

DEMOGRAPHIC INFORMATION

The following demographic information is collected as a way to improve the quality and accuracy of the feedback and responses collected. Individual responses will NOT be reported to your organization with the accompanying data, but will only be used in general reporting about the organization in its entirety.

Please identify the elected official(s) for which you work.

Gender

Male Female Not Identified

Age

18-30 31-45 46-58 59+ Not identified

Employment Status

Full Time (35 hours or more) Part Time Other

Years Working for The County (FT and/or PT in any job or capacity)

0-3 4-7 8-10 11-15 15+

Survey provided by LMM Leadership Group. For any questions or comments regarding this survey, please contact info@LMMLeadership.com. © 2013 LMM Leadership Group. All rights reserved.

GENERAL CULTURE

The following questions refer to the County as a general employer. The next section will allow you to provide feedback for your specific division.

The County works to attract, develop, and retain people with diverse backgrounds.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Favoritism is not a problem in the organization.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County values my talents and the contribution I make.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My workplace is safe and well maintained.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I have the information and resources I need to do my job well.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County is a great place to work.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I am proud to say that I work for The County.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County demonstrates a commitment to creating and maintaining a diverse and inclusive environment.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County values its employees and treats them fairly.

Strongly Disagree Disagree Undecided Agree Strongly Agree

DEPARTMENT/DIVISION CULTURE

The following section asks the same questions as the previous section, but are meant to be specific to your division/department.

My elected official works to attract, develop, and retain people with diverse backgrounds.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Favoritism is not a problem in my division/department.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My elected official values my talents and the contribution I make.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My department/division is a great place to work.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I am proud to say that I work for my elected official.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My elected official demonstrates a commitment to creating and maintaining a diverse and inclusive environment.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My elected official values his/her employees and treats them fairly.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I DO NOT plan to look for a job outside of The County within the next 6-12 months.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I feel confident about my job security.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Doing my job well gives me a sense of personal satisfaction.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My coworkers are committed to doing quality work.

Strongly Disagree Disagree Undecided Agree Strongly Agree

There is a positive team spirit and level of cooperation among workers.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I understand how my job contributes to the mission and purpose of The County.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I am stimulated and challenged by the work I am doing.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Overall I am very satisfied with my current job and the work I am doing.

Strongly Disagree Disagree Undecided Agree Strongly Agree

SENIOR LEADERSHIP (Elected Officials)

The following questions pertain to your opinion about the senior leaders (e.g., Elected Officials) within the organization.

I am confident that the County's elected officials will use this survey to take action where it is needed.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County's elected officials demonstrate strong leadership skills.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I am confident in the decision-making abilities of the County's elected officials.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Senior managers and leaders in The County behave ethically and responsibly.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County's elected officials behave ethically and responsibly.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I respect the County's elected officials.

Strongly Disagree Disagree Undecided Agree Strongly Agree

YOUR DIRECT SUPERVISOR/MANAGER

The following questions relate to your supervisor and/or manager to whom you report directly.

Employees in my department/division are recognized for their individual contributions.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Employees in OTHER departments/divisions are recognized for their individual contributions.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Employee performance evaluations are fair and appropriate.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I have an opportunity to participate in the goal setting process.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Employees with different ideas are valued by my manager or supervisor.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I am satisfied with my immediate supervisor.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My supervisor listens to what I'm saying.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My supervisor gives me praise and recognition when I do a good job.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I respect my supervisor as a competent professional.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I am treated fairly by my supervisor.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My supervisor is always consistent when administering policies concerning employees.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My supervisor is sensitive to employee problems.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My supervisor cares about my opinions and ideas.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My supervisor provides frequent and adequate feedback on my performance.

Strongly Disagree Disagree Undecided Agree Strongly Agree

PAY, RECOGNITION & REWARDS

I feel I will be rewarded when I try to go beyond what is expected in my job.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The benefits package as a whole is satisfactory and adequate.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The health insurance benefits are satisfactory and adequate.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The organization's total benefits program meets my needs.

Strongly Disagree Disagree Undecided Agree Strongly Agree

People are held accountable for the quality of work they produce.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I understand my benefits plan.

Voluntary benefits are those offered by Kootenai County that are paid for 100% by the employees. We may consider (now or in the future) offering additional voluntary benefits to employees. Please evaluate the following voluntary benefits and their importance to you.

	#1 Most Important (only 1)	Very Important	Somewhat Important	Neutral	Not Important	Don't Know What This Is
Supplemental Retirement (e.g., 457 Deferred Compensation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supplemental Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Short Term Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AFLAC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Insurance Services (e.g., car, home)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identity Theft Protection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Financial Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMUNICATION

Goals and strategies are clearly communicated.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Information and knowledge are shared openly throughout The County.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My manager does a good job of sharing information.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Senior management communicates well with the rest of the organization.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I am comfortable with sharing my opinions at work.

Strongly Disagree Disagree Undecided Agree Strongly Agree

Open communication is encouraged at The County.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County does a good job of sharing information about matters affecting the organization.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County does a good job of sharing information about matters affecting me.

Strongly Disagree Disagree Undecided Agree Strongly Agree

TRAINING & PROFESSIONAL DEVELOPMENT

My work is rewarding.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My work is stimulating.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My work is challenging.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My manager encourages and supports my professional development.

Strongly Disagree Disagree Undecided Agree Strongly Agree

My manager is actively interested in my professional development and advancement.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I receive the training I need to do my job well.

Strongly Disagree Disagree Undecided Agree Strongly Agree

I receive the resources (besides training) I need to do my job well.

Strongly Disagree Disagree Undecided Agree Strongly Agree

The County offers clear opportunities for career advancement.

Strongly Disagree Disagree Undecided Agree Strongly Agree

There are sufficient learning and development opportunities available to me at The County.

Strongly Disagree Disagree Undecided Agree Strongly Agree