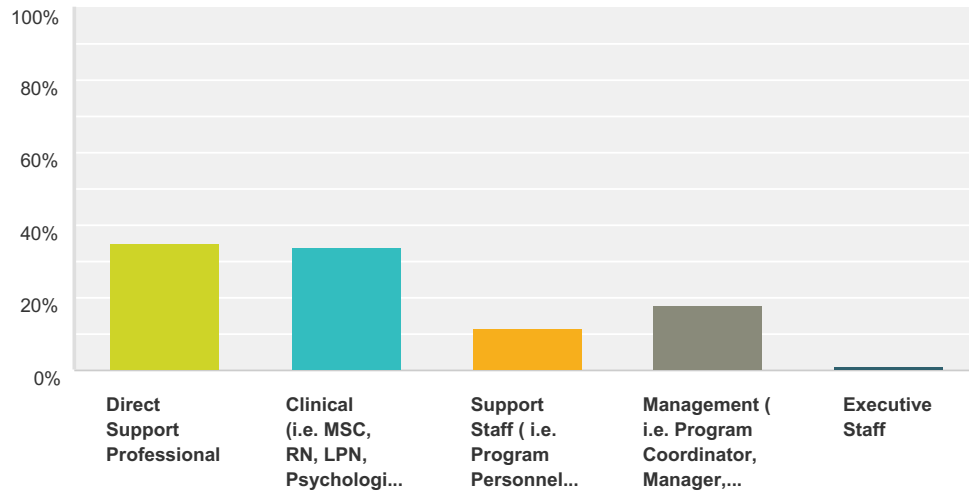


**Q1 Please select a job category from below.**

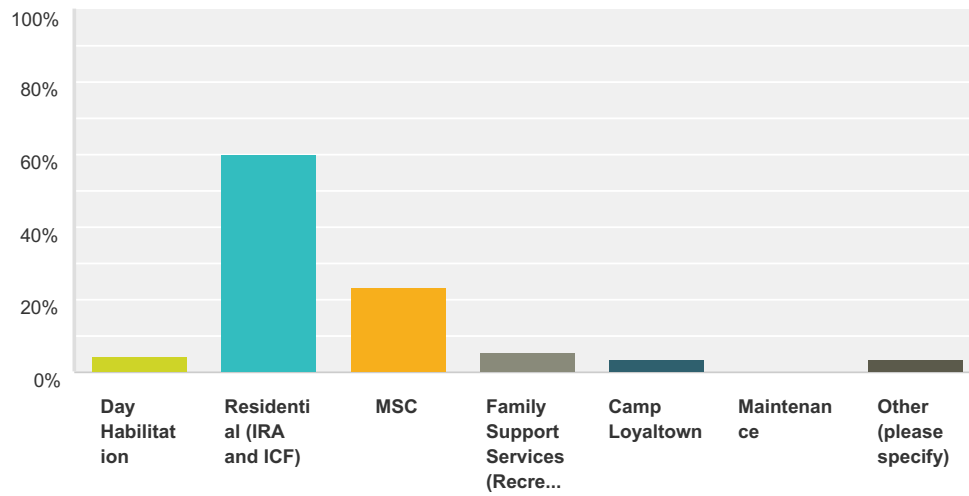
Answered: 88 Skipped: 2



Answer Choices	Responses
Direct Support Professional	35.23% 31
Clinical (i.e. MSC, RN, LPN, Psychologist, Social Worker, Occupational Therapist, Physical Therapist, BIS, Speech Therapist, Nutritionist)	34.09% 30
Support Staff ( i.e. Program Personnel Coordinator, Clerical, Bowling Coach, Yoga Instructor, Recreation/Trip Counselor, Chaperone, Social Group Facilitator, Maintenance Worker)	11.36% 10
Management ( i.e. Program Coordinator, Manager, Assistant Manager, Site Coordinator, Supervisor)	18.18% 16
Executive Staff	1.14% 1
<b>Total</b>	<b>88</b>

**Q2 Please select a program category from below**

Answered: 90 Skipped: 0



Answer Choices	Responses
Day Habilitation	4.44% 4
Residential (IRA and ICF)	60.00% 54
MSC	23.33% 21
Family Support Services (Recreation)	5.56% 5
Camp Loyaltown	3.33% 3
Maintenance	0.00% 0
Other (please specify)	3.33% 3
<b>Total</b>	<b>90</b>

