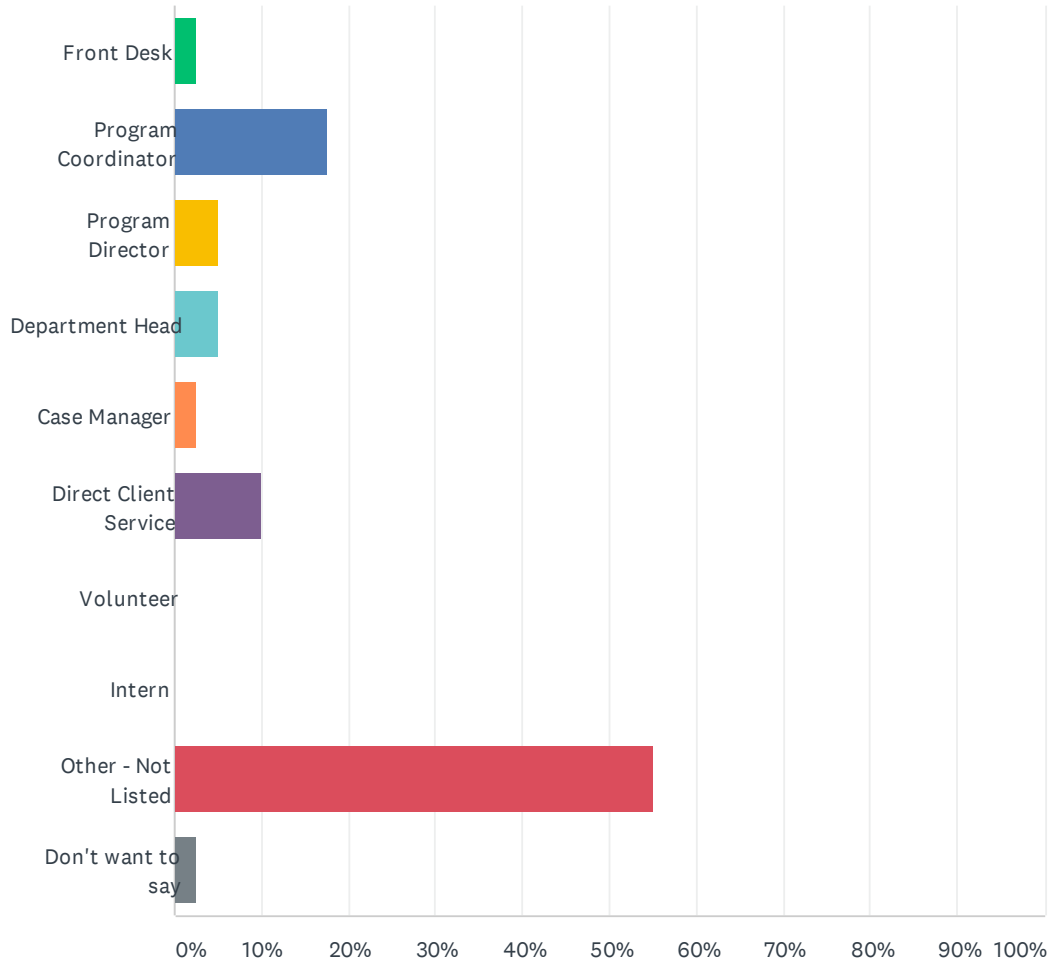


Q1 What is your job role?

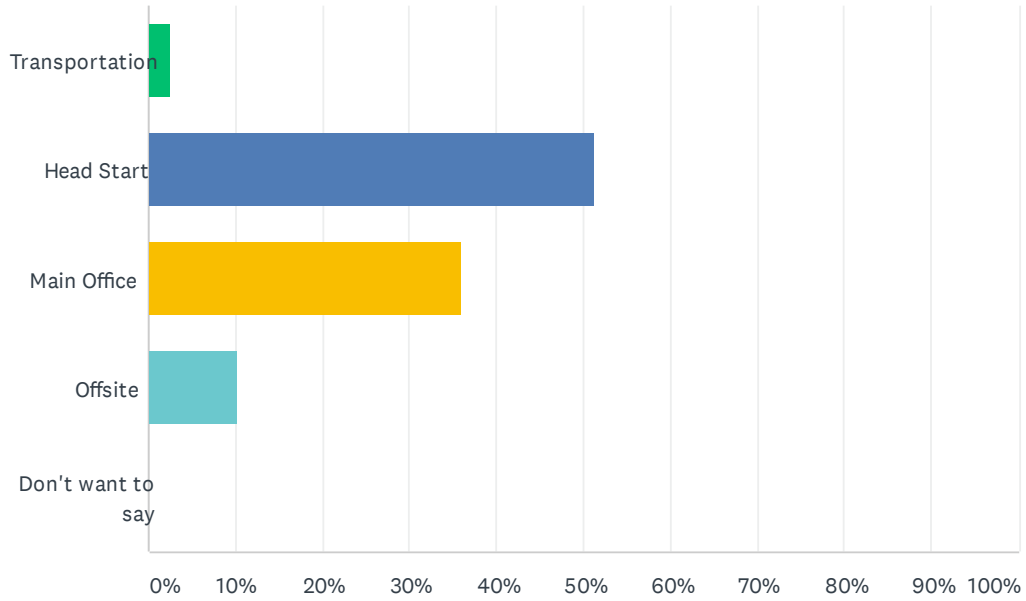
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES
Front Desk	2.50% 1
Program Coordinator	17.50% 7
Program Director	5.00% 2
Department Head	5.00% 2
Case Manager	2.50% 1
Direct Client Service	10.00% 4
Volunteer	0.00% 0
Intern	0.00% 0
Other - Not Listed	55.00% 22
Don't want to say	2.50% 1
TOTAL	40

Q2 What area of the agency do you work?

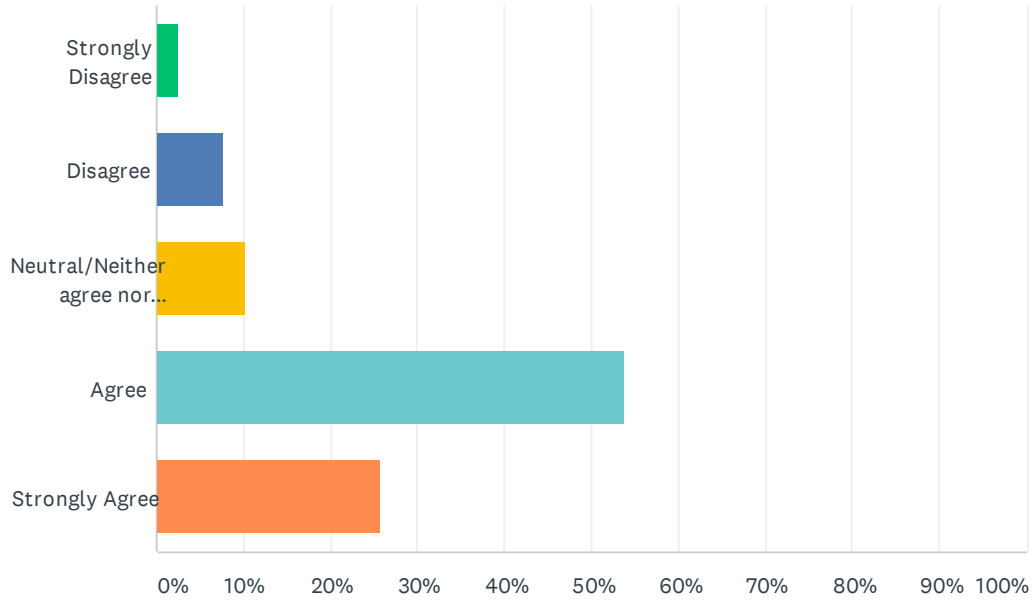
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Transportation	2.56%	1
Head Start	51.28%	20
Main Office	35.90%	14
Offsite	10.26%	4
Don't want to say	0.00%	0
TOTAL		39

Q3 I am satisfied with my opportunities for professional growth.

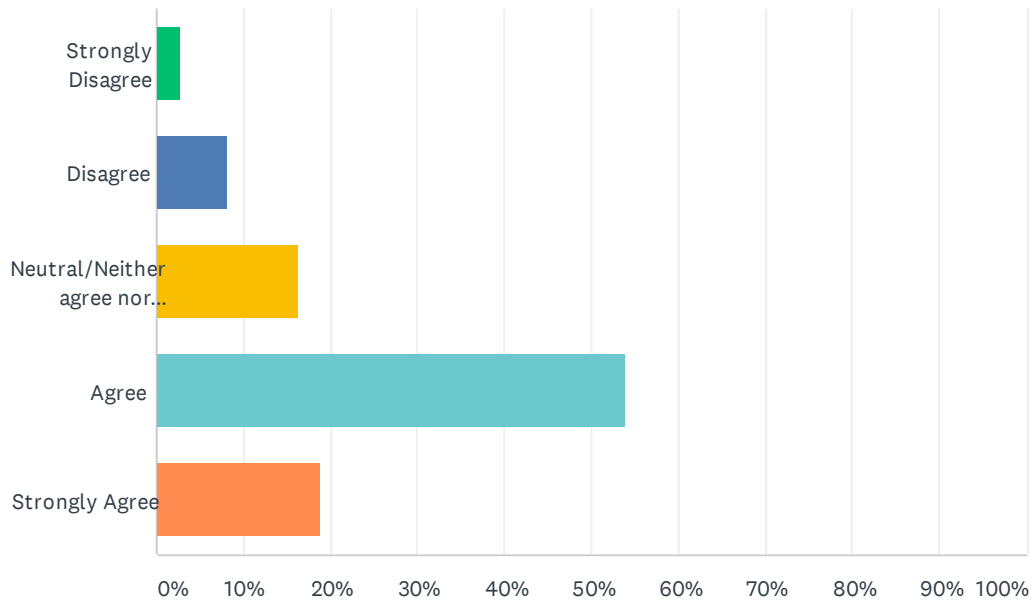
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.56%	1
Disagree	7.69%	3
Neutral/Neither agree nor disagree	10.26%	4
Agree	53.85%	21
Strongly Agree	25.64%	10
TOTAL		39

Q4 I am pleased with the career advancement opportunities available to me.

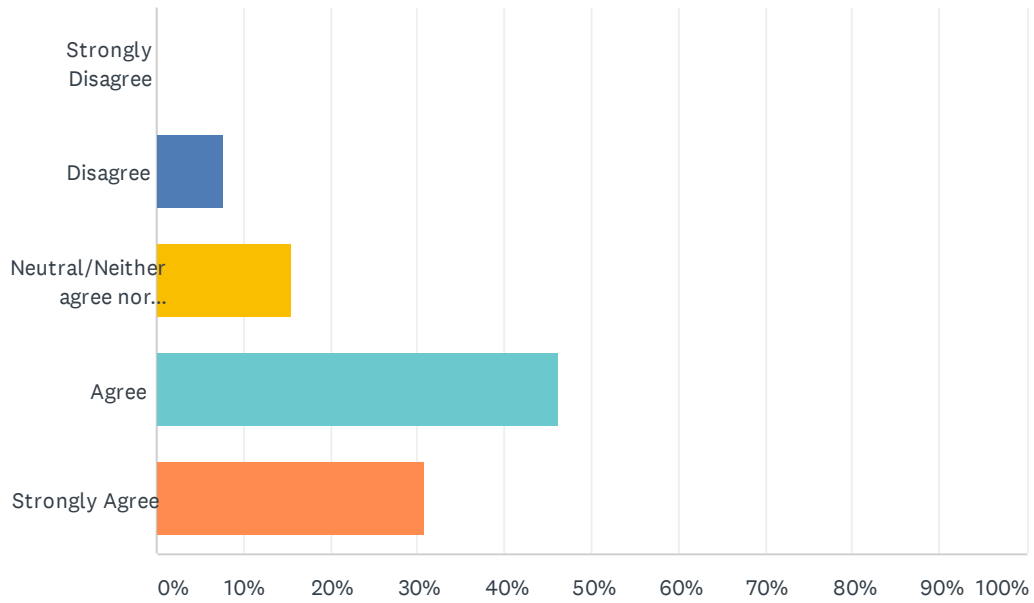
Answered: 37 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.70%	1
Disagree	8.11%	3
Neutral/Neither agree nor disagree	16.22%	6
Agree	54.05%	20
Strongly Agree	18.92%	7
TOTAL		37

Q5 My organization is dedicated to my professional development.

