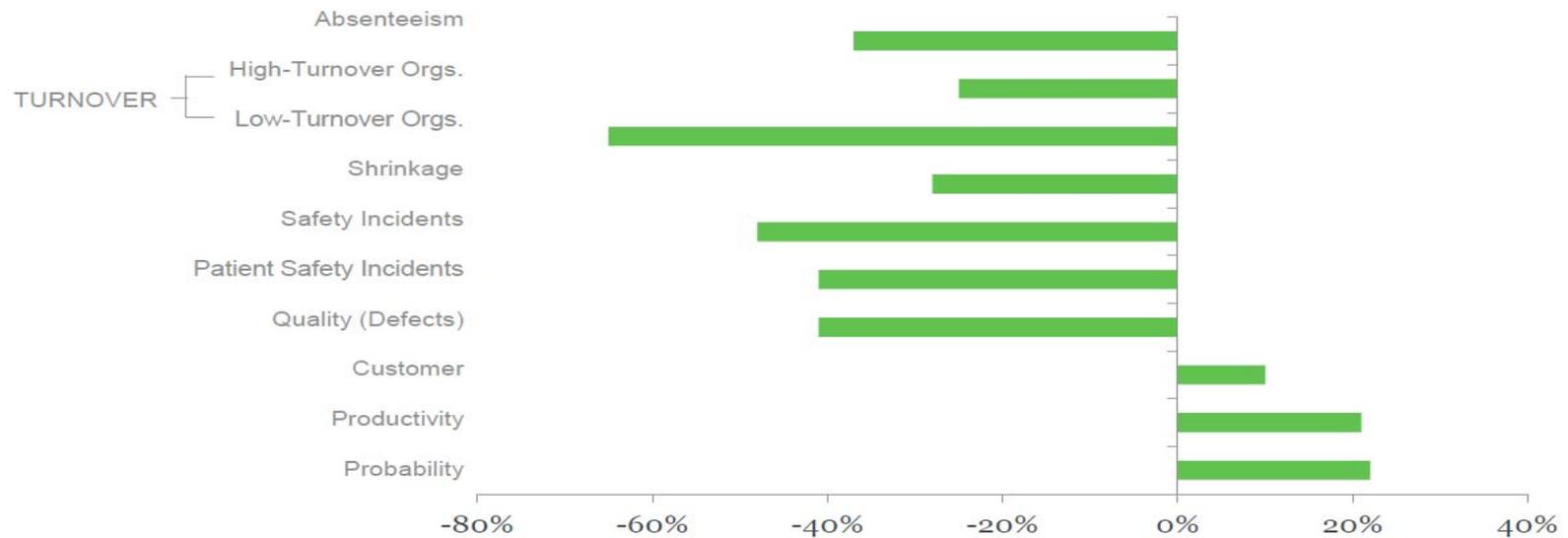


Focus on engagement as a strategy to become the Best Run Government

ENGAGEMENT'S EFFECTS ON KEY PERFORMANCE INDICATORS

Median differences between top- and bottom- quartile teams



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7

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EMPLOYEE ENGAGEMENT SURVEY

Executive Branch (9400)

RESPONSE RATE: **59%**

RESPONSES: **6781**
of 11591



**YOUR
EMPLOYEE
ENGAGEMENT
SCORE:**



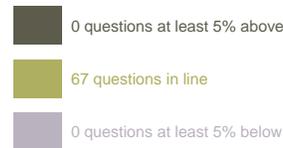
69 %

VARIANCE from COUNTYWIDE:

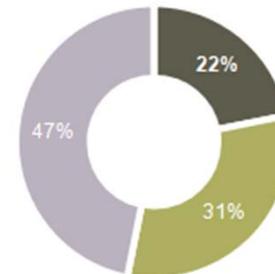
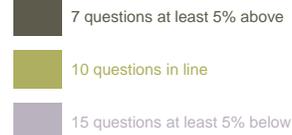
-1

Employee engagement is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organization. Engagement is a good indicator of how connected they are to the organization and in helping it to achieve its goals.

VARIANCE FROM COUNTYWIDE



VARIANCE FROM GOV'T BENCHMARK



WHAT NOW?

1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3. DEVELOP A PLAN OF ACTION

SEE THE SUGGESTED TEMPLATE AT THE BACK OF THIS REPORT.

