

# Behavioral Health

Response Rate: Data Unclear

## New Hire Process (Onboarding)

There were not enough newer employees in this organization that responded to this section so results have been suppressed for questions 1-6.

## Communication

This section is about the effective and efficient means of providing information throughout the organization.

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

### 8. The county is effective in keeping employees informed of the services provided in county agencies.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 17% | 10% | 55% | 17% | 3.67 |
| <b>Overall</b>    | 2245 | 3% | 17% | 19% | 49% | 13% | 3.53 |

### 9. The method by which I receive SLCO internal communications is adequate.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 5% | 5%  | 12% | 55% | 24% | 3.88 |
| <b>Overall</b>    | 2237 | 2% | 10% | 15% | 56% | 17% | 3.75 |

### 10. The content of SLCO communications is valuable.

|                   |      |    |    |     |     |     |      |
|-------------------|------|----|----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 5% | 12% | 55% | 26% | 3.98 |
| <b>Overall</b>    | 2234 | 1% | 7% | 23% | 53% | 16% | 3.75 |

### 11. I am satisfied with my supervisor's efforts to keep me informed of what is going on within my agency/division.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 40   | 5% | 15% | 13% | 40% | 28% | 3.70 |
| <b>Overall</b>    | 2206 | 8% | 15% | 13% | 35% | 30% | 3.64 |

### 12. I know how to direct others to services and resources provided by SLCO.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 0% | 12% | 17% | 50% | 21% | 3.81 |
| <b>Overall</b>    | 2223 | 2% | 14% | 21% | 45% | 17% | 3.60 |

### 13. The SLCO intranet (eConnect) is easy to use.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 5%  | 10% | 57% | 26% | 4.00 |
| <b>Overall</b>    | 2206 | 4% | 13% | 20% | 47% | 16% | 3.58 |

### 14. It is easy to locate the contact information for divisions.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 10% | 10% | 27% | 39% | 15% | 3.39 |
| <b>Overall</b>    | 2205 | 6%  | 21% | 26% | 36% | 10% | 3.23 |

### 15. The SLCO directory is easy to navigate.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 10% | 7%  | 22% | 49% | 12% | 3.46 |
| <b>Overall</b>    | 2190 | 6%  | 19% | 30% | 35% | 9%  | 3.23 |

### 16. The SLCO directory is up to date.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 2% | 12% | 46% | 29% | 10% | 3.32 |
| <b>Overall</b>    | 2140 | 6% | 16% | 43% | 28% | 7%  | 3.12 |

## Training and Education

This section is about the opportunity to acquire the skills and abilities to perform on the job and further development of my career.

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

### 18. The information I receive in training applies to my current position.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 12% | 24% | 45% | 17% | 3.62 |
| <b>Overall</b>    | 2175 | 4% | 11% | 20% | 50% | 16% | 3.64 |

### 19. I have received enough training to know how to do my job.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 10% | 12% | 12% | 44% | 22% | 3.56 |
| <b>Overall</b>    | 2173 | 3%  | 11% | 14% | 48% | 24% | 3.78 |

### 20. I am satisfied with the training I receive about how to manage and/or supervise employees.

There were not enough employees in this organization that responded to this section so results have been suppressed for this item.

### 21. Employees' University classes are well promoted and advertised.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 2% | 17% | 27% | 44% | 10% | 3.41 |
| <b>Overall</b>    | 2135 | 5% | 19% | 31% | 36% | 9%  | 3.26 |

### 22. I am satisfied with the frequency of the courses offered at the Employees' University.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 0% | 5%  | 40% | 43% | 12% | 3.62 |
| <b>Overall</b>    | 2096 | 3% | 12% | 43% | 34% | 7%  | 3.32 |

### 23. I am encouraged to further my education using the Employees' University

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 26% | 31% | 29% | 12% | 3.21 |
| <b>Overall</b>    | 2123 | 9% | 23% | 32% | 26% | 9%  | 3.03 |

### 24. I am supported in furthering my education at institutions outside of SLCO.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 39   | 8% | 10% | 41% | 28% | 13% | 3.28 |
| <b>Overall</b>    | 2060 | 8% | 15% | 35% | 28% | 13% | 3.25 |

### 25. I am familiar with the County's tuition reimbursement policy.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 40   | 8% | 10% | 25% | 38% | 20% | 3.53 |
| <b>Overall</b>    | 2125 | 5% | 17% | 20% | 41% | 17% | 3.48 |

## Professional Development

This section addresses the opportunity for personal growth and/or advancement as an employee of SLCO.

