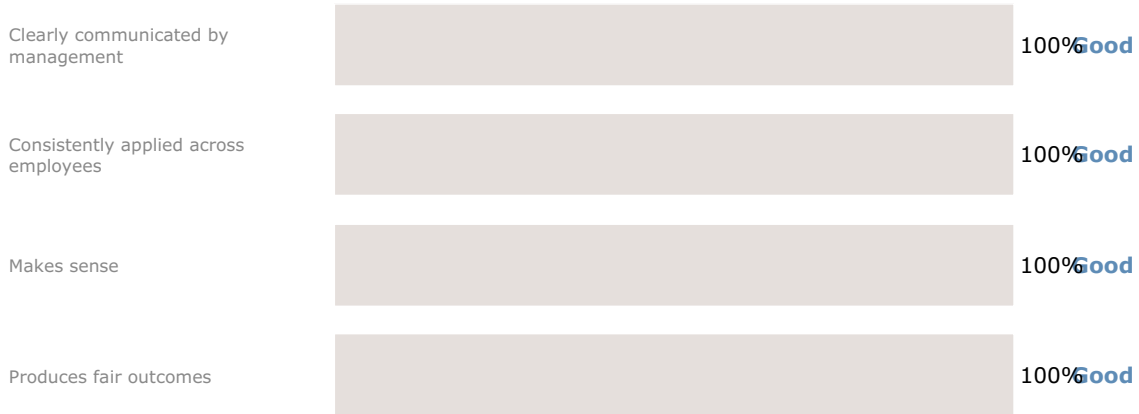
Percent indicating Somewhat Agree, Agree, or Strongly Agree





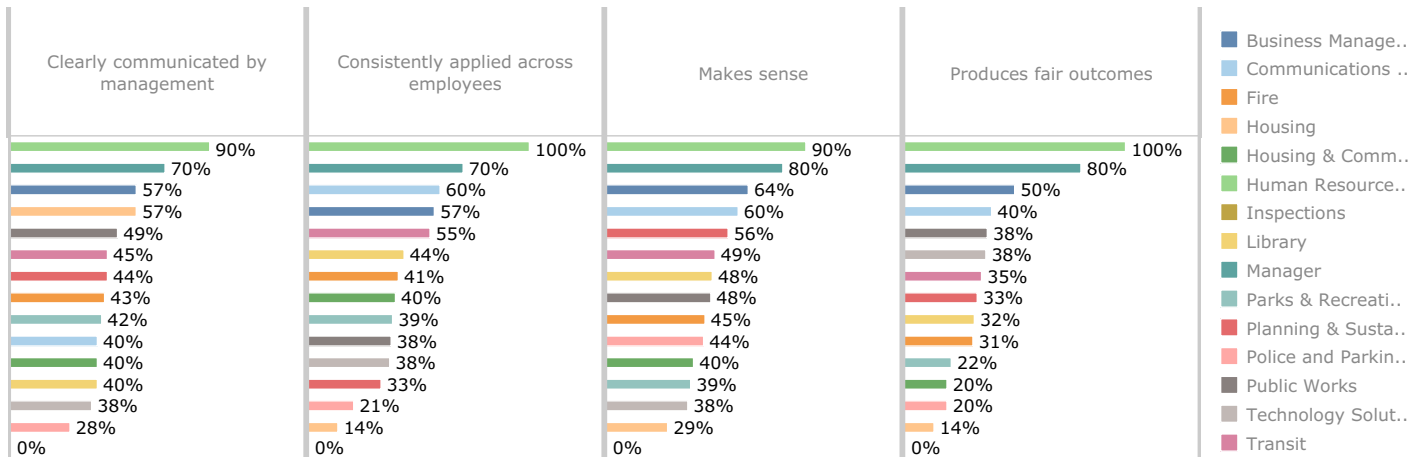
## Response Distributions: Grievance 2

Question Groupings  
Grievance 2



## Departmental Comparisons

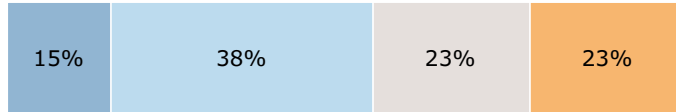
Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: Group Dynamics

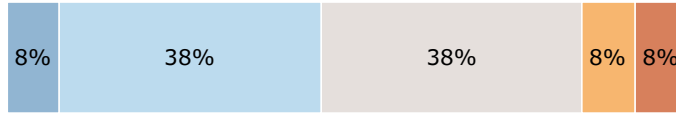
Question Groupings  
Group Dynamics

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



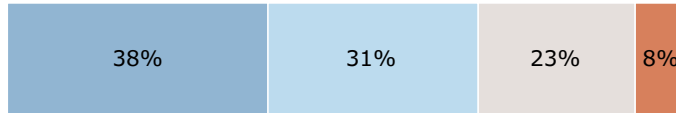
**Room for Improvement**

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



**Good**

Put you down or was disrespectful to you?