# 2016 Citizens Employee Engagement Survey

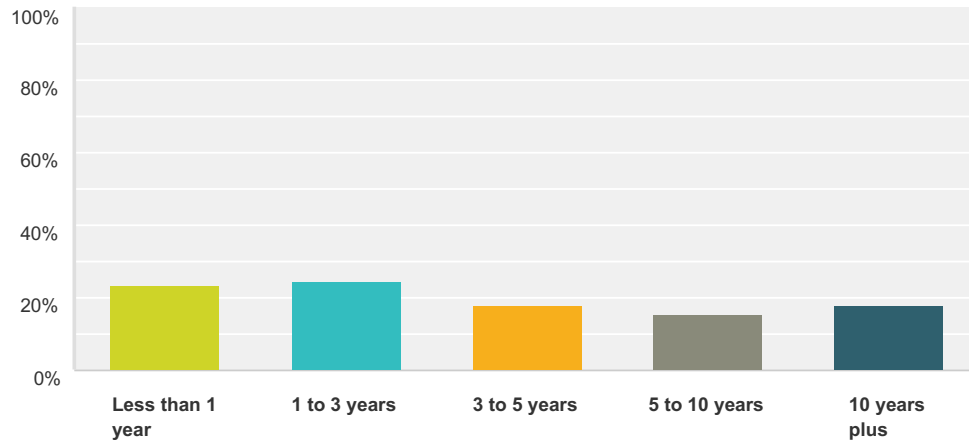
## Q3 Name

Answered: 37 Skipped: 53

Answer Choices	Responses	
Optional	100.00%	37
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	0.00%	0
Phone Number	0.00%	0

### Q4 Length of Employment (optional)

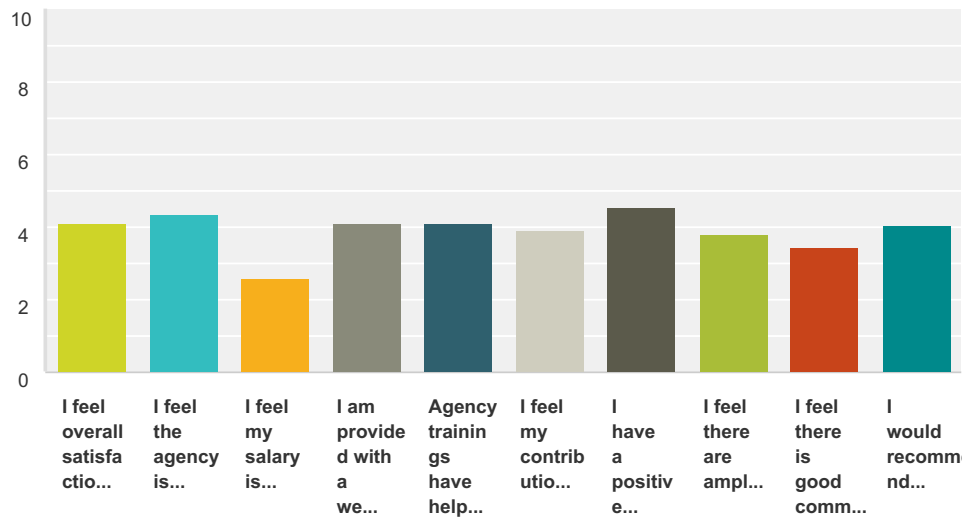
Answered: 89 Skipped: 1



Answer Choices	Responses	
Less than 1 year	23.60%	21
1 to 3 years	24.72%	22
3 to 5 years	17.98%	16
5 to 10 years	15.73%	14
10 years plus	17.98%	16
<b>Total</b>		<b>89</b>

**Q5 Please indicate the level to which you agree with the statements listed below.**

Answered: 90 Skipped: 0



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I feel overall satisfaction with my job.	28.09% 25	62.92% 56	7.87% 7	1.12% 1	89	4.09
I feel the agency is flexible with regard to my personal needs.	46.07% 41	48.31% 43	5.62% 5	0.00% 0	89	4.35
I feel my salary is competitive and fair based on similar positions at other agencies.	5.56% 5	33.33% 30	35.56% 32	25.56% 23	90	2.58
I am provided with a well structured benefit package inclusive of health care coverage.	28.41% 25	62.50% 55	6.82% 6	2.27% 2	88	4.08
Agency trainings have helped to prepare me to succeed in my position.	34.44% 31	55.56% 50	7.78% 7	2.22% 2	90	4.12
I feel my contributions are recognized and valued.	28.89% 26	52.22% 47	18.89% 17	0.00% 0	90	3.91
I have a positive working relationship with my supervisor.	58.89% 53	38.89% 35	1.11% 1	1.11% 1	90	4.53
I feel there are ample opportunities to pursue job advancement within the organization.	28.09% 25	50.56% 45	17.98% 16	3.37% 3	89	3.82
I feel there is good communication within the agency.	18.89% 17	48.89% 44	24.44% 22	7.78% 7	90	3.47
I would recommend employment at this agency to a close friend or family member.	30.34% 27	57.30% 51	10.11% 9	2.25% 2	89	4.03

**Q6 What is the most challenging part of your job? (If you have suggestions please indicate )**

Answered: 65 Skipped: 25

**Q7 What is the most rewarding part of your job?**

Answered: 73 Skipped: 17

**Q8 Please use the space provided below for any additional comments. Thank you.**

Answered: 26 Skipped: 64