

## Response Distributions: Centralization

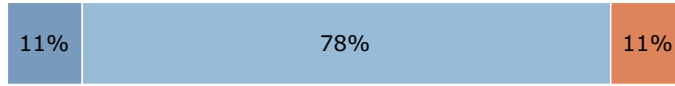
Question Groupings  
Centralization

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



Excellent

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



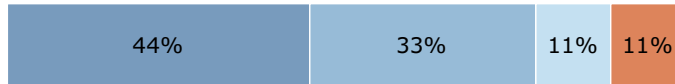
Excellent

I feel micromanaged in my job.



Excellent

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



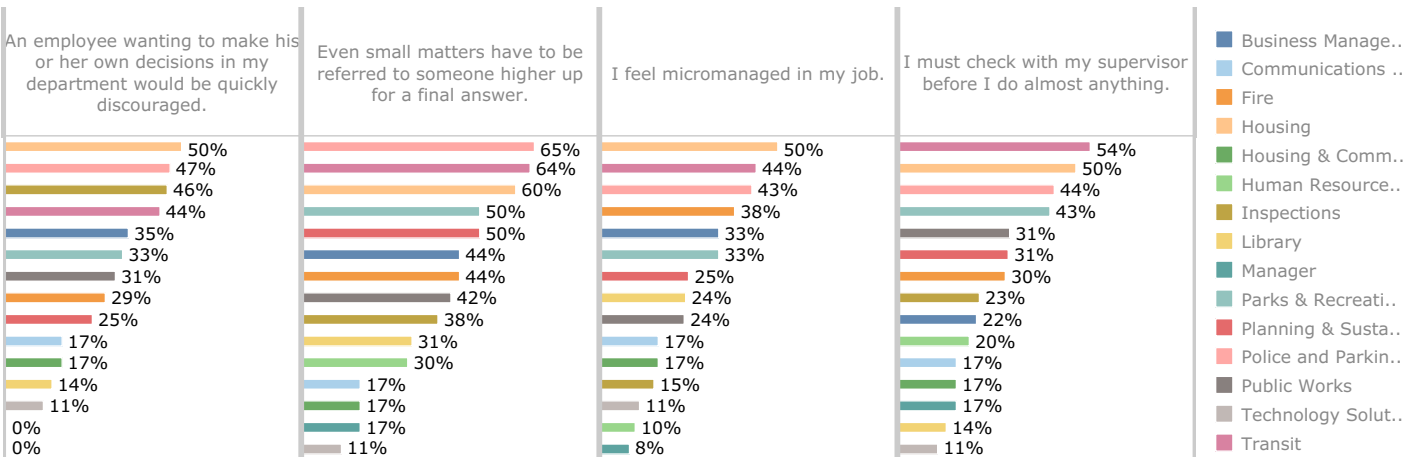
Excellent

Department  
Technology Solutions

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

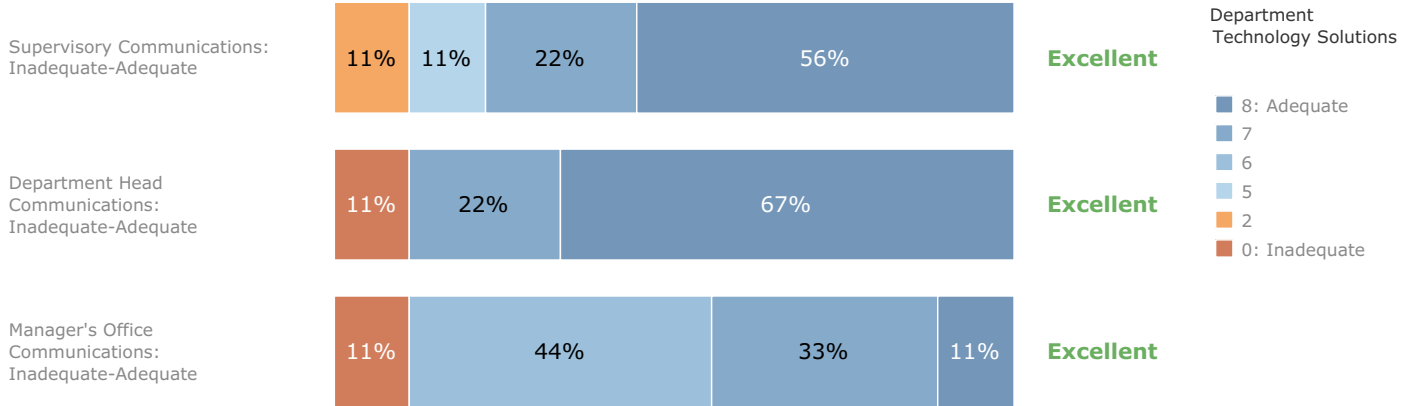
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



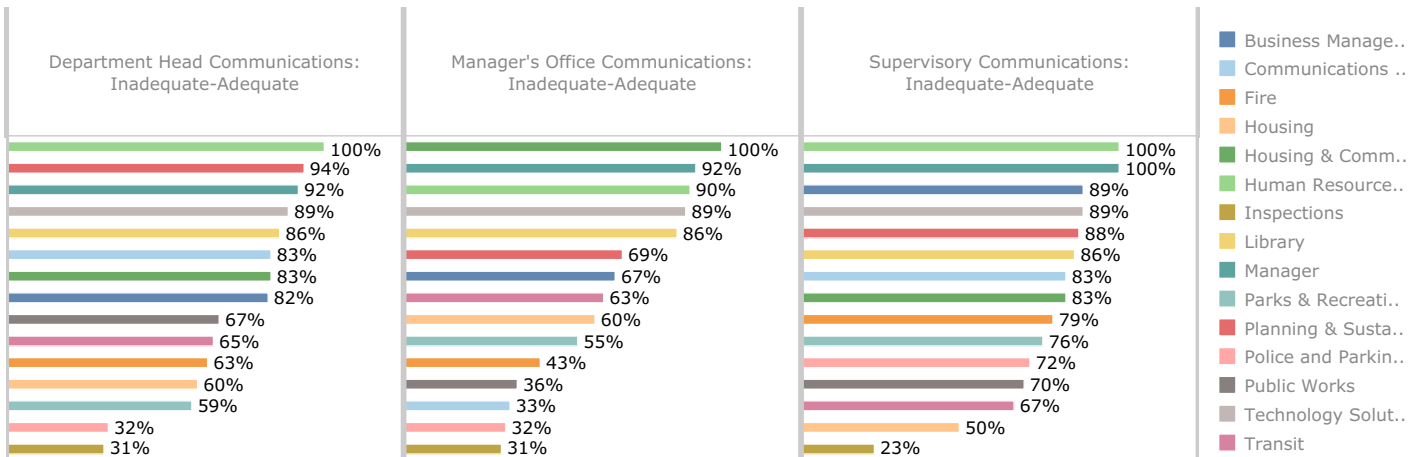
# Response Distributions: Communications

Question Groupings  
Communications



# Departmental Comparisons

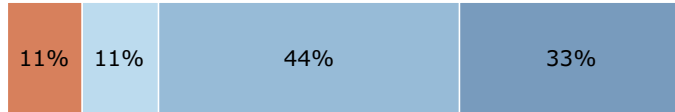
Percent indicating 5-8 on a scale of 0-8, 8 being Adequate



# Response Distributions: Diversity 1

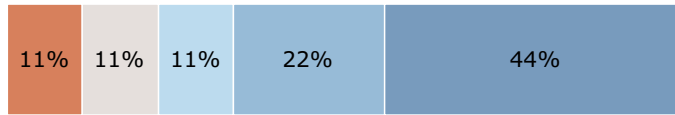
Question Groupings  
Diversity 1

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



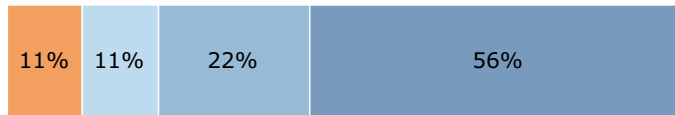
**Excellent**

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.