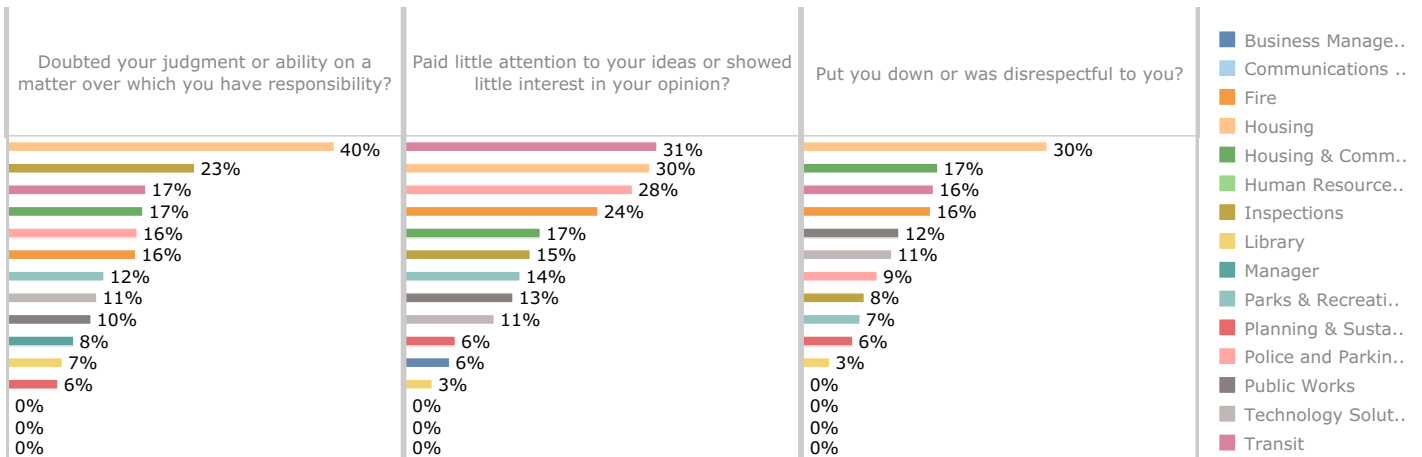
**Good**

Department  
Inspections

- Very Often
- Often
- Sometimes
- Rarely
- Never

## Departmental Comparisons

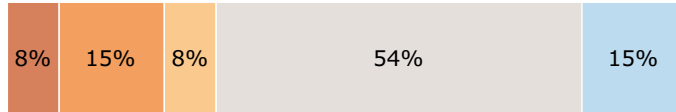
Percent indicating Often or Very Often



## Response Distributions: Mission

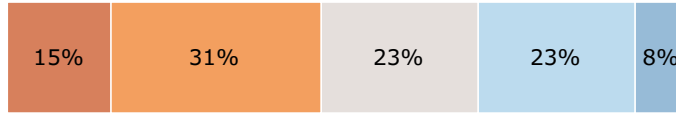
Question Groupings  
Mission

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



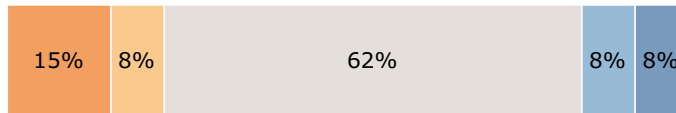
**Room for Improvement**

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



**Room for Improvement**

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



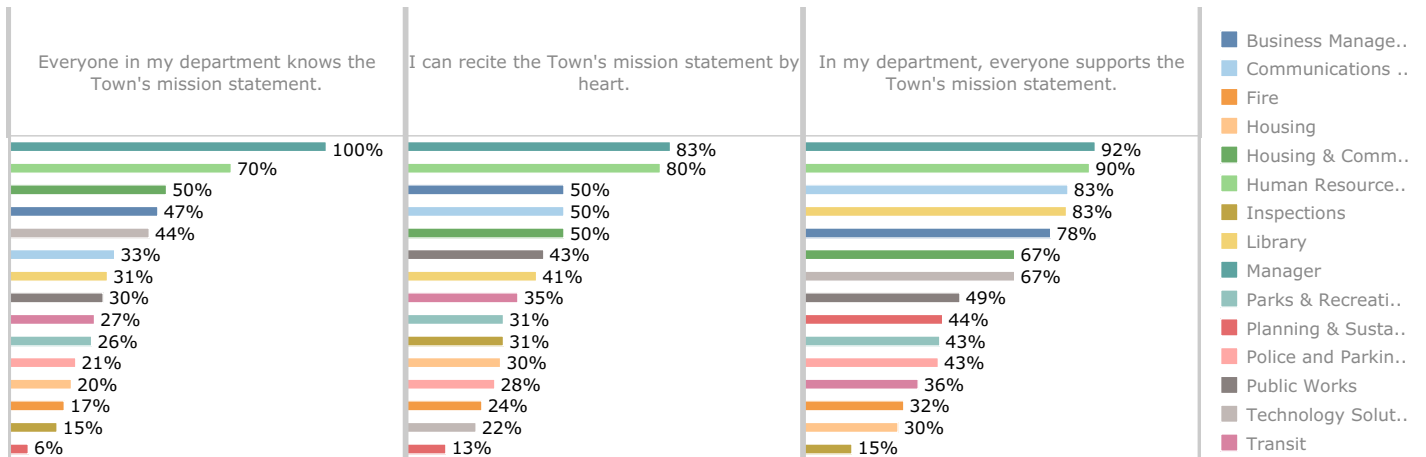
**Room for Improvement**

Department  
Inspections

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

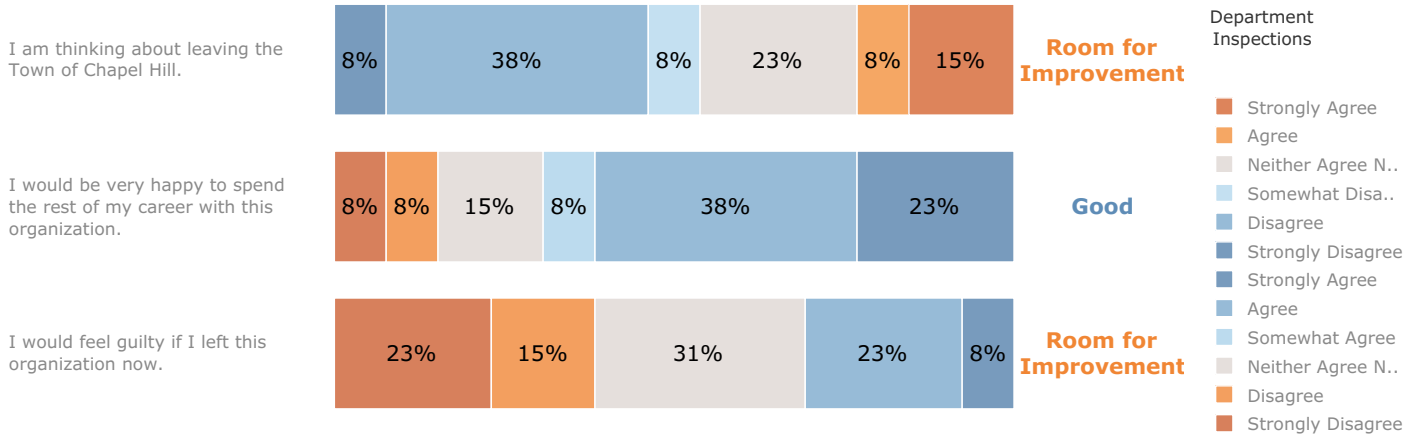
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



