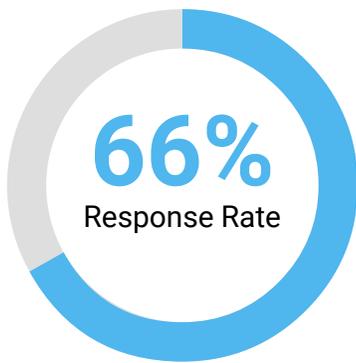




2020 Employee Survey Results

Thank you so much for sharing your thoughts in our survey! We learned a lot from you - this shows just a few of the things we learned from across the whole company. Your feedback will help us get better and better at what we do.

2020 Survey Stats



Surveys	613
Sent:	
Responses:	407
Comments:	910

2019 Survey Stats	Benchmark
Response Rate: 64%	Local Government - 2020
Comments: 1100	Response Rate: 60%

We asked:

"What three words best describe our culture?"

Color indicates words chosen primarily by engaged and disengaged employees.



Top Scores

These three areas were the most encouraging



Clued-in Leaders

My department director or elected official understands what is really happening at Livingston County



Inter-departmental Cooperation

There is good interdepartmental cooperation at Livingston County



Execution

At Livingston County, we do things efficiently and well

Bottom Scores

These three areas have the most room for improvement



Open-mindedness

Livingston County encourages different points of view



Direction

I believe Livingston County is going in the right direction



Development

My department director or elected official helps me learn and grow

Next Steps

- ✓ Overview of results delivered to all employees
- Leaders share detailed results down through the organization
- Managers and teams plan action and escalate items they can't address
- Leaders act on team requests and organization-wide needs
- Employees take simple actions inspired by local conversations
- Everyone celebrates improvements as they happen

Getting your feedback was just the first step.

We loved hearing about what you appreciate here, and also what concerns you. We know we have some problems to solve, so we want to make sure that we consult the expert—you! You may already have some ideas in mind...