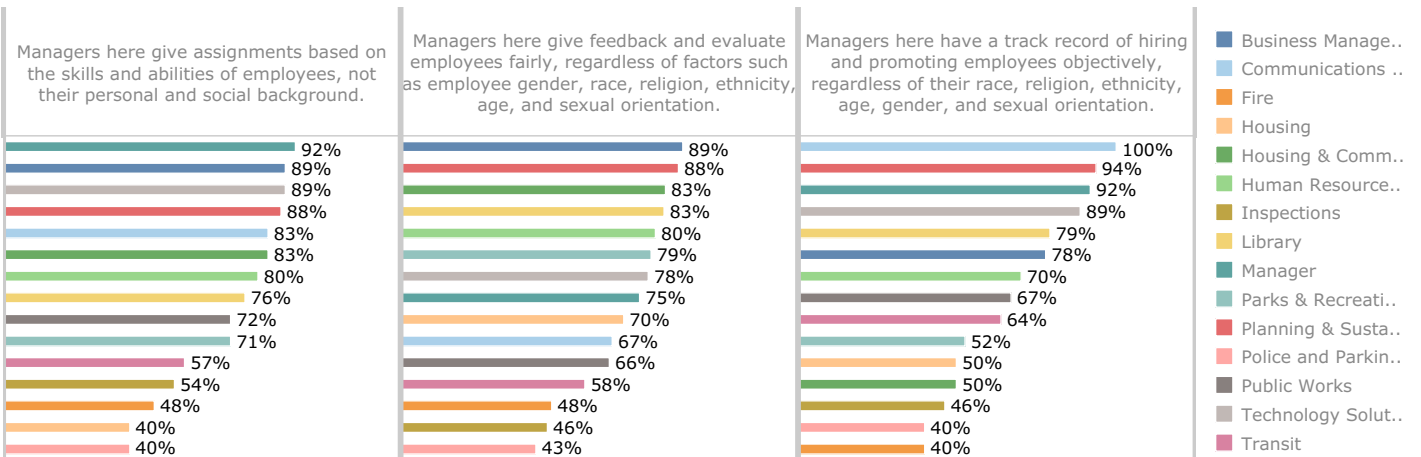
**Excellent**

Department  
Technology Solutions

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



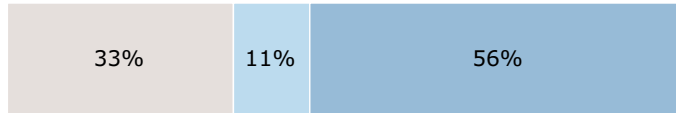
Good

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



Excellent

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



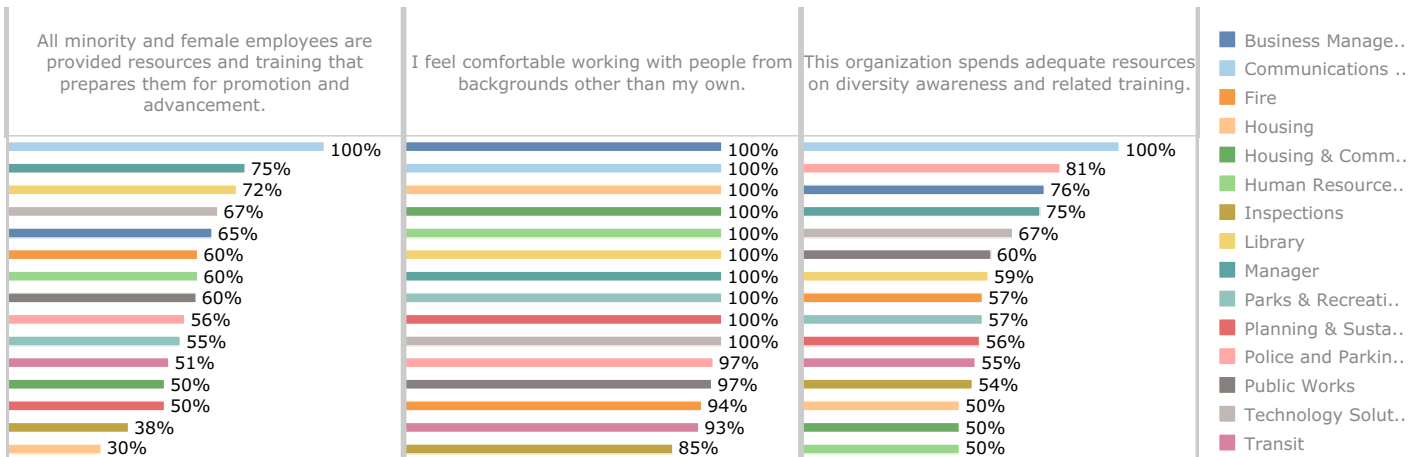
Good

Department  
Technology Solutions

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

## Departmental Comparisons

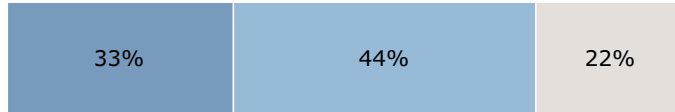
Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: Diversity 3

Question Groupings  
Diversity 3

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



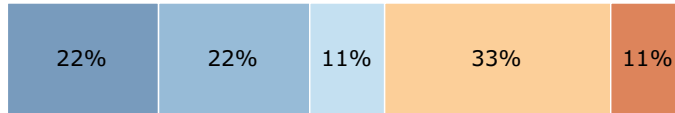
**Good**

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.



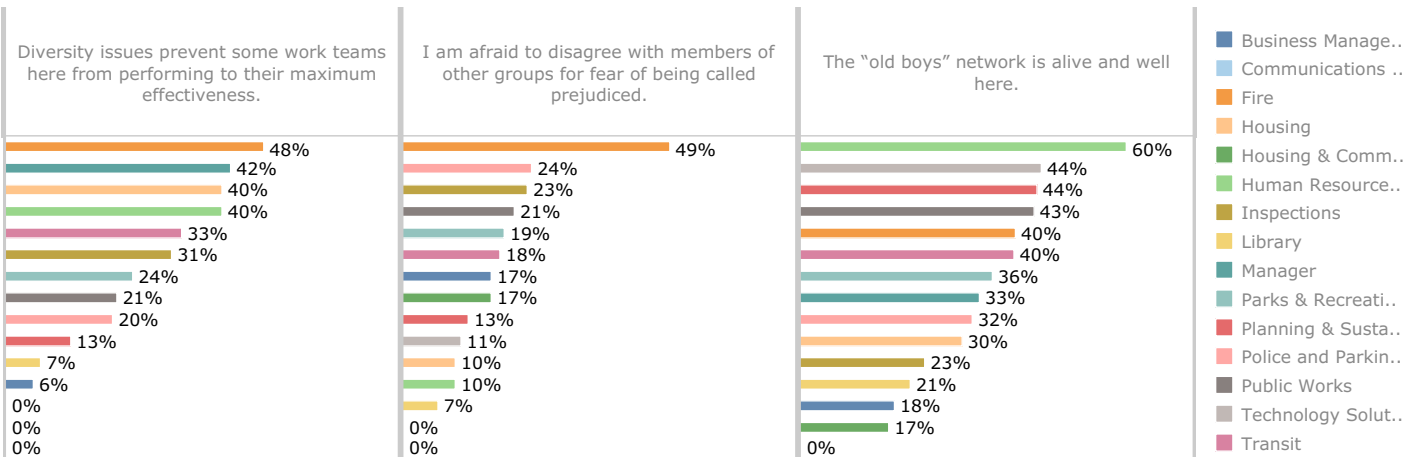
**Room for Improvement**

Department  
Technology Solutions

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

## Departmental Comparisons

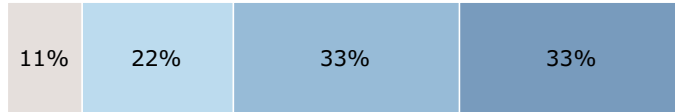
Percent indicating Somewhat Agree, Agree, or Strongly Agree



## Response Distributions: Diversity 4

Question Groupings  
Diversity 4

I believe increasing diversity will make this organization more effective.



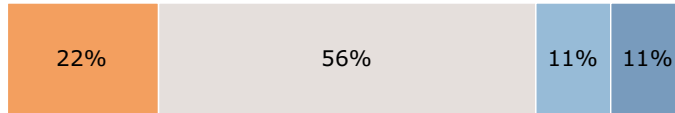
**Excellent**

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.



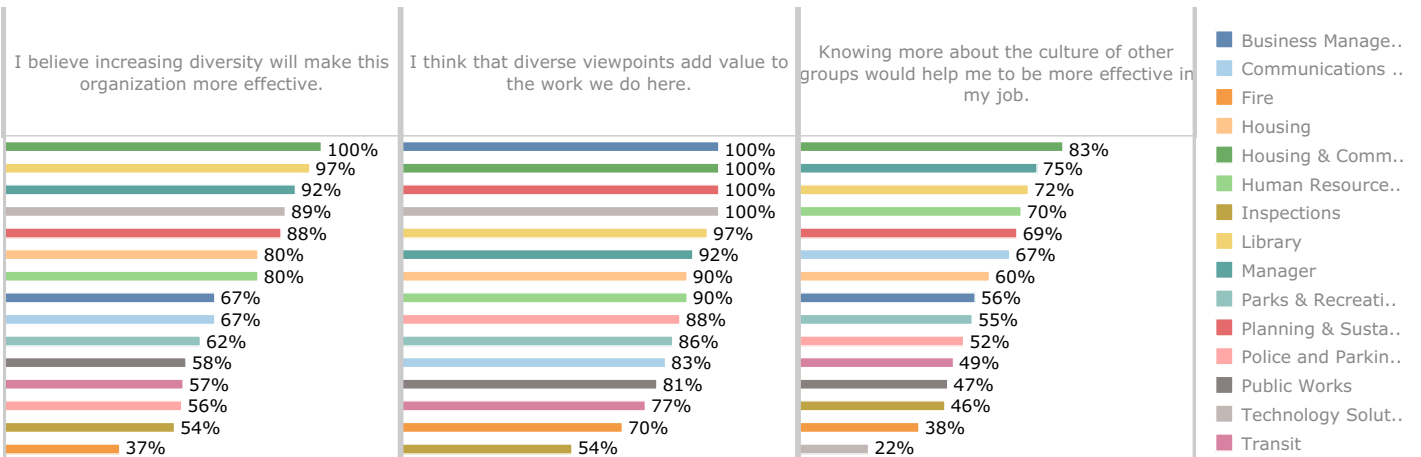
**Room for Improvement**

Department  
Technology Solutions

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

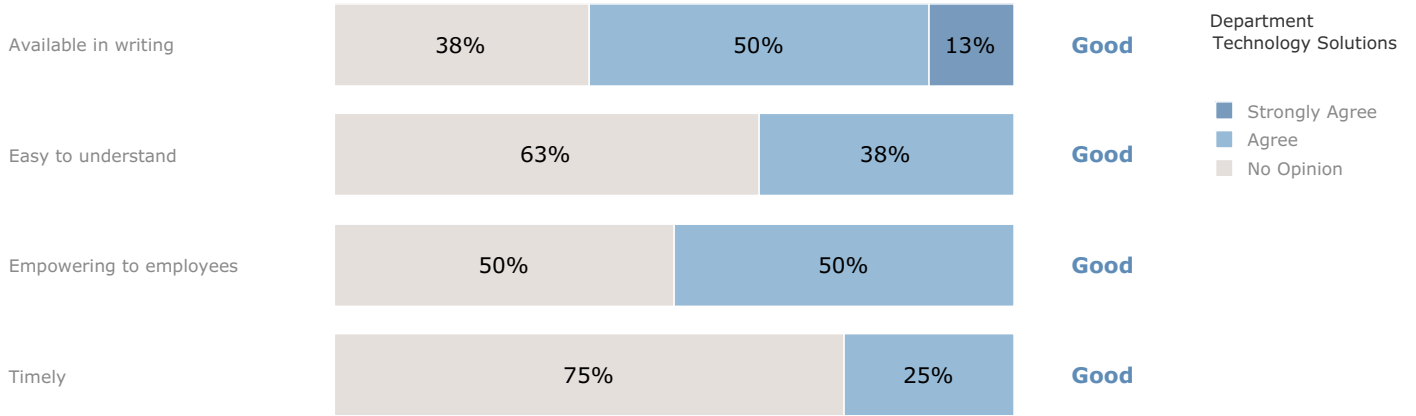
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