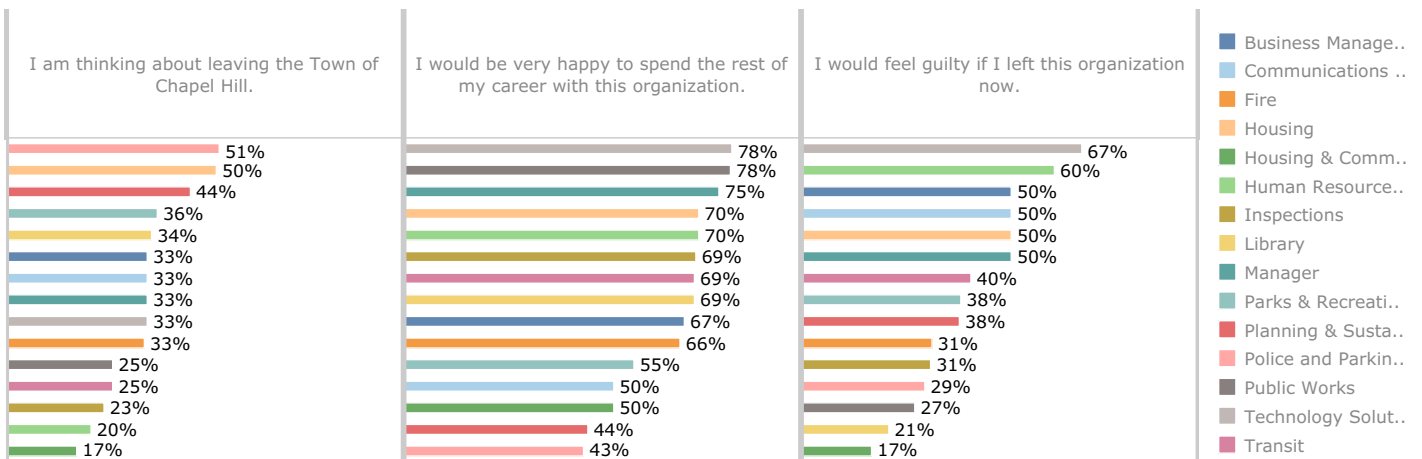
# Response Distributions: Organizational Commitment

Question Groupings  
Organizational Com..



## Departmental Comparisons

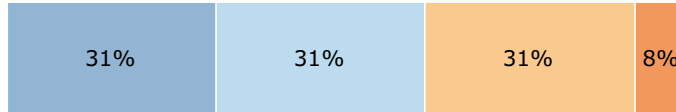
Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: Organizational Silence

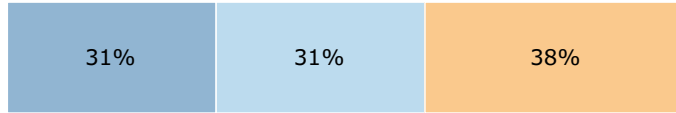
Question Groupings  
Organizational Silen..

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



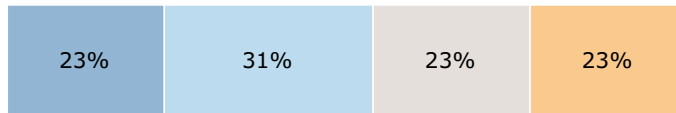
**Room for Improvement**

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.



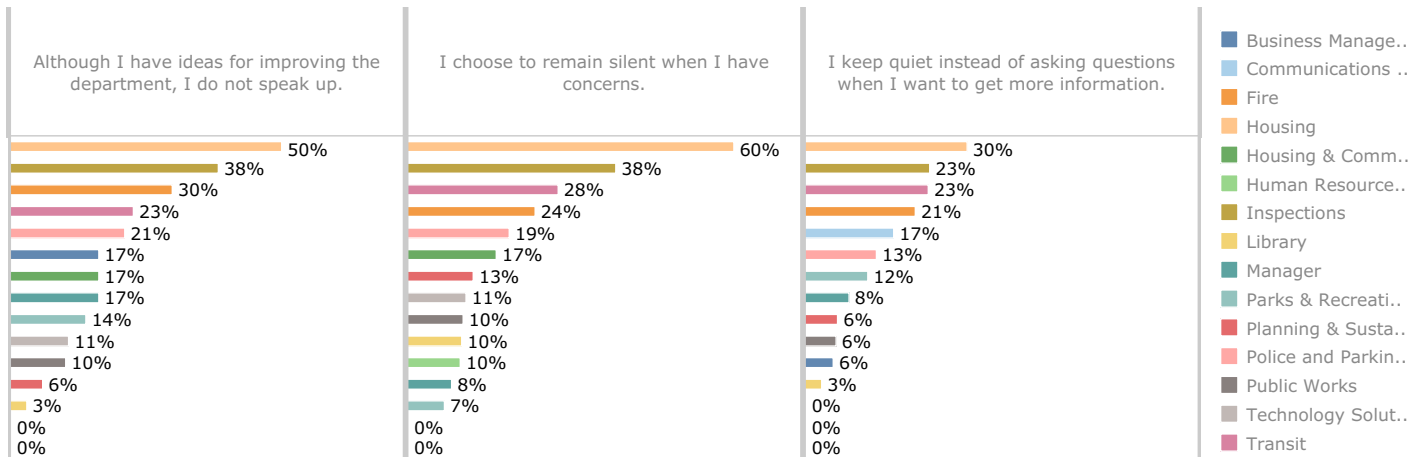
**Room for Improvement**

Department  
Inspections

- Always
- Frequently
- Sometimes
- Rarely
- Never

# Departmental Comparisons

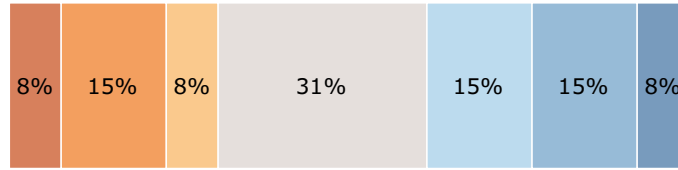
Percent indicating Frequently or Always



## Response Distributions: Resources

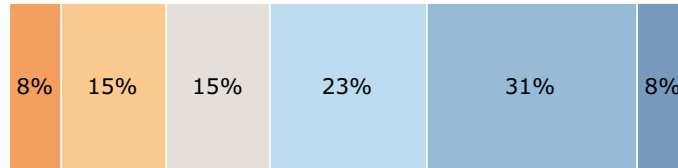
Question Groupings  
Resources

My organization provides opportunities for advancement.



