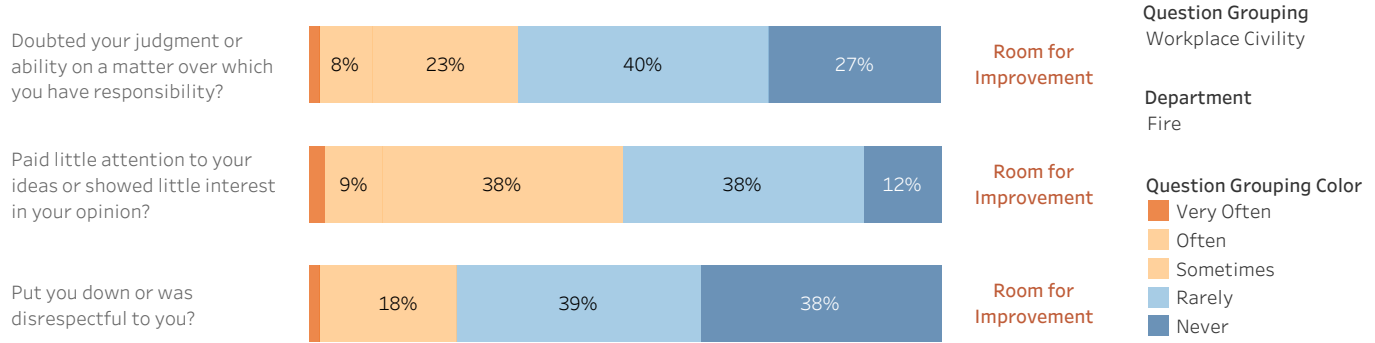


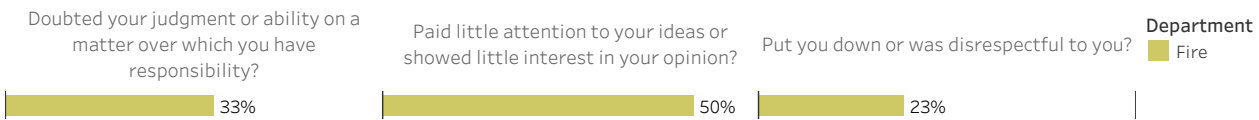
Response Distributions: Workplace Civility

Thinking back on the past year or so, how often have you been in a situation where someone in your department:



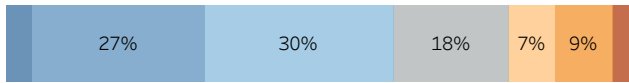
Departmental Comparisons

Percent indicating Never or Rarely



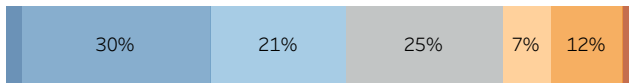
Response Distributions: Voice

I have opportunities to provide my opinion to upper management on workplace issues.



Room for Improvement

When I provide my opinion on workplace issues to upper management, I receive a response from upper management.



Room for Improvement

Question Grouping
Voice

Department
Fire

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

I have opportunities to provide my opinion to upper management on workplace issues.

When I provide my opinion on workplace issues to upper management, I receive a response from upper management.

Department
Fire



Response Distributions: Turnover Intentions

I am thinking about leaving this organization.



Good

Question Grouping
Turnover Intentions

Department
Fire

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

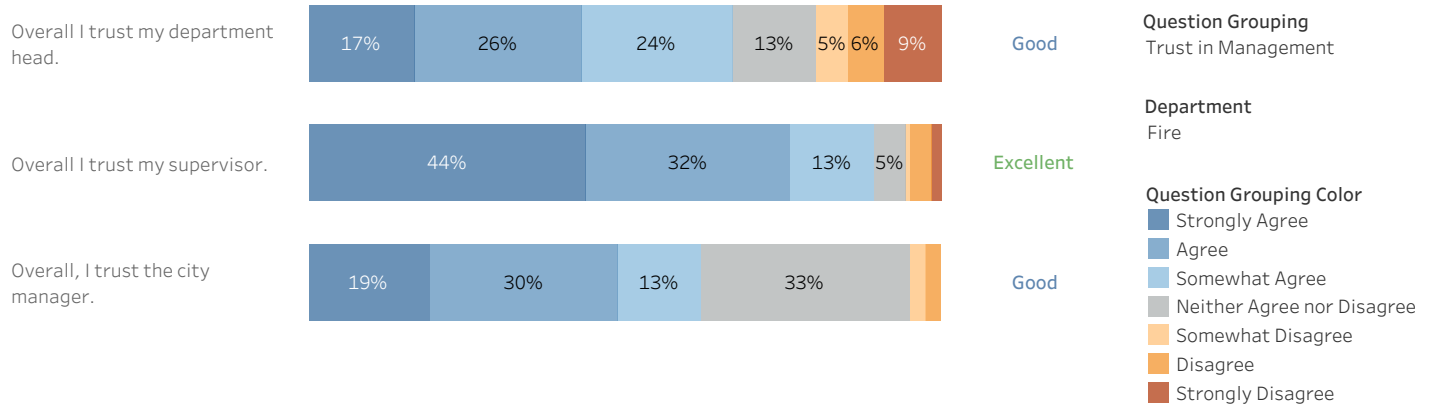
Percent indicating Somewhat Agree, Agree, or Strongly Agree

I am thinking about leaving this organization.