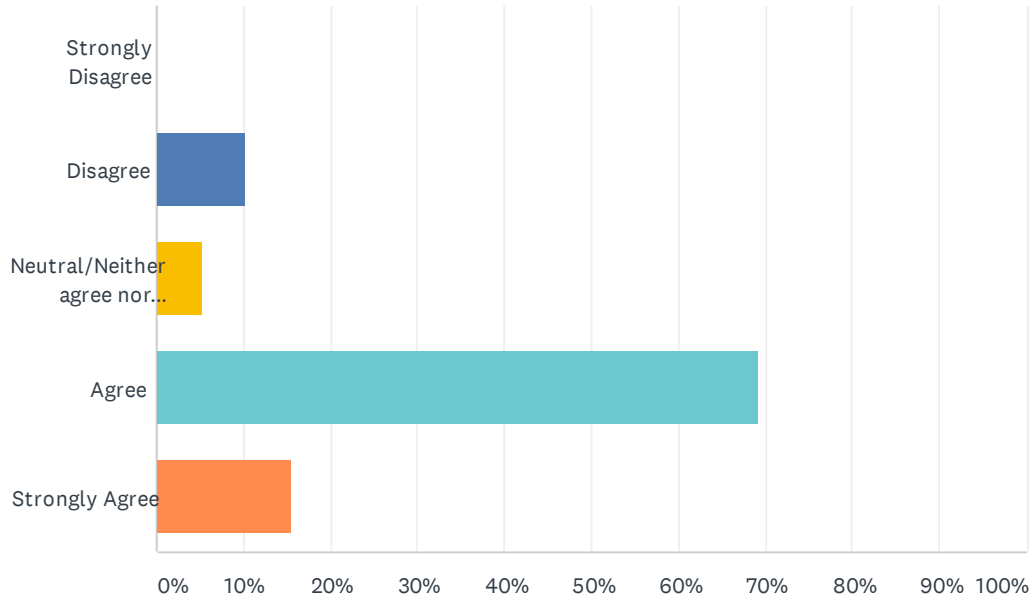
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.69%	3
Neutral/Neither agree nor disagree	15.38%	6
Agree	46.15%	18
Strongly Agree	30.77%	12
TOTAL		39

Q6 I am satisfied with the job-related training my organization offers.

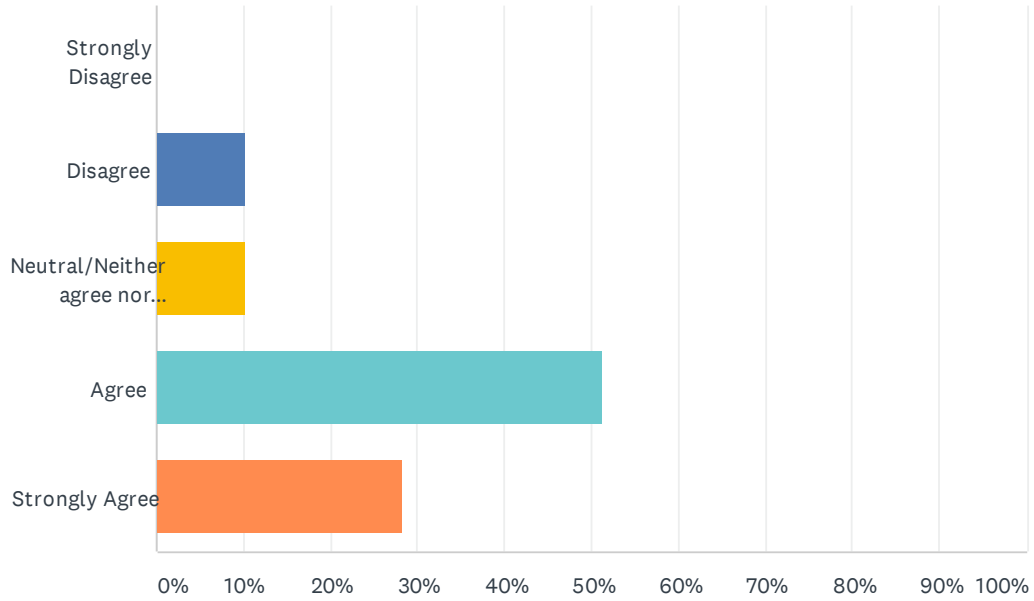
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	10.26%	4
Neutral/Neither agree nor disagree	5.13%	2
Agree	69.23%	27
Strongly Agree	15.38%	6
TOTAL		39

Q7 I am satisfied that I have the opportunities to apply my talents and expertise.

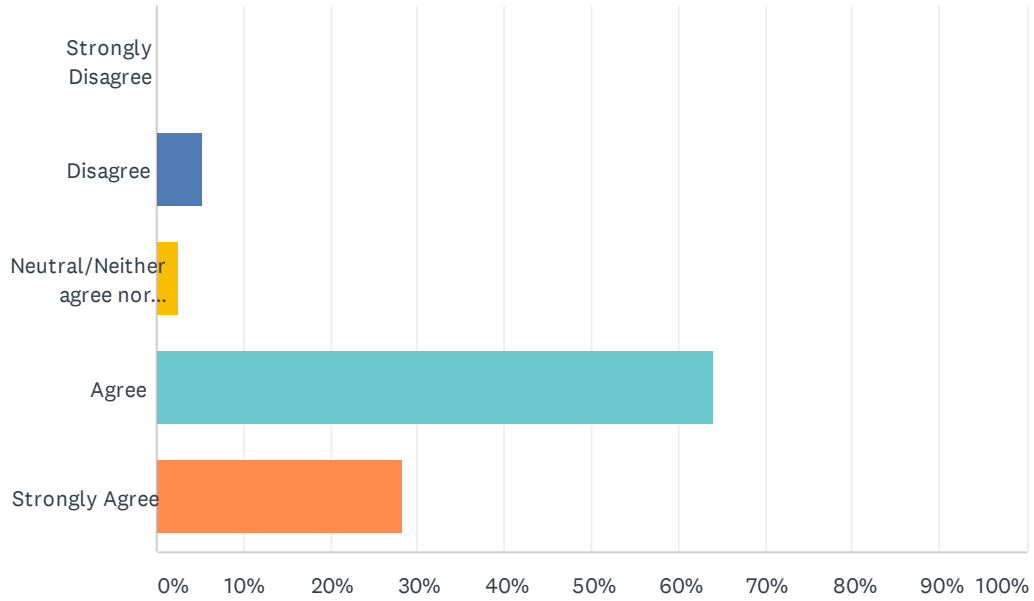
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	10.26%	4
Neutral/Neither agree nor disagree	10.26%	4
Agree	51.28%	20
Strongly Agree	28.21%	11
TOTAL		39

Q8 I am satisfied with the investment my organization makes in training and education.

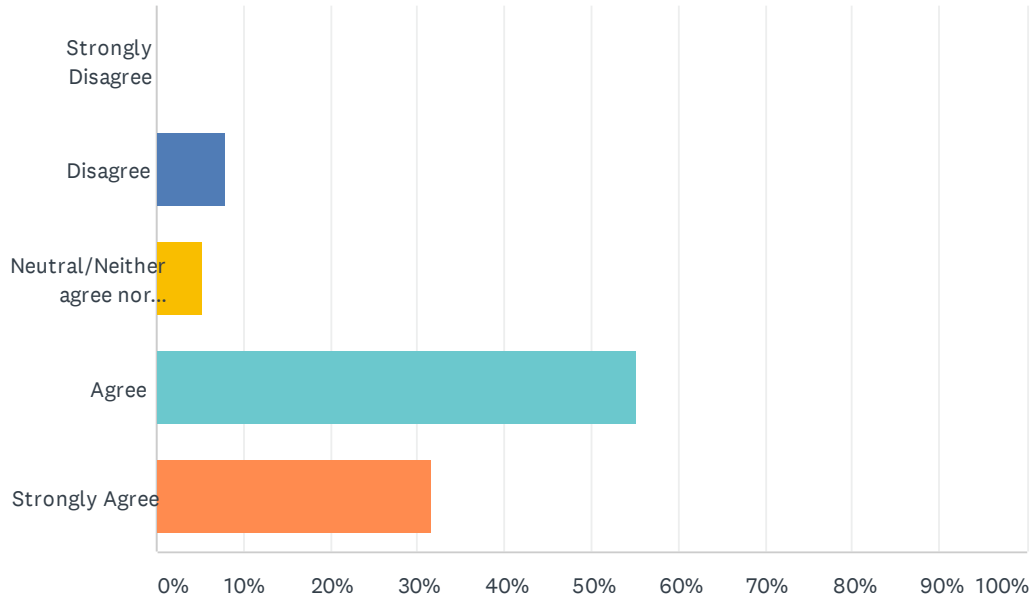
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.13%	2
Neutral/Neither agree nor disagree	2.56%	1
Agree	64.10%	25
Strongly Agree	28.21%	11
TOTAL		39

Q9 I am inspired to meet my goals at work.

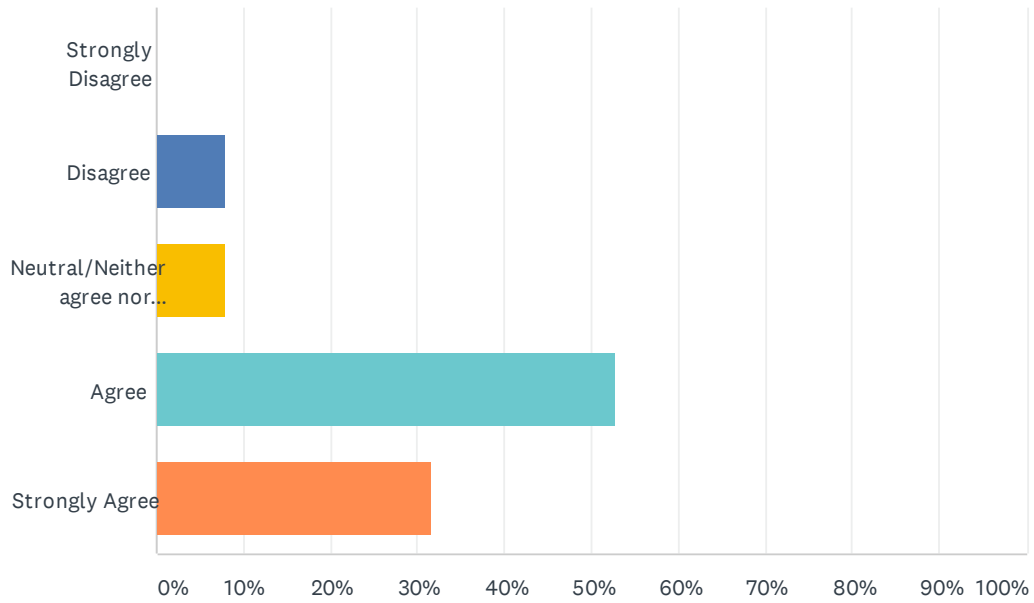
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.89%	3
Neutral/Neither agree nor disagree	5.26%	2
Agree	55.26%	21
Strongly Agree	31.58%	12
TOTAL		38

Q10 I feel completely involved in my work.