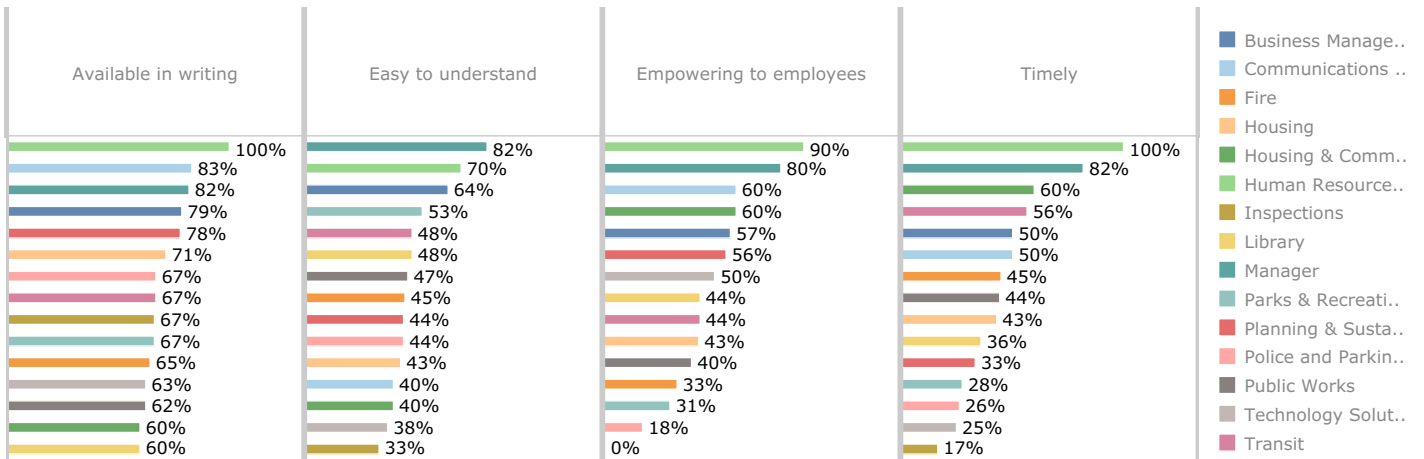
# Response Distributions: Grievance 1

Question Groupings  
Grievance 1



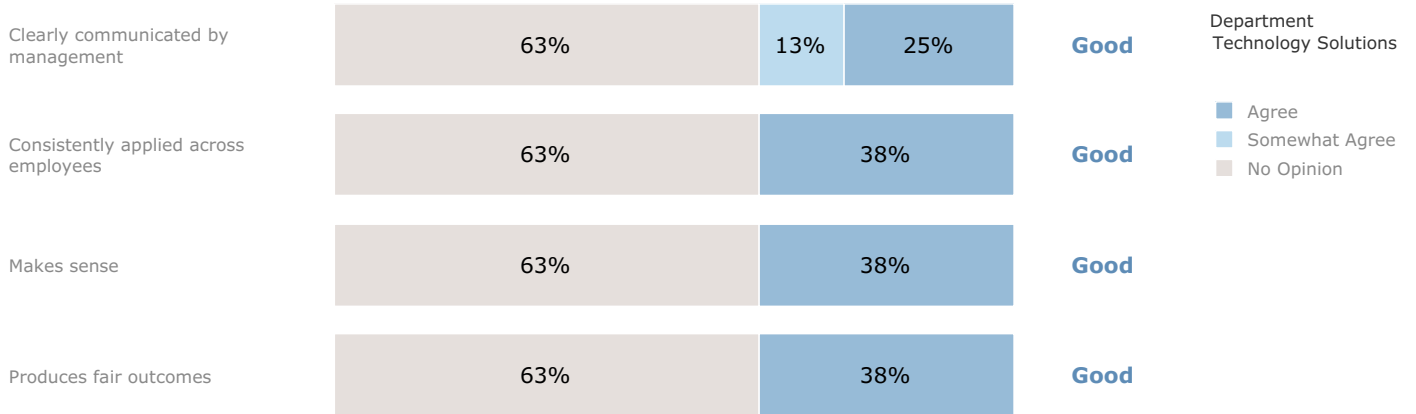
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



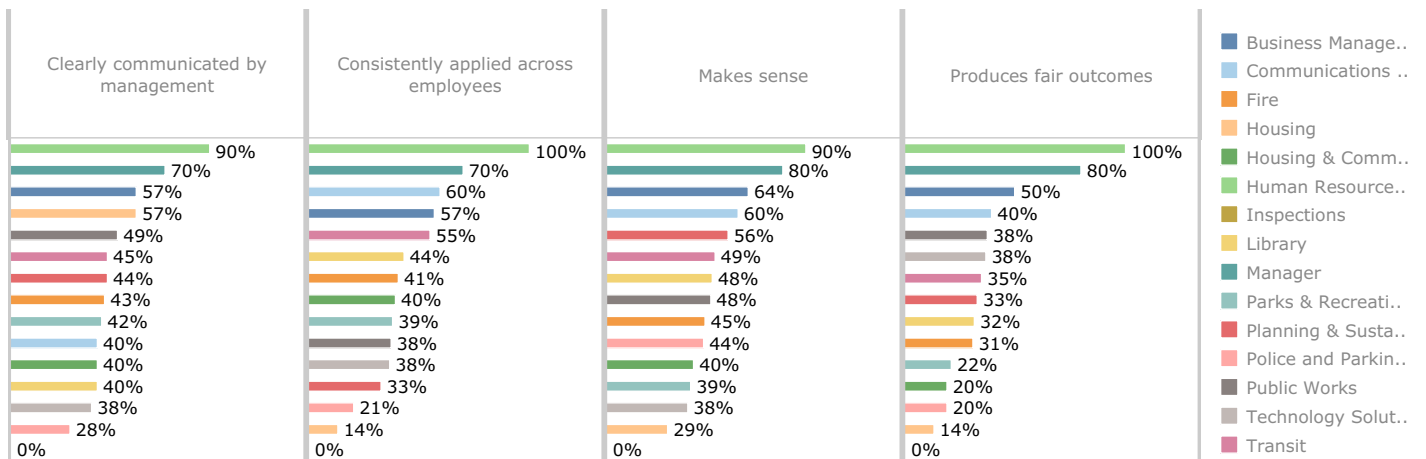
## Response Distributions: Grievance 2

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?



Excellent

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



Excellent

Put you down or was disrespectful to you?