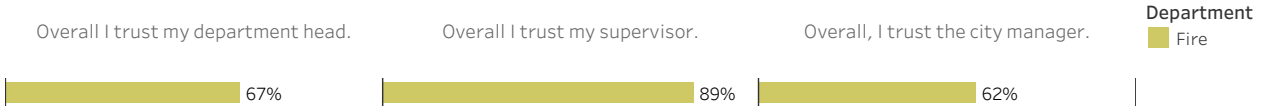
Department
Fire

Response Distributions: Trust in Management



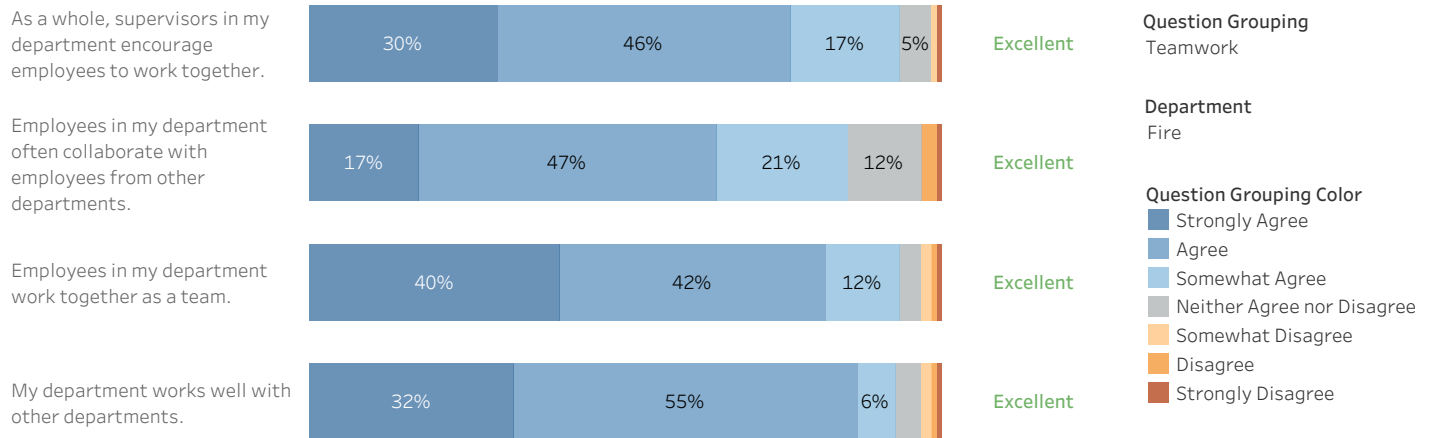
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Teamwork

How much do you agree or disagree with the following statements about teamwork in your department?



Question Grouping
Teamwork

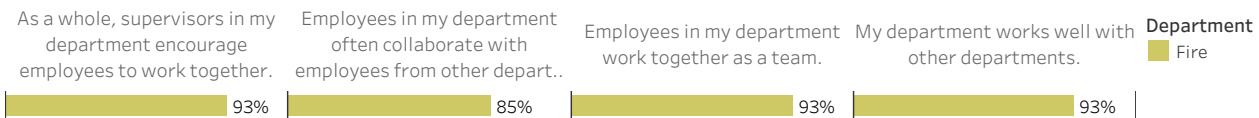
Department
Fire

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

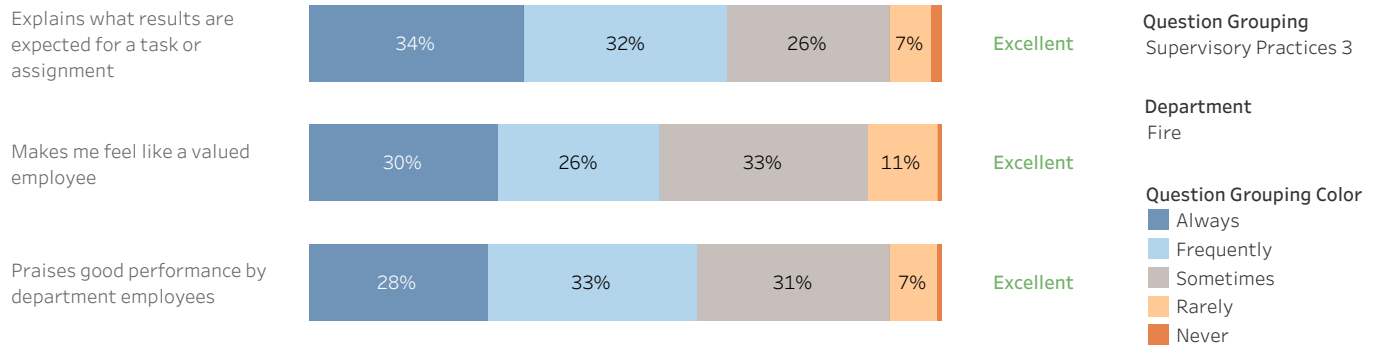
Percent indicating Somewhat Agree, Agree, or Strongly Agree



Department
Fire

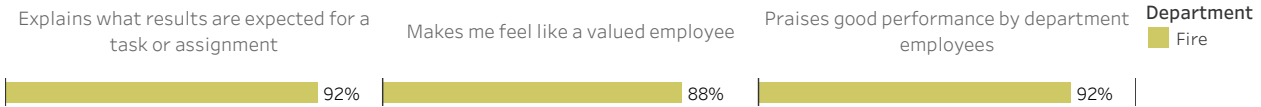
Response Distributions: Supervisory Practices 3

How often does your supervisor do the following?