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

### 26. I have the opportunity to develop new job skills and abilities.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 21% | 14% | 40% | 21% | 3.57 |
| <b>Overall</b>    | 2173 | 7% | 17% | 19% | 43% | 15% | 3.43 |

27. My supervisor actively encourages my career development.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 40   | 5% | 18% | 30% | 30% | 18% | 3.38 |
| <b>Overall</b>    | 2162 | 9% | 16% | 22% | 32% | 21% | 3.41 |

28. I feel I have opportunities to develop mentoring relationships.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 7% | 21% | 26% | 33% | 12% | 3.21 |
| <b>Overall</b>    | 2150 | 8% | 20% | 26% | 34% | 12% | 3.22 |

29. I know where to access SLCO job postings.

|                   |      |    |    |    |     |     |      |
|-------------------|------|----|----|----|-----|-----|------|
| <b>Beh Health</b> | 40   | 0% | 3% | 3% | 48% | 48% | 4.40 |
| <b>Overall</b>    | 2173 | 1% | 3% | 7% | 53% | 36% | 4.20 |

30. I have opportunities for advancement within SLCO.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 17% | 15% | 15% | 41% | 12% | 3.17 |
| <b>Overall</b>    | 2168 | 15% | 20% | 24% | 30% | 11% | 3.01 |

31. The promotion process at SLCO is fair.

|                   |      |     |     |     |     |    |      |
|-------------------|------|-----|-----|-----|-----|----|------|
| <b>Beh Health</b> | 42   | 21% | 26% | 21% | 26% | 5% | 2.67 |
| <b>Overall</b>    | 2128 | 21% | 22% | 33% | 19% | 6% | 2.67 |

32. I feel that advancement at SLCO is often based in office politics (i.e. who you know or are connected to).

|                   |      |    |    |     |     |     |      |
|-------------------|------|----|----|-----|-----|-----|------|
| <b>Beh Health</b> | 37   | 0% | 5% | 27% | 32% | 35% | 3.97 |
| <b>Overall</b>    | 2111 | 4% | 8% | 26% | 27% | 35% | 3.83 |

## Performance and Development Plans & Annual Evaluations

This section addresses the quarterly performance development plan process as well as the annual evaluation.

### Performance Development

33. Are you meeting quarterly with your supervisor for your performance and development plan?

|                   | Number Responding | Yes | No  |
|-------------------|-------------------|-----|-----|
| <b>Beh Health</b> | 41                | 66% | 34% |
| <b>Overall</b>    | 2148              | 66% | 34% |

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

34. The frequency of quarterly performance and development plans is appropriate.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 5% | 19% | 21% | 43% | 12% | 3.38 |
| <b>Overall</b>    | 2113 | 8% | 20% | 24% | 40% | 8%  | 3.19 |

35. I feel the performance and development plan process is a good use of time.

|                   |      |     |     |     |     |    |      |
|-------------------|------|-----|-----|-----|-----|----|------|
| <b>Beh Health</b> | 42   | 7%  | 24% | 29% | 33% | 7% | 3.10 |
| <b>Overall</b>    | 2121 | 11% | 24% | 24% | 33% | 7% | 3.01 |

36. Setting individual work goals in a formal manner is a worthwhile process.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 5% | 7%  | 26% | 57% | 5%  | 3.50 |
| <b>Overall</b>    | 2131 | 7% | 14% | 22% | 46% | 12% | 3.43 |

## Annual Evaluation

37. Are you formally evaluated annually?

|                   | Number Responding | Yes | No |
|-------------------|-------------------|-----|----|
| <b>Beh Health</b> | 41                | 95% | 5% |
| <b>Overall</b>    | 2170              | 92% | 8% |

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

38. My annual evaluation is an accurate reflection of my work.

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 38                | 5%                    | 16%          | 8%                             | 47%       | 24%                | 3.68       |
| <b>Overall</b>    | 2064              | 5%                    | 13%          | 18%                            | 49%       | 15%                | 3.55       |

39. My annual evaluation is an effective means to improve my work.

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 38                | 5%                    | 24%          | 16%                            | 39%       | 16%                | 3.37       |
| <b>Overall</b>    | 2058              | 7%                    | 17%          | 27%                            | 38%       | 10%                | 3.28       |

40. I am provided the resources necessary to meet the expectations of my annual evaluation.

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 39                | 5%                    | 21%          | 13%                            | 44%       | 18%                | 3.49       |
| <b>Overall</b>    | 2066              | 6%                    | 11%          | 24%                            | 46%       | 13%                | 3.50       |

### Other

41. I receive ongoing feedback on my work performance from my supervisor, outside of the formal development and evaluation process

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 42                | 7%                    | 14%          | 12%                            | 45%       | 21%                | 3.60       |
| <b>Overall</b>    | 2172              | 7%                    | 15%          | 17%                            | 42%       | 19%                | 3.50       |

## Management and Supervision

This section is about the individuals who control or direct resources and expenditures, and/or have oversight and direction of processes, work and those who perform the work.