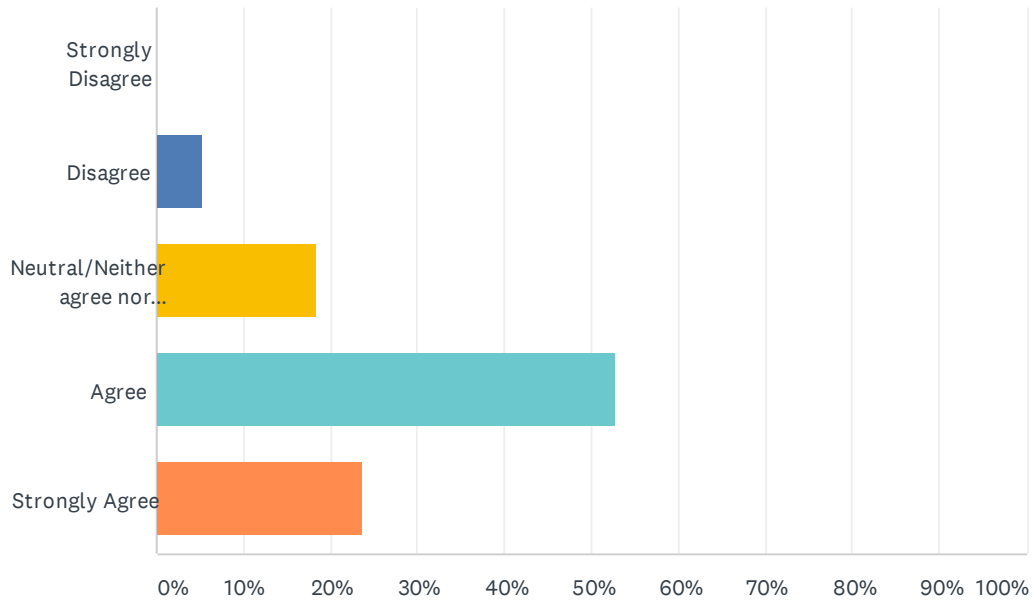
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.89%	3
Neutral/Neither agree nor disagree	7.89%	3
Agree	52.63%	20
Strongly Agree	31.58%	12
TOTAL		38

Q11 I get excited about going to work.

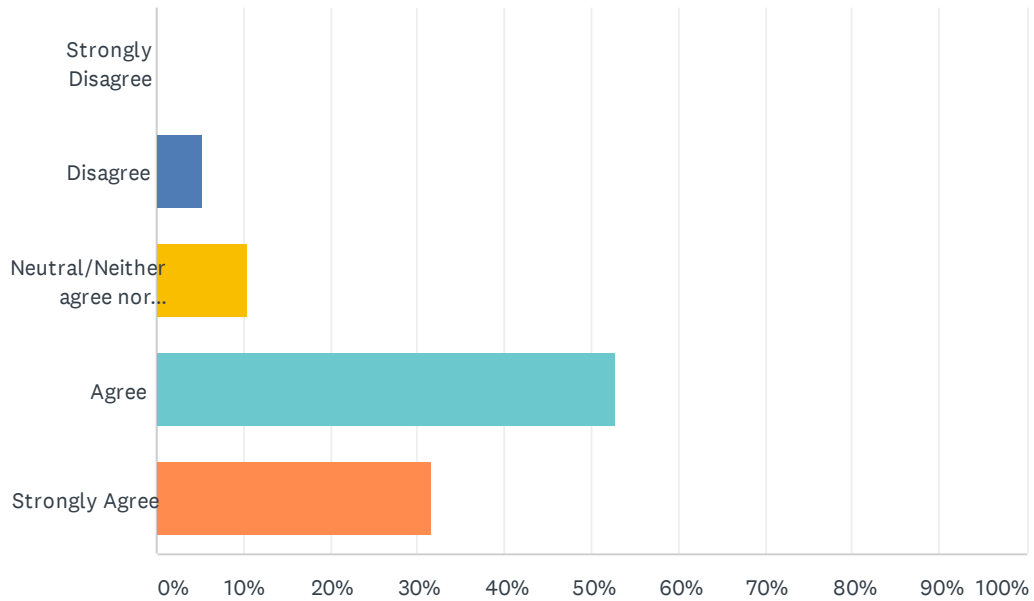
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.26%	2
Neutral/Neither agree nor disagree	18.42%	7
Agree	52.63%	20
Strongly Agree	23.68%	9
TOTAL		38

Q12 I am often so involved in my work that the day goes by very quickly.

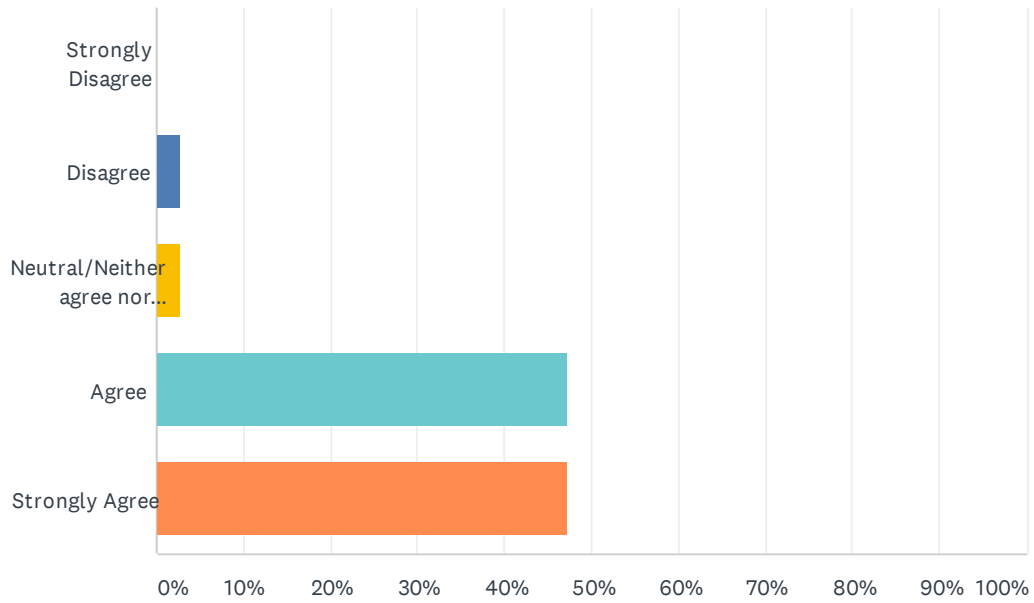
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.26%	2
Neutral/Neither agree nor disagree	10.53%	4
Agree	52.63%	20
Strongly Agree	31.58%	12
TOTAL		38

Q13 I am determined to give my best effort at work each day.

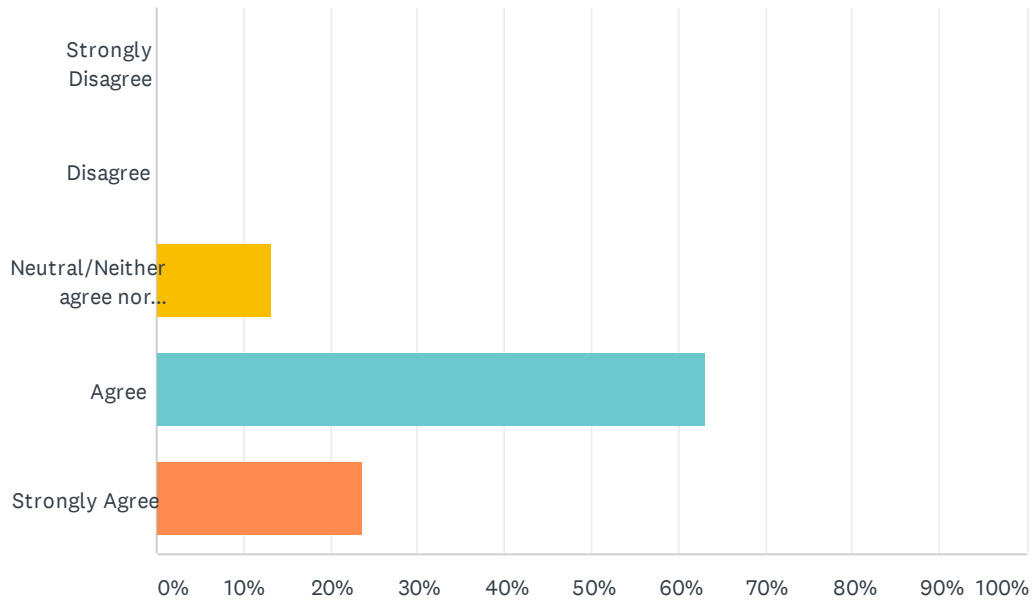
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.63%	1
Neutral/Neither agree nor disagree	2.63%	1
Agree	47.37%	18
Strongly Agree	47.37%	18
TOTAL		38

Q14 When at work, I am completely focused on my job duties.

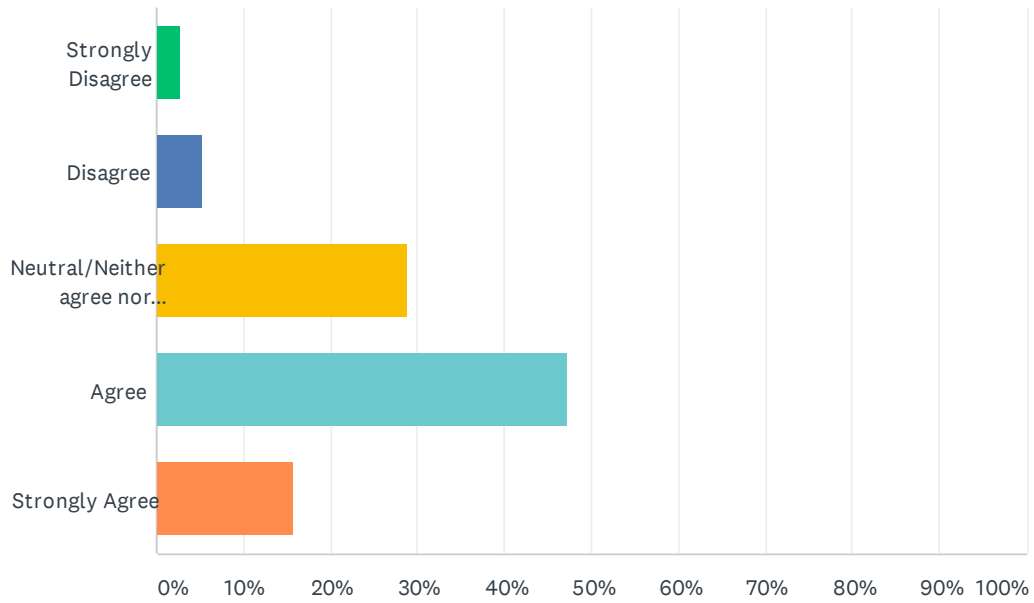
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	13.16%	5
Agree	63.16%	24
Strongly Agree	23.68%	9
TOTAL		38

Q15 In my organization, employees adapt quickly to difficult situations.

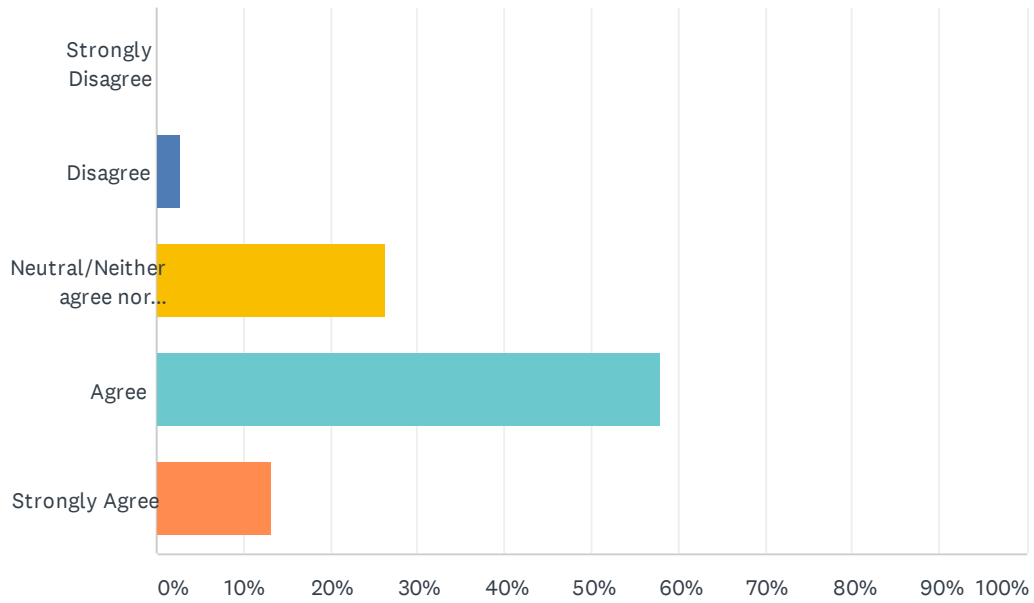
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.63%	1
Disagree	5.26%	2
Neutral/Neither agree nor disagree	28.95%	11
Agree	47.37%	18
Strongly Agree	15.79%	6
TOTAL		38

Q16 Employees here always keep going when the going gets tough.