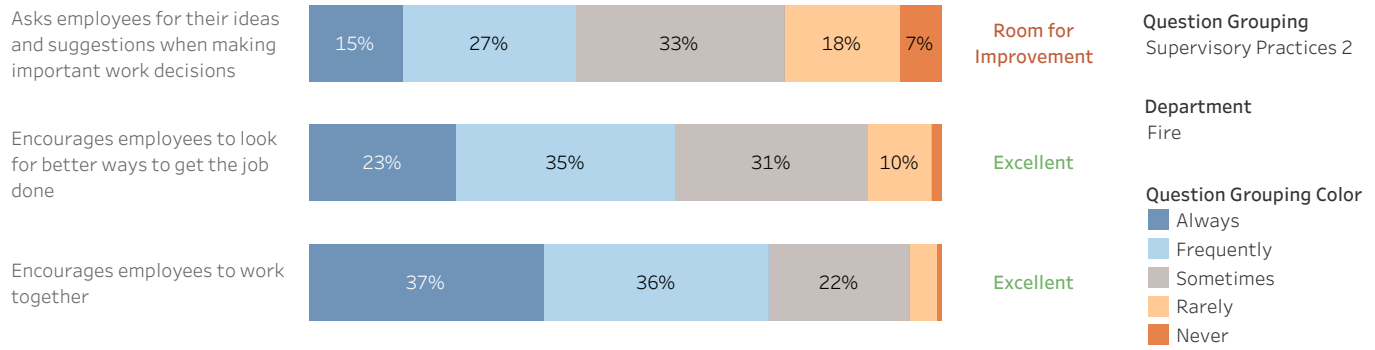
Departmental Comparisons

Percent indicating Frequently or Always



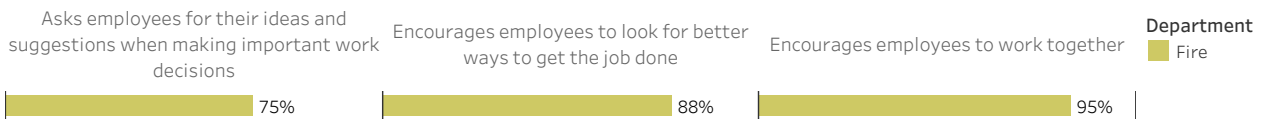
Response Distributions: Supervisory Practices 2

How often does your supervisor do the following?



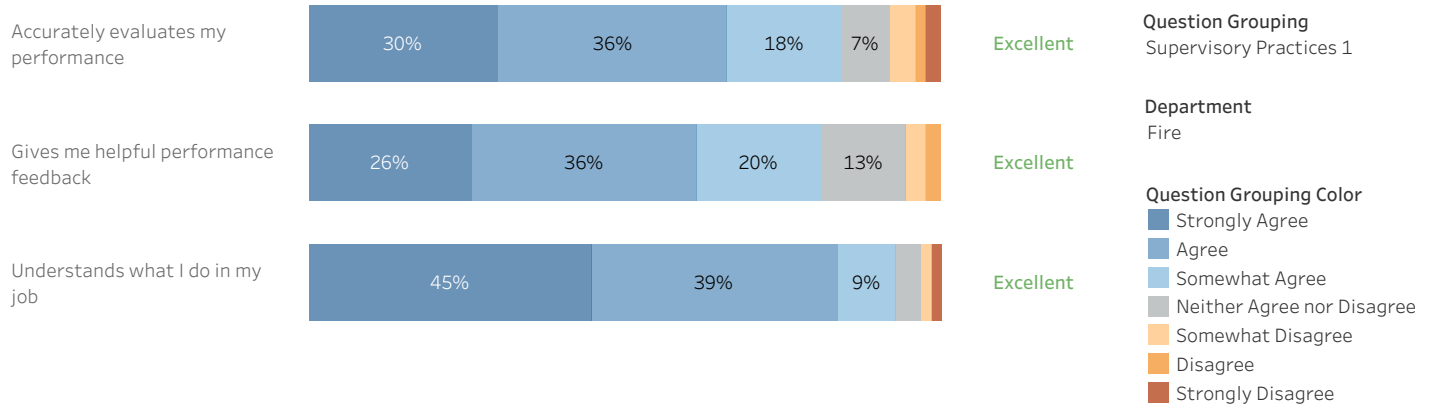
Departmental Comparisons

Percent indicating Sometimes, Frequently, or Always



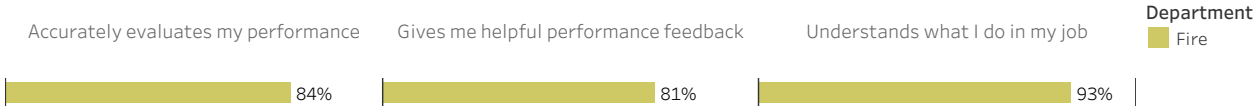
Response Distributions: Supervisory Practices 1

How much do you agree or disagree about how your supervisor evaluates your performance?



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Silence 2

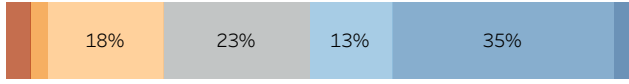
Of those respondents indicating silence, here's why:

Based on experience, I know that my opinions will be ignored.



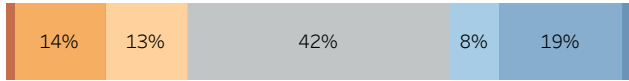
Room for Improvement

I am afraid that I will be punished for sharing my opinions.



Room for Improvement

I don't want to rock the boat.



Room for Improvement

Question Grouping
Silence 2

Department
Fire

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Sometimes, Frequently, or Always

Based on experience, I know that my opinions will be ignored.

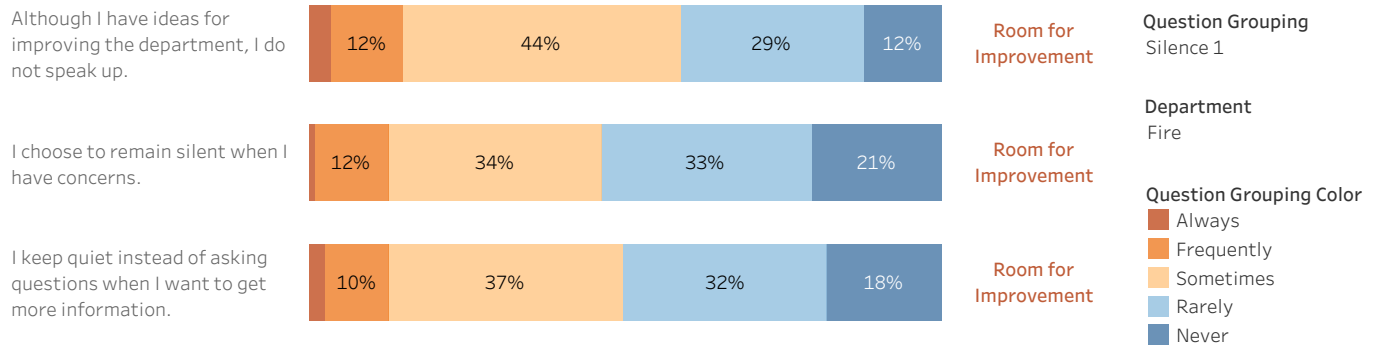
I am afraid that I will be punished for sharing my opinions.