**Room for Improvement**

My organization provides the training to do my job effectively.



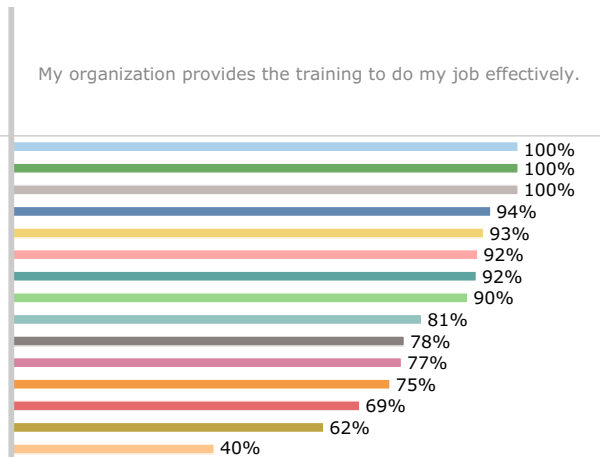
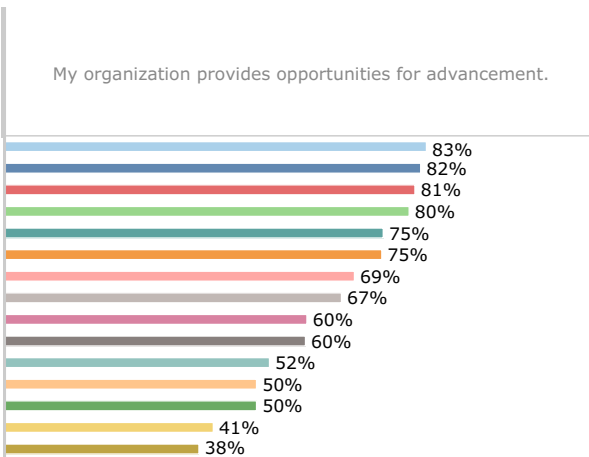
**Room for Improvement**

Department  
Inspections

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

## Departmental Comparisons

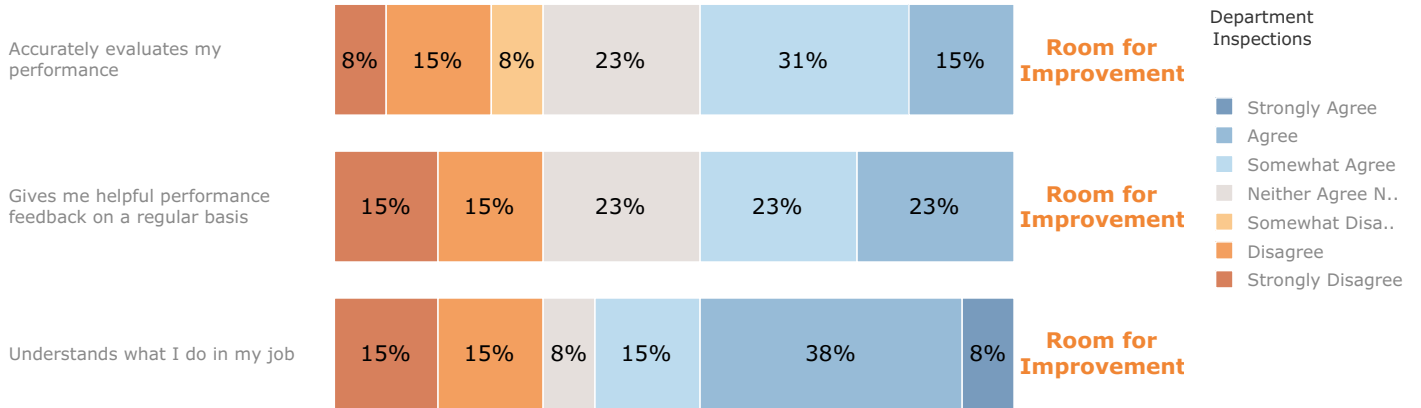
Percent indicating Somewhat Agree, Agree, or Strongly Agree



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

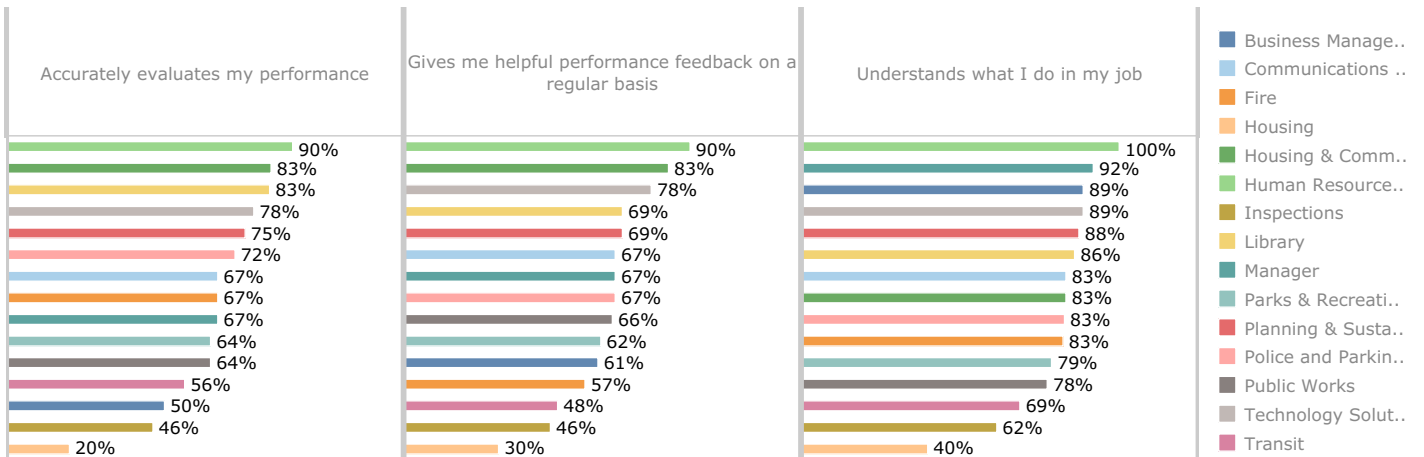
# Response Distributions: Supervisory Evaluations

