



City of Waukesha

Employee Engagement

Survey Results

Library

Engagement – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would recommend the City of Waukesha as a great place to work.	22.22%	62.22%	11.11%	0.00%	4.44%
The City of Waukesha motivates me to go beyond what I would in a similar role elsewhere.	8.89%	51.11%	33.33%	4.44%	2.22%
I am proud to work for the City of Waukesha.	26.67%	57.78%	13.33%	0.00%	2.22%
I see myself still working at the City of Waukesha in two years' time.	33.33%	44.44%	20.00%	2.22%	0.00%
Engagement Average	22.78%	53.89%	19.44%	1.67%	2.22%

Leadership & Strategic Direction – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My DIRECTOR/DEPARTMENT HEAD demonstrates that people are important to the organization s success.	48.89%	33.33%	8.89%	8.89%	0.00%
My DIRECTOR/DEPARTMENT HEAD has communicated a vision/strategic plan that motivates me.	40.00%	37.78%	15.56%	6.67%	0.00%
I have confidence in my DIRECTOR/DEPARTMENT HEAD.	51.11%	35.56%	6.67%	6.67%	0.00%
I have confidence in my DEPARTMENT'S MANAGEMENT TEAM as a whole (i.e., supervisors, managers, and director).	48.89%	35.56%	8.89%	4.44%	2.22%
the City Administrator has communicated a vision/strategic plan that motivates me.	15.56%	35.56%	46.67%	2.22%	0.00%
I have confidence in the City Administrator.	20.00%	60.00%	17.78%	2.22%	0.00%
Leadership & Strategic Direction Average	37.41%	39.63%	17.41%	5.19%	0.37%

Supervisor Relationship & Support – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My direct supervisor genuinely cares about my wellbeing.	64.44%	26.67%	4.44%	2.22%	2.22%
My direct supervisor gives me useful feedback on how well I am performing.	42.22%	40.00%	13.33%	4.44%	0.00%
My direct supervisor keeps me informed about what is happening at the City of Waukesha.	28.89%	40.00%	24.44%	4.44%	2.22%
My direct supervisor communicates in a respectful manner.	77.78%	20.00%	0.00%	0.00%	2.22%
In the past three months, my manager has talked to me about my work/progress.	33.33%	51.11%	11.11%	2.22%	2.22%
When it is clear that someone is not delivering in their role, the supervisor does something about it.	8.89%	28.89%	40.00%	15.56%	6.67%
My manager (or someone in management) has shown a genuine interest in my career development.	26.67%	26.67%	37.78%	6.67%	2.22%
Supervisor Relationship & Support Average	40.32%	33.33%	18.73%	5.08%	2.54%

Communication & Collaboration & Teamwork – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
At the City of Waukesha there is open and honest two-way communication	15.56%	44.44%	35.56%	2.22%	2.22%
Most people here make a good effort to consult other staff where appropriate.	24.44%	64.44%	8.89%	0.00%	2.22%
Other departments at the City of Waukesha collaborate well with us to get the job done.	11.11%	42.22%	44.44%	2.22%	0.00%
I feel I am part of a team.	46.67%	40.00%	4.44%	6.67%	2.22%
We hold ourselves and our team members accountable for results.	33.33%	48.89%	13.33%	0.00%	4.44%
Communication & Collaboration & Teamwork Average	26.22%	48.00%	21.33%	2.22%	2.22%

Workload, Role Clarity, Involvement & Fairness – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Workloads are divided fairly among people in my department.	17.78%	46.67%	13.33%	20.00%	2.22%
I am appropriately involved in decisions that affect my work.	24.44%	48.89%	20.00%	6.67%	0.00%
I am happy with my current role relative to what was described to me.	26.67%	53.33%	15.56%	4.44%	0.00%
I believe my pay is fair, relative to similar roles at other municipalities.	15.56%	48.89%	17.78%	15.56%	2.22%
I believe my benefits are fair, relative to similar roles at other municipalities.	24.44%	42.22%	24.44%	8.89%	0.00%
Generally, I believe my workload is reasonable for my role.	35.56%	40.00%	11.11%	13.33%	0.00%
Workload, Role Clarity, Involvement & Fairness Average	24.07%	46.67%	17.04%	11.48%	0.74%