I don't want to rock the boat.

Department
Fire

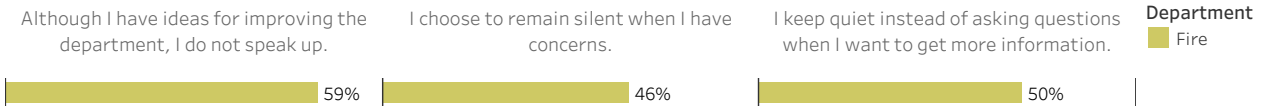


Response Distributions: Silence 1



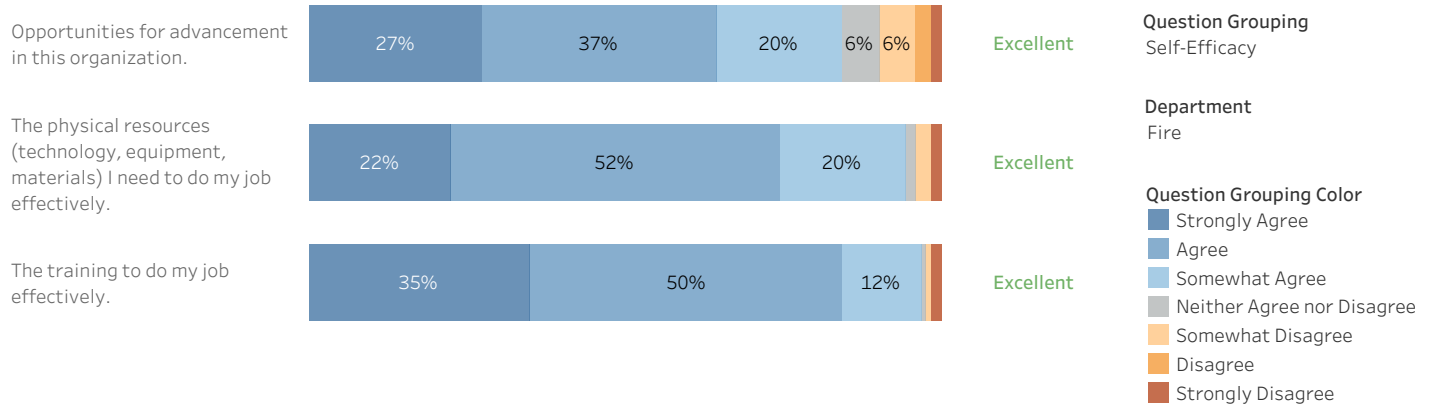
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



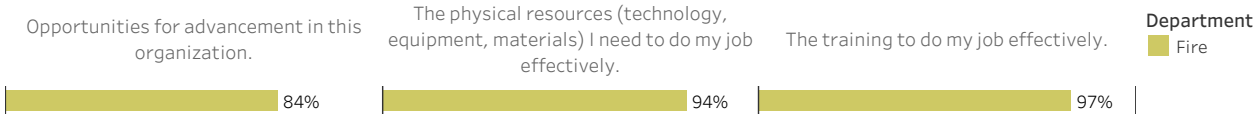
Response Distributions: Self-Efficacy

My organization provides...



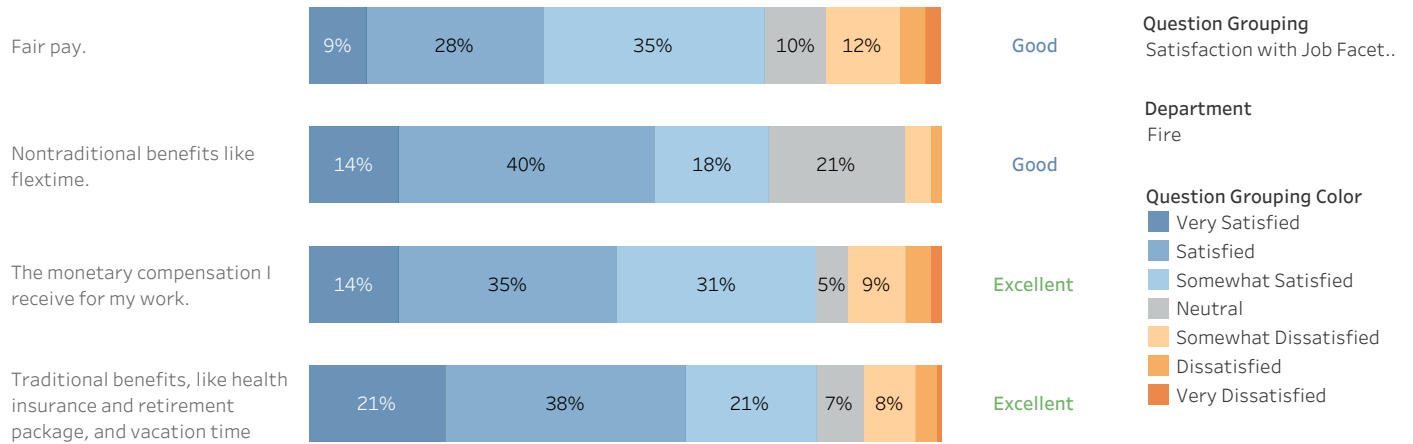
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



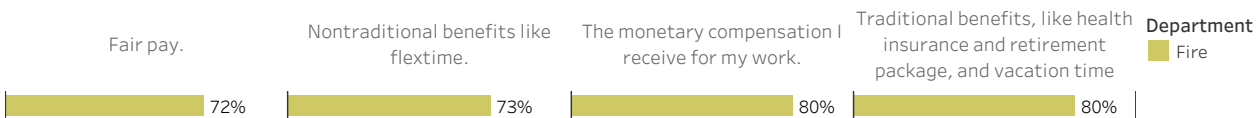
Response Distributions: Satisfaction with Job Facets 2

How satisfied or dissatisfied are you with the following parts of your job?