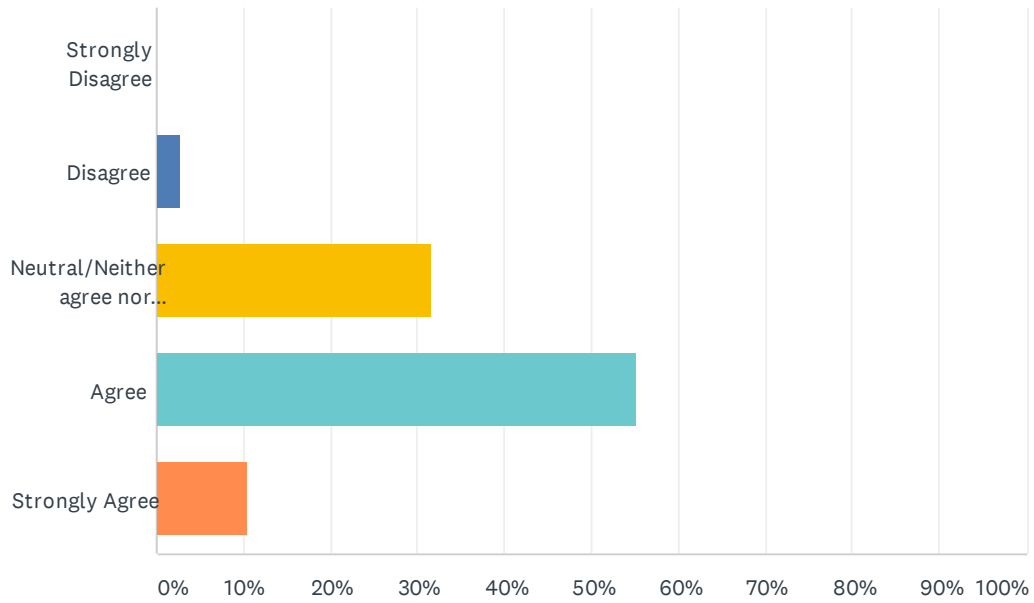
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.63%	1
Neutral/Neither agree nor disagree	26.32%	10
Agree	57.89%	22
Strongly Agree	13.16%	5
TOTAL		38

Q17 Employees proactively identify future challenges and opportunities.

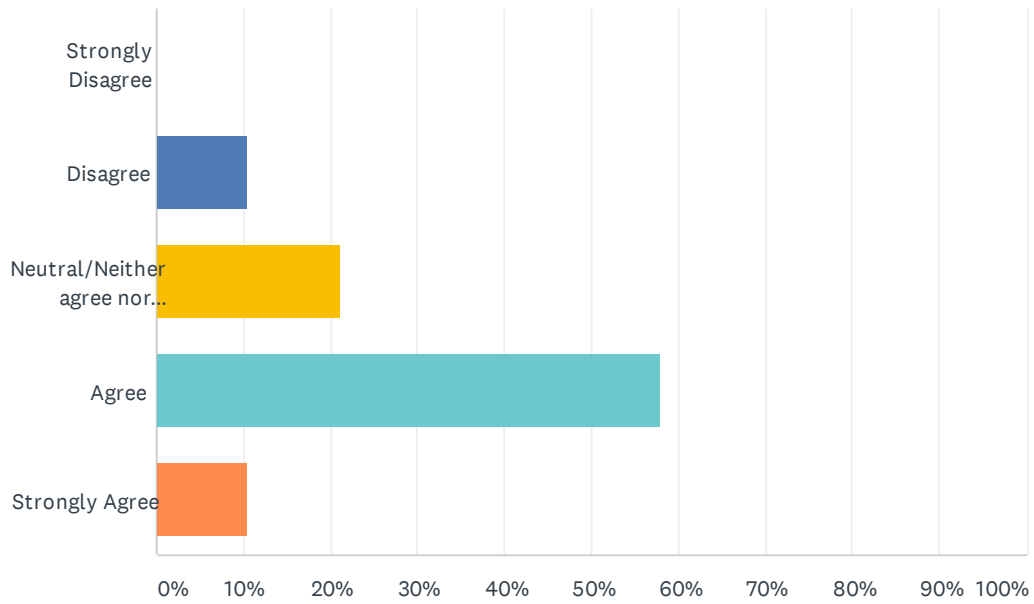
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.63%	1
Neutral/Neither agree nor disagree	31.58%	12
Agree	55.26%	21
Strongly Agree	10.53%	4
TOTAL		38

Q18 Employees in my organization take the initiative to help other employees when the need arises.

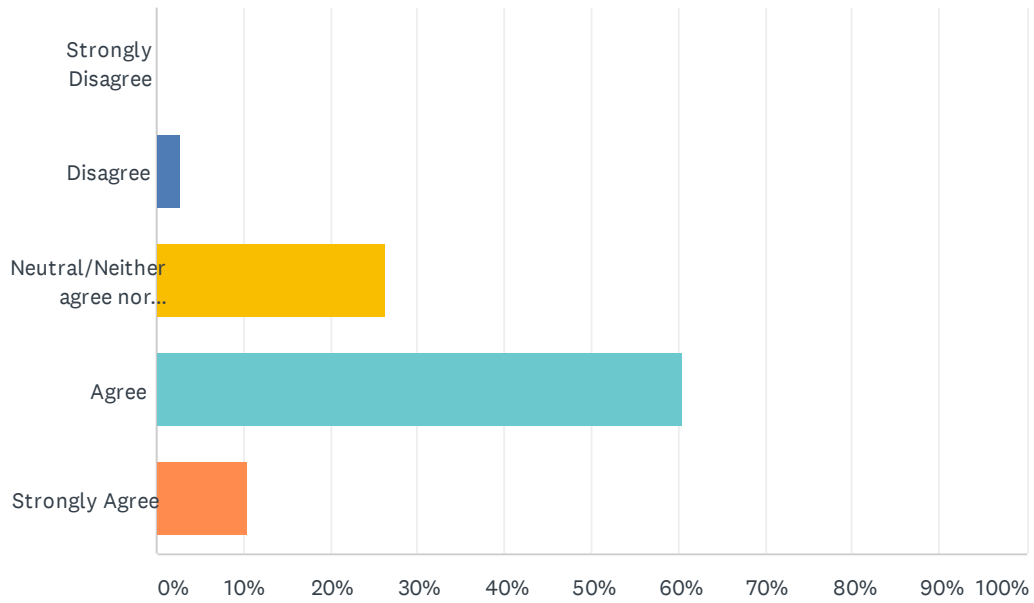
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	10.53%	4
Neutral/Neither agree nor disagree	21.05%	8
Agree	57.89%	22
Strongly Agree	10.53%	4
TOTAL		38

Q19 Employees here are willing to take on new tasks as needed.

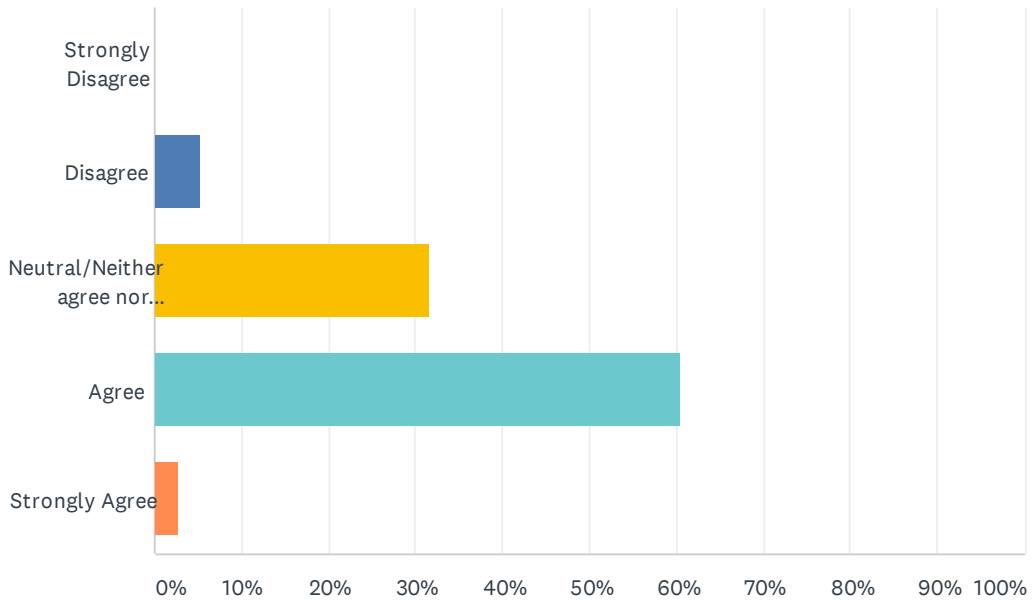
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.63%	1
Neutral/Neither agree nor disagree	26.32%	10
Agree	60.53%	23
Strongly Agree	10.53%	4
TOTAL		38

Q20 Employees in my organization willingly accept change.

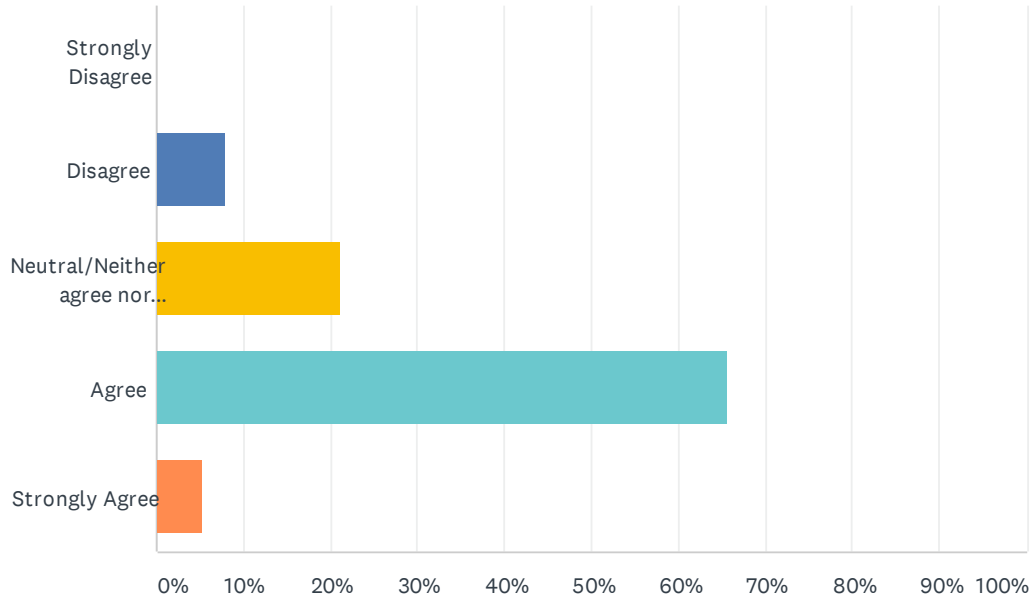
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.26%	2
Neutral/Neither agree nor disagree	31.58%	12
Agree	60.53%	23
Strongly Agree	2.63%	1
TOTAL		38

Q21 I am satisfied with my overall compensation.