TOP 3 HIGHEST SCORING QUESTIONS:

	% POSITIVE
Q64. When needed, I am willing to put in the extra effort to get a job done	93%
Q3. I understand how my performance contributes to fulfilling my work unit's goals and objectives	85%
Q4. I am clear about what I am expected to achieve in my job	81%

TOP 3 COMPARED TO COUNTYWIDE:

	VARIANCE FROM COUNTYWIDE
Q71. I am aware of my role, as a county employee, during an emergency or natural disaster in the community	+2
Q33. My work unit acts on the feedback we receive from customers/clients	0
Q64. When needed, I am willing to put in the extra effort to get a job done	0

GUIDE TO THIS REPORT

YOUR BENCHMARK DATA

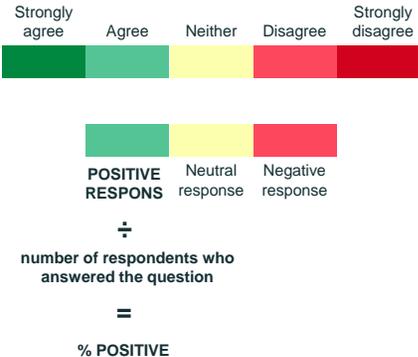
ORC INTERNATIONAL FACILITATES A BENCHMARKING PROGRAM WHICH ALLOWS ORGANIZATIONS TO BENCHMARK THEIR RESULTS AGAINST THE RESULTS OF OTHER ORGANIZATIONS IN THEIR SECTOR. IN THIS REPORT, THE EXTERNAL BENCHMARK DATA IS THE AVERAGE % POSITIVE SCORE ACHIEVED FROM RECENT SURVEYS OF ALL OTHER GOVERNMENT ORGANIZATIONS.

ANONYMITY

IT IS ORC INTERNATIONAL'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 6 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR DIVISION/DEPARTMENT AND THE ORGANIZATION OVERALL.

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

KEY QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR BUSINESS UNIT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

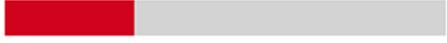
▲ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

▼ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE VARIANCE FROM COUNTYWIDE VARIANCE FROM GOVT BENCHMARK

		% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOVT BENCHMARK
.1	Q57. I am supported in balancing my work and home life	61%	-1	-6 ▼
.2	Q6. Senior leaders have a clear vision for the organization: Department/Agency leadership	51%	-2	-
.3	Q15. Senior leaders communicate openly and honestly: Department/Agency leadership	39%	-1	-
.4	Q5. Senior leaders have a clear vision for the organization: County leadership	49%	-1	+3

HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q64. When needed, I am willing to put in the extra effort to get a job done	 93%	Q17. Senior leaders model the behavior they expect of me: County leadership	 39%	Q11. Senior leaders are visible to employees: County leadership	 41%
Q3. I understand how my performance contributes to fulfilling my work unit's goals and objectives	 85%	Q14. Senior leaders communicate openly and honestly: County leadership	 39%	Q12. Senior leaders are visible to employees: Department/Agency leadership	 31%
Q4. I am clear about what I am expected to achieve in my job	 81%	Q66. I believe that action will be taken on issues identified in this survey	 35%	Q66. I believe that action will be taken on issues identified in this survey	 29%
Q32. My work unit strives to provide high quality service to our customers/clients	 78%	Q15. Senior leaders communicate openly and honestly: Department/Agency leadership	 33%	Q14. Senior leaders communicate openly and honestly: County leadership	 28%
Q40. I feel trusted to do my job well	 77%	Q18. Senior leaders model the behavior they expect of me: Department/Agency leadership	 33%	Q15. Senior leaders communicate openly and honestly: Department/Agency leadership	 28%

i FIND YOUR HIGHEST SCORES

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. (AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? (AREAS OF CONCERN)

TIPS & SUGGESTIONS

.01

Identify where your team is performing well

These tend to be high scores that are above comparative scores. Celebrate these and share the good news with your employees.



Understanding your team's report and getting to action!

As a team, take the time to fully digest your report. View it as an assessment that gives insight into how engaged people are and the most important factors driving their engagement. It matters less where you start – it will be different for each group -- our goal is to learn and improve.

Use the Time to Take Action tool at the end of the slide deck to plan how you will address the results. Acting on results is pivotal for improvement. Asking the questions and doing nothing is worse than not asking at all.

Identify areas that need improvement **02.**

These will be the lower scores, and/or those which are scoring notably below your comparators.