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 Inspections

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



**Room for Improvement**

Always  
Frequently  
Sometimes  
Rarely  
Never

Encourages employees to work together



**Room for Improvement**

Makes me feel like a valued employee



**Room for Improvement**

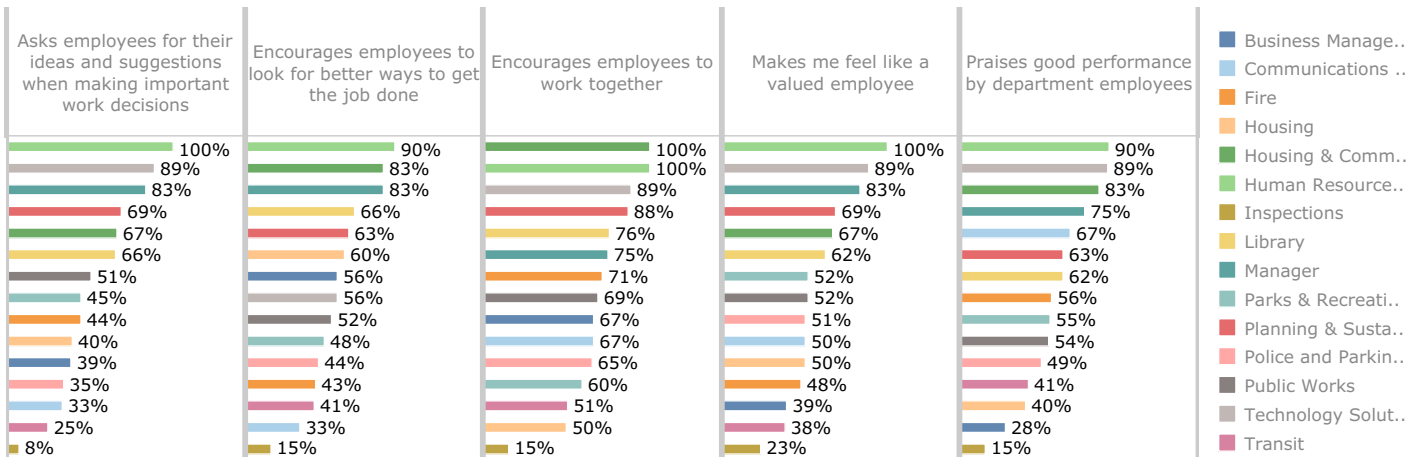
Praises good performance by department employees



**Room for Improvement**

## Departmental Comparisons

Percent indicating Frequently or Always





## Response Distributions: Teamwork

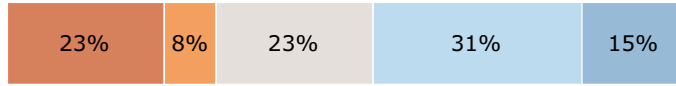
Question Groupings  
Teamwork

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



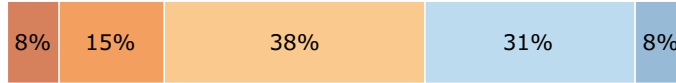
Room for Improvement

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



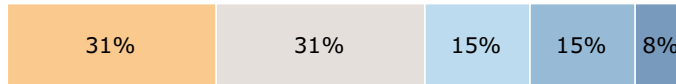
Room for Improvement

Employees in my department work together as a team.