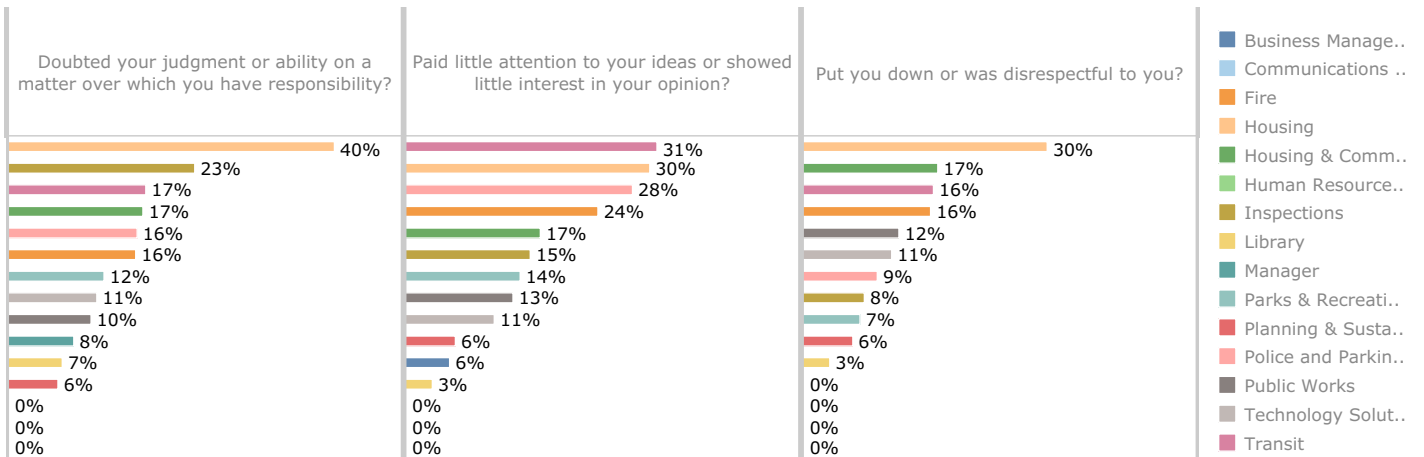
Excellent

Department  
Technology Solutions

- Very Often
- Rarely
- Never

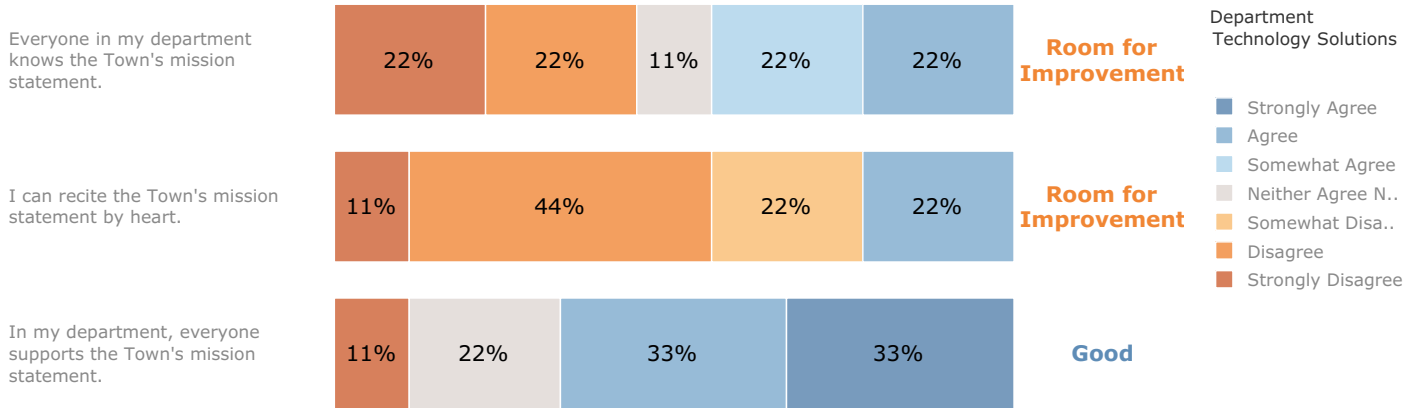
## Departmental Comparisons

Percent indicating Often or Very Often



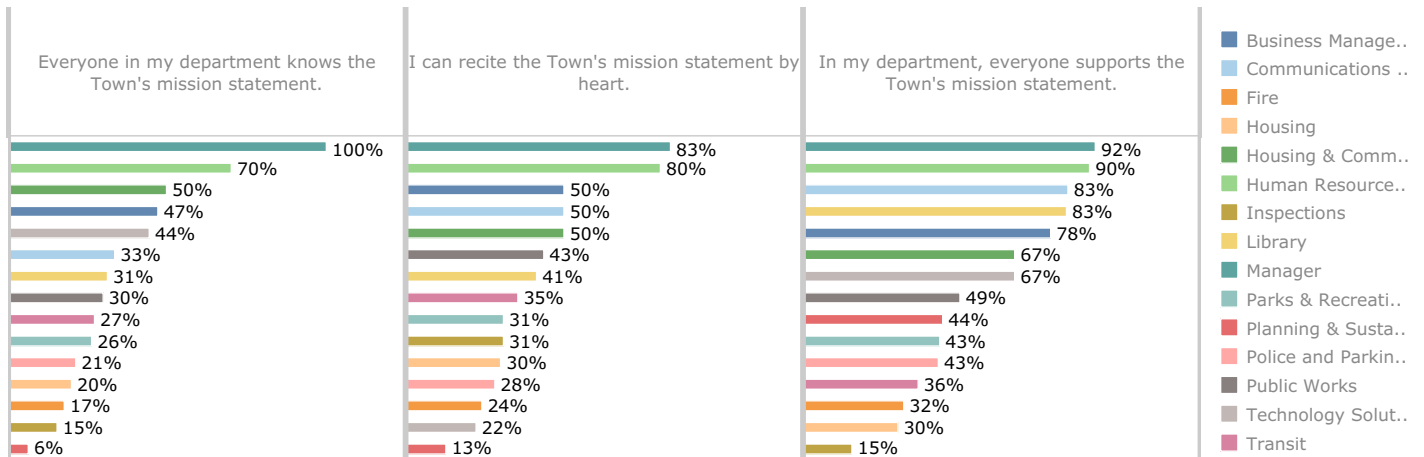
## Response Distributions: Mission

Question Groupings  
Mission



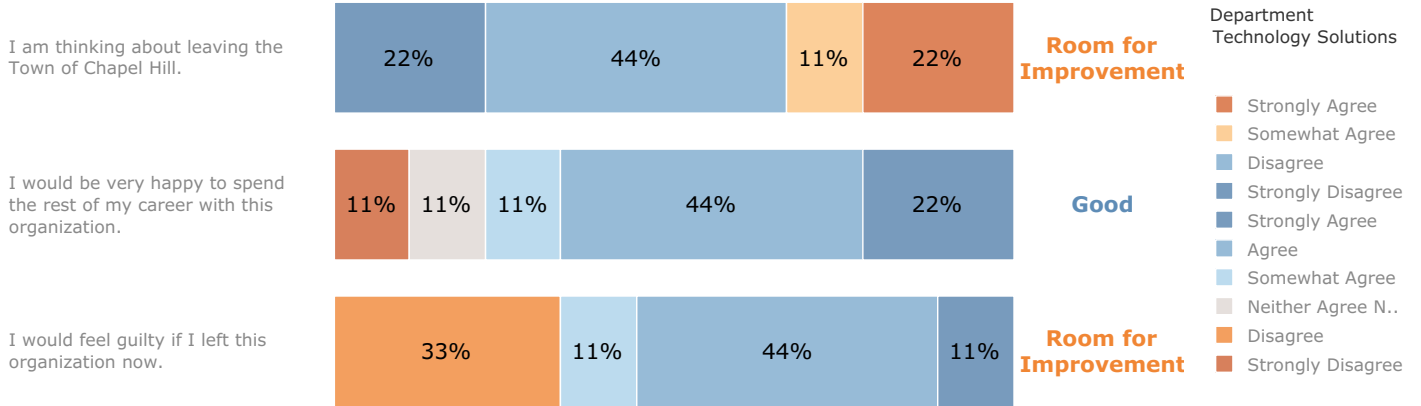
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



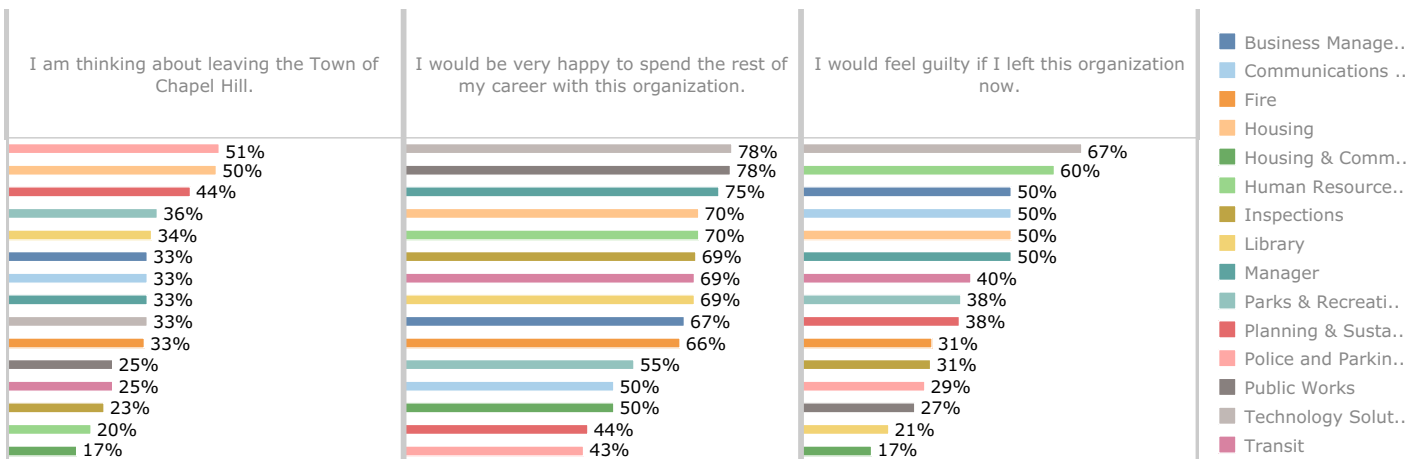
# Response Distributions: Organizational Commitment

Question Groupings  
Organizational Com..



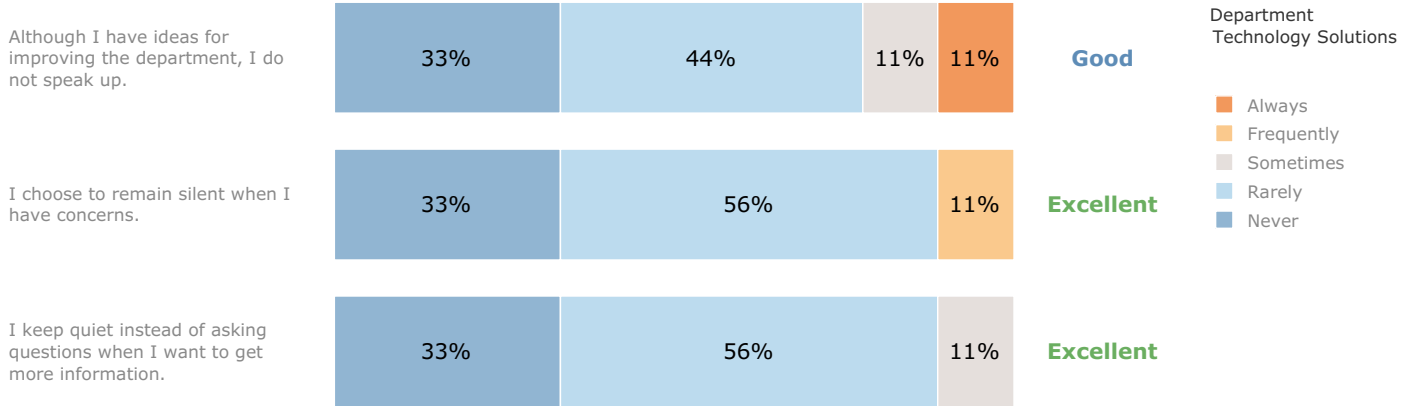
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



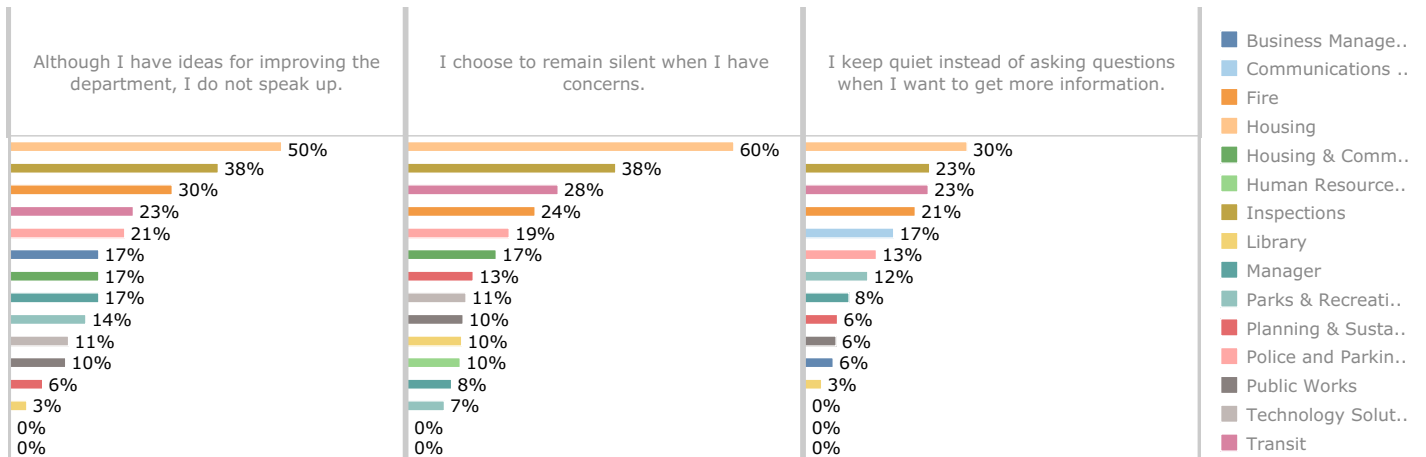
# Response Distributions: Organizational Silence

Question Groupings  
Organizational Silen..



