

Employee Engagement Survey Results 08/2019

% of Responses by Department

Administration – **38%**

Children's Programs – **21%**

SSA – **36%**

Community Supports – **5%**

89% of staff are satisfied with opportunities for professional growth.

82% of staff are pleased with the career advancement opportunities available.

89% of staff feel PCBDD is dedicated to their professional development.

89% of staff are satisfied with the job-related training PCBDD offers.

93% of staff are satisfied with the opportunities they have, to apply their talents and expertise.

89% of staff are satisfied with the investment the PCBDD makes in training and education.

98% of staff feel they are inspired to meet their goals at work.

98% of staff feel completely involved in their work.

81% of staff are excited to go to work.

91% of staff feel they are often so involved in their work that the day goes by very quickly.

98% of staff are determined to give their best effort at work each day.

93% of staff feel when at work, they are completely focused on their job duties.

90% of staff feel PCBDD employees adapt quickly to difficult situations.

93% of staff feel PCBDD employees always keep going when the going gets tough.

93% of staff feel PCBDD employees proactively identify future challenges and opportunities.

95% of staff feel PCBDD employees take the initiative to help other employees when the need arises.

95% of staff feel PCBDD employees here are willing to take on new tasks as needed.

83% of staff feel PCBDD employees willingly accept change.

83% of staff are satisfied with their overall compensation.

81% of staff feel they are compensated fairly, relative to their local market.

88% of staff feel communication between senior leaders and employees is good in their organization.

98% of staff feel they are able to make decisions affecting their work.

86% of staff feel management recognizes strong job performance.

100% of staff feel they have a good working relationship with their supervisor.

100% of staff feel they have a good working relationship with coworkers.

91% of staff feel senior management and employees trust each other.

95% of staff feel employees treat each other with respect.

90% of staff are satisfied with my total benefits package.

81% of staff are satisfied with the healthcare-related benefits offered to them.

90% of staff are satisfied with the amount of paid leave offered to them.

86% of staff are satisfied with the retirement plan offered to them.

98% of staff are satisfied with the workplace flexibility offered to them.

100% of staff feel they have a safe work environment.

100% of staff are satisfied with their overall job security.

100% of staff feel PCBDD's work positively impacts people's lives.

100% of staff feel PCBDD operates in a socially responsible manner.

95% of staff feel PCBDD's fiscal well-being is stable.

95% of staff understand how their work impacts the PCBDD's business goals.

98% of staff feel PCBDD is dedicated to diversity and inclusiveness.

93% of staff are satisfied with the culture of their workplace.

Staff Comments:

The PCBDD has a great team of people working together to support individuals with disabilities. I am blessed to be a part of this AMAZING team!

I do love my job and what we do. Thanks for the opportunities

Perry DD has always been a good place to work and that tradition continues to present day. Improvements the past few years are making things better.

Like others I worry about health insurance when I retire

Our organization has come a long way. I'm looking forward to the launch of emerging leaders - I think doing a pilot of this internally beginning in September/October would be a great opportunity. Consider restructuring/expanding committees again. This would allow others to participate in various Board projects and TPE planning.

I am Blessed to work for the Perry County Board of Developmental Disabilities and the Academy for Leadership Abilities This is a family to me!

Questions related to healthcare benefits. I've learned, without notice, that our current insurance dropped contracts with medical supply companies. It has been a struggle to get the supplies I need.

I enjoy coming to work every day. I like my job and what I do. I am glad my co-workers feel like they can trust me enough to give me more job duties.

Best place in Perry County to work....to be sure.

Love my job, I work with awesome people and appreciate the support from the organization and co-workers

Very supportive and innovative place to work :)

I'm not sure there's any job out there that I would be "excited" to go to, but I really enjoy the work I'm doing and love where I work. I feel very blessed to have found such an opportunity.

It's difficult to stay completely focused in our office at 345. There's a lot of noise and too many distractions when you have several people in the same room. We're enjoying having each other's company, but I don't feel as productive.

I feel so blessed to be part of this wonderful organization and plan to remain here to retirement.

if I was not happy with my job or the PCBDD I would have moved on a long time ago.