

A dark gray banner with a subtle geometric pattern. On the left, there is a white right-pointing triangle containing the word "SEE" in black. To the right of the triangle, the words "SURVEY OF EMPLOYEE ENGAGEMENT" are written in white, bold, uppercase letters.

SEE

SURVEY OF EMPLOYEE ENGAGEMENT

Texas Board of Professional Geoscientists Executive Summary 2015



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Introduction

THANK YOU for your participation in the Survey of Employee Engagement (SEE). We trust that you will find this information helpful in your leadership planning and organizational development efforts. The SEE is specifically focused on the key drivers relative to the ability to engage employees towards successfully fulfilling the vision and mission of the organization.

Inside this report, you will find many tools to assist you in understanding the engagement of your employees. Your first indication of engagement will be the response rate of your employees. From there, we share with you the overall score for your organization, averaging all survey items. You will also find a breakdown of the levels of engagement found among your employees. We have provided demographic information about the employees surveyed as well as what percent are leaving or retiring in the near future. Then, this report contains a breakdown of the scoring for each construct we surveyed, highlighting areas of strength and areas of concern. Finally, we have provided Focus Forward action items throughout the report and a timeline suggesting how to move forward with what you have learned from the survey results.

Your report represents aggregate data, but some organizations will want further information. For example, the SEE makes it possible to see results broken down by demographic groupings. We would enjoy hearing how you've used the data, and what you liked and disliked about the SEE experience. We are here to help you engage your employees in achieving your vision and mission.



Noel Landuyt
Associate Director
Institute for Organizational Excellence

Organization Profile



Texas Board of Professional Geoscientists

Organizational Leadership:
Charles Horton, Executive Director

Benchmark Categories:
Size 1: Organizations with fewer than 26 employees
Mission 8 : Regulatory

Survey Administration

Collection Period:
12/07/2015 through 12/25/2015

Survey Liaison:
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The Survey

48

Primary
Items

Primary Items

The Survey of Employee Engagement (SEE) consists of a series of 48 primary items used to assess essential and fundamental aspects of how the organization functions. The items are on a 5-point scale from Strongly Disagree (1) to Strongly Agree (5).

Demographic Items

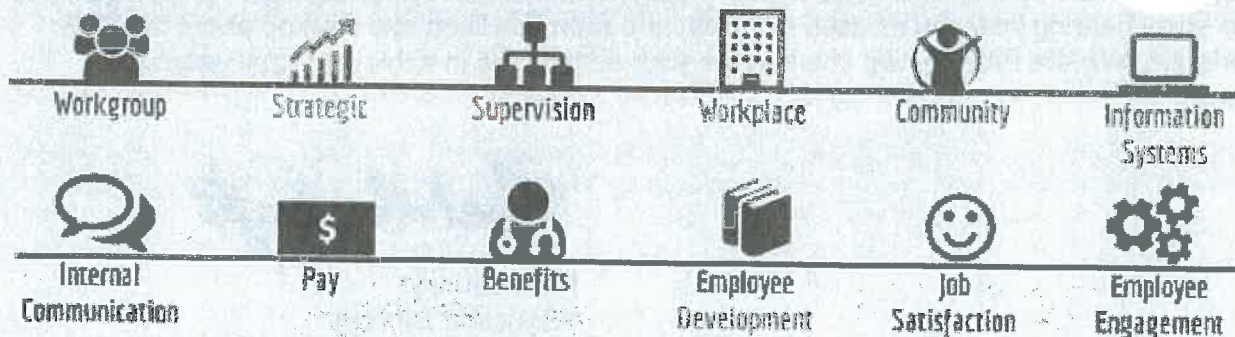
Also included on the SEE instrument are a series of items to ascertain the demography of the respondents.

Constructs

Similar items are grouped together, and their scores are averaged to produce twelve construct measures. These constructs capture the concepts most utilized by leadership and drive organizational performance and engagement.

12

Constructs



2

Key
Scores

Overall Score

The Overall Score is an average of all survey items and represents the overall score for the organization. It is a broad indicator for comparison purposes with other entities.

Levels of Employee Engagement

Twelve items crossing several survey constructs have been selected to assess the level of engagement (high, moderate, or low) among individual employees.

0 Breakout Categories

Organizations can use breakout categories to get a cross-sectional look at specific functional or geographic areas. Your organization did not use breakout categories.

0 Additional Items

Organizations can customize their survey with up to 20 additional items. These items can target issues specific to the organization. Your organization did not use additional items.