.03

Discuss the results with your team

Context is key. Discussions with teams will help us understand what the data means. Approach these discussions with curiosity and appreciation for the honest feedback.

.04

Agree as a team on actions

Create ownership by having everyone play a role in identifying follow up actions and making it happen.

Celebrate success

05.

Track your progress and celebrate success.

This is a human process

06.

It will take time and patience and a lot of learning.

ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

STRATEGIC ALIGNMENT	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK		
Q1. My department's/agency's goals give guidance to my work	15	49	22	10	64%	-1	-
Q2. My work unit works well with other King County groups to solve problems and achieve common goals	18	43	24	11	61%	-1	-17 ▼
Q3. I understand how my performance contributes to fulfilling my work unit's goals and objectives	37	48	9		85%	-1	-1
Q4. I am clear about what I am expected to achieve in my job	36	45	10		81%	0	-3

KEY K KEY DRIVER QUESTIONS

▲ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

▼ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

ALL QUESTIONS



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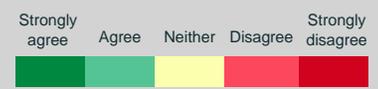
LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

SENIOR LEADERSHIP		46%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
K	Q5. Senior leaders have a clear vision for the organization: County leadership	12	38	29	13	9	49%	-1	+3	
K	Q6. Senior leaders have a clear vision for the organization: Department/Agency leadership	12	39	26	14	9	51%	-2	-	
	Q7. Senior leaders have a clear vision for the organization: Division leadership	14	38	25	14	10	52%	-2	-	
	Q8. Senior leaders communicate the organization's mission and goals: County leadership	11	41	28	13	7	52%	-1	-	
	Q9. Senior leaders communicate the organization's mission and goals: Department/Agency leadership	11	42	27	13	8	52%	-2	-	
	Q10. Senior leaders communicate the organization's mission and goals: Division leadership	13	40	25	14	8	53%	-1	-	
	Q11. Senior leaders are visible to employees: County leadership	25	28	25	16		32%	-2	-24 ▼	
	Q12. Senior leaders are visible to employees: Department/Agency leadership	10	34	25	20	11	44%	-2	-	
	Q13. Senior leaders are visible to employees: Division leadership	18	40	20	13	8	58%	-2	-	
	Q14. Senior leaders communicate openly and honestly: County leadership	27	39	16	12		33%	-1	-12 ▼	

KEY K KEY DRIVER QUESTIONS

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ALL QUESTIONS



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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

SENIOR LEADERSHIP		46%	RESPONSE SCALE					% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
K	Q15. Senior leaders communicate openly and honestly: Department/Agency leadership	8	31	33	17	11	39%	-1	-	
	Q16. Senior leaders communicate openly and honestly: Division leadership	12	33	28	15	11	45%	-1	-	
	Q17. Senior leaders model the behavior they expect of me: County leadership	8	30	39	12	10	38%	-1	-	
	Q18. Senior leaders model the behavior they expect of me: Department/Agency leadership	10	34	33	13	10	44%	-2	-	
	Q19. Senior leaders model the behavior they expect of me: Division leadership	13	35	27	14	10	49%	-2	-	

KEY K KEY DRIVER QUESTIONS

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Strongly agree Agree Neither Disagree Strongly disagree

ALL QUESTIONS



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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

ROLE/RELATIONSHIP OF MANAGER/SUPERVISOR	63% RESPONSE SCALE					% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q20. I am satisfied with the supervision I receive	25	41	16	11		67%	-1	-
Q21. My supervisor gives me regular, constructive feedback on my performance	22	35	20	15	8	56%	-1	-9 ▼
Q22. My supervisor is accessible to me when I need them	34	43	13			77%	-1	-
Q23. My supervisor is open to new ideas to improve the way we work	30	33	20	10		63%	-1	-
Q24. My supervisor supports me in achieving my professional development goals	28	33	23	9		62%	-1	-
Q25. My supervisor treats mistakes as learning opportunities	22	41	22	9		62%	-1	-
Q26. My supervisor cares about me as a person	30	37	21			66%	-1	-
Q27. My supervisor takes actions to create an inclusive, fair, respectful and equitable workplace	26	36	21	10	8	62%	-1	-
Q28. My supervisor deals with problems among co-workers effectively	18	31	30	12	9	48%	-1	-

KEY K KEY DRIVER QUESTIONS

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ALL QUESTIONS



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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