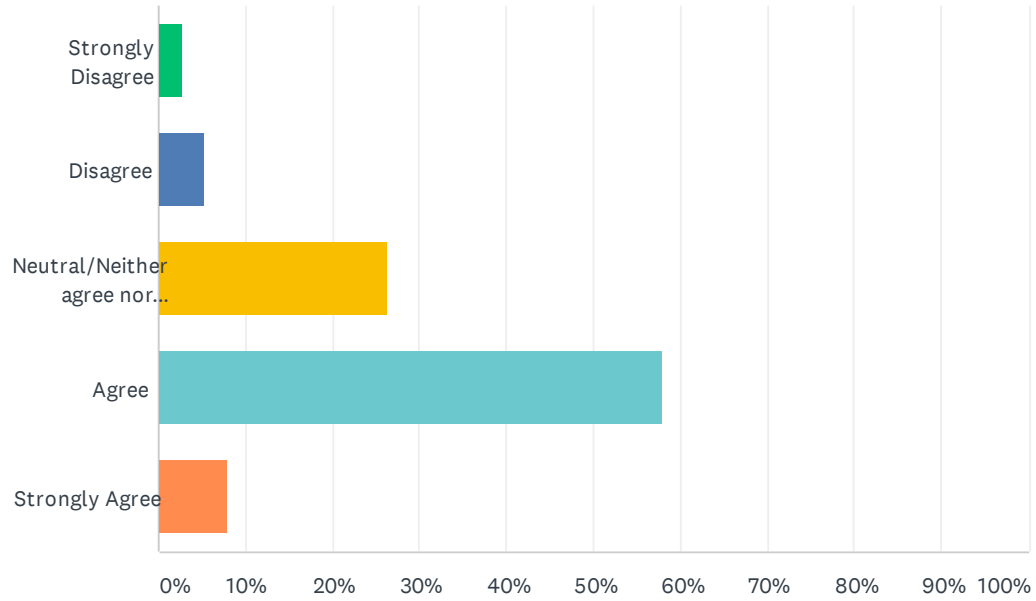
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.89%	3
Neutral/Neither agree nor disagree	21.05%	8
Agree	65.79%	25
Strongly Agree	5.26%	2
TOTAL		38

Q22 I am compensated fairly relative to my local market.

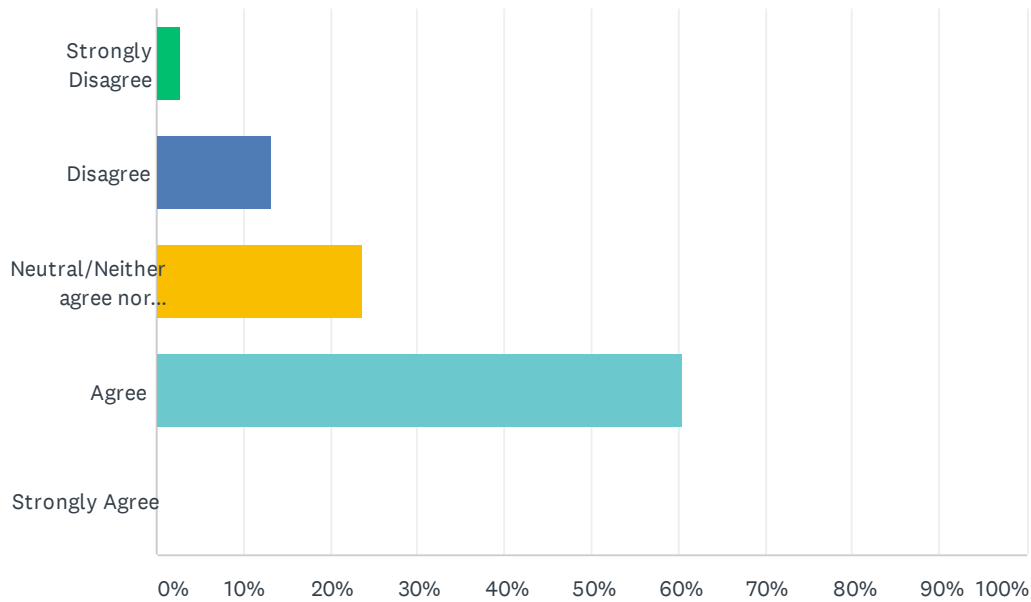
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.63%	1
Disagree	5.26%	2
Neutral/Neither agree nor disagree	26.32%	10
Agree	57.89%	22
Strongly Agree	7.89%	3
TOTAL		38

Q23 Communication between senior leaders and employees is good in my organization.

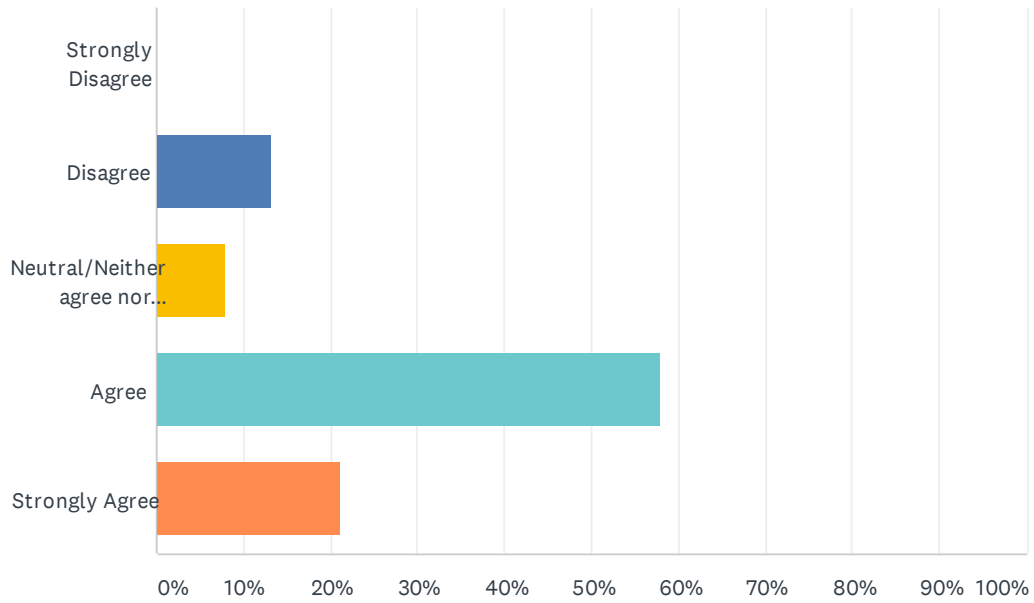
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.63%	1
Disagree	13.16%	5
Neutral/Neither agree nor disagree	23.68%	9
Agree	60.53%	23
Strongly Agree	0.00%	0
TOTAL		38

Q24 I am able to make decisions affecting my work.

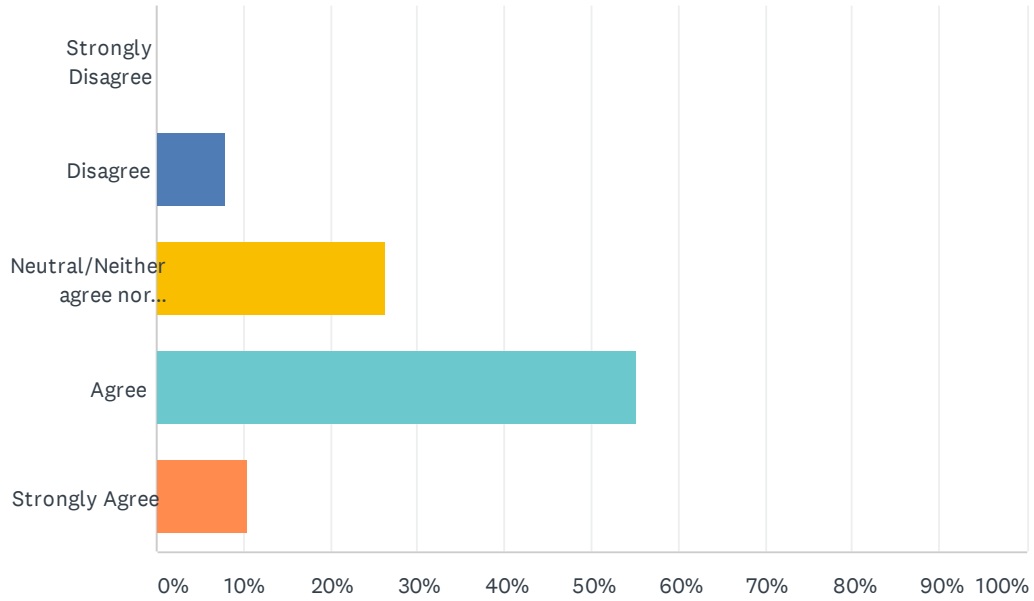
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	13.16%	5
Neutral/Neither agree nor disagree	7.89%	3
Agree	57.89%	22
Strongly Agree	21.05%	8
TOTAL		38

Q25 Management within my organization recognizes strong job performance.

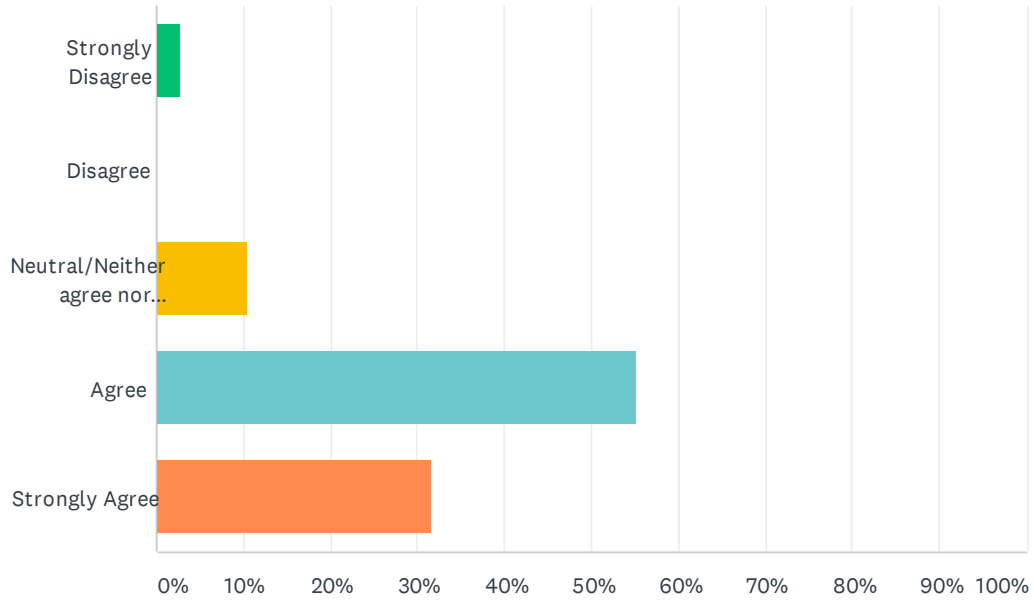
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.89%	3
Neutral/Neither agree nor disagree	26.32%	10
Agree	55.26%	21
Strongly Agree	10.53%	4
TOTAL		38

Q26 My supervisor and I have a good working relationship.

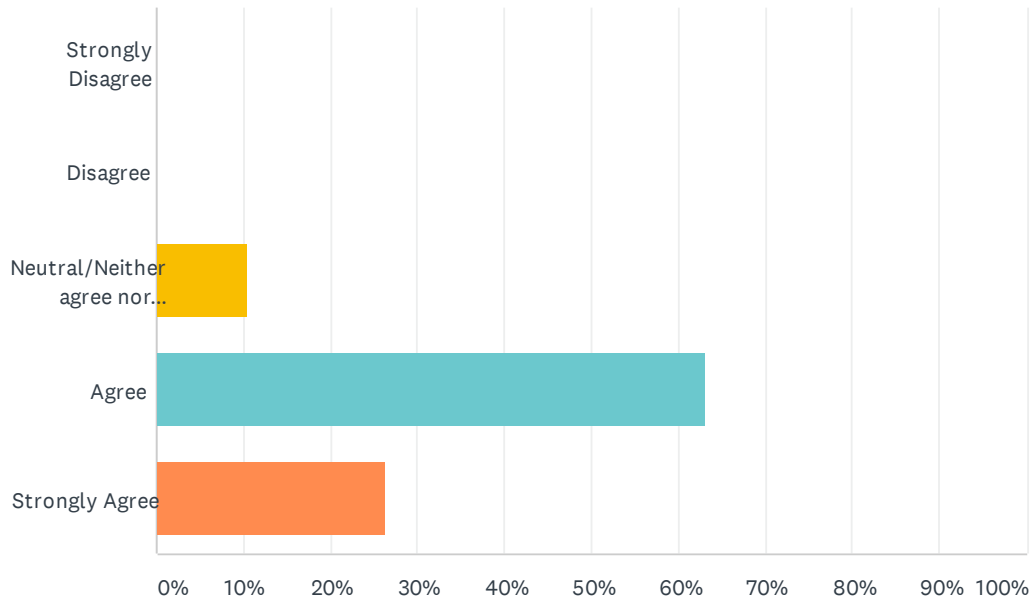
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.63%	1
Disagree	0.00%	0
Neutral/Neither agree nor disagree	10.53%	4
Agree	55.26%	21
Strongly Agree	31.58%	12
TOTAL		38

Q27 My coworkers and I have a good working relationship.