Employee Engagement

71.4%



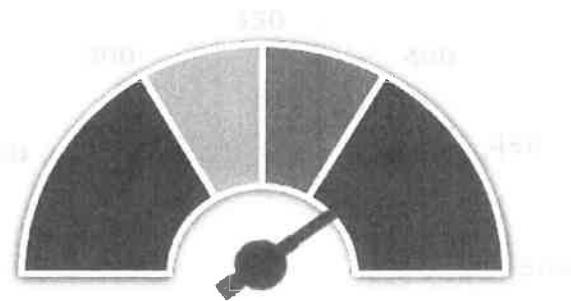
Down 16.1%

Response Rate

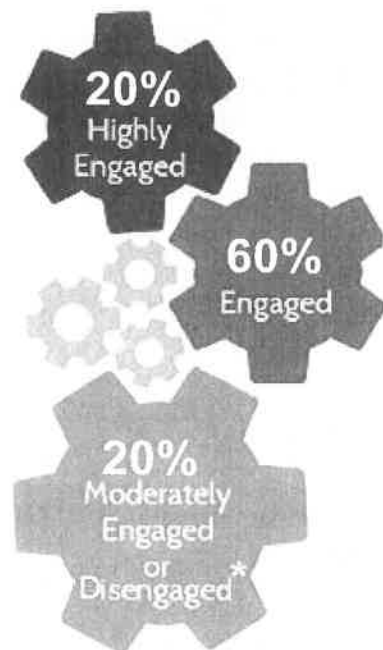
The response rate to the survey is your first indication of the level of employee engagement in your organization. Of the 7 employees invited to take the survey, 5 responded for a response rate of 71.4%. As a general rule, rates higher than 50% suggest soundness, while rates lower than 30% may indicate problems. At 71.4%, your response rate is considered high. High rates mean that employees have an investment in the organization and are willing to contribute towards making improvements within the workplace. With this level of engagement, employees have high expectations from leadership to act upon the survey results.

Overall Score

The overall score is a broad indicator for comparison purposes with other entities. Scores above 350 are desirable, and when scores dip below 300, there should be cause for concern. Scores above 400 are the product of a highly engaged workforce. **Your Overall Score from last time was 427.**



Overall Score: 431



*Combined for groups with less than 20 respondents

Levels of Employee Engagement

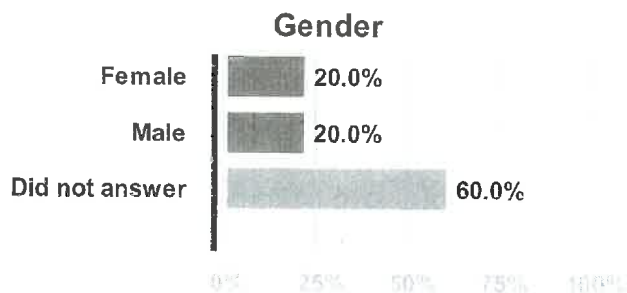
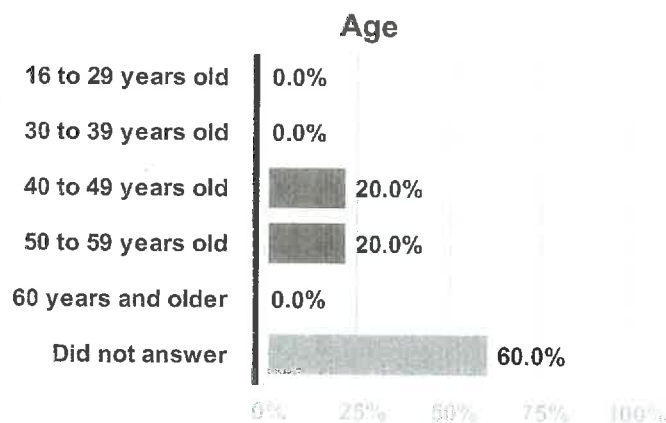
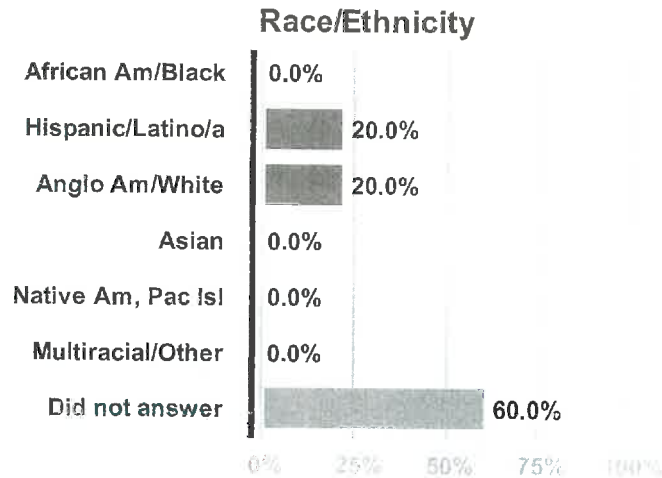
Twelve items crossing several survey constructs have been selected to assess the level of engagement among individual employees. For this organization, 20% of employees are Highly Engaged and 60% are Engaged. Moderately Engaged and Disengaged combine for 20%.

Highly Engaged employees are willing to go above and beyond in their employment. Engaged employees are more present in the workplace and show an effort to help out. Moderately Engaged employees are physically present, but put minimal effort towards accomplishing the job. Disengaged employees are disinterested in their jobs and may be actively working against their coworkers.

For comparison purposes, according to nationwide polling data, about 30% of employees are Highly Engaged or Engaged, 50% are Moderately Engaged, and 20% are Disengaged. While these numbers may seem intimidating, they offer a starting point for discussions on how to further engage employees. Focus on building trust, encouraging the expression of ideas, and providing employees with the resources, guidance, and training they need to do their best work.

People

Examining demographic data is an important aspect of determining the level of consensus and shared viewpoints across the organization. A diverse workforce helps ensure that different ideas are understood, and that those served see the organization as representative of the community. Gender, race/ethnicity, and age are just a few ways to measure diversity. While percentages can vary among different organizations, extreme imbalances should be a cause for concern.