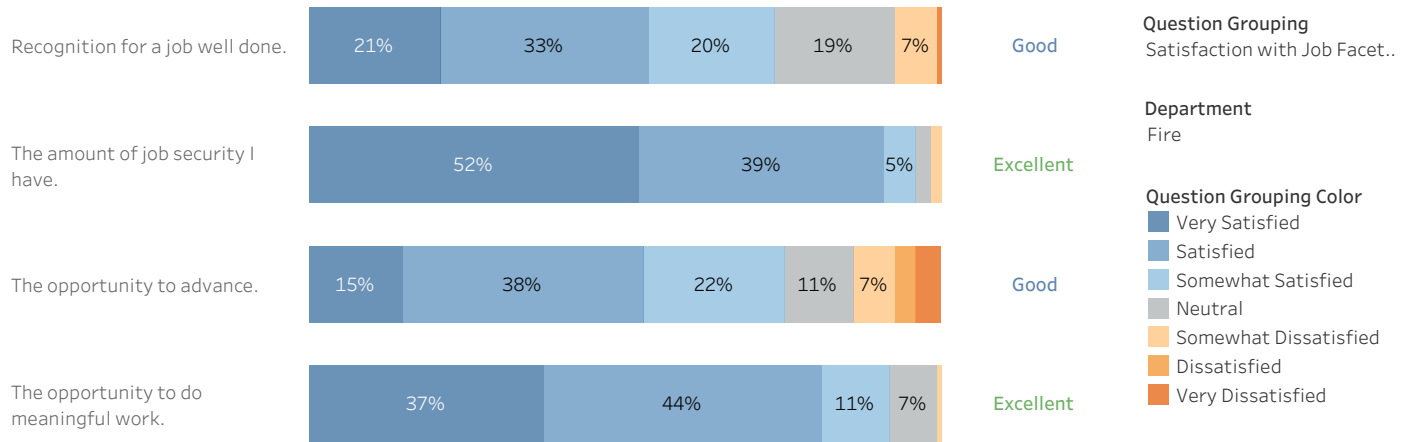
Departmental Comparisons

Percent indicating Somewhat Satisfied, Satisfied, or Very Satisfied



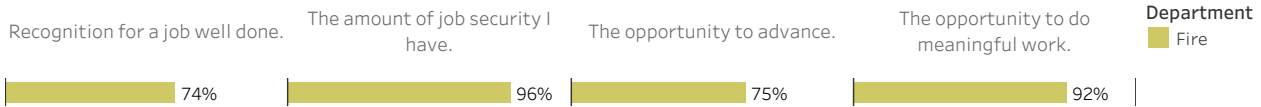
Response Distributions: Satisfaction with Job Facets 1

How satisfied or dissatisfied are you with the following parts of your job?



Departmental Comparisons

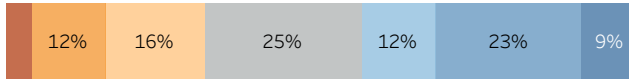
Percent indicating Somewhat Satisfied, Satisfied, or Very Satisfied



Response Distributions: Psychological Safety 2

In thinking about your workplace, how much do you agree or disagree with the following questions?

Employees in my workplace sometimes reject others for being different.



Room for Improvement

Question Grouping
Psychological Safety 2

Department
Fire

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

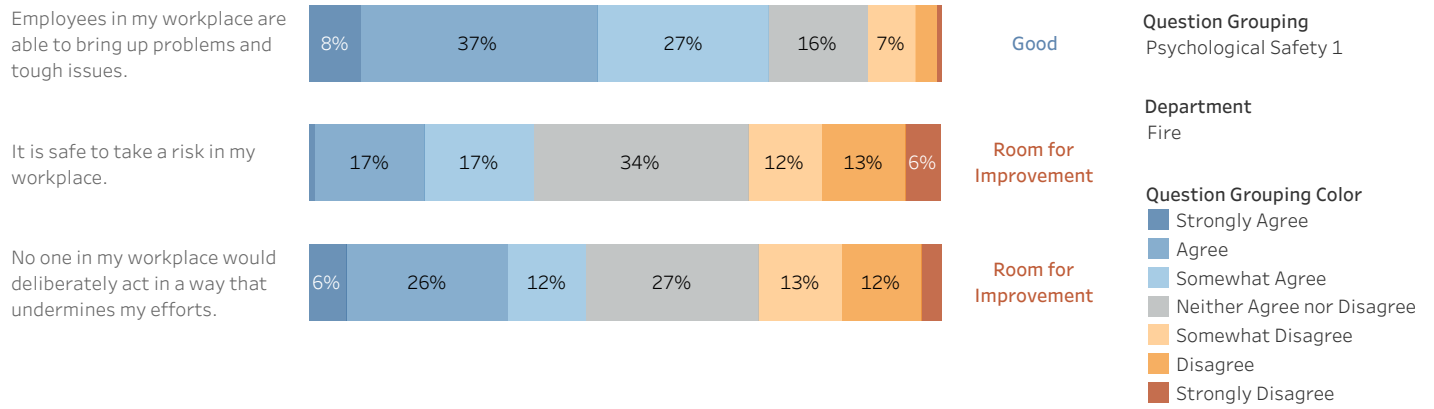
Employees in my workplace sometimes reject others for being different.