Resources, Tools & Job Fit – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I understand how my work contributes to the goals of the City of Waukesha.	22.22%	57.78%	15.56%	2.22%	2.22%
I know what I need to do to be successful in my role.	37.78%	57.78%	2.22%	2.22%	0.00%
I have access to the things I need to do my job well.	40.00%	48.89%	11.11%	0.00%	0.00%
The information I need to do my job effectively is readily available.	31.11%	60.00%	8.89%	0.00%	0.00%
I have enough autonomy to perform my job effectively.	57.78%	42.22%	0.00%	0.00%	0.00%
Most of the systems and processes here support us getting our work done effectively.	22.22%	62.22%	13.33%	2.22%	0.00%
I have access to the learning and development I need to do my job well.	31.11%	57.78%	8.89%	2.22%	0.00%
Resources, Tools & Job Fit Average	34.60%	55.24%	8.57%	1.27%	0.32%

Flexibility & Innovation – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am genuinely supported if I ask to make use of flexible working arrangements.	51.11%	46.67%	2.22%	0.00%	0.00%
I am able to arrange time out from work when I need to.	46.67%	51.11%	2.22%	0.00%	0.00%
I am encouraged to be innovative even though some of my initiatives may not implemented.	31.11%	53.33%	15.56%	0.00%	0.00%
Flexibility & Innovation Average	42.96%	50.37%	6.67%	0.00%	0.00%

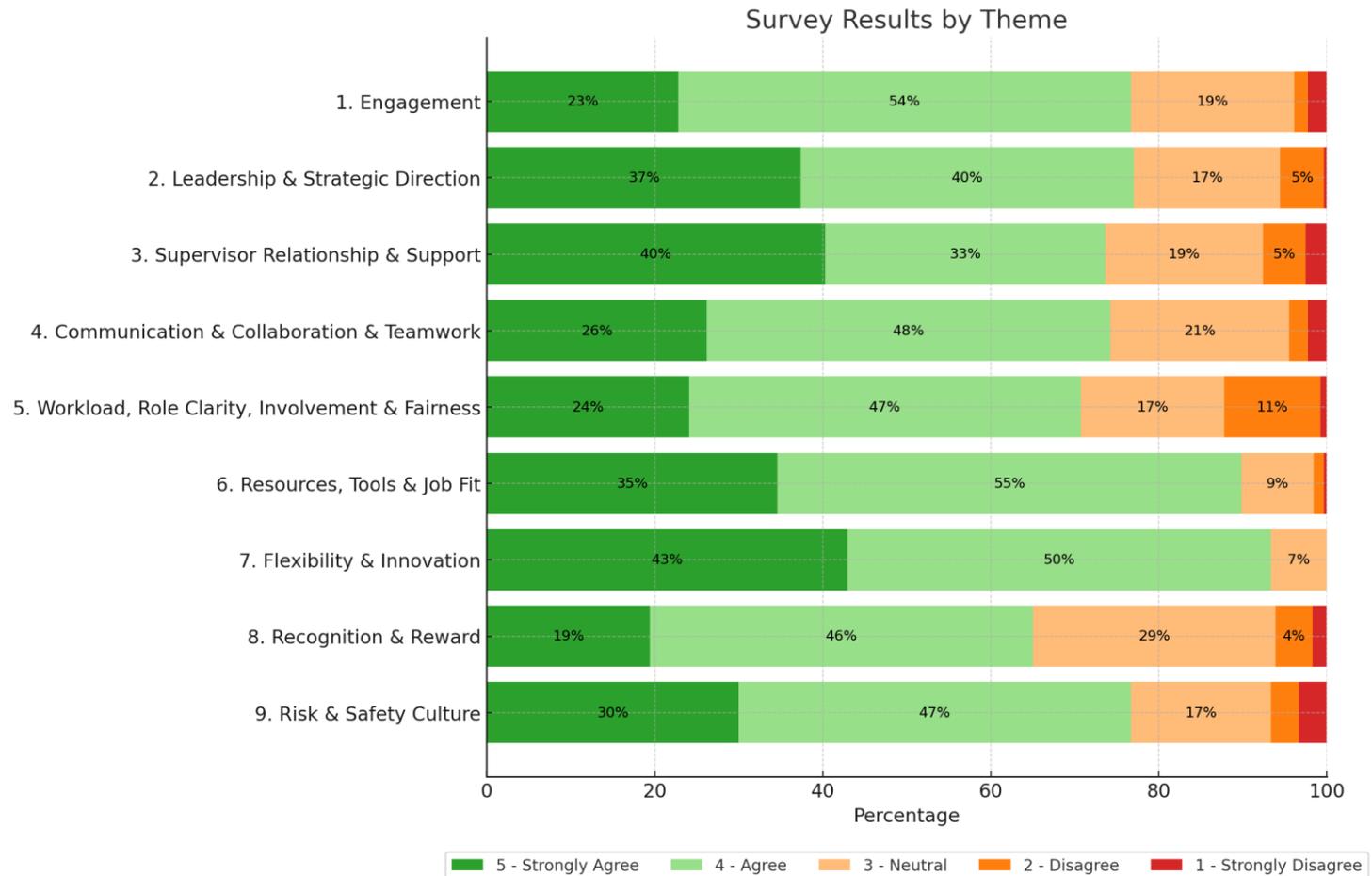
Recognition & Reward – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Employees are acknowledged when we deliver outstanding service here.	31.11%	48.89%	13.33%	4.44%	2.22%
In the past six months, I have received recognition, publicly or privately, for doing good work.	28.89%	51.11%	17.78%	2.22%	0.00%
Generally, the right people are rewarded and recognized at the City of Waukesha.	11.11%	33.33%	46.67%	6.67%	2.22%
I believe there are good career opportunities for me at the City of Waukesha.	6.67%	48.89%	37.78%	4.44%	2.22%
Recognition & Reward Average	19.44%	45.56%	28.89%	4.44%	1.67%