**Supervisor Questions – a supervisor is the individual you directly report to.**

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

42. My supervisor sets clear expectations for my work

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 42                | 0%                    | 17%          | 7%                             | 48%       | 29%                | 3.88       |
| <b>Overall</b>    | 2159              | 3%                    | 10%          | 15%                            | 50%       | 22%                | 3.76       |

43. My supervisor cares about me as an individual.

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 42                | 0%                    | 7%           | 12%                            | 43%       | 38%                | 4.12       |
| <b>Overall</b>    | 2157              | 6%                    | 7%           | 14%                            | 39%       | 35%                | 3.91       |

44. I receive positive feedback from my supervisor when I do a good job

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 42                | 5%                    | 12%          | 19%                            | 36%       | 29%                | 3.71       |
| <b>Overall</b>    | 2159              | 5%                    | 10%          | 14%                            | 41%       | 30%                | 3.81       |

**45. I am comfortable sharing issues and concerns with my supervisor.**

| Beh Health | 42   | 7% | 12% | 14% | 31% | 36% | 3.76 |
|------------|------|----|-----|-----|-----|-----|------|
| Overall    | 2163 | 8% | 10% | 12% | 39% | 32% | 3.77 |

**46. My supervisor manages employees in a fair manner.**

| Beh Health | 41   | 5% | 10% | 17% | 41% | 27% | 3.76 |
|------------|------|----|-----|-----|-----|-----|------|
| Overall    | 2162 | 8% | 10% | 16% | 38% | 29% | 3.70 |

**47. When needed, poor performance on my team is addressed.**

| Beh Health | 40   | 8% | 15% | 15% | 43% | 20% | 3.53 |
|------------|------|----|-----|-----|-----|-----|------|
| Overall    | 2101 | 8% | 13% | 22% | 40% | 17% | 3.44 |

**Management Questions**

Throughout the County there are different levels of management, these questions refer to all managers beyond your direct supervisor. That would include both those within your agency and those that manage across SLCO.

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

**48. Management communicates effectively with employees.**

| Beh Health | 42   | 19% | 17% | 19% | 38% | 7% | 2.98 |
|------------|------|-----|-----|-----|-----|----|------|
| Overall    | 2156 | 13% | 25% | 22% | 32% | 8% | 2.97 |

**49. Employees are given enough support by management to do their jobs.**

| Beh Health | 42   | 10% | 21% | 21% | 36% | 12% | 3.19 |
|------------|------|-----|-----|-----|-----|-----|------|
| Overall    | 2145 | 11% | 20% | 21% | 39% | 10% | 3.17 |

**50. Management works together in a coordinated manner.**

| Beh Health | 42   | 14% | 21% | 19% | 33% | 12% | 3.07 |
|------------|------|-----|-----|-----|-----|-----|------|
| Overall    | 2144 | 14% | 22% | 27% | 29% | 8%  | 2.95 |

**51. Management cares about employees as individuals.**

| Beh Health | 42   | 21% | 10% | 21% | 31% | 17% | 3.12 |
|------------|------|-----|-----|-----|-----|-----|------|
| Overall    | 2145 | 14% | 17% | 24% | 32% | 12% | 3.11 |

**52. I feel that, in general, those in management are qualified for their positions.**

| Beh Health | 41   | 12% | 12% | 20% | 39% | 17% | 3.37 |
|------------|------|-----|-----|-----|-----|-----|------|
| Overall    | 2151 | 10% | 14% | 27% | 37% | 12% | 3.26 |

**Work Environment/Operational Functionality**

This section is about policies, procedures, processes, equipment, resources, assignments, schedules, transfers, and more. For the following questions the term "Assignment Changes" includes changes to work tasks, schedules, and/or transfers.