YEARS OF SERVICE With this Organization



0% New Hires (0-2 years)
20% Experienced (3-10 years)
20% Very Experienced (11+ years)
60% Did Not Answer

Each figure represents 1 employee.

FOCUS FORWARD >>>

20% CAN RETIRE

This percentage of respondents indicated that they are eligible for retirement, or will be within the next two years.

Constructs

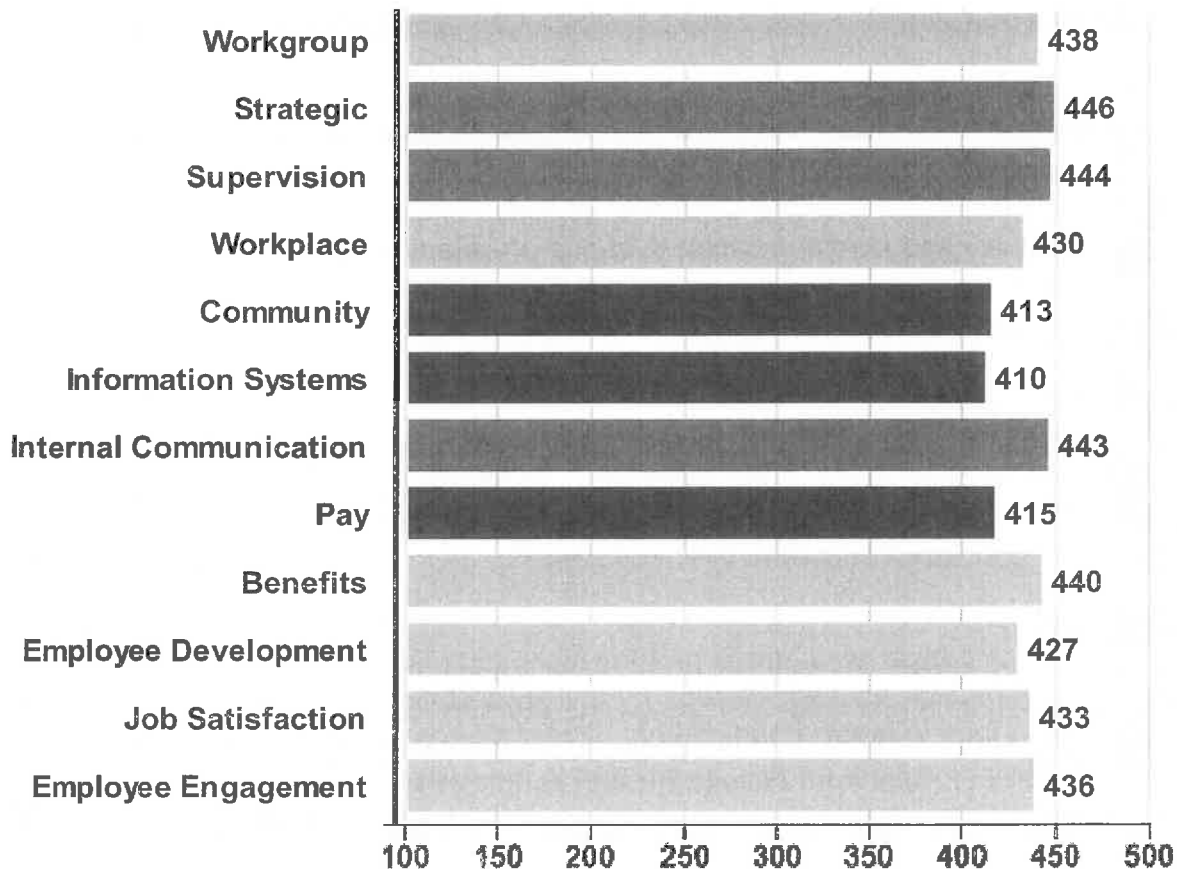
Similar items are grouped together and their scores are averaged and multiplied by 100 to produce 12 construct measures. These constructs capture the concepts most utilized by leadership and drive organizational performance and engagement.

Each construct is displayed below with its corresponding score. Constructs have been coded below to highlight the organization's areas of strength and concern. The three highest are green, the three lowest are red, and all others are yellow. Scores typically range from 300 to 450, and 350 is a tipping point between positive and negative perceptions. The lowest score for a construct is 100, while the highest is 500.

FOCUS FORWARD >>>

Every organization faces different challenges depending on working conditions, resources, and job characteristics. On the next page, we highlight the constructs that are relative strengths and concerns for your organization. While it is important to examine areas of concern, this is also an opportunity to recognize and celebrate areas that employees have judged to be strengths. All organizations start in a different place, and there is always room for improvement within each area.

Constructs



Areas of Strength and Concern

Areas of Strength



Strategic

Score: 446

The strategic construct captures employees' perceptions of their role in the organization and the organization's mission, vision, and strategic plan. Higher scores suggest that employees understand their role in the organization and consider the organization's reputation to be positive.



Supervision

Score: 444

The supervision construct captures employees' perceptions of the nature of supervisory relationships within the organization. Higher scores suggest that employees view their supervisors as fair, helpful and critical to the flow of work.