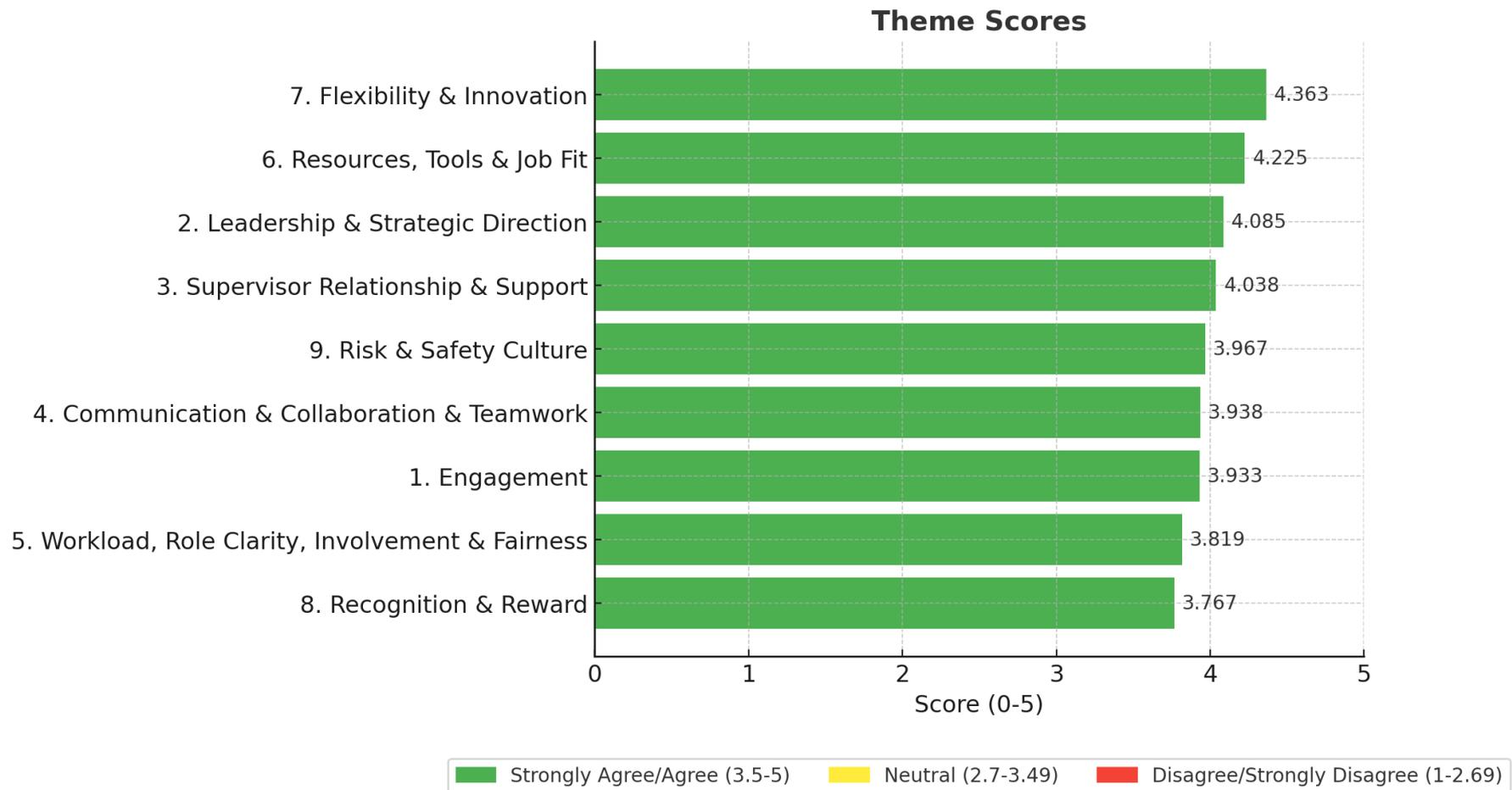
Risk & Safety Culture – Survey Results

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am comfortable raising a risk issue to management.	33.33%	42.22%	17.78%	4.44%	2.22%
When I do raise a potential risk issue, my concern is taken seriously and immediately addressed.	26.67%	51.11%	15.56%	2.22%	4.44%
Risk & Safety Culture Average	30.00%	46.67%	16.67%	3.33%	3.33%