Room for Improvement

I am a valued member of the team in my workplace



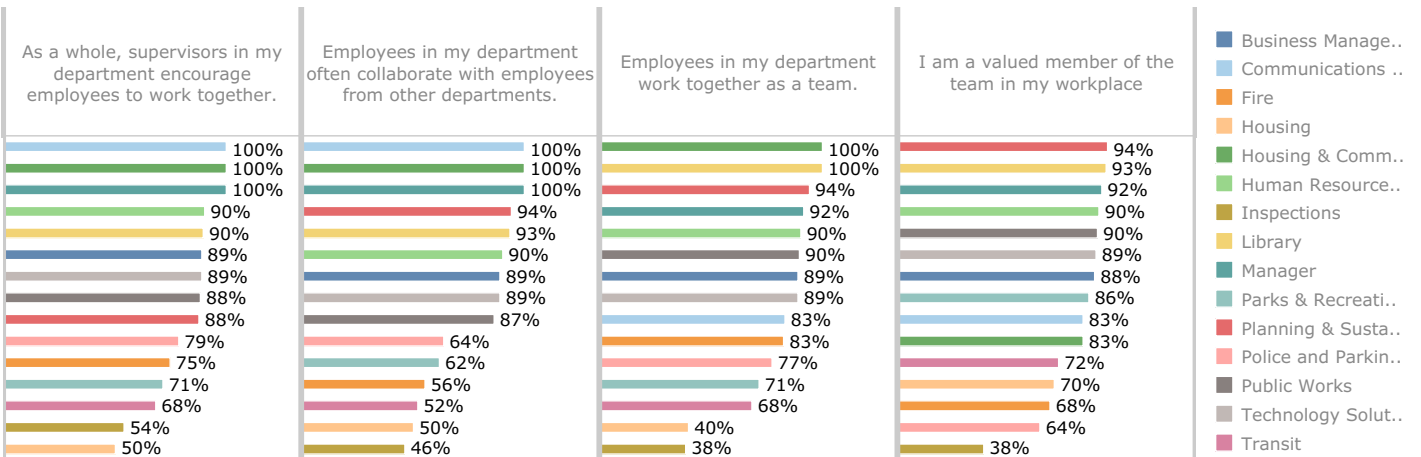
Room for Improvement

Department  
Inspections

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

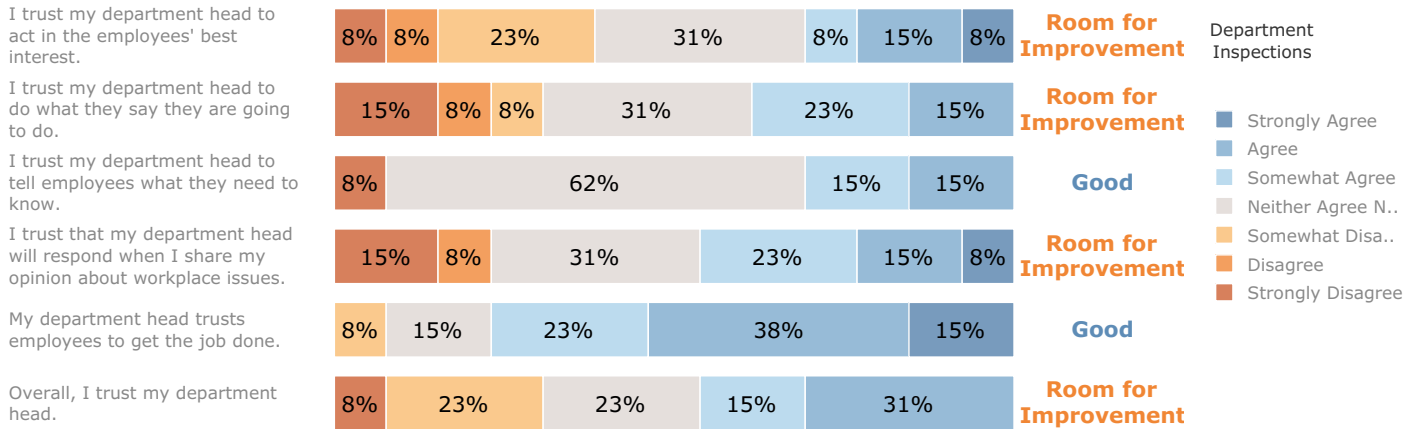
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



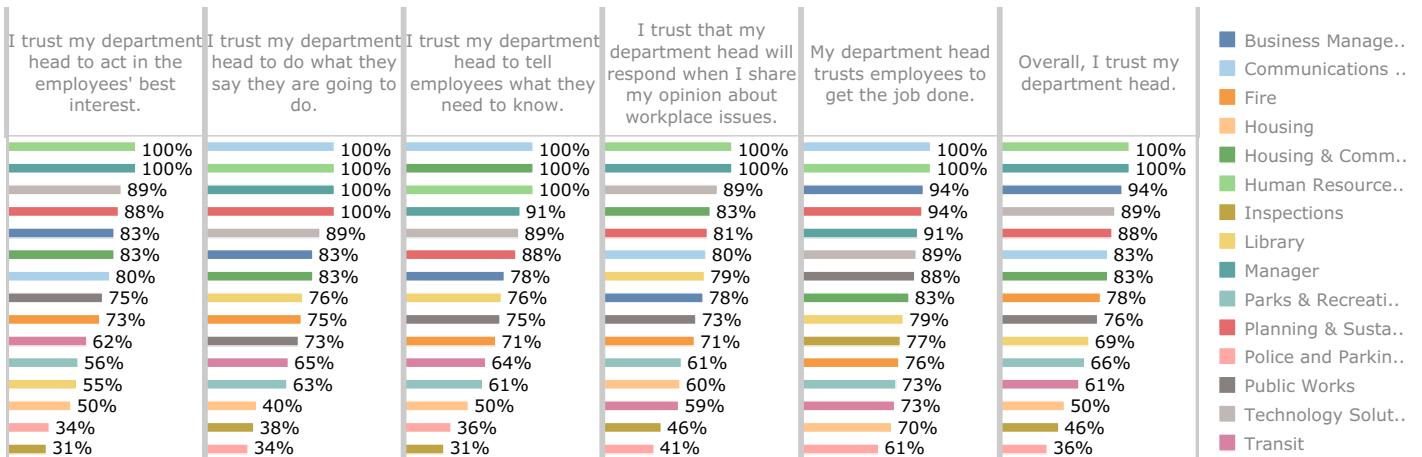
## Response Distributions: Trust (Department Head)

Question Groupings  
Trust (Department ..



## Departmental Comparisons

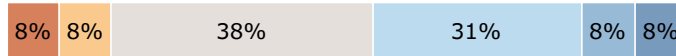
Percent indicating Somewhat Agree, Agree, or Strongly Agree



## Response Distributions: Trust (Manager's Office)

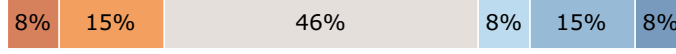
Question Groupings  
Trust (Manager's Of..

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



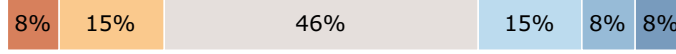
Good

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



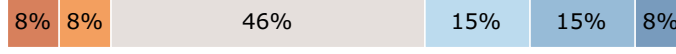
Room for Improvement

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



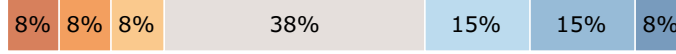
Room for Improvement

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



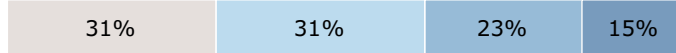
Good

Overall, I trust the Manager's Office.