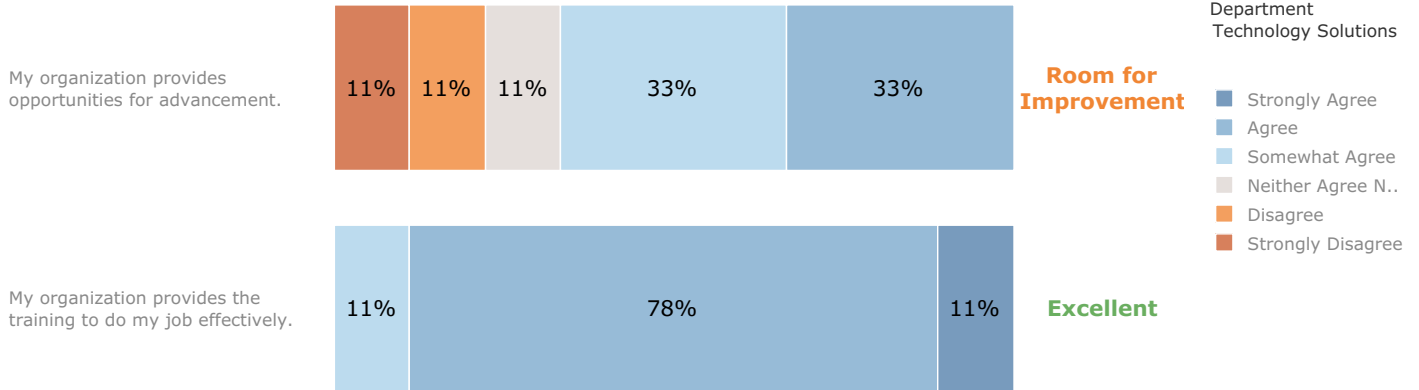
## Departmental Comparisons

Percent indicating Frequently or Always



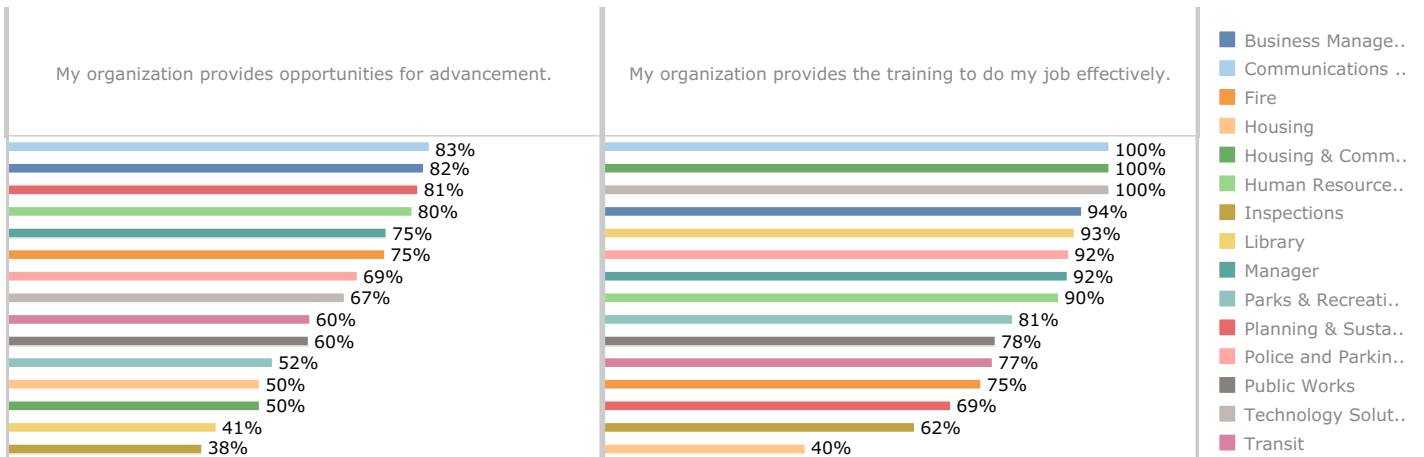
## Response Distributions: Resources

Question Groupings  
Resources



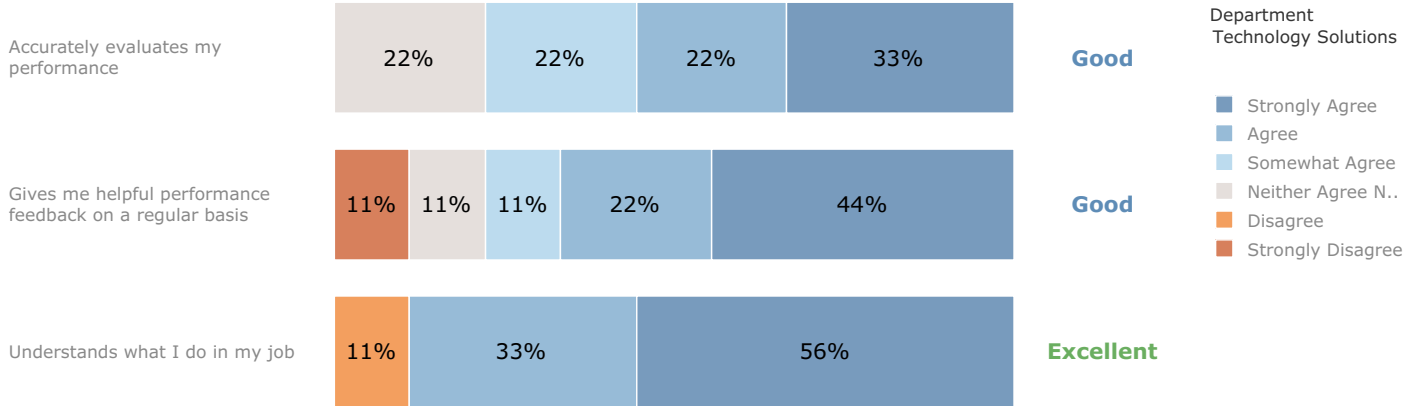
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



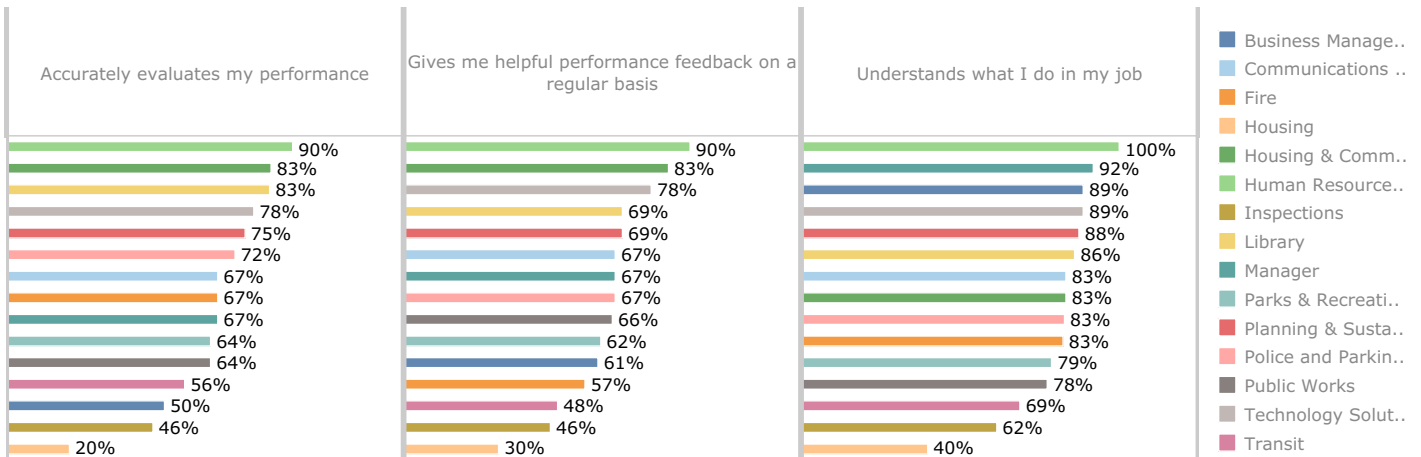
# Response Distributions: Supervisory Evaluations

Question Groupings  
Supervisory Evaluati..



