

Dilworth Center Staff Anonymous Survey

Results 2019

100% Surveys Returned (23)

Rating Scale:

1=strongly disagree 2=disagree 3=agree 4=strongly agree

Accessibility to Information 91.18%

	Score	%	% change
My supervisor informs me about management decisions that relate to my job.	3.91	97.83%	4.64%
My supervisor clearly communicates his or her expectations of my job.	3.65	91.30%	-3.01%
My supervisor clearly communicates my performance goals.	3.70	92.39%	0.35%
The IT staff solves my technology problems effectively.	3.74	93.48%	-3.11%
The IT staff solves my technology problems quickly.	3.74	93.48%	-3.11%
I have the necessary technology to do my job well.	3.48	86.96%	-7.36%
The technology I use on the job is reliable.	3.48	86.96%	-6.23%
I have electronic access to the information I need to do my job well.	3.57	89.13%	-7.46%
I have the resources to complete my workload within performance expectations.	3.57	89.13%	-4.05%

Development 90.51%

	Score	%	% change
I have created an individual development plan (IDP) this year.	3.48	86.96%	-5.90%
I am able to apply skills I learn in trainings to better perform my job.	3.43	85.87%	-5.04%
I am given opportunities to increase my job skills through training (workshops, etc.).	3.57	89.13%	-0.64%
My supervisor encourages me to come up with better ways of doing things.	3.74	93.48%	-1.98%
My supervisor provides me with helpful suggestions to improve my job performance.	3.78	94.57%	0.25%
My supervisor provides sufficient feedback regarding my performance.	3.57	89.13%	-5.19%
My supervisor provides timely feedback about my performance.	3.65	91.30%	-3.01%
My supervisor supports my participation in professional development opportunities.	3.65	91.30%	-3.01%
My supervisor annually assesses progress on my individual development plan.	3.70	92.39%	-5.11%
DCCD continuously looks for ways to improve.	3.65	91.30%	-3.01%
DCCD leadership clearly communicates department performance goals.	3.61	90.22%	-4.10%

Diversity Perception 93.12%

	Score	%	% change
Employees respect the diversity that exists among each other.	3.83	95.65%	-1.09%
Staff reflects diversity (backgrounds, values & beliefs).	3.65	91.30%	-5.43%
My supervisor effectively manages diverse work teams (backgrounds, values & beliefs).	3.70	92.39%	-4.35%

Motivation & Satisfaction 94.20%

	Score	%	% change
I would recommend DCCD to others as a good place to work.	3.83	95.65%	-1.09%
Most days I feel good about coming to work.	3.83	95.65%	-1.09%
The work I do is important.	3.87	96.74%	-0.99%
I am able to openly communicate concerns to my supervisor.	3.52	88.04%	-5.43%
My work gives me a feeling of personal accomplishment.	3.83	95.65%	-2.17%
I have the time to complete my workload within performance expectations.	3.39	84.78%	-7.61%
My supervisor treats me with respect.	3.78	94.57%	-1.09%
My supervisor treats me fairly.	3.78	94.57%	-1.09%
My supervisor acknowledges my achievements.	3.70	92.39%	-4.35%
My supervisor provides the flexibility I need to balance work and personal life.	3.83	95.65%	-2.17%
My supervisor values employees.	3.87	96.74%	-1.09%
My supervisor is trustworthy.	3.87	96.74%	0.00%
My supervisor encourages creative thinking.	3.83	95.65%	0.00%
My supervisor encourages an open exchange of ideas.	3.83	95.65%	0.00%
My co-workers are willing to assist each other.	3.83	95.65%	1.09%
My co-workers are respectful of each other.	3.78	94.57%	-1.09%
My co-workers acknowledge my achievements.	3.70	92.39%	-2.17%
My co-workers are trustworthy.	3.83	95.65%	2.17%
My co-workers maintain a positive work environment.	3.70	92.39%	-3.26%
Employees share job knowledge with each other.	3.78	94.57%	-2.17%
DCCD values its employees.	3.87	96.74%	-1.09%
The executive leadership of DCCD values its employees.	3.83	95.65%	-2.17%
The Board of Director values DCCD employees.	3.70	92.39%	-4.35%
Leadership clearly communicates what is going on at the Center.	3.70	92.39%	-2.17%

Safety 89.13%

	Score	%	% change
Workplace safety is a priority.	3.70	92.39%	-1.09%
I have been trained to effectively identify safety hazards.	3.74	93.48%	-3.26%

I have received information on what to do in the event of an emergency.	3.83	95.65%	-2.17%
I have received adequate training to perform my job safely.	3.74	93.48%	-2.17%
Overall, I am satisfied with security at the Center.	3.39	84.78%	-4.35%
Overall, I feel safe at DCCD after regular business hours.	3.43	85.87%	-6.18%
Overall, I feel safe going to my vehicle after regular business hours.	3.13	78.26%	-8.70%

Comments:

- Access to work calendar from home would be extremely helpful