Internal Communication

Score: 443

The internal communication construct captures employees' perceptions of whether communication in the organization is reasonable, candid and helpful. Higher scores suggest that employees view communication with peers, supervisors and other parts of the organization as functional and effective.

Areas of Concern



Information Systems

Score: 410

The information systems construct captures employees' perceptions of whether computer and communication systems provide accessible, accurate, and clear information. The lower the score, the more likely employees are frustrated with their ability to secure needed information through current systems.



Community

Score: 413

The community construct captures employees' perceptions of the relationships between employees in the workplace, including trust, respect, care, and diversity among colleagues. Lower scores suggest that employees feel a lack of trust and reciprocity from their colleagues.






Pay

Score: 415

The pay construct captures employees' perceptions about how well the compensation package offered by the organization holds up when compared to similar jobs in other organizations. Lower scores suggest that pay is a central concern or reason for discontent and is not comparable to similar organizations.

Climate

The climate in which employees work does, to a large extent, determine the efficiency and effectiveness of an organization. The appropriate climate is a combination of a safe, non-harassing environment with ethical abiding employees who treat each other with fairness and respect. Moreover, it is an organization with proactive management that communicates and has the capability to make thoughtful decisions. Below are the percentages of employees who marked disagree or strongly disagree for each of the 6 climate items.

<p>0.0%</p> <p>feel they are not treated fairly in the workplace.</p> <p>Favoritism can negatively affect morale and cause resentment among employees. When possible, ensure responsibilities and opportunities are being shared evenly and appropriately.</p>	<p>0.0%</p> <p>feel that upper management should communicate better.</p> <p>Upper management should make efforts to be visible and accessible, as well as utilize intranet/internet sites, email, and social media as appropriate to keep employees informed.</p>	<p>Highest Level of Disagreement</p> 
<p>0.0%</p> <p>feel there aren't enough opportunities to give supervisor feedback.</p> <p>Leadership skills should be evaluated and sharpened on a regular basis. Consider implementing 360 Degree Leadership Evaluations so supervisors can get feedback from their boss, peers, and direct reports.</p>	<p>0.0%</p> <p>believe the information from this survey will go unused.</p> <p>Conducting the survey creates momentum and interest in organizational improvement, so it's critical that leadership acts upon the data and keeps employees informed of changes as they occur.</p>	
<p>0.0%</p> <p>feel there are issues with ethics in the workplace.</p> <p>An ethical climate is the foundation of building trust within an organization. Reinforce the importance of ethical behavior to employees, and ensure there are appropriate channels to handle ethical violations.</p>	<p>0.0%</p> <p>feel workplace harassment is not adequately addressed.</p> <p>While no amount of harassment is desirable within an organization, percentages above 5% require a serious look at workplace culture and the policies for dealing with harassment.</p>	<p>Lowest Level of Disagreement</p> 



FOCUS FORWARD >>>

After the survey data has been compiled, the results are returned approximately one to two months after data collection stops. Survey results are provided in several formats to provide maximum flexibility in interpreting the data and sharing the data with the entire organization. The quick turnaround in reporting allows for immediate action upon the results while they are still current.

Survey Results Received
Executive Summaries, Data Reports, and Excel data are provided for the organization as a whole and for breakout categories. Any of these formats can be used alone or in combination to create rich information on which employees can base their ideas for change.



JAN
2016

FEB
2016



Review Survey Data
Review the data and summaries with the executive staff, and develop a plan for circulating the data to all employees. Several types of benchmark scores provide relevant external comparisons, and breakdown categories can be used to make internal comparisons.

Share with All Employees
Share results by creating reports, newsletters, or PowerPoint presentations providing data along with illustrations pertinent to the organization. Have employees participate in small work unit groups to review reports as they are distributed.



MAR
2016

APR
2016



Engage Employees in Change
Designate the Change Team composed of a diagonal slice across the organization that will guide the effort. Review the organization's strengths and brainstorm on how to best address weaknesses. Provide employees with comment cards to express their ideas.

Move Forward with Change
Have the Change Team compile the priority change topics and action points, and present them to the executive staff. Discuss the administrative protocols for implementing the changes. Determine the plan of action, set a reasonable timeline, and keep employees informed of changes.



JUN
2016

AUG
2016



Sharpen Your Focus
Further data breakdowns and custom reports are available. We also offer leadership assessments, employee pulse and exit surveys, and customer satisfaction surveys. Consultation time for presentations and focus groups is available as well. Please contact us at any time: www.survey.utexas.edu

Resurvey
Administer the Survey of Employee Engagement again to document the effectiveness of your change efforts.



OCT
2017

Demographic Items

Survey respondent information reports the response rate and frequency information for all demographic variables that were asked of participants. Response Rate is a good indicator of employees' willingness to engage in efforts to improve the organization. Scope of Participation is a gauge to see whether or not employees by demographic characteristics participated in the survey.

Response Rate

Your response rate is the percentage of surveys distributed divided by the number of valid surveys received. For category reports, we only report the response rate for the organization as a whole.

What is a good response rate?

If your organization sampled employees, the answer must take into consideration size, sampling strategy, variance, and error tolerance. When all employees are surveyed (census), a general rule for organizations of at least 500, is that a 30% rate is a low, but an acceptable level of response. In general, response rates of greater than 50% (regardless of number of employees) indicate a strong level of participation.

