

I believe the work I do is seen as valuable by my supervisor																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	83%	81%	86%	69%	88%	83%	77%	83%	100%	85%	81%	79%	80%	91%	83%	88%	78%	77%	85%
Somewhat descriptive	13%	6%	10%	31%	12%	17%	23%	7%	0%	10%	16%	13%	17%	9%	13%	8%	19%	23%	9%
Not very descriptive	4%	13%	5%	0%	0%	0%	0%	10%	0%	5%	3%	8%	3%	0%	4%	4%	4%	0%	6%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

All staff member's opinions are solicited and taken seriously																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	34%	44%	29%	23%	38%	33%	27%	33%	63%	28%	41%	38%	27%	41%	35%	27%	41%	18%	41%
Somewhat descriptive	47%	50%	43%	54%	46%	42%	58%	43%	38%	54%	41%	42%	57%	41%	57%	50%	37%	59%	43%
Not very descriptive	16%	6%	24%	15%	15%	17%	15%	20%	0%	18%	14%	17%	17%	14%	9%	19%	19%	18%	15%
Not at all descriptive	3%	0%	5%	8%	0%	8%	0%	3%	0%	0%	5%	4%	0%	5%	0%	4%	4%	5%	2%

Our leaders appreciate the importance of work/life balance																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	61%	63%	71%	54%	54%	67%	54%	60%	75%	64%	57%	67%	50%	68%	65%	69%	48%	50%	65%
Somewhat descriptive	30%	31%	24%	46%	27%	33%	35%	27%	25%	28%	32%	29%	33%	27%	26%	23%	41%	36%	28%
Not very descriptive	5%	6%	0%	0%	12%	0%	4%	10%	0%	5%	5%	0%	10%	5%	0%	8%	7%	9%	4%
Not at all descriptive	4%	0%	5%	0%	8%	0%	8%	3%	0%	3%	5%	4%	7%	0%	9%	0%	4%	5%	4%

I have someone I look up to in the workplace as a mentor and/or ally																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	67%	69%	71%	69%	62%	67%	69%	73%	38%	64%	70%	67%	67%	68%	70%	62%	70%	55%	72%
Somewhat descriptive	21%	13%	14%	23%	31%	8%	27%	17%	38%	18%	24%	13%	27%	23%	17%	19%	26%	18%	22%
Not very descriptive	7%	6%	14%	0%	4%	8%	4%	7%	13%	10%	3%	13%	3%	5%	9%	8%	4%	14%	4%
Not at all descriptive	5%	13%	0%	8%	4%	17%	0%	3%	13%	8%	3%	8%	3%	5%	4%	12%	0%	14%	2%

Overall, we have an organization where people love coming to work each day																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	30%	56%	33%	15%	19%	8%	15%	43%	63%	38%	22%	42%	20%	32%	35%	38%	19%	18%	35%
Somewhat descriptive	59%	31%	57%	62%	77%	75%	77%	43%	38%	51%	68%	46%	70%	59%	65%	50%	63%	68%	56%
Not very descriptive	9%	13%	10%	15%	4%	8%	8%	13%	0%	10%	8%	8%	10%	9%	0%	8%	19%	9%	9%
Not at all descriptive	1%	0%	0%	8%	0%	8%	0%	0%	0%	0%	3%	4%	0%	0%	0%	4%	0%	5%	0%

Our organization operates as a team; collaboration is part of everything we do																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	37%	63%	33%	31%	27%	8%	31%	47%	63%	33%	41%	54%	30%	27%	35%	35%	41%	27%	41%
Somewhat descriptive	47%	31%	57%	38%	54%	75%	50%	37%	38%	51%	43%	42%	50%	50%	48%	50%	44%	41%	50%
Not very descriptive	13%	6%	5%	31%	15%	17%	19%	10%	0%	13%	14%	4%	20%	14%	17%	12%	11%	32%	6%
Not at all descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	3%	3%	0%	0%	9%	0%	4%	4%	0%	4%

I would recommend that a friend apply for a job at my organization																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	59%	56%	57%	46%	69%	50%	65%	53%	75%	59%	59%	54%	50%	77%	61%	62%	56%	50%	63%
Somewhat descriptive	32%	31%	38%	38%	23%	33%	27%	37%	25%	31%	32%	38%	43%	9%	35%	31%	30%	32%	31%
Not very descriptive	8%	6%	5%	15%	8%	17%	8%	7%	0%	8%	8%	8%	3%	14%	4%	4%	15%	14%	6%
Not at all descriptive	1%	6%	0%	0%	0%	0%	0%	3%	0%	3%	0%	0%	3%	0%	0%	4%	0%	5%	0%