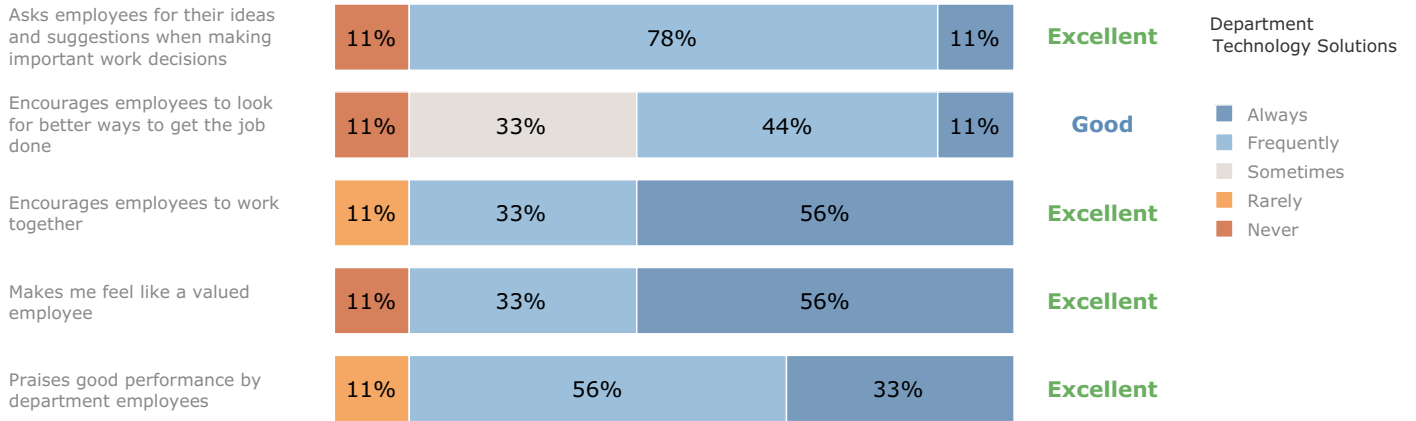
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



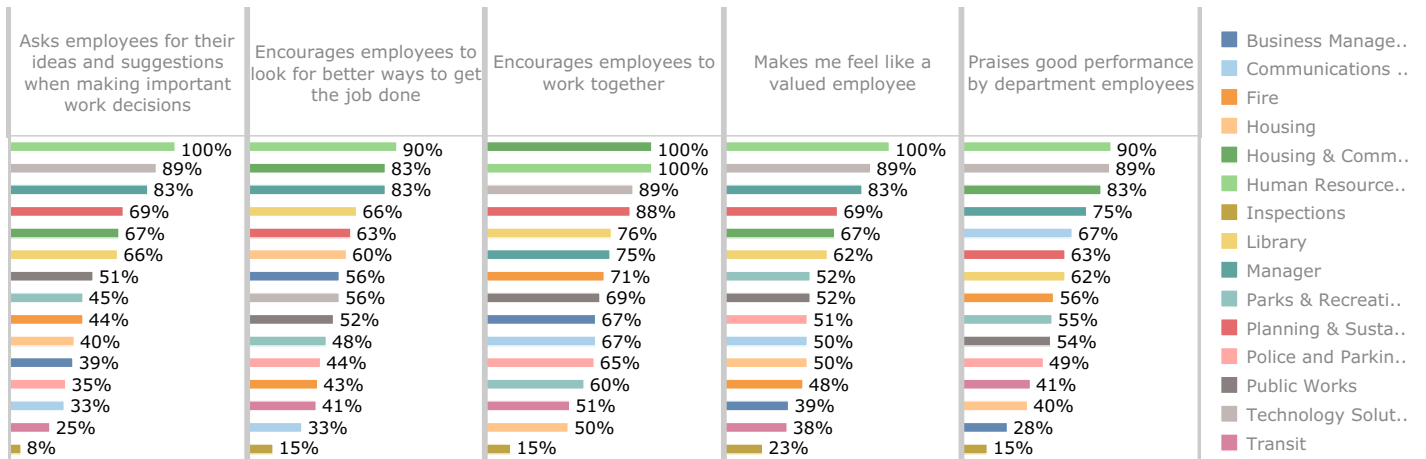
# Response Distributions: Supervisory Practices

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.



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



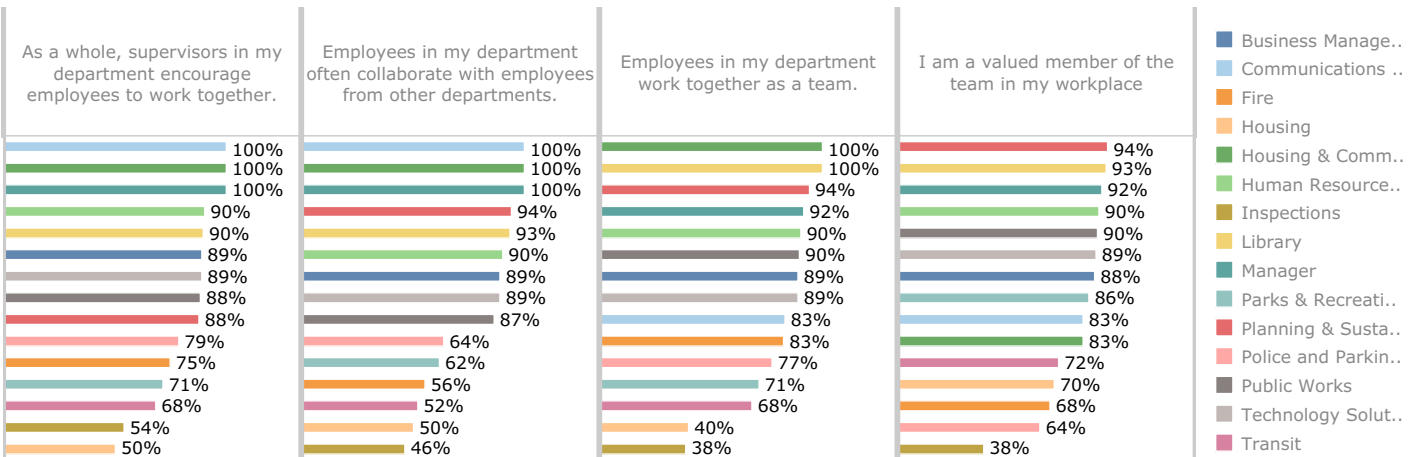
Excellent

Department  
Technology Solutions

- Strongly Agree
- Agree
- Somewhat Agree
- Disagree
- Strongly Disagree

## Departmental Comparisons

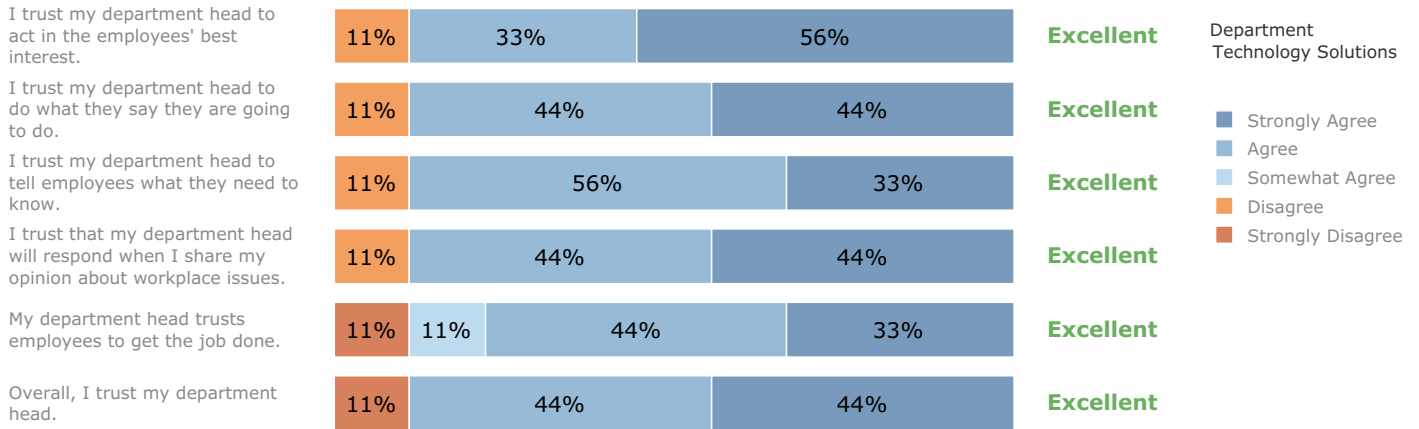
Percent indicating Somewhat Agree, Agree, or Strongly Agree





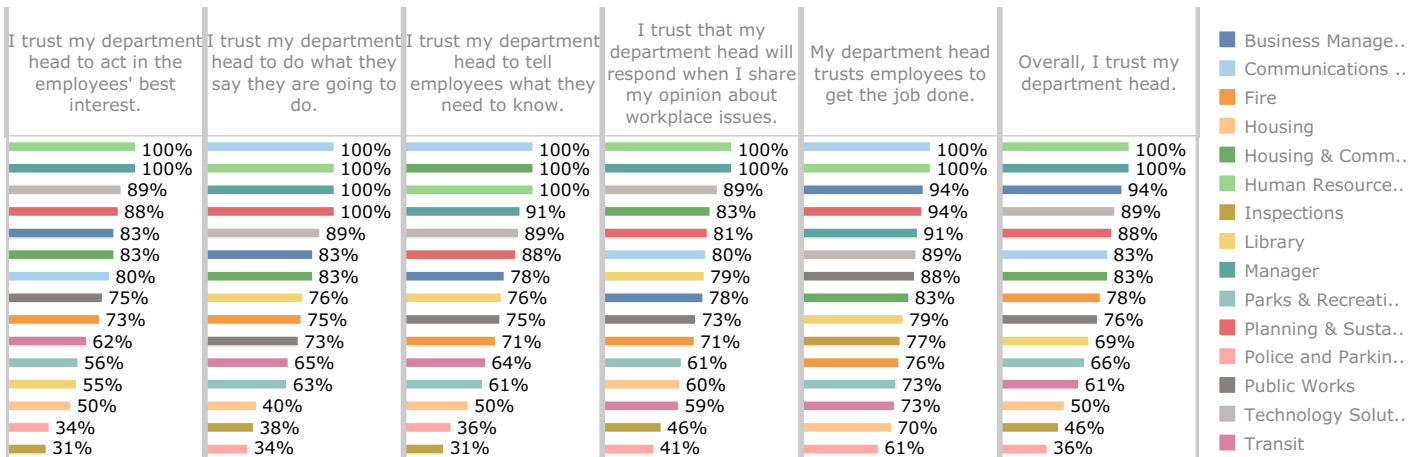
## Response Distributions: Trust (Department Head)

Question Groupings  
Trust (Department ..