What about non-respondents?

First, you should review the scope of participation discussed in the following paragraph. Second, you need to ascertain whether or not a more focused effort is needed to determine why some groups did not respond.

Scope of Participation

Respondent information is used as a gauge of the scope of participation. For example, the percentages of male and female respondents should roughly mirror your organization's gender composition. This should be true for the other demographic categories. If not, consider whether or not additional efforts need to be made to engage those low participating categories. It is important to note the following:

- If less than five respondents selected a demographic variable, "Less Than Five" and "Not Available" is reported to protect the respondents' anonymity.
- Participants have the option to skip items or select prefer not to answer. Both of these non-responses are combined to give a total "Prefer not to answer" count.



Demographic Items

Total Respondents: 5
 Surveys Distributed: 7
 Response Rate: 71.43%

	Number of Survey Respondents	Percent of Survey Respondents
--	---	--

My highest education level

Did not finish high school:	Less than 5	Not Available
High school diploma (or GED):	Less than 5	Not Available
Some college:	Less than 5	Not Available
Associate's Degree:	Less than 5	Not Available
Bachelor's Degree:	Less than 5	Not Available
Master's Degree:	Less than 5	Not Available
Doctoral Degree:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

I am

Female:	Less than 5	Not Available
Male:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

My annual salary (before taxes)

Less than \$15,000:	Less than 5	Not Available
\$15,000-\$25,000:	Less than 5	Not Available
\$25,001-\$35,000:	Less than 5	Not Available
\$35,001-\$45,000:	Less than 5	Not Available
\$45,001-\$50,000:	Less than 5	Not Available
\$50,001-\$60,000:	Less than 5	Not Available
\$60,001-\$75,000:	Less than 5	Not Available
More than \$75,000:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

My age (in years)

16-29:	Less than 5	Not Available
30-39:	Less than 5	Not Available
40-49:	Less than 5	Not Available
50-59:	Less than 5	Not Available
60+:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

Demographic Items

Total Respondents: 5
 Surveys Distributed: 7
 Response Rate: 71.43%

Number
 of Survey
 Respondents

Percent
 of Survey
 Respondents

Years of service with this organization

Less than 1:	Less than 5	Not Available
1-2:	Less than 5	Not Available
3-5:	Less than 5	Not Available
6-10:	Less than 5	Not Available
11-15:	Less than 5	Not Available
16+:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

My race/ethnic identification

African-American or Black:	Less than 5	Not Available
Hispanic or Latino/a:	Less than 5	Not Available
Anglo-American or White:	Less than 5	Not Available
Asian:	Less than 5	Not Available
American Indian or Pacific Islander:	Less than 5	Not Available
Multiracial or Other:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

I am currently in a supervisory role.

Yes:	Less than 5	Not Available
No:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

I received a promotion during the past two years.

Yes:	Less than 5	Not Available
No:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

I received a merit increase during the past two years.

Yes:	Less than 5	Not Available
No:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available



Demographic Items

Total Respondents: 5
 Surveys Distributed: 7
 Response Rate: 71.43%

	Number of Survey Respondents	Percent of Survey Respondents
--	---	--

I plan to be working for this organization in one year.

Yes:	Less than 5	Not Available
No:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

I am eligible for retirement within the next two years.

Yes:	Less than 5	Not Available
No:	Less than 5	Not Available
Prefer not to answer:	Less than 5	Not Available

Primary Items

For the primary items (numbered 1-48), participants were asked to indicate how they agreed with each positively phrased statement. If participants did not have information or the item did not apply, they were to select don't know/not applicable.

Reported Data

Each primary item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to survey items:

Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration, if available.
- **Similar Mission** is the average score from organizations that share a similar mission to your organization.
- **Similar Size** is the average score from organizations that are a similar size to your organization.
- **All Organizations** is the average score from all organizations.

Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.25 and 3.75. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.



Primary Items



1. My work group cooperates to get the job done.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	4	1	0	0	0	0
Percentage:	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.80
Std. Dev.:	0.45
Total Respondents:	5
BENCHMARKS	
Past Score:	4.17
Similar Mission:	4.20
Similar Size:	4.23
All Orgs:	4.18



2. In my work group, my opinions and ideas count.

80% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	3	1	1	0	0	0
Percentage:	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE:	4.40
Std. Dev.:	0.89
Total Respondents:	5
BENCHMARKS	
Past Score:	4.17
Similar Mission:	3.81
Similar Size:	4.00
All Orgs:	3.70



3. My work group regularly uses performance data to improve the quality of our work.

75% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	1	2	0	0	0	1
Percentage:	25.00%	50.00%	0.00%	0.00%	0.00%	25.00%

75% Agreement

SCORE:	4.33
Std. Dev.:	0.58
Total Respondents:	4
BENCHMARKS	
Past Score:	4.50
Similar Mission:	3.72
Similar Size:	3.79
All Orgs:	3.60



4. In my work group, there is a real feeling of teamwork.

80% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	2	2	0	1	0	0
Percentage:	40.00%	40.00%	0.00%	20.00%	0.00%	0.00%