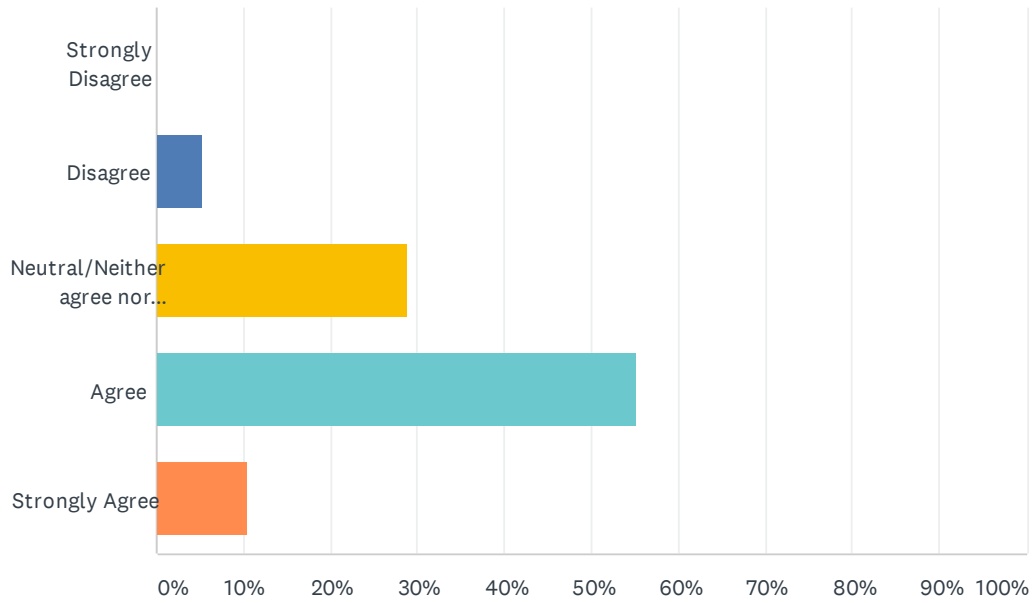
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	10.53%	4
Agree	63.16%	24
Strongly Agree	26.32%	10
TOTAL		38

Q28 Senior management and employees trust each other.

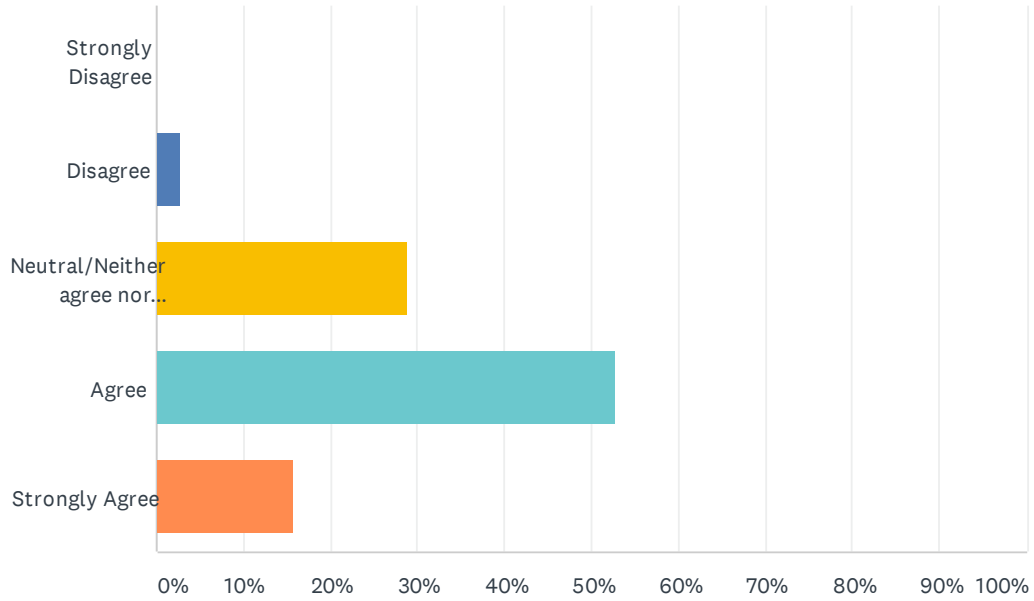
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.26%	2
Neutral/Neither agree nor disagree	28.95%	11
Agree	55.26%	21
Strongly Agree	10.53%	4
TOTAL		38

Q29 Employees treat each other with respect.

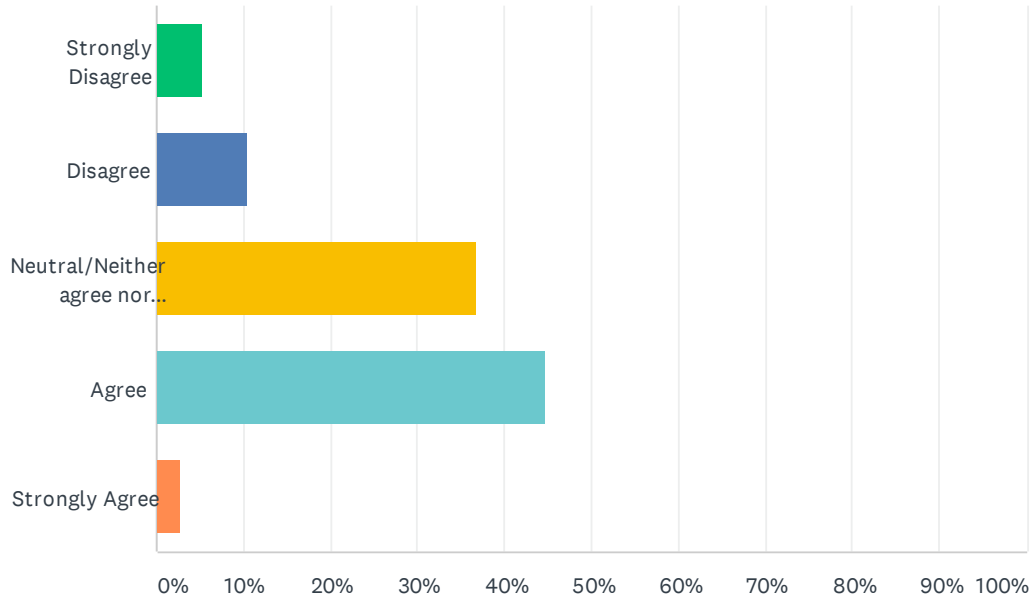
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.63%	1
Neutral/Neither agree nor disagree	28.95%	11
Agree	52.63%	20
Strongly Agree	15.79%	6
TOTAL		38

Q30 I am satisfied with my total benefits package.

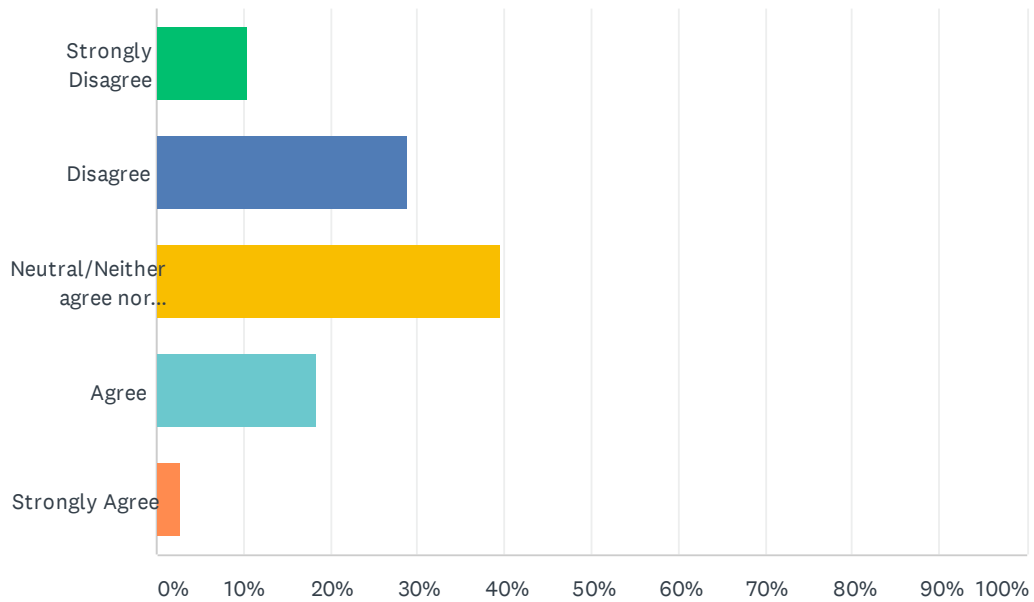
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	5.26%	2
Disagree	10.53%	4
Neutral/Neither agree nor disagree	36.84%	14
Agree	44.74%	17
Strongly Agree	2.63%	1
TOTAL		38

Q31 I am satisfied with the healthcare-related benefits offered by my organization.

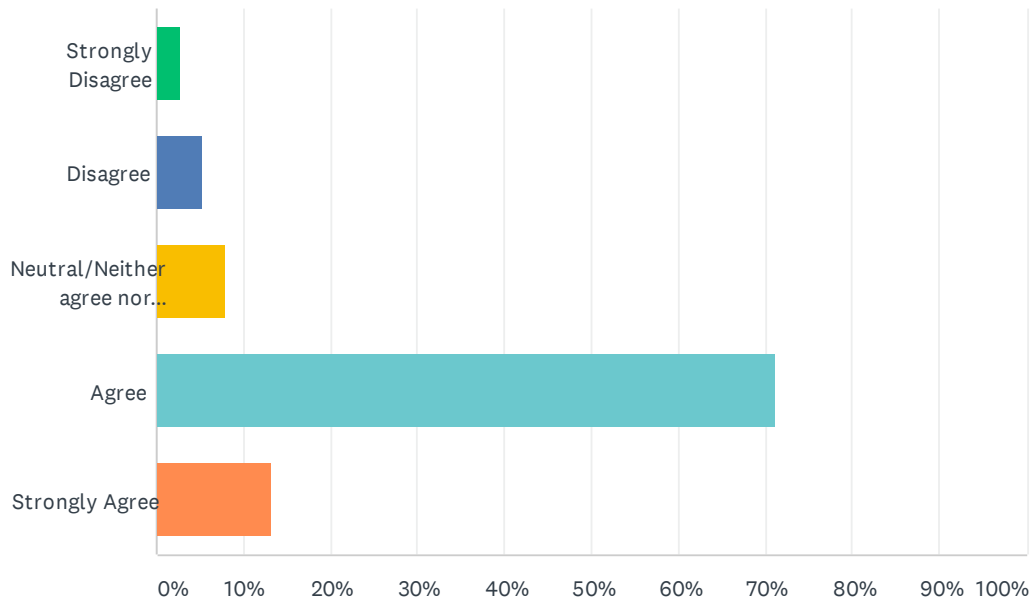
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	10.53%	4
Disagree	28.95%	11
Neutral/Neither agree nor disagree	39.47%	15
Agree	18.42%	7
Strongly Agree	2.63%	1
TOTAL		38

Q32 I am satisfied with the amount of paid leave offered by my organization.