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

**53. I understand why work assignment changes occur**

| Beh Health | 42   | 5% | 5% | 17% | 52% | 21% | 3.81 |
|------------|------|----|----|-----|-----|-----|------|
| Overall    | 2097 | 3% | 8% | 15% | 59% | 14% | 3.74 |

54. The process through which changes are made to work assignments is fair.

|                   | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|-------------------|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
| <b>Beh Health</b> | 42                | 7%                    | 17%          | 24%                            | 40%       | 12%                | 3.33       |
| <b>Overall</b>    | 2071              | 8%                    | 16%          | 29%                            | 38%       | 8%                 | 3.23       |

**Policies and Procedures**

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

55. I know where to find policies and procedures relevant to my job

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 19% | 10% | 43% | 26% | 3.71 |
| <b>Overall</b>    | 2159 | 2% | 11% | 11% | 56% | 19% | 3.80 |

56. Policies and procedures are easy to understand.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 5% | 17% | 17% | 55% | 7%  | 3.43 |
| <b>Overall</b>    | 2146 | 3% | 15% | 24% | 48% | 10% | 3.46 |

57. Policies and procedures are enforced in a fair manner.

|                   |      |    |     |     |     |    |      |
|-------------------|------|----|-----|-----|-----|----|------|
| <b>Beh Health</b> | 42   | 7% | 21% | 24% | 40% | 7% | 3.19 |
| <b>Overall</b>    | 2142 | 9% | 19% | 27% | 38% | 7% | 3.15 |

58. Employees have the opportunity to give input on policy/procedures

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 14% | 17% | 29% | 26% | 14% | 3.10 |
| <b>Overall</b>    | 2139 | 12% | 24% | 30% | 29% | 6%  | 2.93 |

**Other (Work Environment continued)**

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

59. Employees are given opportunities to learn/adapt to new technology/systems.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 7%  | 24% | 52% | 14% | 3.69 |
| <b>Overall</b>    | 2152 | 5% | 11% | 23% | 50% | 11% | 3.52 |

60. I am provided sufficient resources to do my job.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 14% | 12% | 45% | 26% | 3.79 |
| <b>Overall</b>    | 2156 | 5% | 10% | 16% | 54% | 15% | 3.64 |

61. I know who to contact regarding human resource related questions.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 5% | 12% | 10% | 48% | 26% | 3.79 |
| <b>Overall</b>    | 2158 | 3% | 11% | 13% | 55% | 17% | 3.71 |

62. I know who to contact regarding payroll related questions.

|                   |      |    |    |    |     |     |      |
|-------------------|------|----|----|----|-----|-----|------|
| <b>Beh Health</b> | 40   | 5% | 8% | 5% | 60% | 23% | 3.88 |
| <b>Overall</b>    | 2153 | 2% | 6% | 8% | 62% | 22% | 3.97 |

63. I feel comfortable reporting discrimination concerns.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 10% | 29% | 2%  | 39% | 20% | 3.29 |
| <b>Overall</b>    | 2093 | 11% | 12% | 19% | 41% | 16% | 3.39 |

64. I feel comfortable reporting harassment concerns.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 10% | 27% | 7%  | 37% | 20% | 3.29 |
| <b>Overall</b>    | 2093 | 11% | 10% | 19% | 43% | 17% | 3.46 |

## Culture

This section is about a shared set of values and beliefs that determine patterns of behavior common to groups of people.

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

### 65. The people I work with work well together.

|                   |      |    |    |     |     |     |      |
|-------------------|------|----|----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 7% | 7% | 10% | 52% | 24% | 3.79 |
| <b>Overall</b>    | 2154 | 3% | 8% | 12% | 48% | 28% | 3.89 |

### 66. The people I work with are committed to quality work

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 2% | 10% | 10% | 38% | 40% | 4.05 |
| <b>Overall</b>    | 2146 | 3% | 9%  | 14% | 46% | 29% | 3.88 |

### 67. My agency/division collaborates well with other SLCO agencies/divisions.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 0% | 12% | 19% | 48% | 21% | 3.79 |
| <b>Overall</b>    | 2124 | 3% | 8%  | 27% | 44% | 17% | 3.65 |

### 68. Providing services efficiently is part of the culture of SLCO.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 0% | 12% | 10% | 56% | 22% | 3.88 |
| <b>Overall</b>    | 2144 | 3% | 9%  | 18% | 50% | 20% | 3.76 |

### 69. I am encouraged to voice ideas, opinions, and concerns.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 5% | 26% | 10% | 31% | 29% | 3.52 |
| <b>Overall</b>    | 2157 | 9% | 15% | 19% | 40% | 17% | 3.41 |

### 70. I feel like employee ideas, opinions and concerns are valued.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 10% | 26% | 10% | 38% | 17% | 3.26 |
| <b>Overall</b>    | 2153 | 12% | 21% | 21% | 32% | 14% | 3.13 |