Our employees are actively encouraged and supported in their personal and professional growth																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	41%	63%	38%	31%	35%	17%	38%	50%	50%	36%	46%	46%	43%	32%	43%	35%	44%	32%	44%
Somewhat descriptive	45%	25%	48%	54%	50%	75%	46%	33%	38%	49%	41%	33%	47%	55%	43%	54%	37%	55%	41%
Not very descriptive	14%	13%	14%	15%	15%	8%	15%	17%	13%	15%	14%	21%	10%	14%	13%	12%	19%	14%	15%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Employees at all levels actively communicate with colleagues outside of their own departments																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	32%	50%	24%	15%	35%	25%	23%	33%	63%	28%	35%	42%	27%	27%	22%	42%	30%	27%	33%
Somewhat descriptive	33%	25%	38%	38%	31%	33%	31%	40%	13%	49%	16%	33%	33%	32%	39%	35%	26%	27%	35%
Not very descriptive	29%	19%	24%	46%	31%	42%	42%	17%	13%	21%	38%	21%	37%	27%	35%	15%	37%	41%	24%
Not at all descriptive	7%	6%	14%	0%	4%	0%	4%	10%	13%	3%	11%	4%	3%	14%	4%	8%	7%	5%	7%
I have all the appropriate tools and training to do my job effectively																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	45%	56%	33%	38%	50%	25%	50%	43%	63%	46%	43%	50%	37%	50%	48%	42%	44%	27%	52%
Somewhat descriptive	50%	44%	62%	54%	42%	67%	46%	50%	38%	49%	51%	42%	60%	45%	48%	46%	56%	64%	44%
Not very descriptive	3%	0%	0%	8%	4%	8%	4%	0%	0%	0%	5%	4%	3%	0%	4%	4%	0%	9%	0%
Not at all descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	5%	0%	4%	0%	5%	0%	8%	0%	0%	4%
It is clear what is expected of me to complete my job appropriately																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	74%	75%	62%	69%	85%	75%	77%	73%	63%	69%	78%	67%	77%	77%	78%	73%	70%	73%	74%
Somewhat descriptive	21%	25%	29%	23%	12%	25%	15%	23%	25%	28%	14%	29%	23%	9%	13%	23%	26%	27%	19%
Not very descriptive	4%	0%	5%	8%	4%	0%	8%	3%	0%	3%	5%	4%	0%	9%	4%	4%	4%	0%	6%
Not at all descriptive	1%	0%	5%	0%	0%	0%	0%	0%	13%	0%	3%	0%	0%	5%	4%	0%	0%	0%	2%
Things tend to fall through the cracks around here																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	1%	0%	0%	0%	4%	8%	0%	0%	0%	3%	0%	0%	0%	5%	4%	0%	0%	0%	2%
Somewhat descriptive	30%	13%	29%	23%	46%	25%	35%	33%	13%	23%	38%	17%	40%	32%	39%	31%	22%	50%	22%
Not very descriptive	47%	44%	48%	62%	42%	67%	58%	33%	38%	51%	43%	54%	40%	50%	26%	50%	63%	32%	54%
Not at all descriptive	21%	44%	24%	15%	8%	0%	8%	33%	50%	23%	19%	29%	20%	14%	30%	19%	15%	18%	22%