Department
Fire

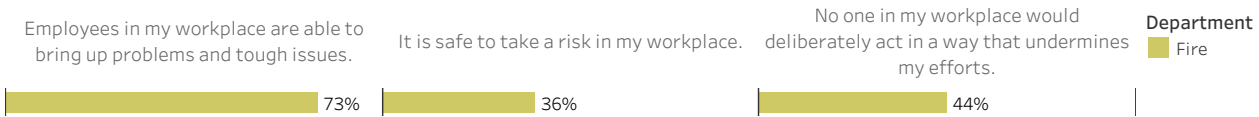
Response Distributions: Psychological Safety 1

In thinking about your workplace, how much do you agree or disagree with the following questions?



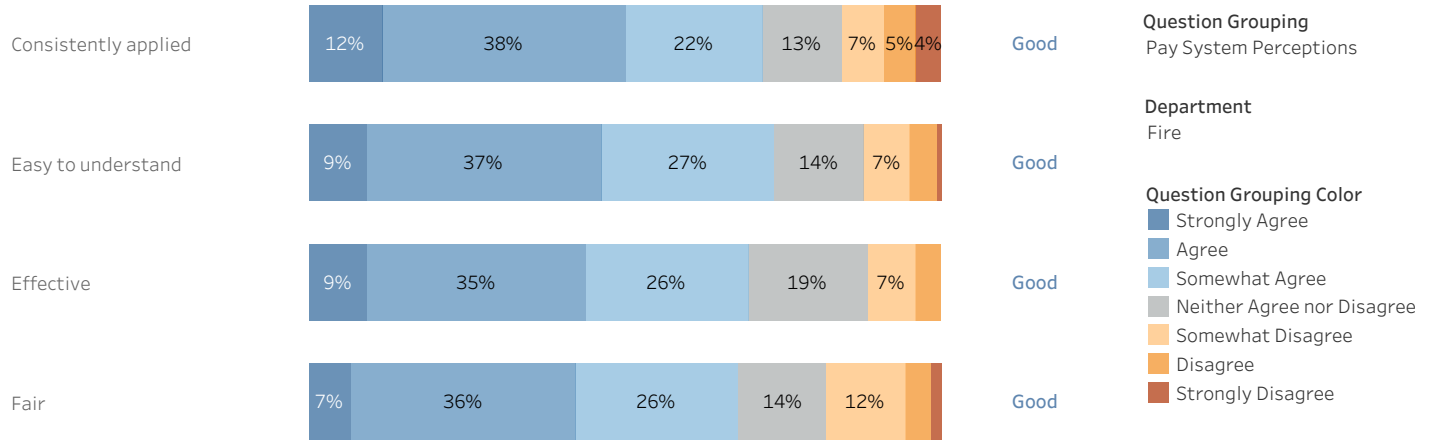
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



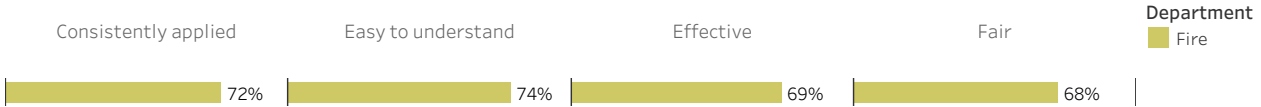
Response Distributions: Pay System Perceptions

Green Tape is...