### 71. I am encouraged to be innovative by coming up with improved ways of doing things in my role.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 5% | 24% | 7%  | 38% | 26% | 3.57 |
| <b>Overall</b>    | 2152 | 9% | 15% | 20% | 39% | 17% | 3.40 |

### 72. The leaders in my division promote a positive work culture.

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 42   | 12% | 24% | 10% | 24% | 31% | 3.38 |
| <b>Overall</b>    | 2146 | 10% | 14% | 20% | 37% | 19% | 3.42 |

## Well-Being

This section is about the satisfaction and positive feelings, supportive and enriching relationships, interest and engagement in activities, purpose, a sense of master and accomplishment, feelings of control and autonomy as well as optimism.

|  | Number Responding | Strongly Disagree (1) | Disagree (2) | Neither Agree nor Disagree (3) | Agree (4) | Strongly Agree (5) | Mean (1-5) |
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|
|--|-------------------|-----------------------|--------------|--------------------------------|-----------|--------------------|------------|

### 73. I feel safe in my work environment.

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 2% | 10% | 10% | 37% | 41% | 4.05 |
| <b>Overall</b>    | 2148 | 3% | 7%  | 11% | 49% | 30% | 3.97 |

**74. I am engaged and interested in my job duties**

|                   |      |    |    |    |     |     |      |
|-------------------|------|----|----|----|-----|-----|------|
| <b>Beh Health</b> | 40   | 0% | 8% | 3% | 40% | 50% | 4.33 |
| <b>Overall</b>    | 2150 | 2% | 3% | 8% | 50% | 37% | 4.17 |

**75. I feel my work improves the lives of SLCO residents**

|                   |      |    |    |     |     |     |      |
|-------------------|------|----|----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 0% | 0% | 7%  | 32% | 61% | 4.54 |
| <b>Overall</b>    | 2136 | 1% | 3% | 11% | 42% | 43% | 4.22 |

**76. I feel personally empowered to problem solve at work.**

|                   |      |    |    |     |     |     |      |
|-------------------|------|----|----|-----|-----|-----|------|
| <b>Beh Health</b> | 40   | 5% | 8% | 8%  | 35% | 45% | 4.08 |
| <b>Overall</b>    | 2148 | 3% | 6% | 13% | 44% | 34% | 4.00 |

**77. I am treated with respect by my coworkers.**

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 5% | 15% | 12% | 29% | 39% | 3.83 |
| <b>Overall</b>    | 2153 | 3% | 6%  | 12% | 47% | 33% | 4.00 |

**78. I am treated with respect by my supervisor**

|                   |      |    |    |     |     |     |      |
|-------------------|------|----|----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 0% | 7% | 7%  | 37% | 49% | 4.27 |
| <b>Overall</b>    | 2147 | 5% | 6% | 10% | 41% | 38% | 4.02 |

**79. My workload is reasonable.**

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 5% | 24% | 15% | 29% | 27% | 3.49 |
| <b>Overall</b>    | 2152 | 7% | 13% | 13% | 49% | 19% | 3.61 |

**80. My job at the county allows me to have a healthy work-life balance.**

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 2% | 10% | 7%  | 49% | 32% | 3.98 |
| <b>Overall</b>    | 2145 | 7% | 11% | 15% | 46% | 21% | 3.66 |

**81. I trust my team members to do their jobs.**

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 2% | 15% | 12% | 34% | 37% | 3.88 |
| <b>Overall</b>    | 2145 | 4% | 10% | 14% | 48% | 24% | 3.79 |

**82. I would recommend SLCO to a friend or family member as a place to work.**

|                   |      |    |     |     |     |     |      |
|-------------------|------|----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 41   | 2% | 10% | 20% | 37% | 32% | 3.85 |
| <b>Overall</b>    | 2146 | 7% | 9%  | 17% | 40% | 27% | 3.72 |

**83. I am considering looking for a new job outside of SLCO in the next year.**

|                   |      |     |     |     |     |     |      |
|-------------------|------|-----|-----|-----|-----|-----|------|
| <b>Beh Health</b> | 38   | 32% | 21% | 21% | 16% | 11% | 2.53 |
| <b>Overall</b>    | 2035 | 27% | 21% | 25% | 15% | 12% | 2.66 |

## Other

**87. I feel the results of this survey will make a difference.**

|                   |      |     |     |     |     |    |      |
|-------------------|------|-----|-----|-----|-----|----|------|
| <b>Beh Health</b> | 42   | 7%  | 21% | 45% | 21% | 5% | 2.95 |
| <b>Overall</b>    | 2109 | 17% | 25% | 37% | 20% | 2% | 2.66 |