When a problem or issue comes up, we are able to find a solution																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely decriptive	47%	50%	57%	54%	35%	25%	46%	50%	75%	49%	46%	50%	50%	41%	48%	50%	44%	41%	50%
Somewhat descriptive	51%	50%	43%	46%	62%	75%	50%	50%	25%	51%	51%	50%	47%	59%	48%	50%	56%	55%	50%
Not very descriptive	1%	0%	0%	0%	4%	0%	4%	0%	0%	0%	3%	0%	3%	0%	4%	0%	0%	5%	0%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Generally speaking, our organization runs smoothly																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	37%	38%	33%	38%	38%	25%	42%	37%	38%	38%	35%	29%	33%	50%	43%	38%	30%	36%	37%
Somewhat descriptive	53%	56%	67%	38%	46%	67%	46%	53%	50%	56%	49%	67%	50%	41%	48%	50%	59%	41%	57%
Not very descriptive	9%	6%	0%	23%	12%	8%	8%	10%	13%	5%	14%	4%	13%	9%	4%	12%	11%	23%	4%
Not at all descriptive	1%	0%	0%	0%	4%	0%	4%	0%	0%	0%	3%	0%	3%	0%	4%	0%	0%	0%	2%
We constantly review our processes in an effort to always be getting better																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	47%	56%	43%	46%	46%	33%	50%	43%	75%	44%	51%	54%	37%	55%	52%	42%	48%	36%	52%
Somewhat descriptive	38%	38%	38%	31%	42%	58%	35%	37%	25%	46%	30%	33%	47%	32%	39%	38%	37%	45%	35%
Not very descriptive	9%	6%	10%	15%	8%	0%	12%	13%	0%	8%	11%	4%	13%	9%	4%	15%	7%	14%	7%
Not at all descriptive	5%	0%	10%	8%	4%	8%	4%	7%	0%	3%	8%	8%	3%	5%	4%	4%	7%	5%	6%
Our organization is slow to innovate																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	8%	6%	5%	8%	12%	8%	0%	10%	25%	5%	11%	4%	7%	14%	4%	8%	11%	18%	4%
Somewhat descriptive	24%	31%	19%	23%	23%	33%	27%	17%	25%	15%	32%	25%	30%	14%	26%	19%	26%	23%	24%
Not very descriptive	41%	31%	38%	54%	42%	42%	54%	37%	13%	49%	32%	42%	40%	41%	39%	42%	41%	41%	41%
Not at all descriptive	28%	31%	38%	15%	23%	17%	19%	37%	38%	31%	24%	29%	23%	32%	30%	31%	22%	18%	31%

My department does not have enough staff to complete our work																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	21%	13%	19%	23%	27%	8%	23%	20%	38%	15%	27%	17%	20%	27%	22%	8%	33%	18%	22%
Somewhat descriptive	28%	25%	33%	46%	15%	17%	46%	23%	0%	28%	27%	21%	37%	23%	22%	38%	22%	36%	24%
Not very descriptive	18%	13%	10%	15%	31%	33%	12%	20%	13%	23%	14%	13%	13%	32%	13%	27%	15%	18%	19%
Not at all descriptive	33%	50%	38%	15%	27%	42%	19%	37%	50%	33%	32%	50%	30%	18%	43%	27%	30%	27%	35%

That's just the way we do things around here is a phrase we hear too often																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	7%	0%	14%	8%	4%	8%	4%	10%	0%	8%	5%	8%	7%	5%	0%	12%	7%	9%	6%
Somewhat descriptive	16%	0%	10%	23%	27%	8%	23%	13%	13%	21%	11%	4%	27%	14%	30%	8%	11%	23%	13%
Not very descriptive	45%	31%	52%	38%	50%	67%	54%	30%	38%	36%	54%	50%	33%	55%	26%	38%	67%	36%	48%
Not at all descriptive	33%	69%	24%	31%	19%	17%	19%	47%	50%	36%	30%	38%	33%	27%	43%	42%	15%	32%	33%

Too often different departments seem to be headed in completely different directions																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	7%	0%	5%	8%	12%	8%	8%	7%	0%	3%	11%	4%	10%	5%	4%	12%	4%	18%	2%
Somewhat descriptive	24%	13%	29%	23%	27%	17%	38%	20%	0%	21%	27%	13%	37%	18%	26%	19%	26%	18%	26%
Not very descriptive	47%	50%	48%	23%	58%	67%	31%	47%	75%	56%	38%	63%	33%	50%	39%	42%	59%	32%	54%
Not at all descriptive	22%	38%	19%	46%	4%	8%	23%	27%	25%	21%	24%	21%	20%	27%	30%	27%	11%	32%	19%

We always seem to have someone different filling important roles around here																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	5%	6%	14%	0%	0%	0%	0%	10%	13%	5%	5%	8%	3%	5%	9%	0%	7%	5%	6%
Somewhat descriptive	18%	13%	19%	23%	19%	25%	19%	13%	25%	18%	19%	25%	23%	5%	30%	15%	11%	23%	17%
Not very descriptive	39%	25%	33%	46%	50%	58%	42%	33%	25%	36%	43%	38%	33%	50%	30%	35%	52%	36%	41%
Not at all descriptive	37%	56%	33%	31%	31%	17%	38%	43%	38%	41%	32%	29%	40%	41%	30%	50%	30%	36%	37%

