

Zumbrota Health Services Employee Engagement Survey Inquiries		2020	2019	2018	SFHS COMBINED AVERAGE RESPONSE		
					2020	2019	2018
	<b>Total Number of Employee Responses</b>	53	37	50	1,219	1,335	1,299
	<b>Total Employees for the Calendar Year</b>	145	139	156	3,326	3,165	3,477
	<b>% of Employees Responding in current year</b>	37%	27%	32%	37%	42%	37%
	<b>% of Employees Responding in previous year</b>	32%	32%	46%	42%	37%	44%
What do I get?	<b>I have the materials, equipment and technology I need to do my work.</b>	3.99	4.11	3.90	4.02	3.88	3.88
	<b>I can manage the amount of work I am expected to do.</b>	3.12	3.73	3.68	3.91	3.83	3.83
	<b>I receive feedback from my immediate supervisor for doing a good job.</b>	4.15	3.76	3.96	3.73	3.58	3.57
	<b>I receive feedback from my co-workers for doing a good job.</b>	3.89	3.84	4.08	3.75	3.70	3.70
	<b>I feel my wage and benefits are comparable to similar MN locations near this facility.</b>	4.07	3.73	3.70	3.58	3.21	3.21
	<b>I believe the workplace is a safe place to work.</b>	4.39	4.32	4.50	4.27	4.21	4.21
What do I give?	<b>At work, I am motivated to do what I do best every day.</b>	3.99	4.19	4.38	4.26	4.20	4.20
	<b>At work, I am comfortable sharing my opinion.</b>	4.51	3.81	3.82	3.95	3.49	3.47
	<b>I have an opportunity to receive the training needed to do quality work.</b>	4.39	4.24	4.62	4.19	4.24	4.25
	<b>My attitude has a positive impact on others at work.</b>	4.69	4.35	4.52	4.40	4.40	4.39
	<b>I believe I influence the quality of care delivered at my workplace.</b>	4.69	4.35	4.60	4.35	4.37	4.36
Do I belong here?	<b>People on my team collaborate and help each other.</b>	4.49	4.03	4.36	3.90	3.71	3.73
	<b>I leave work feeling good about my job.</b>	4.28	4.08	3.90	3.93	3.92	3.92
	<b>My employer offers supportive resources to help me deal with stress and burnout.</b>	4.38	3.97	4.06	3.77	3.49	3.46
	<b>My work makes a difference in people's lives.</b>	4.73	4.57	4.60	4.43	4.39	4.37
	<b>I have someone at work who encourages and supports me.</b>	4.13	4.43	4.60	4.09	4.10	4.10
How can we all grow?	<b>I feel recognized and valued for my hard work and service.</b>	4.44	3.24	3.86	3.70	3.28	3.29
	<b>This last year, I have had opportunities at work to learn and grow.</b>	4.06	3.95	4.34	3.83	3.77	3.78
	<b>I know what I have to do for a promotion or career move.</b>	4.34	3.84	3.88	3.58	3.46	3.47
	<b>I receive appropriate training to deal with difficult situations.</b>	3.49	4.11	4.30	3.72	3.77	3.77
	<b>There is good collaboration between departments.</b>	4.16	3.92	3.82	3.45	3.38	3.37
How do we communicate?	<b>I know what is expected of me at work.</b>	2.71	4.59	4.50	4.16	4.37	4.36
	<b>My performance evaluations are within 30-60 days of expected.</b>	3.12	3.78	3.84	3.51	3.47	3.46
	<b>I am comfortable communicating with the administrator.</b>	3.77	4.22	4.02	3.92	3.82	3.82
	<b>My direct supervisor regularly communicates with me regarding work-related information.</b>	4.19	3.95	4.00	4.01	3.80	3.79
General	<b>We are living up to the mission and core values.</b>	4.64	4.19	4.42	4.10	3.87	3.88
	<b>I recommend this care center to others.</b>	4.67	4.27	4.30	4.19	3.72	3.73
	<b>I believe we have a good reputation.</b>	4.74	4.38	4.46	4.13	3.80	3.80
	<b>I recommend this care center as a great place to work.</b>	2.57	4.22	4.52	3.73	3.84	3.85
	<b>I plan to be here in three years.</b>	82%	-	-	61%	-	-
	Average Response	4.09	4.07	4.19	3.95	3.83	3.83
	Average Response %	82%	81%	84%	79%	77%	77%

Scale 1 to 5, 5 being the highest