80% Agreement

SCORE:	4.00
Std. Dev.:	1.23
Total Respondents:	5
BENCHMARKS	
Past Score:	3.83
Similar Mission:	3.87
Similar Size:	3.93
All Orgs:	3.82



Primary Items



5. Our organization is known for the quality of work we provide.

80% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	2	2	0	0	0	1
Percentage:	40.00%	40.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE: 4.50
Std. Dev.: 0.58
Total Respondents: 5

BENCHMARKS

Past Score: 4.00
Similar Mission: 3.97
Similar Size: 4.16
All Orgs: 3.93



6. I know how my work impacts others in the organization.

80% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	3	1	1	0	0	0
Percentage:	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE: 4.40
Std. Dev.: 0.89
Total Respondents: 5

BENCHMARKS

Past Score: 4.33
Similar Mission: 4.21
Similar Size: 4.22
All Orgs: 4.12



7. My organization develops services to match the needs of our customers/clients.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	3	2	0	0	0	0
Percentage:	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE: 4.60
Std. Dev.: 0.55
Total Respondents: 5

BENCHMARKS

Past Score: 4.50
Similar Mission: 4.05
Similar Size: 4.26
All Orgs: 3.97



8. Our organization communicates effectively with the public.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE: 4.40
Std. Dev.: 0.55
Total Respondents: 5

BENCHMARKS

Past Score: 4.33
Similar Mission: 4.12
Similar Size: 4.29
All Orgs: 3.97



Primary Items



9. I have a good understanding of our mission, vision, and strategic plan.

100% Agreement

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.83
Similar Mission:	4.20
Similar Size:	4.33
All Orgs:	4.13



10. My supervisor provides me with a clear understanding of my work responsibilities.

100% Agreement

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	4	1	0	0	0	0
Percentage:	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%

SCORE:	4.80
Std. Dev.:	0.45
Total Respondents:	5
BENCHMARKS	
Past Score:	4.83
Similar Mission:	4.18
Similar Size:	4.29
All Orgs:	4.10



11. My supervisor recognizes outstanding work.

100% Agreement

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	4.01
Similar Size:	4.11
All Orgs:	3.95



12. I am given the opportunity to do my best work.

100% Agreement

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	4.16
Similar Size:	4.25
All Orgs:	4.09



Primary Items



13. My supervisor is consistent when administering policies concerning employees.

80% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	2	2	1	0	0	0
Percentage:	40.00%	40.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE: 4.20

Std. Dev.: 0.84

Total Respondents: 5

BENCHMARKS

Past Score: 4.33

Similar Mission: 3.89

Similar Size: 4.08

All Orgs: 3.85



14. My supervisor evaluates my performance fairly.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE: 4.40

Std. Dev.: 0.55

Total Respondents: 5

BENCHMARKS

Past Score: 4.33

Similar Mission: 3.95

Similar Size: 4.03

All Orgs: 3.86



15. Given the type of work I do, my physical workplace meets my needs.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE: 4.20

Std. Dev.: 0.45

Total Respondents: 5

BENCHMARKS

Past Score: 4.33

Similar Mission: 4.08

Similar Size: 4.19

All Orgs: 3.98



16. My workplace is well maintained.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE: 4.20

Std. Dev.: 0.45

Total Respondents: 5

BENCHMARKS

Past Score: 4.50

Similar Mission: 3.88

Similar Size: 4.08

All Orgs: 3.82



Primary Items



17. There are sufficient procedures to ensure the safety of employees in the workplace.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	4.09
Similar Size:	4.30
All Orgs:	4.02



18. I have adequate resources and equipment to do my job.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	4.02
Similar Size:	4.19
All Orgs:	3.91



19. The people I work with treat each other with respect.

60% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	2	0	1	0	1
Percentage:	20.00%	40.00%	0.00%	20.00%	0.00%	20.00%

60% Agreement

SCORE:	3.75
Std. Dev.:	1.26
Total Respondents:	5
BENCHMARKS	
Past Score:	4.00
Similar Mission:	3.90
Similar Size:	3.87
All Orgs:	3.87



20. My organization works to attract, develop, and retain people with diverse backgrounds.

80% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	2	0	0	0	1
Percentage:	40.00%	40.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.50
Std. Dev.:	0.58
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	3.86
Similar Size:	4.09
All Orgs:	3.76



Primary Items

**21. The people I work with care about my personal well-being.****80% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	3	0	0	0	1
Percentage:	20.00%	60.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement**SCORE:** 4.25

Std. Dev.: 0.50

Total Respondents: 5

BENCHMARKS

Past Score: None

Similar Mission: None

Similar Size: None

All Orgs: None

**22. I trust the people in my workplace.****60% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	2	1	0	0	1
Percentage:	20.00%	40.00%	20.00%	0.00%	0.00%	20.00%

60% Agreement**SCORE:** 4.00

Std. Dev.: 0.82

Total Respondents: 5

BENCHMARKS

Past Score: None

Similar Mission: None

Similar Size: None

All Orgs: None

**23. My work group uses the latest technologies to communicate and interact.****60% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	2	1	0	0	1
Percentage:	20.00%	40.00%	20.00%	0.00%	0.00%	20.00%

60% Agreement**SCORE:** 4.00

Std. Dev.: 0.82

Total Respondents: 5

BENCHMARKS

Past Score: 3.83

Similar Mission: 3.70

Similar Size: 3.73

All Orgs: 3.58

**24. Our computer systems provide reliable information.****100% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement**SCORE:** 4.20