Too many people wear too many hats in this organization																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	17%	6%	29%	8%	19%	17%	19%	17%	13%	13%	22%	25%	17%	9%	26%	4%	22%	23%	15%
Somewhat descriptive	36%	25%	24%	62%	38%	33%	46%	30%	25%	33%	38%	21%	40%	45%	39%	27%	41%	36%	35%
Not very descriptive	29%	44%	24%	15%	31%	33%	23%	30%	38%	33%	24%	29%	30%	27%	22%	42%	22%	23%	31%
Not at all descriptive	18%	25%	24%	15%	12%	17%	12%	23%	25%	21%	16%	25%	13%	18%	13%	27%	15%	18%	19%
Every staff member understands the organization's strategic plan																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	14%	25%	24%	0%	8%	17%	0%	17%	50%	15%	14%	21%	7%	18%	17%	8%	19%	9%	17%
Somewhat descriptive	53%	63%	38%	62%	54%	50%	54%	53%	50%	64%	41%	58%	47%	55%	43%	62%	52%	41%	57%
Not very descriptive	26%	13%	29%	31%	31%	17%	46%	20%	0%	15%	38%	13%	47%	14%	39%	19%	22%	45%	19%
Not at all descriptive	7%	0%	10%	8%	8%	17%	0%	10%	0%	5%	8%	8%	0%	14%	0%	12%	7%	5%	7%
We have a vision for our organization that informs all our decisions																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	42%	56%	57%	15%	35%	25%	35%	50%	63%	44%	41%	54%	37%	36%	48%	42%	37%	32%	46%
Somewhat descriptive	46%	38%	43%	62%	46%	58%	50%	43%	25%	49%	43%	38%	50%	50%	35%	50%	52%	41%	48%
Not very descriptive	11%	6%	0%	15%	19%	8%	15%	7%	13%	8%	14%	4%	13%	14%	17%	4%	11%	23%	6%
Not at all descriptive	1%	0%	0%	8%	0%	8%	0%	0%	0%	0%	3%	4%	0%	0%	0%	4%	0%	5%	0%
Individual departments have short and long term goals and a way to assess progress on those goals																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	22%	44%	24%	23%	8%	0%	12%	33%	50%	23%	22%	29%	20%	18%	26%	27%	15%	14%	26%
Somewhat descriptive	51%	38%	57%	46%	58%	83%	69%	33%	13%	54%	49%	42%	60%	50%	65%	42%	48%	64%	46%
Not very descriptive	18%	13%	10%	23%	27%	8%	19%	20%	25%	15%	22%	17%	17%	23%	9%	19%	26%	18%	19%
Not at all descriptive	8%	6%	10%	8%	8%	8%	0%	13%	13%	8%	8%	13%	3%	9%	0%	12%	11%	5%	9%

Our mission statement is part of every decision we make around here																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	62%	75%	57%	31%	73%	58%	58%	67%	63%	67%	57%	71%	57%	59%	57%	69%	59%	59%	63%
Somewhat descriptive	34%	25%	33%	69%	23%	42%	42%	27%	25%	33%	35%	29%	40%	32%	39%	31%	33%	36%	33%
Not very descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	0%	5%	0%	3%	5%	0%	0%	7%	5%	2%
Not at all descriptive	1%	0%	5%	0%	0%	0%	0%	0%	13%	0%	3%	0%	0%	5%	4%	0%	0%	0%	2%
I couldn't say what this organization's vision is																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	3%	0%	10%	0%	0%	0%	0%	7%	0%	5%	0%	4%	3%	0%	4%	0%	4%	0%	4%
Somewhat descriptive	1%	0%	0%	0%	4%	0%	0%	3%	0%	0%	3%	0%	3%	0%	0%	0%	4%	0%	2%
Not very descriptive	20%	25%	5%	31%	23%	17%	23%	17%	25%	18%	22%	21%	20%	18%	22%	19%	19%	27%	17%
Not at all descriptive	76%	75%	86%	69%	73%	83%	77%	73%	75%	77%	76%	75%	73%	82%	74%	81%	74%	73%	78%
It's hard to know how our daily responsibilities fit into a long-term plan																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	4%	0%	5%	8%	4%	8%	4%	3%	0%	3%	5%	0%	10%	0%	4%	0%	7%	0%	6%
Somewhat descriptive	12%	13%	5%	8%	19%	25%	15%	7%	0%	10%	14%	8%	13%	14%	17%	19%	0%	27%	6%
Not very descriptive	42%	44%	29%	46%	50%	25%	50%	47%	25%	49%	35%	33%	40%	55%	43%	35%	48%	36%	44%
Not at all descriptive	42%	44%	62%	38%	27%	42%	31%	43%	75%	38%	46%	58%	37%	32%	35%	46%	44%	36%	44%
The goals we set as an organization are unrealistic																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	1%	0%	5%	0%	0%	0%	0%	0%	13%	0%	3%	0%	0%	5%	4%	0%	0%	0%	2%
Somewhat descriptive	8%	6%	10%	0%	12%	8%	8%	7%	13%	5%	11%	4%	10%	9%	13%	4%	7%	9%	7%
Not very descriptive	45%	44%	38%	54%	46%	50%	46%	43%	38%	41%	49%	46%	57%	27%	35%	38%	59%	55%	41%
Not at all descriptive	46%	50%	48%	46%	42%	42%	46%	50%	38%	54%	38%	50%	33%	59%	48%	58%	33%	36%	50%