PEER CULTURE	64%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q29. There is a spirit of team work and cooperation among the members of my work unit	24	41	17	12		65%	-1	-19 ▼
Q30. My work unit is open to new ideas to improve the way we work	22	40	21	11		63%	-1	-
Q31. My work unit uses data effectively to learn and improve	18	36	28	12		54%	-1	-
Q32. My work unit strives to provide high quality service to our customers/clients	38	41	14			78%	-1	+7 ▲
Q33. My work unit acts on the feedback we receive from customers/clients	21	44	25			65%	0	0
Q34. My work unit is working to improve equity and fairness in our internal practices	18	38	29	9		56%	-1	-
Q35. My work unit is working to improve equity and fairness in our delivery of services	20	42	28			62%	-1	-
Q36. In my work unit, employees treat each other with respect	25	44	17	9		69%	-1	+18 ▲

KEY K KEY DRIVER QUESTIONS

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Strongly agree Agree Neither Disagree Strongly disagree

ALL QUESTIONS



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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

PERSONAL INFLUENCE	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q37. I feel encouraged to share new ideas to improve the way we work			60%	-1	-
Q38. I have a say in how I complete everyday job duties			69%	-1	-4
Q39. I have the authority I need to do my job effectively			66%	-2	-4
Q40. I feel trusted to do my job well			77%	-1	-
Q41. I am satisfied with the level of challenge in my work			70%	-1	-8 ▼
Q42. I have an acceptable workload that allows me to do my best work			56%	-1	-3
Q43. I use goals and measures developed by my work unit to help guide my performance and work priorities			52%	-1	-

KEY **K** KEY DRIVER QUESTIONS

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Strongly agree Agree Neither Disagree Strongly disagree

ALL QUESTIONS



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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

GROWTH & DEVELOPMENT	51%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q44. I am satisfied with the opportunities available to achieve my career goals at King County	13	36	26	16	9	49%	-1	+14 ▲	
Q45. I understand how I can advance in my career at King County	11	36	26	17	9	48%	-1	-	
Q46. In the last year, I have had opportunities to learn and grow professionally	17	40	23	13	7	57%	-2	-	
Q47. I have sufficient opportunities to attend trainings to improve my skills and knowledge	15	39	22	15	9	54%	-1	-9 ▼	
Q48. I have full and equal access to staff advancement opportunities	13	32	29	15	10	45%	-1	-	
Q49. I have full and equal access to employee development opportunities	14	38	26	13	9	52%	-1	-	

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ALL QUESTIONS



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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

ON THE JOB	69%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q50. I have the tools and resources to do my job well	15	49	18	13		64%	-1	-5 ▼
Q51. I receive the information I need to do my job well	14	49	22	12		63%	-1	-6 ▼
Q52. I am treated with respect in my workplace	24	48	15	7		72%	-1	-8 ▼
Q53. I am satisfied with King County's programs to help me manage my health	25	46	17			71%	-1	-
Q54. I feel safe in my workplace	29	47	13	7		76%	-1	-
Q55. I feel well informed about King County work-related events and news	21	50	19	7		71%	-2	+14 ▲
Q56. I am satisfied with my job overall	23	49	17	7		72%	-1	-1
K Q57. I am supported in balancing my work and home life	21	41	23	10		61%	-1	-6 ▼

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

EMPLOYEE RECOGNITION	54%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK			
Q58. I am satisfied with the recognition I receive for doing a good job	14	38	23	15	10	52%	-1	-7 ▼
Q59. I feel valued for what I bring to the workplace	18	39	21	13	9	57%	-1	-2

KEY **K** KEY DRIVER QUESTIONS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

OVERALL	69%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q60. I would recommend King County as a great place to work	23	46	22			69%	-1	+10 ▲
Q61. I am proud to work at King County	28	45	21			73%	-1	+6 ▲
Q62. If another organization offered me a similar job, with the same pay and benefits, I would stay at King County	19	29	31	13	7	49%	-1	-11 ▼
Q63. I feel committed to King County's goals	22	45	27			66%	-1	-22 ▼
Q64. When needed, I am willing to put in the extra effort to get a job done	48	45				93%	0	-3
Q65. Working for King County makes me want to do the best work I can	25	41	26			66%	-1	+16 ▲

KEY **K** KEY DRIVER QUESTIONS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

TAKING ACTION	36%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q66. I believe that action will be taken on issues identified in this survey			36%	-1	-7 ▼

KEY	K	KEY DRIVER QUESTIONS	▲ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	▼ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree

ALL QUESTIONS



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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE COMPARISONS

IS THERE ROOM FOR IMPROVEMENT?