Room for Improvement

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



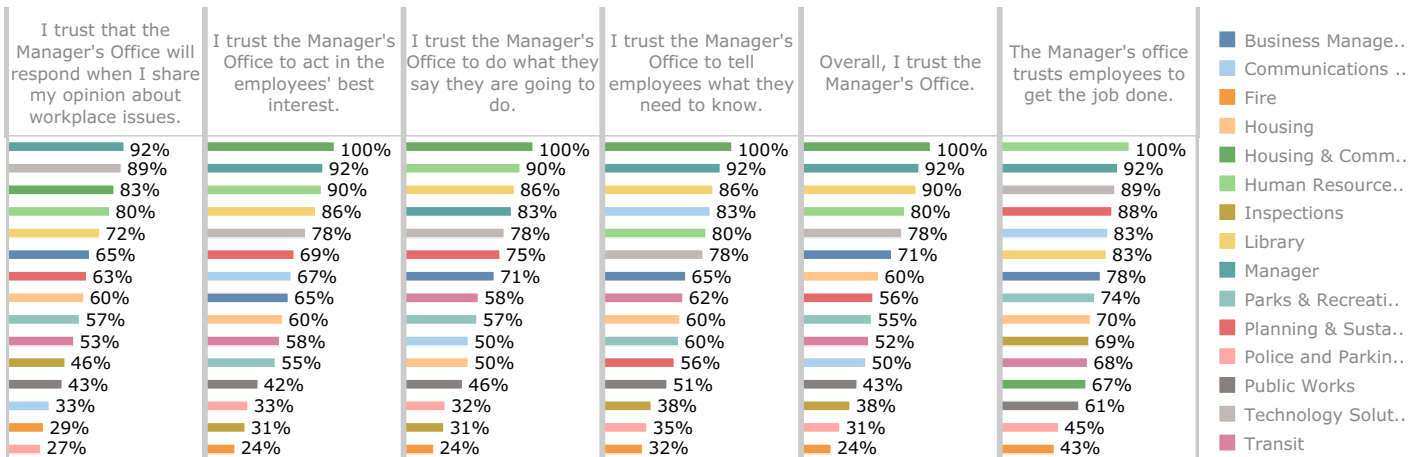
Good

Department  
Inspections

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

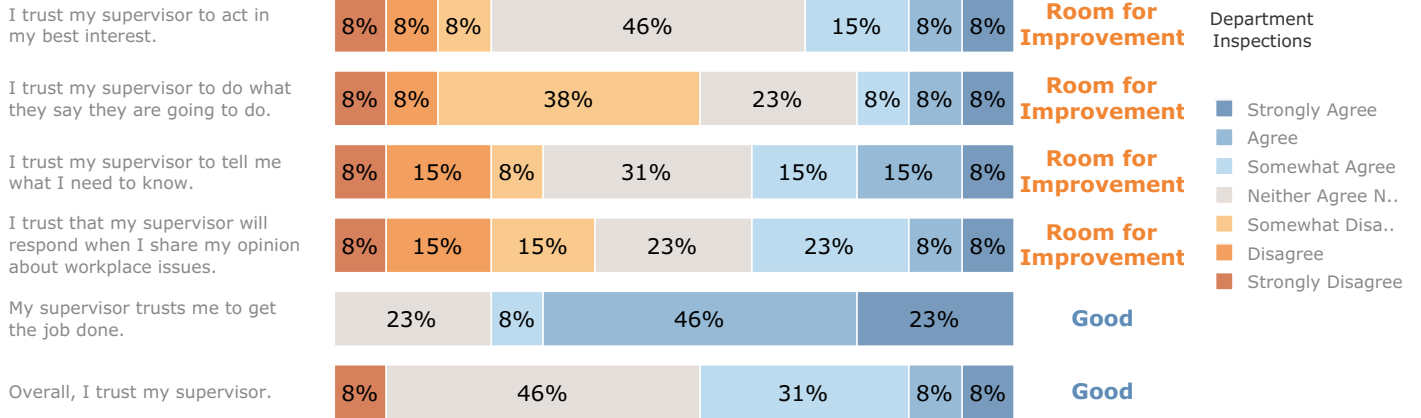
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



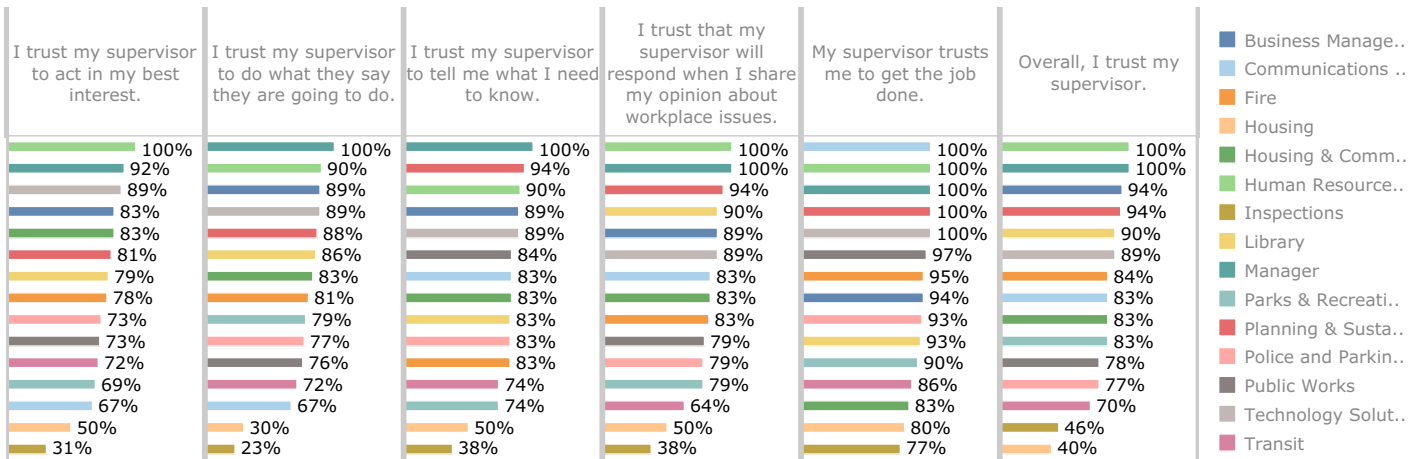
# Response Distributions: Trust (Supervisor)

Question Groupings  
Trust (Supervisor)



