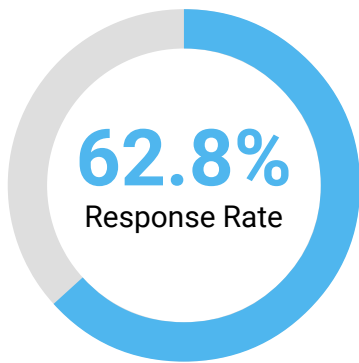




2021 Employee Survey Results

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.

2021 Survey Stats



Surveys Sent: 670
Responses: 421
Comments: 1200

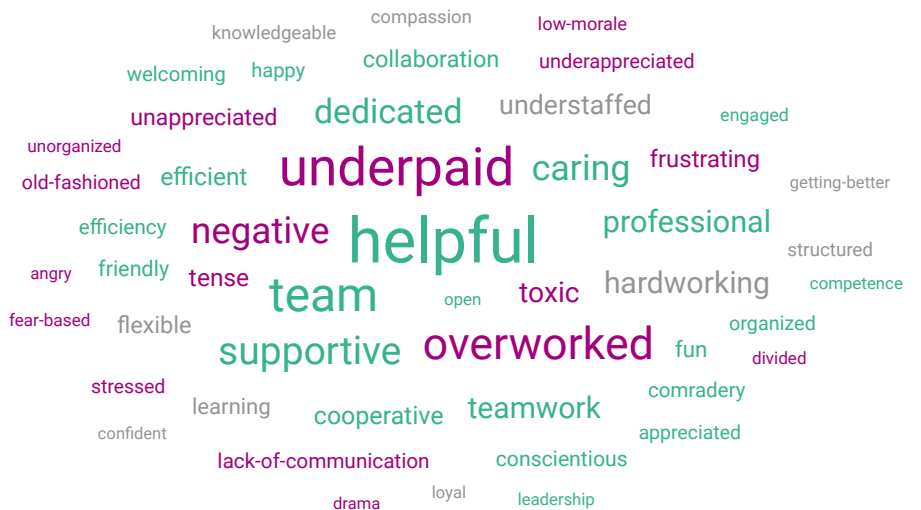
2020 Survey Stats	Benchmark
Response Rate: 66.4%	Local Government - 2021
Comments: 910	Response Rate: 58%

We asked:

"What three words best describe our culture?"

Color indicates words chosen primarily by engaged and disengaged employees.

Highlighted words are your company values.



Top Scores

These three areas were the most encouraging



Meetings

Meetings at Livingston County (my department) make good use of my time



Clued-in Leaders

My Director or Elected Official understands what is really happening at Livingston County (my department)



Interdepartmental Cooperation

There is good interdepartmental cooperation at Livingston County (my department)

Bottom Scores

These three areas have the most room for improvement



Concerns

My Supervisor cares about my concerns

Inclusion

I feel included at Livingston County (my department)



Development

My Supervisor 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...