COUNTY INITIATIVES	54%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM COUNTYWIDE	VARIANCE FROM GOV'T BENCHMARK
Q71. I am aware of my role, as a county employee, during an emergency or natural disaster in the community	15	39	21	17	8		54%	+2	-

KEY K KEY DRIVER QUESTIONS

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▼ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

NON STANDARD QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

IS THERE ROOM FOR IMPROVEMENT?

COUNTY INITIATIVES

RESPONSE SCALE

%

VARIANCE FROM COUNTYWIDE

Q67. Are you aware of the following countywide initiatives and programs?

COUNTY INITIATIVES	RESPONSE SCALE	%	VARIANCE FROM COUNTYWIDE
Healthy Incentives		91%	0
Employee Giving Program		82%	-1
Employee Assistance Program/Making Life Easier		71%	0
Equity and Social Justice		65%	-1
Training and Development		62%	0
Lean/Continuous Improvement		61%	0
Records Management		40%	0
Alternative Dispute Resolution		34%	0
Performance Management		32%	+1
Climate Change Initiative		29%	+1
Make It Through (Disaster Preparedness)		28%	0
Best Run Government		26%	+1
Tier Boards/Visual Management		26%	+2
Line of Business		19%	+1
None of these		3%	0

KEY

▲ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

▼ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

NON STANDARD QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

IS THERE ROOM FOR IMPROVEMENT?

COUNTY INITIATIVES

RESPONSE SCALE

%

VARIANCE FROM COUNTYWIDE

Q68. What is your preferred way of getting information about King County events and information?

Initiative	Response Scale	%	Variance from Countywide
Regular Email Notifications		76%	-2
Your supervisor/chief/sergeant		37%	+1
King County Website Home Page		31%	+1
Department Newsletter (online or print)		29%	+1
Printed Bulletin or Announcements		25%	+1
King County Intranet		18%	+1
My Department Website Home Page		15%	+1
King County Social Media Accounts (for example: Facebook, Twitter)		7%	0
SharePoint		6%	0
Human Resources Division Website Home Page		6%	0
None of these		3%	0

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

NON STANDARD QUESTIONS



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IS THERE ROOM FOR IMPROVEMENT?

COUNTY INITIATIVES

RESPONSE SCALE

%

VARIANCE FROM COUNTYWIDE

Q69. In the past twelve months, I have participated in The Employee Giving Program (EGP) in the following way(s):

Have not participated in the past twelve months		61%	+1
Pledged through payroll deduction, time donation or direct check		29%	0
Attended a Special Event or Nonprofit Expo		13%	0
Helped during the Annual Giving Drive at my worksite (e.g. Ambassador, Coordinator, etc.)		8%	-1
Referred a Nonprofit to the program		4%	0
Utilized the EGP Website or other Social Media channels		4%	0
Coordinated a Special Event or Nonprofit Speaker Presentation		3%	0
Served on the EGP Committee		1%	0

Q70. If you are a full-time employee, would you be interested in working part-time, if given the option? (If you are not full-time, please select "Not applicable")

No		60%	0
Yes		26%	0
Not applicable		14%	+1

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



WHAT'S NEXT?

EMPLOYEES HAVE GIVEN THEIR FEEDBACK AND THESE RESULTS SHOW YOU WHERE YOU NEED TO MAKE IMPROVEMENTS OR WHERE YOU ARE PERFORMING WELL.

IT IS IMPORTANT TO DISCUSS THINGS FULLY IN ORDER TO UNDERSTAND UNDERLYING REASONS FOR THEIR OPINIONS BEFORE TAKING ACTION.

HOW WILL YOU MEASURE WHETHER YOUR ACTIONS HAVE BEEN SUCCESSFUL?

DON'T JUST WAIT FOR THE NEXT SURVEY. KEEP ASKING YOUR COLLEAGUES FOR THEIR FEEDBACK AND IDEAS THROUGHOUT THE YEAR.

36%

of employees replied favorably to:

'I believe that action will be taken on issues identified in this survey.'

VARIANCE FROM COUNTYWIDE

-1

VARIANCE FROM GOV'T BENCHMARK

-7