Things around here change all the time, it doesn't seem like anyone has a plan																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	4%	0%	5%	8%	4%	0%	4%	3%	13%	3%	5%	0%	0%	14%	4%	4%	4%	0%	6%
Somewhat descriptive	20%	13%	5%	23%	35%	33%	23%	13%	13%	13%	27%	8%	30%	18%	35%	12%	15%	36%	13%
Not very descriptive	47%	56%	57%	38%	38%	58%	38%	57%	25%	56%	38%	58%	50%	32%	39%	50%	52%	36%	52%
Not at all descriptive	29%	31%	33%	31%	23%	8%	35%	27%	50%	28%	30%	33%	20%	36%	22%	35%	30%	27%	30%
Everyone is encouraged to think about our clients as we do our jobs																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	72%	75%	76%	54%	77%	83%	62%	80%	63%	67%	78%	75%	73%	68%	78%	69%	70%	68%	74%
Somewhat descriptive	25%	25%	24%	46%	15%	8%	35%	20%	38%	31%	19%	25%	23%	27%	13%	31%	30%	23%	26%
Not very descriptive	3%	0%	0%	0%	8%	8%	4%	0%	0%	3%	3%	0%	3%	5%	9%	0%	0%	9%	0%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
We do a great job of listening to and responding to the needs of our clients																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	64%	63%	57%	69%	69%	42%	65%	73%	63%	64%	65%	67%	67%	59%	70%	65%	59%	64%	65%
Somewhat descriptive	30%	38%	38%	15%	27%	42%	31%	23%	38%	33%	27%	29%	33%	27%	30%	27%	33%	32%	30%
Not very descriptive	4%	0%	5%	15%	0%	8%	4%	3%	0%	0%	8%	4%	0%	9%	0%	4%	7%	5%	4%
Not at all descriptive	1%	0%	0%	0%	4%	8%	0%	0%	0%	3%	0%	0%	0%	5%	0%	4%	0%	0%	2%
The organization assesses what we do and do not do well and makes changes to meet the needs of our clients																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely descriptive	36%	44%	33%	38%	31%	25%	31%	37%	63%	36%	35%	38%	30%	41%	39%	38%	30%	32%	37%
Somewhat descriptive	51%	38%	48%	46%	65%	67%	65%	40%	25%	49%	54%	33%	70%	45%	61%	38%	56%	64%	46%
Not very descriptive	8%	6%	10%	15%	4%	8%	4%	13%	0%	8%	8%	13%	0%	14%	0%	12%	11%	5%	9%
Not at all descriptive	5%	13%	10%	0%	0%	0%	0%	10%	13%	8%	3%	17%	0%	0%	0%	12%	4%	0%	7%

We are on top of how economic, social and technological change affects us																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely decriptive	41%	50%	33%	38%	42%	25%	42%	47%	38%	41%	41%	46%	30%	50%	35%	50%	37%	36%	43%
Somewhat descriptive	50%	44%	67%	54%	38%	58%	46%	50%	50%	49%	51%	50%	57%	41%	48%	42%	59%	45%	52%
Not very descriptive	7%	6%	0%	0%	15%	17%	8%	0%	13%	5%	8%	4%	10%	5%	13%	4%	4%	14%	4%
Not at all descriptive	3%	0%	0%	8%	4%	0%	4%	3%	0%	5%	0%	0%	3%	5%	4%	4%	0%	5%	2%