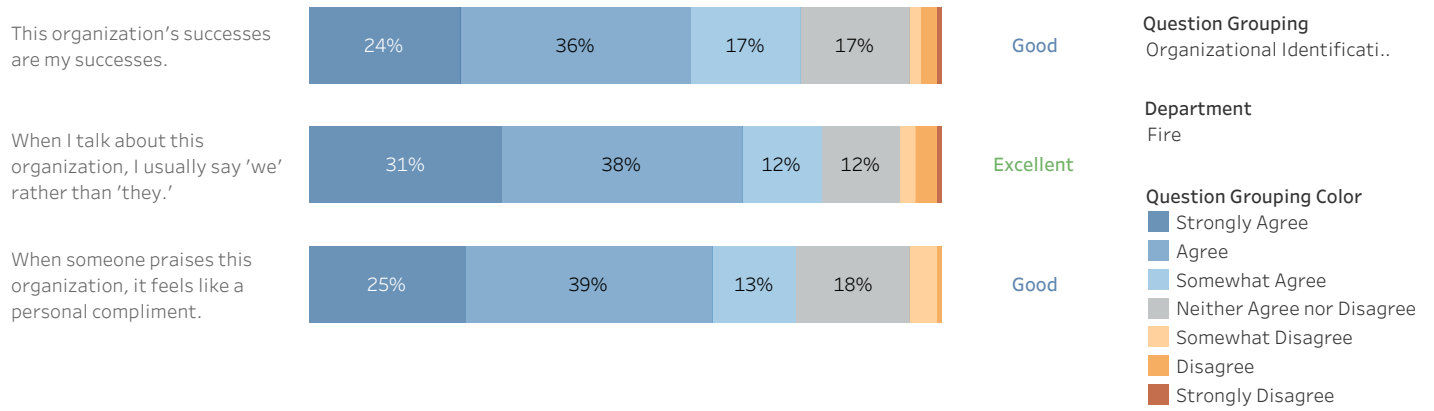


Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

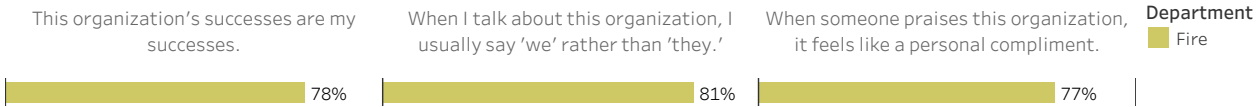


Response Distributions: Organizational Identification

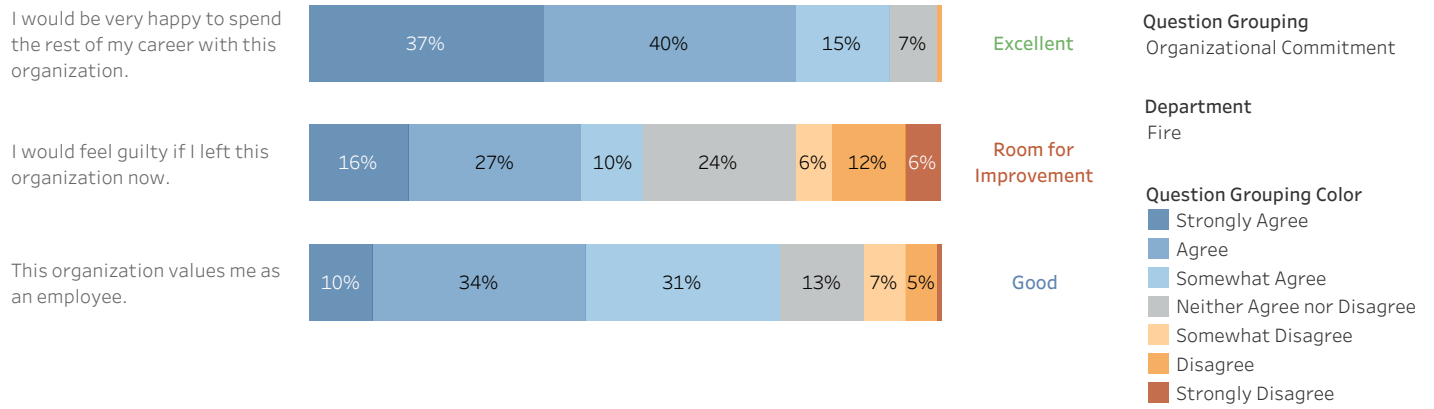


Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

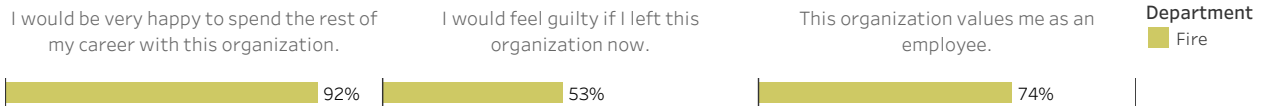


Response Distributions: Organizational Commitment



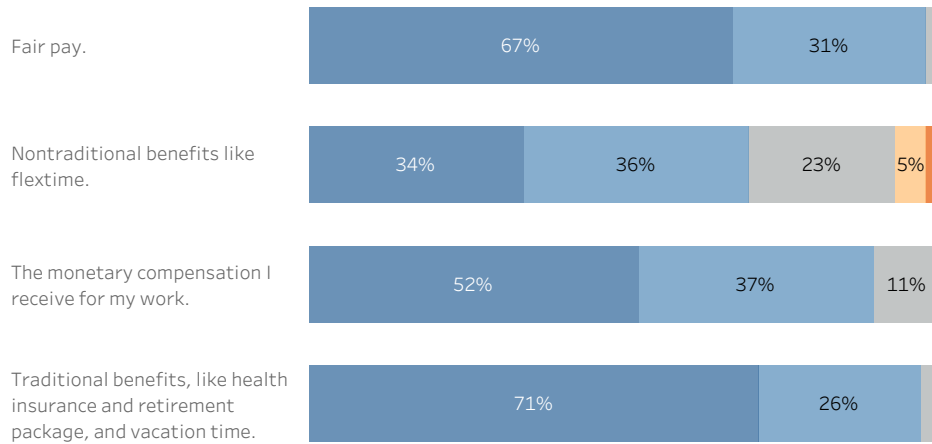
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Importance of Job Facets 2

How important or unimportant are the following parts of your job?



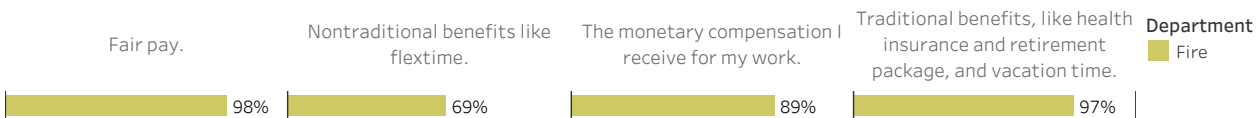
Question Grouping
Importance of Job Facets 2

Department
Fire

Question Grouping Color
■ Extremely important
■ Very important
■ Moderately important
■ Slightly important
■ Not at all important

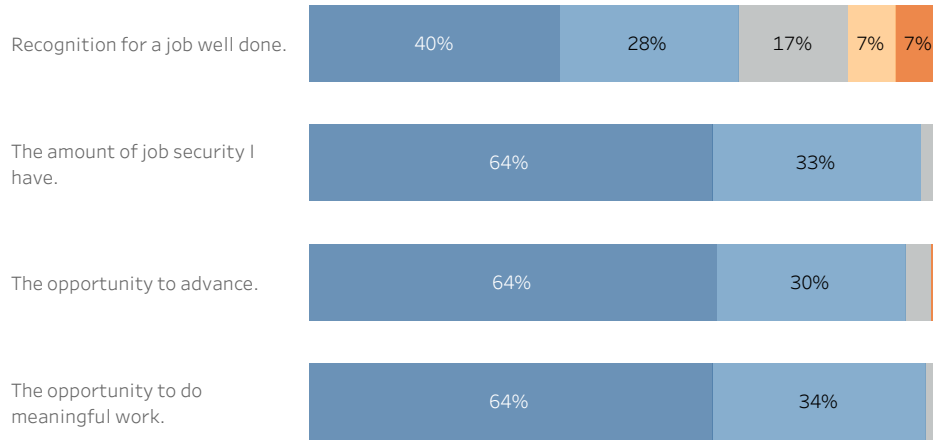
Departmental Comparisons

Percent indicating Very Important or Extremely Important



Response Distributions: Importance of Job Facets 1

How important or unimportant are the following parts of your job?