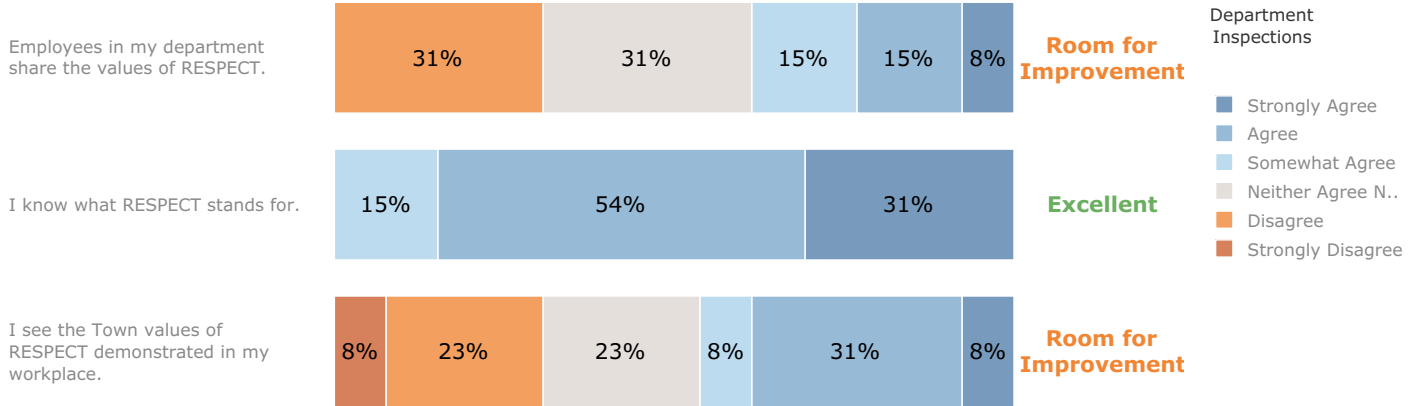
# Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



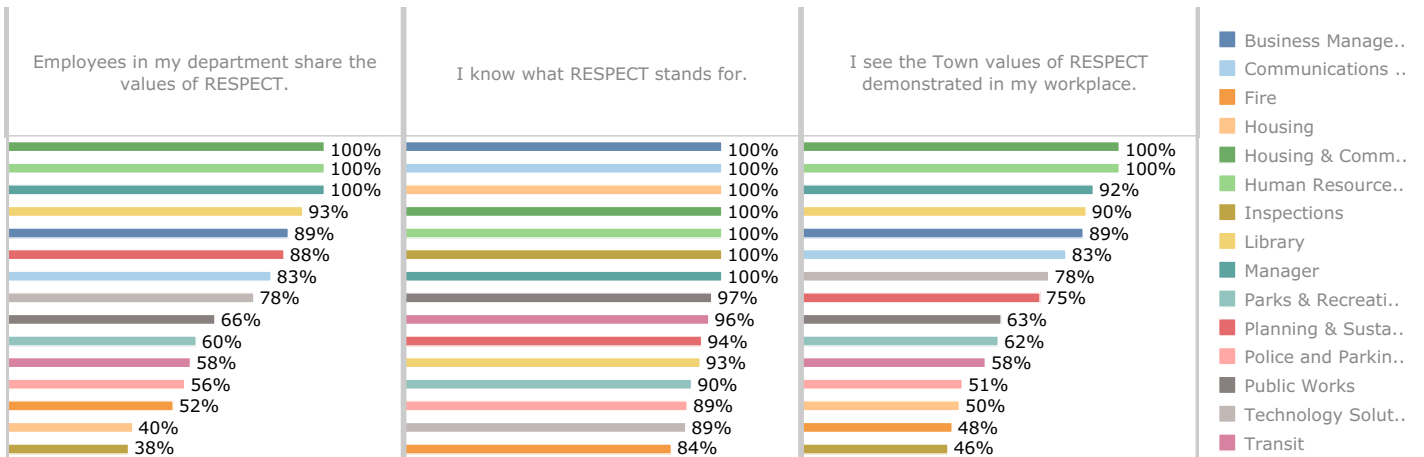
# Response Distributions: Values/RESPECT

Question Groupings  
Values/RESPECT



## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

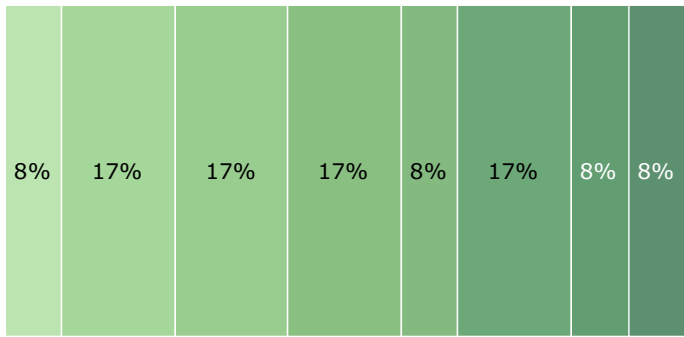


# Response Distributions: YearsLeft

Question Groupings  
YearsLeft

Department  
Inspections

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



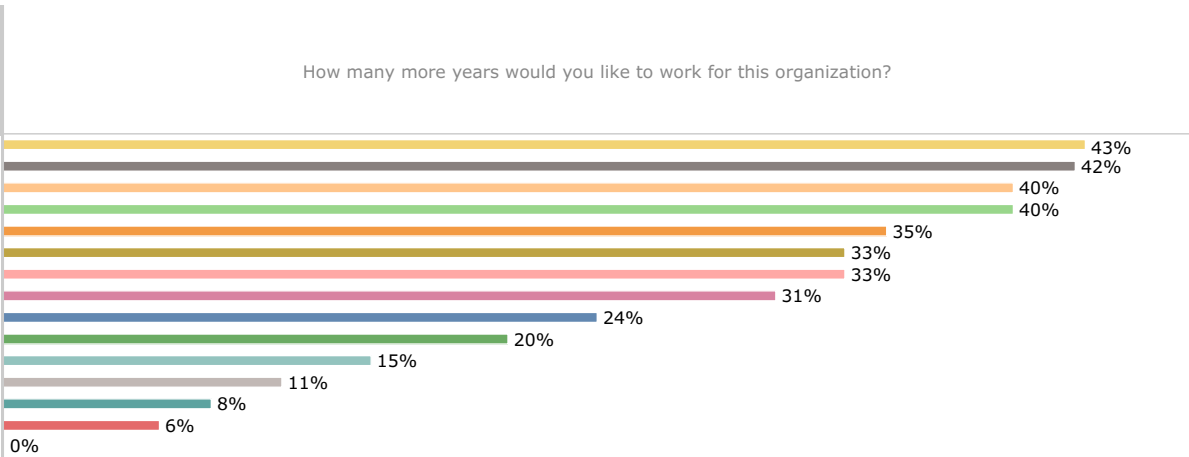
Good

- 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