Std. Dev.: 0.45

Total Respondents: 5

BENCHMARKS

Past Score: 4.33

Similar Mission: 3.90

Similar Size: 4.07

All Orgs: 3.80



Primary Items



25. Support is available for the technologies we use.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.20
Std. Dev.:	0.45
Total Respondents:	5
BENCHMARKS	
Past Score:	None
Similar Mission:	None
Similar Size:	None
All Orgs:	None



26. Our computer systems enable me to quickly find the information I need.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	0	5	0	0	0	0
Percentage:	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.00
Std. Dev.:	None
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	3.73
Similar Size:	3.94
All Orgs:	3.61



27. The communication channels I must go through at work are reasonable.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.17
Similar Mission:	3.86
Similar Size:	3.99
All Orgs:	3.70



28. My work atmosphere encourages open and honest communication.

80% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	2	0	0	0	1
Percentage:	40.00%	40.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.50
Std. Dev.:	0.58
Total Respondents:	5
BENCHMARKS	
Past Score:	4.17
Similar Mission:	3.68
Similar Size:	3.77
All Orgs:	3.57



Primary Items



29. The communications I receive at work are timely and informative.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	None
Similar Mission:	None
Similar Size:	None
All Orgs:	None



30. My pay keeps pace with the cost of living.

60% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	1	2	1	0	0	1
Percentage:	20.00%	40.00%	20.00%	0.00%	0.00%	20.00%

60% Agreement

SCORE:	4.00
Std. Dev.:	0.82
Total Respondents:	5
BENCHMARKS	
Past Score:	3.67
Similar Mission:	2.78
Similar Size:	2.86
All Orgs:	2.50



31. Salaries are competitive with similar jobs in the community.

80% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	1	3	0	0	0	1
Percentage:	20.00%	60.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.25
Std. Dev.:	0.50
Total Respondents:	5
BENCHMARKS	
Past Score:	3.00
Similar Mission:	2.74
Similar Size:	2.86
All Orgs:	2.56



32. I feel I am paid fairly for the work I do.

100% Agreement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Response:						
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.20
Std. Dev.:	0.45
Total Respondents:	5
BENCHMARKS	
Past Score:	3.60
Similar Mission:	3.03
Similar Size:	3.12
All Orgs:	2.81



Primary Items



33. Retirement benefits are competitive with similar jobs in the community.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	2	0	0	0	1
Percentage:	40.00%	40.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.50
Std. Dev.:	0.58
Total Respondents:	5
BENCHMARKS	
Past Score:	4.17
Similar Mission:	3.85
Similar Size:	4.00
All Orgs:	3.78



34. Health insurance benefits are competitive with similar jobs in the community.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	2	0	0	0	1
Percentage:	40.00%	40.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.50
Std. Dev.:	0.58
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	4.06
Similar Size:	4.18
All Orgs:	4.03



35. Benefits can be selected to meet individual needs.

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.20
Std. Dev.:	0.45
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	4.01
Similar Size:	4.06
All Orgs:	3.92



36. I believe I have a career with this organization.

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	3.97
Similar Size:	4.01
All Orgs:	3.89



Primary Items

**37. Training is made available to me so that I can do my job better.****100% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE: 4.40
Std. Dev.: 0.55
Total Respondents: 5

BENCHMARKS

Past Score: 4.33
Similar Mission: 3.86
Similar Size: 4.10
All Orgs: 3.83

**38. Training is made available to me for personal growth and development.****80% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	3	1	0	0	0
Percentage:	20.00%	60.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE: 4.00
Std. Dev.: 0.71
Total Respondents: 5

BENCHMARKS

Past Score: 4.33
Similar Mission: 3.72
Similar Size: 3.96
All Orgs: 3.66

**39. My work environment supports a balance between work and personal life.****80% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	2	0	0	0	1
Percentage:	40.00%	40.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE: 4.50
Std. Dev.: 0.58
Total Respondents: 5

BENCHMARKS

Past Score: 4.17
Similar Mission: 4.00
Similar Size: 4.13
All Orgs: 3.88

**40. I feel free to be myself at work.****80% Agreement**

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	1	3	1	0	0	0
Percentage:	20.00%	60.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE: 4.00
Std. Dev.: 0.71
Total Respondents: 5

BENCHMARKS

Past Score: None
Similar Mission: None
Similar Size: None
All Orgs: None



Primary Items



41. The amount of work I am asked to do is reasonable.

100% Agreement

SCORE: 4.40

Std. Dev.: 0.55

Total Respondents: 5

BENCHMARKS

Past Score: 4.33

Similar Mission: 3.81

Similar Size: 3.97

All Orgs: 3.71

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%



42. I am proud to tell people that I work for this organization.

100% Agreement

SCORE: 4.40

Std. Dev.: 0.55

Total Respondents: 5

BENCHMARKS

Past Score: 4.33

Similar Mission: 4.07

Similar Size: 4.14

All Orgs: 3.97

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%



43. Harassment is not tolerated at my workplace.

100% Agreement

SCORE: 4.20

Std. Dev.: 0.45

Total Respondents: 5

BENCHMARKS

Past Score: 4.50

Similar Mission: 4.21

Similar Size: 4.28

All Orgs: 4.15

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%



44. Employees are generally ethical in my workplace.

100% Agreement

SCORE: 4.40

Std. Dev.: 0.55

Total Respondents: 5

BENCHMARKS

Past Score: 4.17

Similar Mission: 4.10

Similar Size: 4.24

All Orgs: 4.06

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%



Primary Items



45. I believe we will use the information from this survey to improve our workplace.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1	3	0	0	0	1
Percentage:	20.00%	60.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.25
Std. Dev.:	0.50
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	3.75
Similar Size:	3.92
All Orgs:	3.57