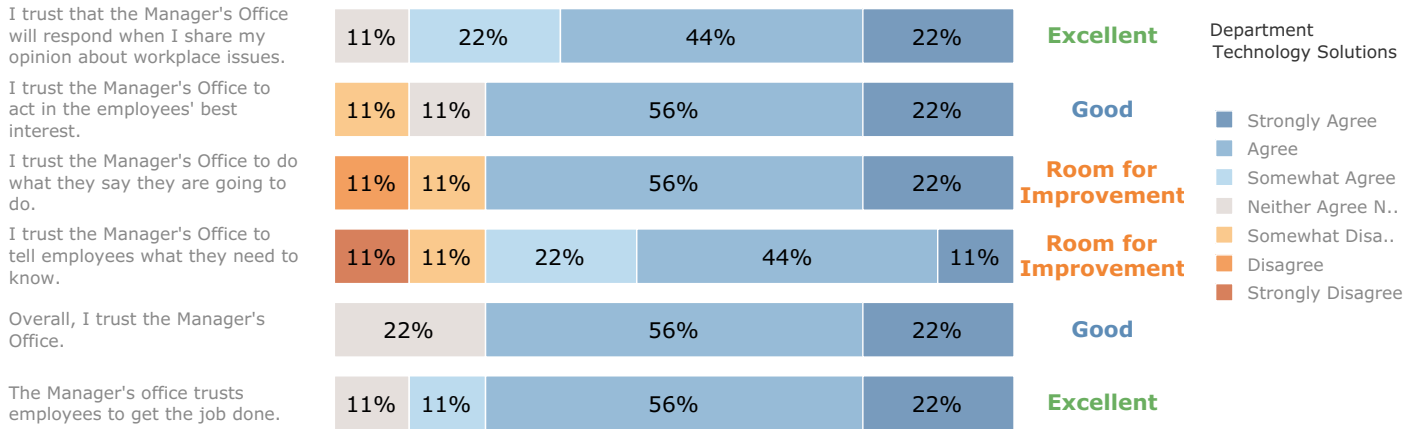
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



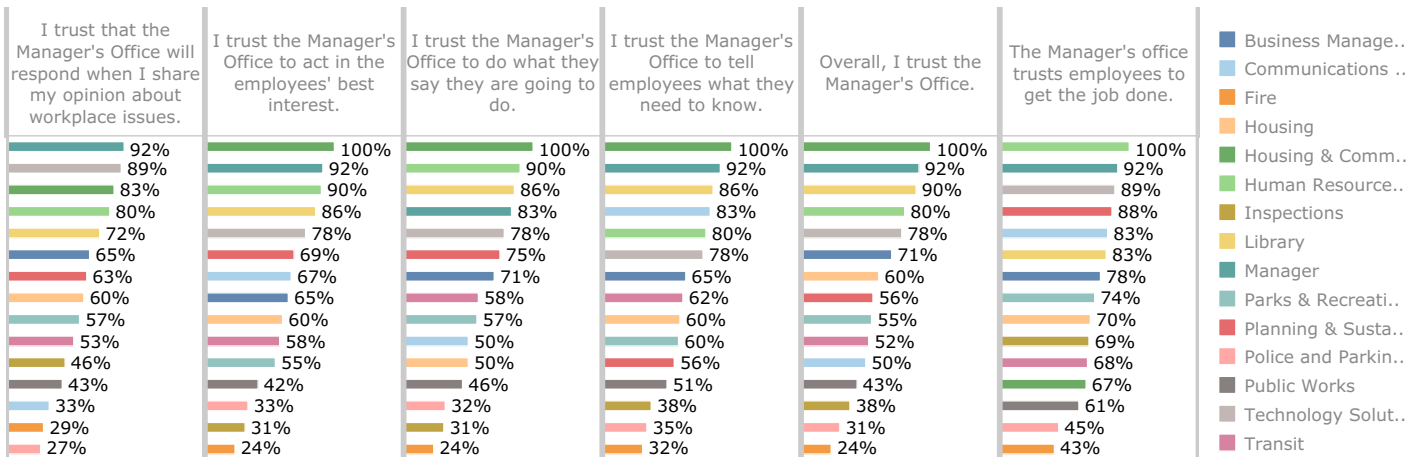
## Response Distributions: Trust (Manager's Office)

Question Groupings  
Trust (Manager's Of..



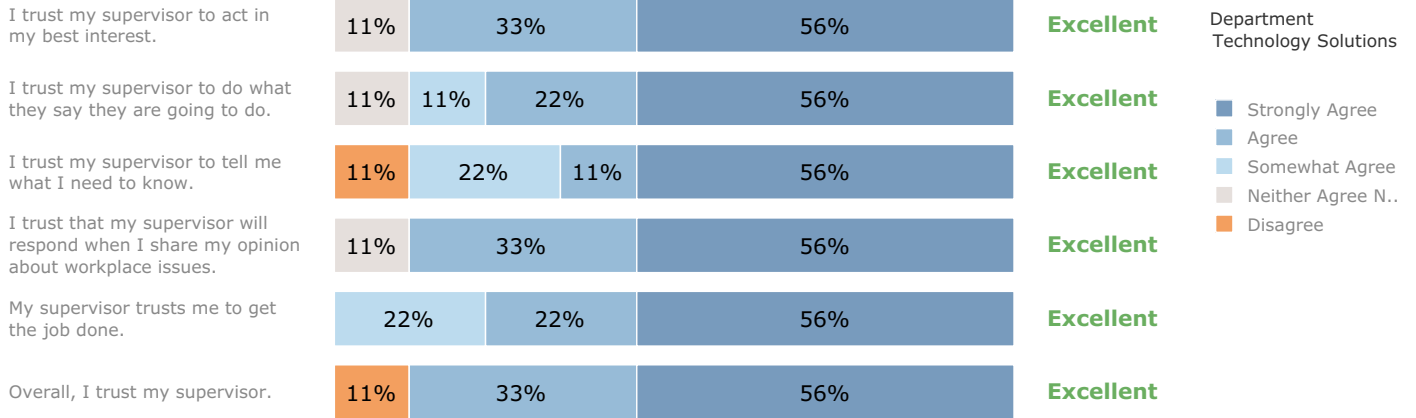
## Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



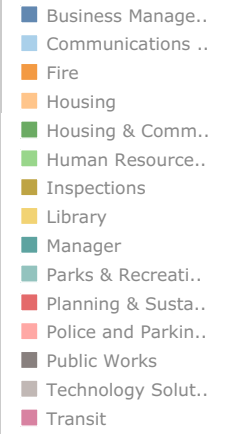
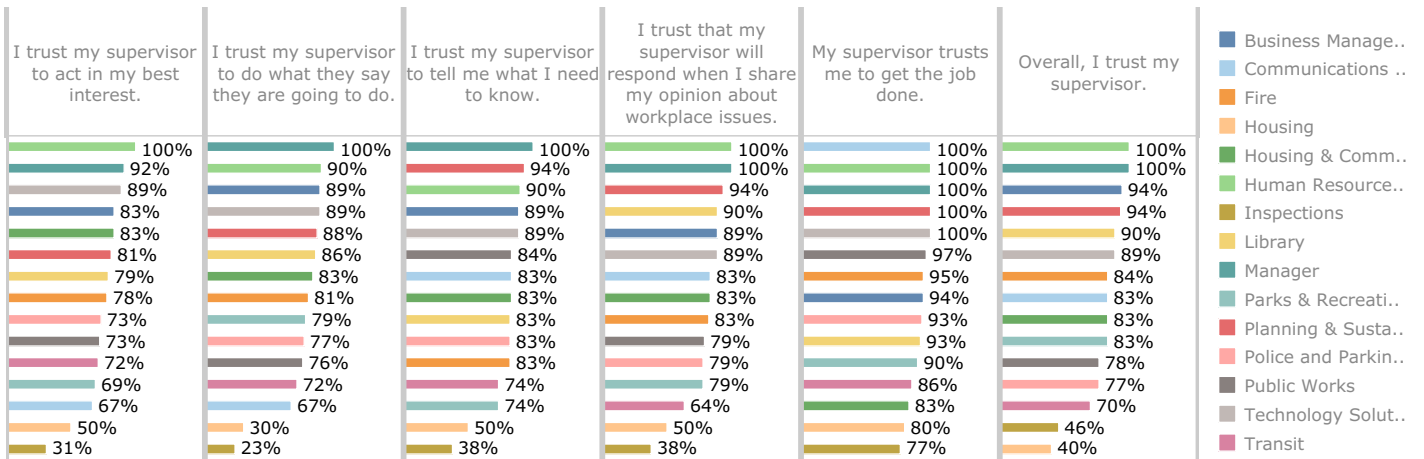
# Response Distributions: Trust (Supervisor)

Question Groupings  
Trust (Supervisor)