Survey Response Percentage

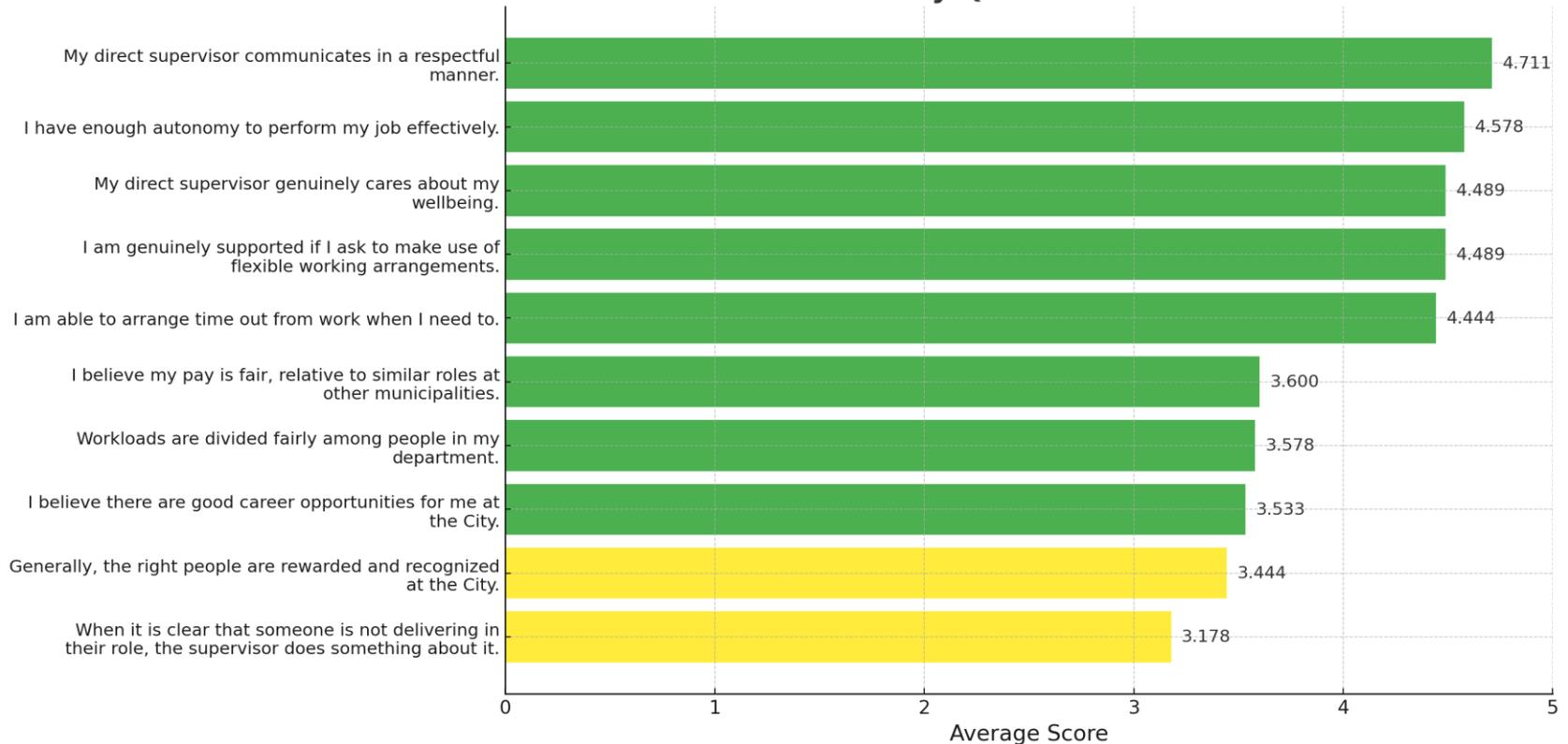


Overall Average Score For the Library on 9 Themes from 47 questions.



Top Five and Bottom Five Questions for the Library

Survey Question Scores



Strongly Agree/Agree (3.5-5) Neutral (2.7-3.49) Disagree/Strongly Disagree (1-2.69)