Assessing our strengths and weaknesses is something we do well																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely decriptive	38%	50%	48%	54%	15%	0%	31%	53%	63%	44%	32%	54%	27%	36%	35%	38%	41%	32%	41%
Somewhat descriptive	50%	44%	29%	38%	77%	92%	58%	30%	38%	46%	54%	38%	60%	50%	61%	42%	48%	55%	48%
Not very descriptive	9%	6%	19%	8%	4%	8%	12%	10%	0%	8%	11%	8%	13%	5%	4%	15%	7%	14%	7%
Not at all descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	3%	3%	0%	0%	9%	0%	4%	4%	0%	4%

Often client complaints are either disregarded or rationalized away																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Completely decriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Somewhat descriptive	8%	13%	5%	8%	8%	8%	8%	10%	0%	10%	5%	17%	7%	0%	9%	15%	0%	9%	7%
Not very descriptive	33%	25%	48%	31%	27%	42%	31%	30%	38%	33%	32%	29%	30%	41%	35%	27%	37%	32%	33%
Not at all descriptive	59%	63%	48%	62%	65%	50%	62%	60%	63%	56%	62%	54%	63%	59%	57%	58%	63%	59%	59%

The Board of Directors is connected with the mission of the organization																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Strongly Agree	58%	63%	48%	54%	65%	58%	54%	57%	75%	49%	68%	54%	60%	59%	65%	46%	63%	64%	56%
Somewhat Agree	38%	38%	38%	46%	35%	42%	46%	33%	25%	44%	32%	38%	37%	41%	30%	50%	33%	36%	39%
Somewhat Disagree	4%	0%	14%	0%	0%	0%	0%	10%	0%	8%	0%	8%	3%	0%	4%	4%	4%	0%	6%
Strongly Disagree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

The Board of Directors is connected with the concerns of employees																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Strongly Agree	32%	50%	29%	15%	31%	8%	31%	37%	50%	31%	32%	38%	27%	32%	26%	35%	33%	32%	31%
Somewhat Agree	50%	44%	38%	62%	58%	75%	54%	40%	38%	51%	49%	33%	53%	64%	52%	46%	52%	45%	52%
Somewhat Disagree	13%	6%	19%	15%	12%	8%	15%	13%	13%	10%	16%	17%	17%	5%	17%	12%	11%	18%	11%
Strongly Disagree	5%	0%	14%	8%	0%	8%	0%	10%	0%	8%	3%	13%	3%	0%	4%	8%	4%	5%	6%
Organizational growth has had a negative impact on communication across the organization																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Strongly Agree	4%	0%	5%	0%	8%	0%	4%	3%	13%	0%	8%	0%	7%	5%	9%	0%	4%	9%	2%
Somewhat Agree	26%	25%	29%	23%	27%	42%	35%	17%	13%	18%	35%	21%	27%	32%	22%	23%	33%	36%	22%
Somewhat Disagree	39%	31%	38%	46%	42%	50%	35%	43%	25%	44%	35%	38%	47%	32%	43%	38%	37%	32%	43%
Strongly Disagree	30%	44%	29%	31%	23%	8%	27%	37%	50%	38%	22%	42%	20%	32%	26%	38%	26%	23%	33%
Only staff members who are direct service providers truly understand the needs of our clients																			
	Total	Years at Job				Position				Income		Age			Education			Child in HH	
		<1yr	1-5 yrs	5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	Other	50K or less	More than 50K	18-34	35-49	50+	Less than Bachelor's	Bachelor's degree	Grad/ prof degree	Yes	No
Strongly Agree	11%	19%	14%	0%	8%	17%	4%	7%	38%	13%	8%	17%	7%	9%	17%	12%	4%	14%	9%
Somewhat Agree	18%	19%	24%	8%	19%	8%	12%	33%	0%	23%	14%	25%	20%	9%	17%	15%	22%	18%	19%
Somewhat Disagree	33%	19%	38%	54%	27%	17%	42%	27%	50%	21%	46%	29%	43%	23%	30%	27%	41%	41%	30%
Strongly Disagree	38%	44%	24%	38%	46%	58%	42%	33%	13%	44%	32%	29%	30%	59%	35%	46%	33%	27%	43%