46. I am satisfied with the opportunities I have to give feedback on my supervisor's performance.

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1	4	0	0	0	0
Percentage:	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.20
Std. Dev.:	0.45
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	3.58
Similar Size:	3.70
All Orgs:	3.47



47. Upper management (i.e. Executive and/or Senior Leadership) effectively communicates important information.

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	3.86
Similar Size:	4.09
All Orgs:	3.68



48. I am treated fairly in my workplace.

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	None
Similar Mission:	None
Similar Size:	None
All Orgs:	None



Additional Items

Organizations participating in the Survey are invited to submit up to 20 additional items for inclusion in the Survey. These items are included at the end of the online survey or are printed on an insert and included in each employee's survey packet. Please refer to the survey customization sheet that has been included later in this report for more information on additional items submitted by this organization.

*Additional Items are not included if none were submitted.

Reported Data

Each additional item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to additional items:

Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

Benchmark Data

Benchmark and over time data are not available for Additional Items.

Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.25 and 3.75. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

Engagement Items

Twelve items spanning several constructs were selected to get a more focused look at Employee Engagement.

Reported Data

Each engagement item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to survey items:

Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration, if available.
- **Similar Mission** is the average score from organizations that share a similar mission to your organization.
- **Similar Size** is the average score from organizations that are a similar size to your organization.
- **All Organizations** is the average score from all organizations.

Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.25 and 3.75. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.



Engagement Items



2. In my work group, my opinions and ideas count.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	3	1	1	0	0	0
Percentage:	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE:	4.40
Std. Dev.:	0.89
Total Respondents:	5
BENCHMARKS	
Past Score:	4.17
Similar Mission:	3.81
Similar Size:	4.00
All Orgs:	3.70



5. Our organization is known for the quality of work we provide.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	2	0	0	0	1
Percentage:	40.00%	40.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.50
Std. Dev.:	0.58
Total Respondents:	5
BENCHMARKS	
Past Score:	4.00
Similar Mission:	3.97
Similar Size:	4.16
All Orgs:	3.93



6. I know how my work impacts others in the organization.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	3	1	1	0	0	0
Percentage:	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE:	4.40
Std. Dev.:	0.89
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	4.21
Similar Size:	4.22
All Orgs:	4.12



10. My supervisor provides me with a clear understanding of my work responsibilities.

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	4	1	0	0	0	0
Percentage:	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.80
Std. Dev.:	0.45
Total Respondents:	5
BENCHMARKS	
Past Score:	4.83
Similar Mission:	4.18
Similar Size:	4.29
All Orgs:	4.10



Engagement Items



11. My supervisor recognizes outstanding work.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	4.01
Similar Size:	4.11
All Orgs:	3.95



12. I am given the opportunity to do my best work.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.50
Similar Mission:	4.16
Similar Size:	4.25
All Orgs:	4.09



14. My supervisor evaluates my performance fairly.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	3.95
Similar Size:	4.03
All Orgs:	3.86



18. I have adequate resources and equipment to do my job.

100% Agreement

	Strongly				Strongly	Don't
Response:	Agree	Agree	Neutral	Disagree	Disagree	Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	4.02
Similar Size:	4.19
All Orgs:	3.91



Engagement Items



21. The people I work with care about my personal well-being.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1	3	0	0	0	1
Percentage:	20.00%	60.00%	0.00%	0.00%	0.00%	20.00%

80% Agreement

SCORE:	4.25
Std. Dev.:	0.50
Total Respondents:	5
BENCHMARKS	
Past Score:	None
Similar Mission:	None
Similar Size:	None
All Orgs:	None



22. I trust the people in my workplace.

60% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1	2	1	0	0	1
Percentage:	20.00%	40.00%	20.00%	0.00%	0.00%	20.00%

60% Agreement

SCORE:	4.00
Std. Dev.:	0.82
Total Respondents:	5
BENCHMARKS	
Past Score:	None
Similar Mission:	None
Similar Size:	None
All Orgs:	None



37. Training is made available to me so that I can do my job better.

100% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	2	3	0	0	0	0
Percentage:	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%

100% Agreement

SCORE:	4.40
Std. Dev.:	0.55
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	3.86
Similar Size:	4.10
All Orgs:	3.83



38. Training is made available to me for personal growth and development.

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1	3	1	0	0	0
Percentage:	20.00%	60.00%	20.00%	0.00%	0.00%	0.00%

80% Agreement

SCORE:	4.00
Std. Dev.:	0.71
Total Respondents:	5
BENCHMARKS	
Past Score:	4.33
Similar Mission:	3.72
Similar Size:	3.96
All Orgs:	3.66