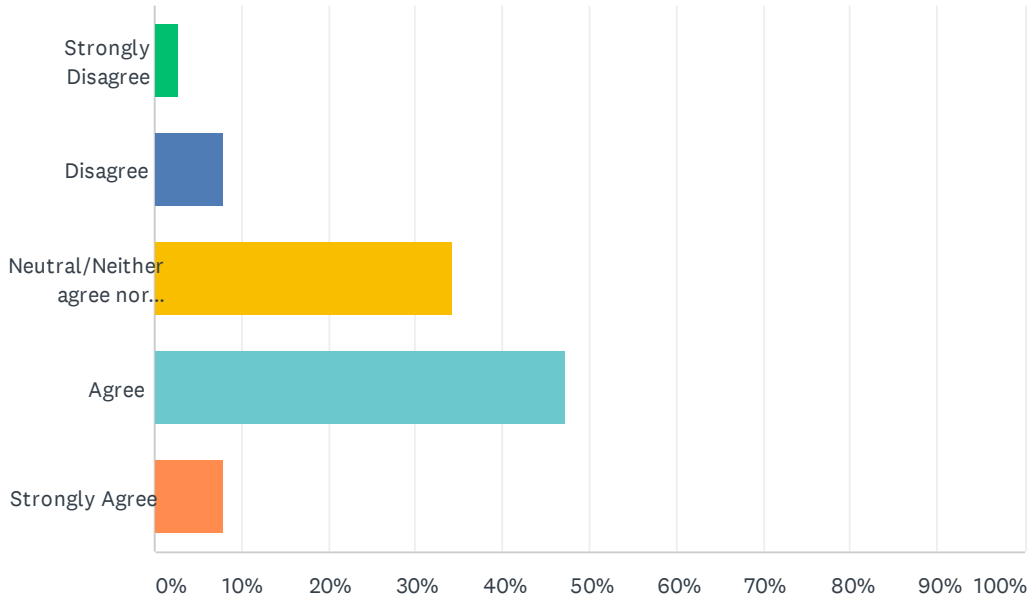
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.63%	1
Disagree	5.26%	2
Neutral/Neither agree nor disagree	7.89%	3
Agree	71.05%	27
Strongly Agree	13.16%	5
TOTAL		38

Q33 I am satisfied with the retirement plan offered by my organization.

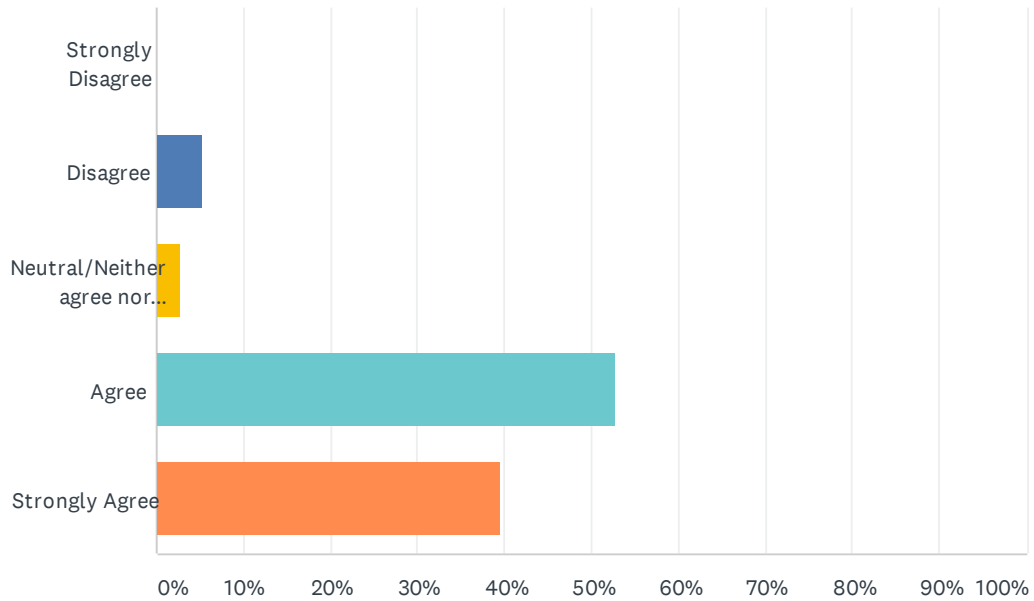
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.63%	1
Disagree	7.89%	3
Neutral/Neither agree nor disagree	34.21%	13
Agree	47.37%	18
Strongly Agree	7.89%	3
TOTAL		38

Q34 I am satisfied with the workplace flexibility offered by my organization.

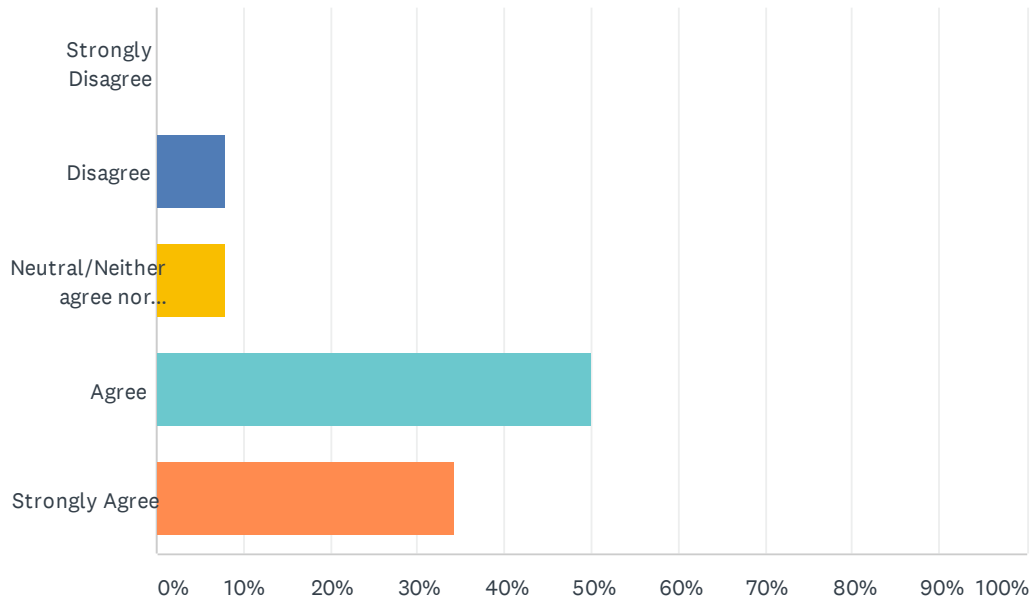
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.26%	2
Neutral/Neither agree nor disagree	2.63%	1
Agree	52.63%	20
Strongly Agree	39.47%	15
TOTAL		38

Q35 My organization has a safe work environment.

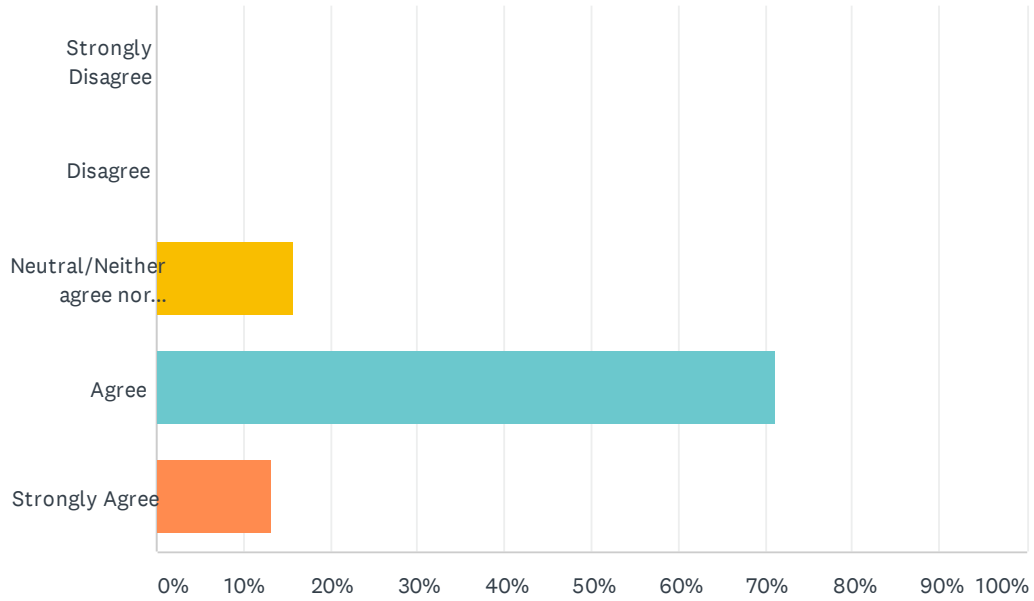
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.89%	3
Neutral/Neither agree nor disagree	7.89%	3
Agree	50.00%	19
Strongly Agree	34.21%	13
TOTAL		38

Q36 I am satisfied with my overall job security.

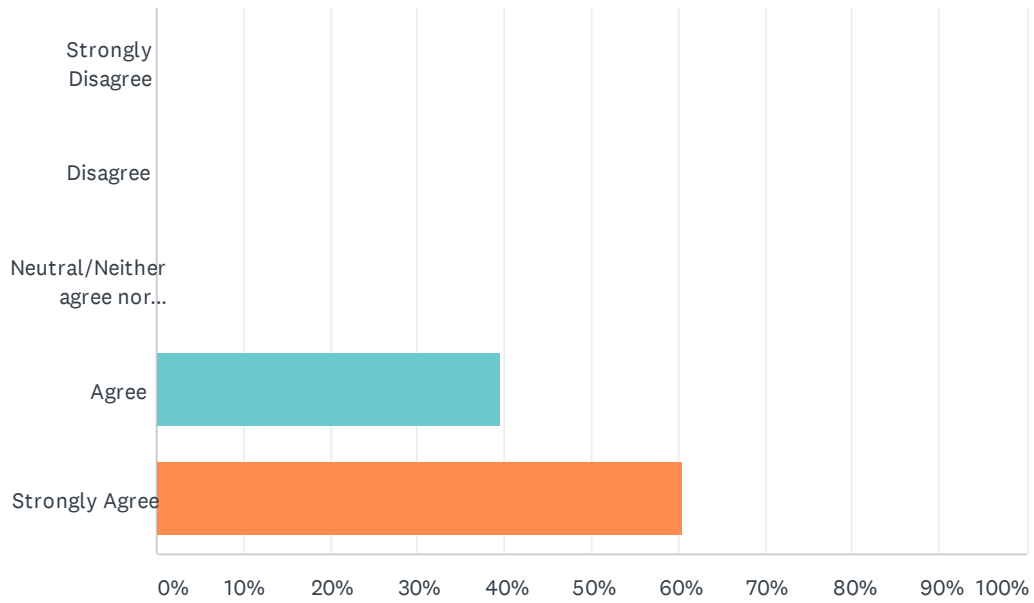
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	15.79%	6
Agree	71.05%	27
Strongly Agree	13.16%	5
TOTAL		38

Q37 My organization's work positively impacts people's lives.

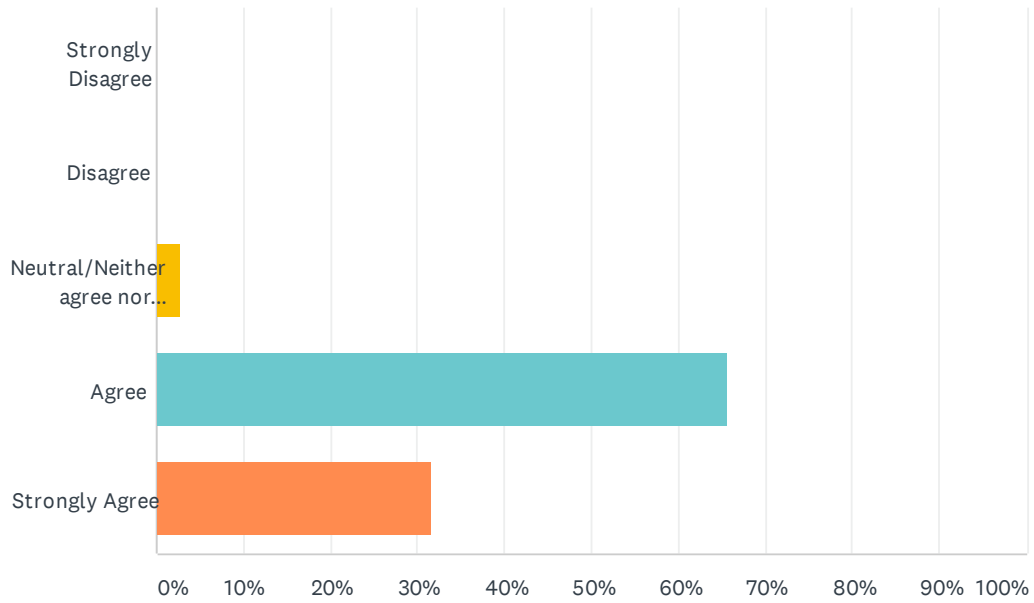
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	0.00%	0
Agree	39.47%	15
Strongly Agree	60.53%	23
TOTAL		38

Q38 My organization operates in a socially responsible manner.