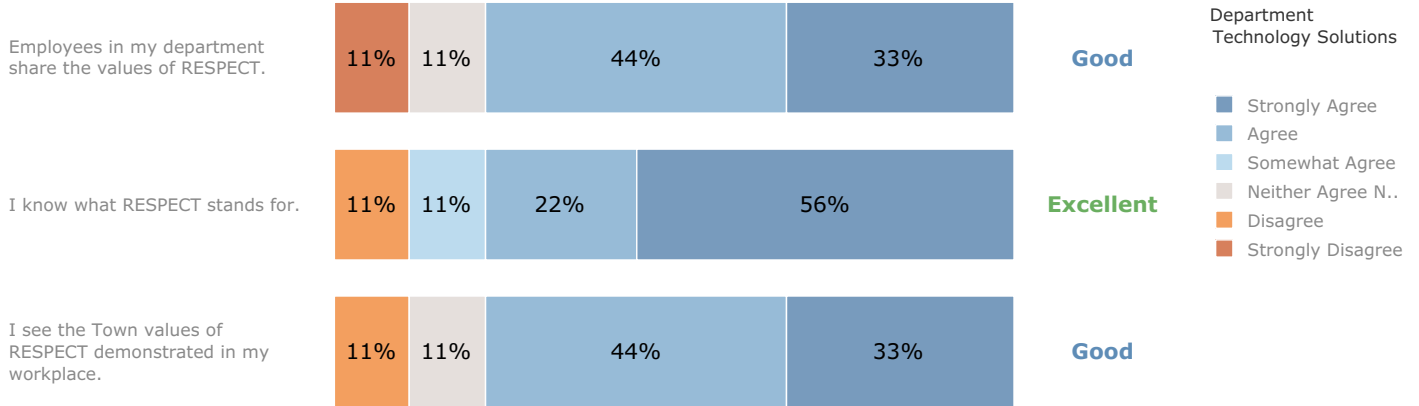
# Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



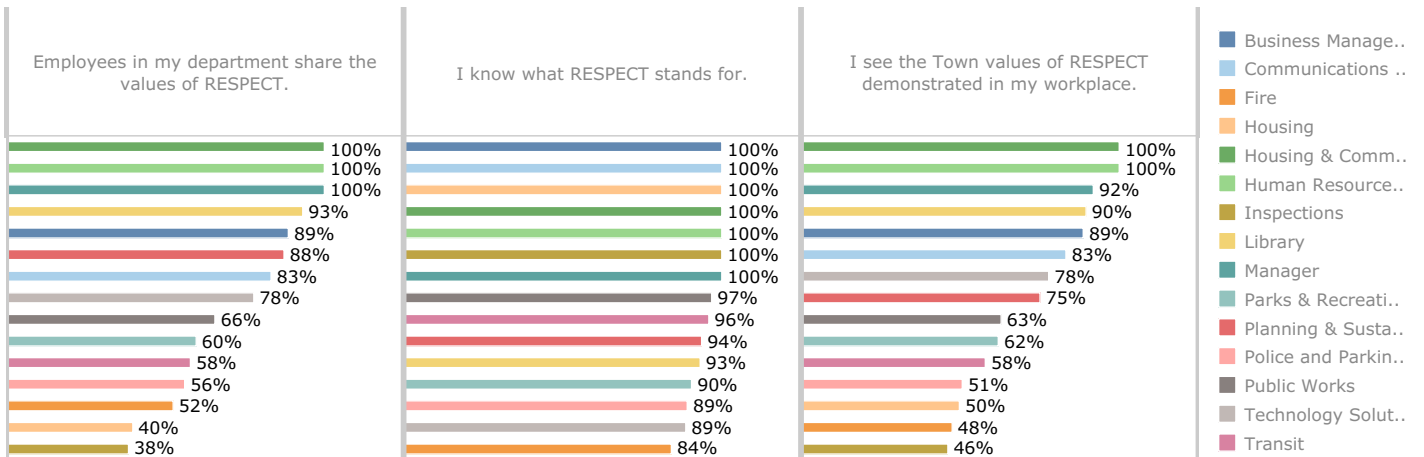
# Response Distributions: Values/RESPECT

Question Groupings  
Values/RESPECT



## Departmental Comparisons

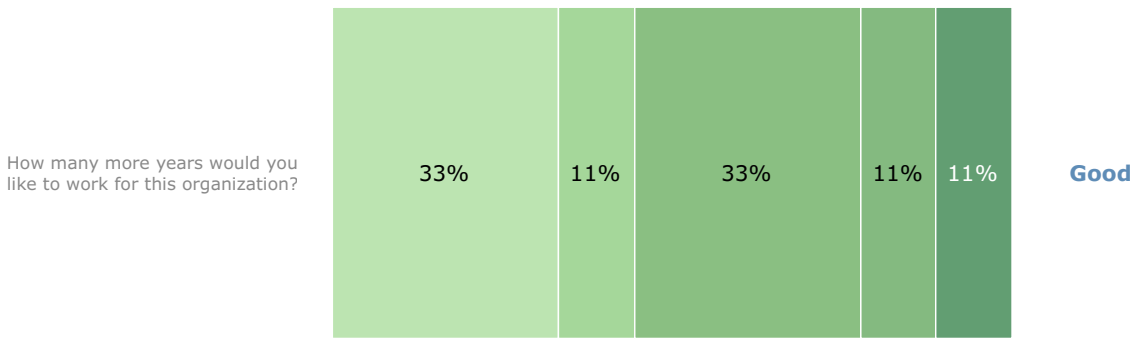
Percent indicating Somewhat Agree, Agree, or Strongly Agree



# Response Distributions: YearsLeft

Question Groupings  
YearsLeft

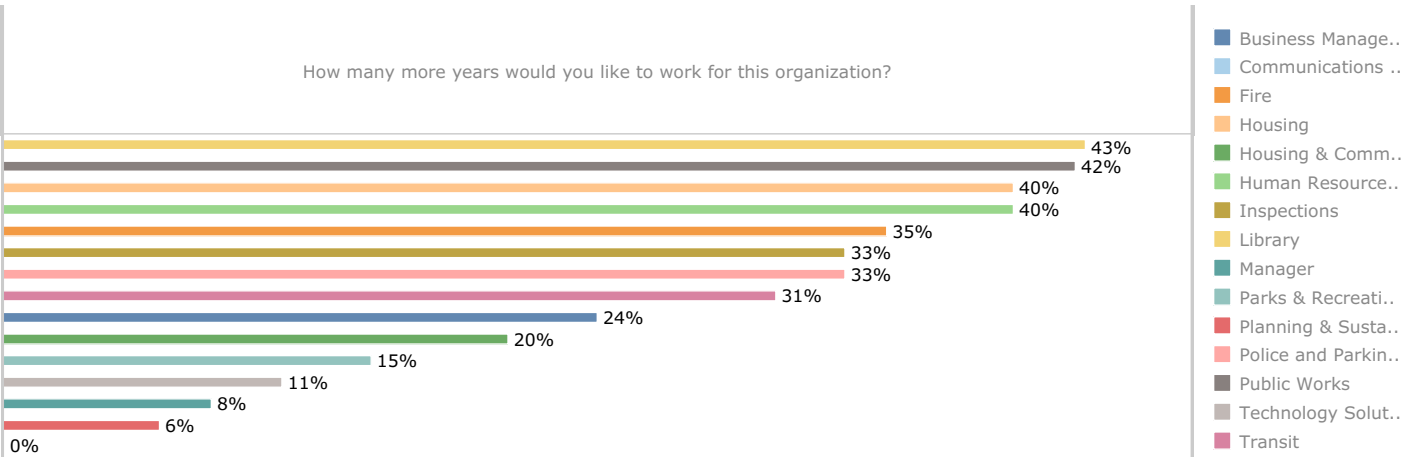
Department  
Technology Solutions



- 21-25Years
- 11-15Years
- 6-10Years
- 1-2Years
- Less Than1Year

# Departmental Comparisons

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

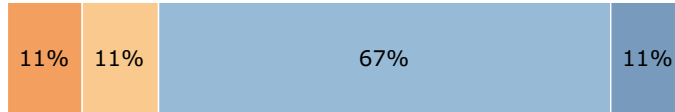


- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

# Response Distributions: Communications (General)

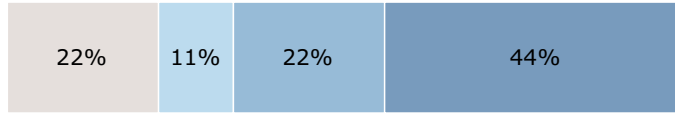
Question Groupings  
Communications (G..

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



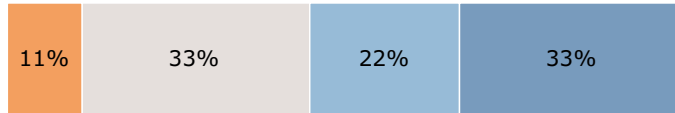
**Room for Improvement**

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



**Good**

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



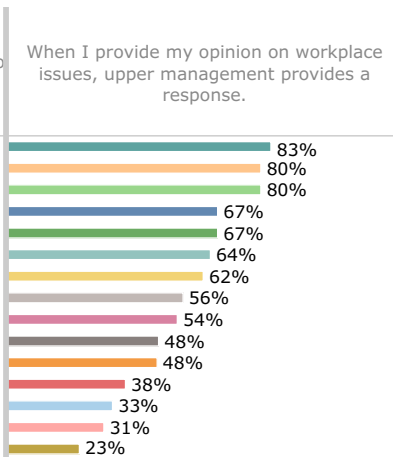
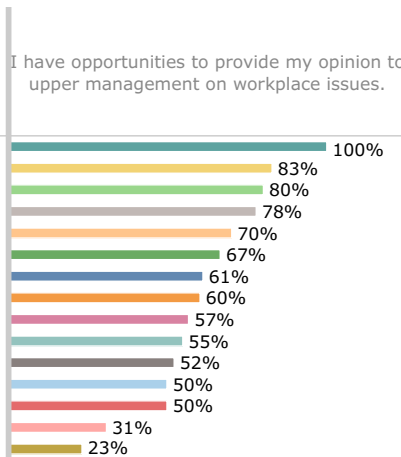
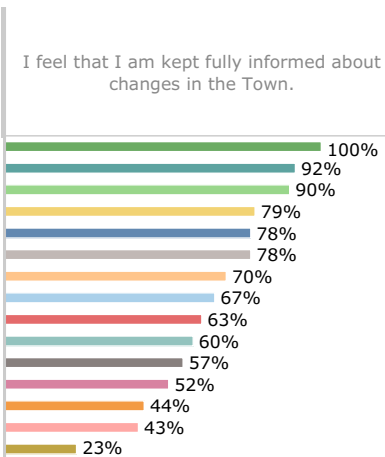
**Good**

Department  
Technology Solutions

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