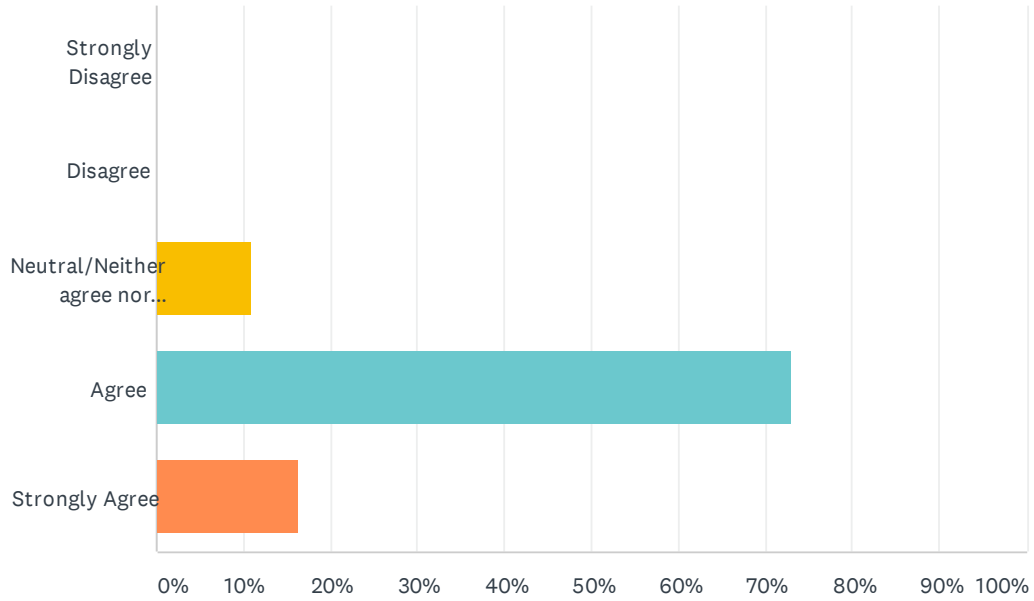
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	2.63%	1
Agree	65.79%	25
Strongly Agree	31.58%	12
TOTAL		38

Q39 My organization's fiscal well-being is stable.

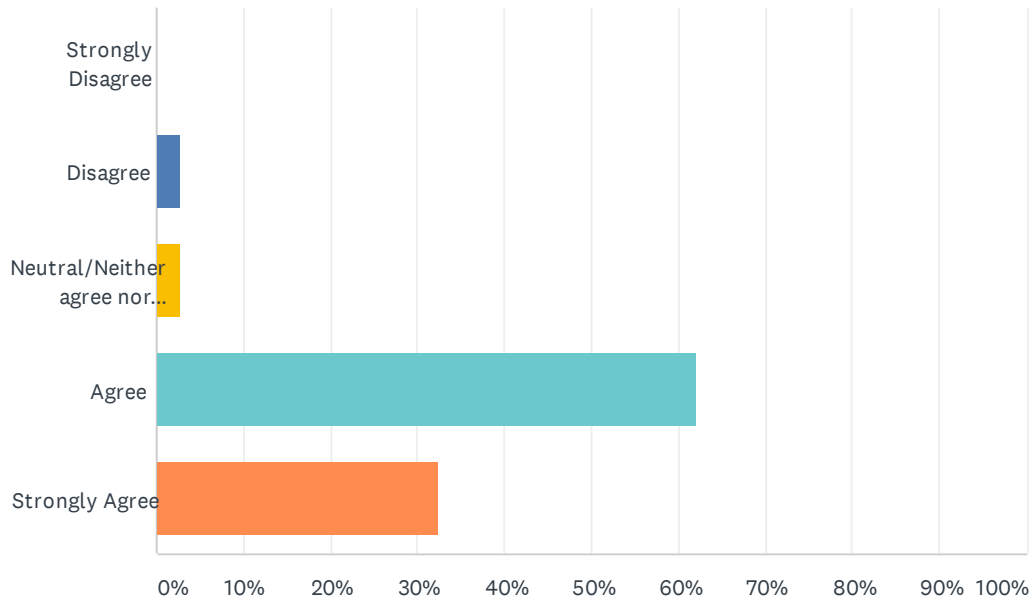
Answered: 37 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	10.81%	4
Agree	72.97%	27
Strongly Agree	16.22%	6
TOTAL		37

Q40 I understand how my work impacts the organization's business goals.

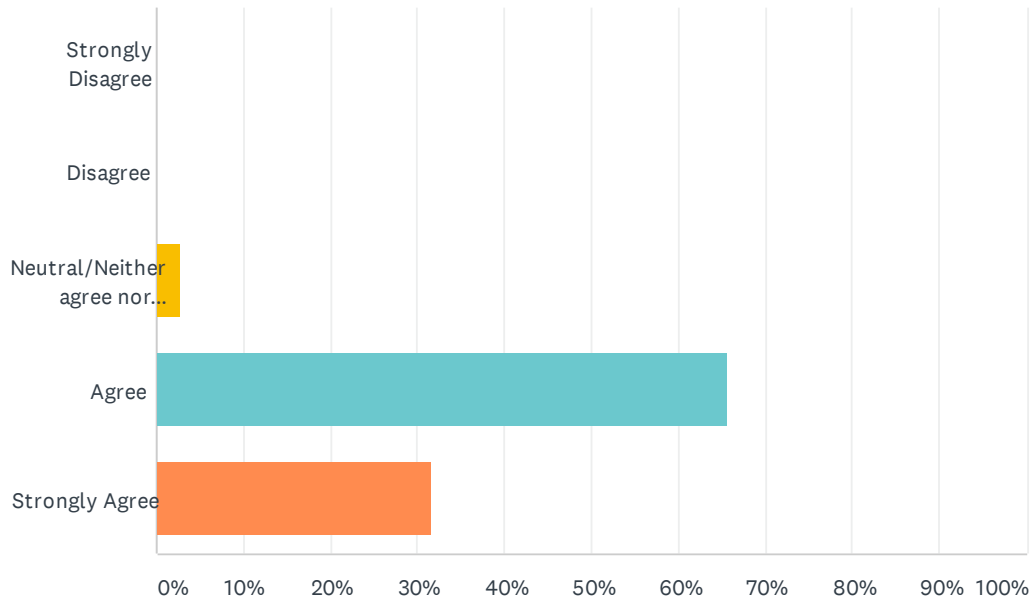
Answered: 37 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.70%	1
Neutral/Neither agree nor disagree	2.70%	1
Agree	62.16%	23
Strongly Agree	32.43%	12
TOTAL		37

Q41 My organization is dedicated to diversity and inclusiveness.

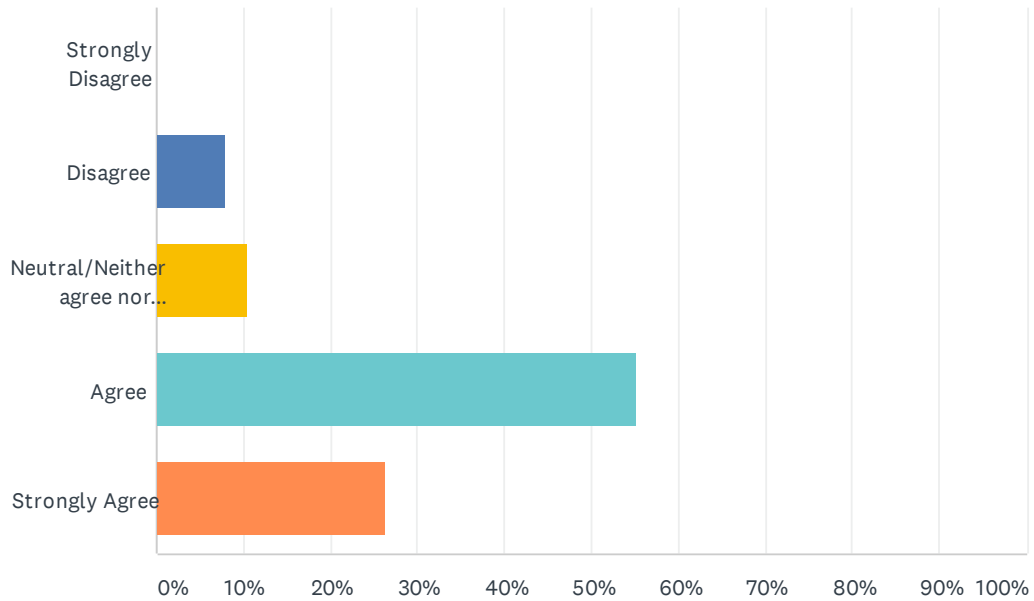
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	2.63%	1
Agree	65.79%	25
Strongly Agree	31.58%	12
TOTAL		38

Q42 I am satisfied with the culture of my workplace.

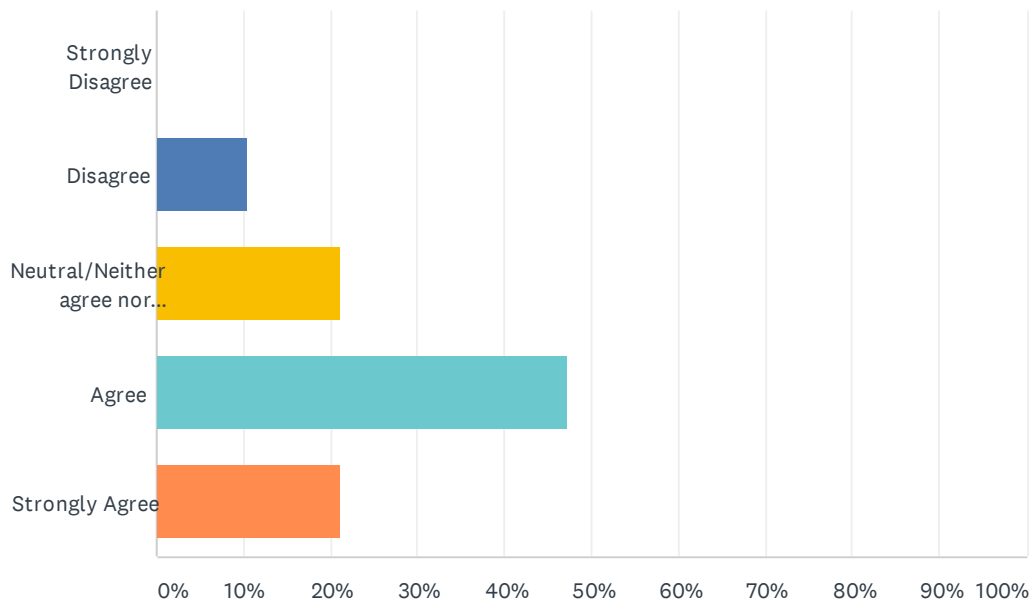
Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.89%	3
Neutral/Neither agree nor disagree	10.53%	4
Agree	55.26%	21
Strongly Agree	26.32%	10
TOTAL		38

Q43 I have all the tools I need to do my job (work space, technology, budget)

Answered: 38 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	10.53%	4
Neutral/Neither agree nor disagree	21.05%	8
Agree	47.37%	18
Strongly Agree	21.05%	8
TOTAL		38

**Q44 What are the key things that you like the most about working at
Community Action?**

Answered: 29 Skipped: 11

Q45 What key things are missing that would motivate you?

Answered: 22 Skipped: 18