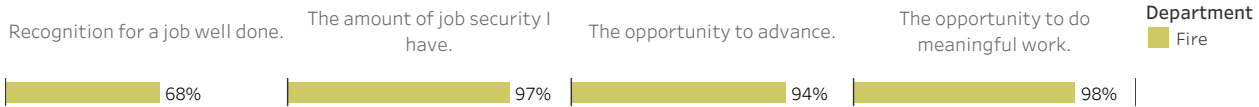
Question Grouping
Importance of Job Facets 1

Department
Fire

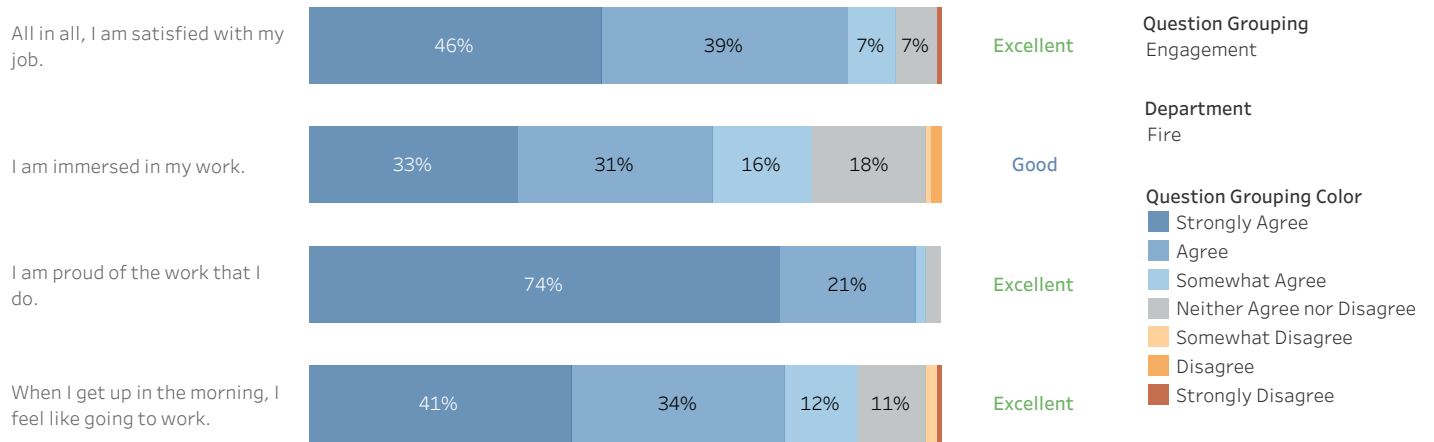
Question Grouping Color
■ Extremely important
■ Very important
■ Moderately important
■ Slightly important
■ Not at all important

Departmental Comparisons

Percent indicating Very Important or Extremely Important

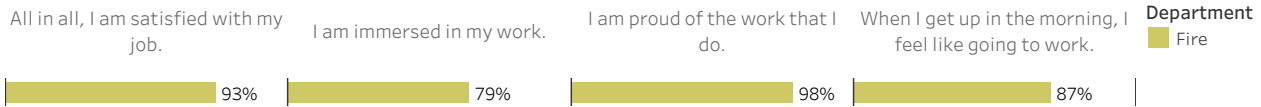


Response Distributions: Engagement

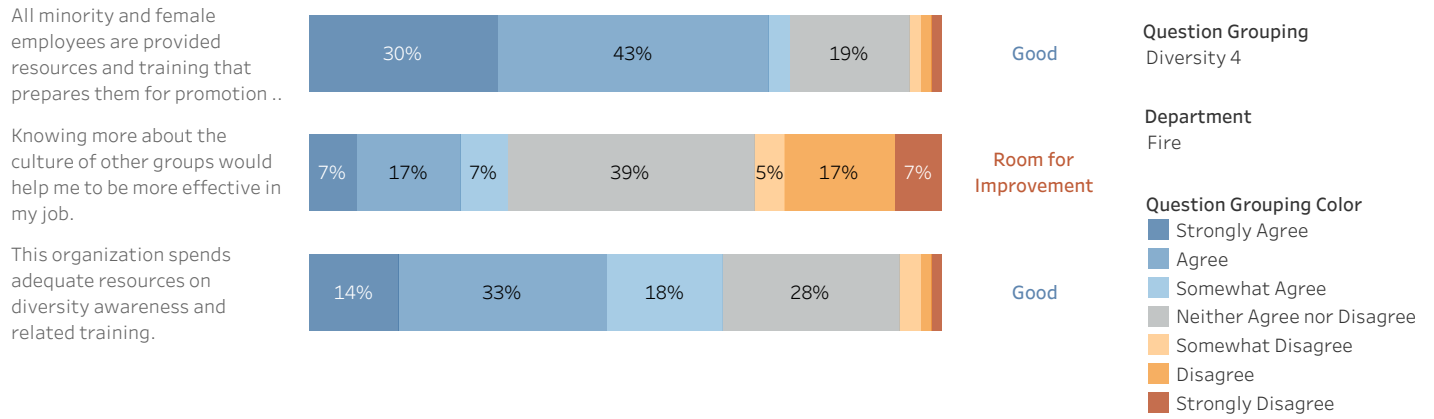


Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

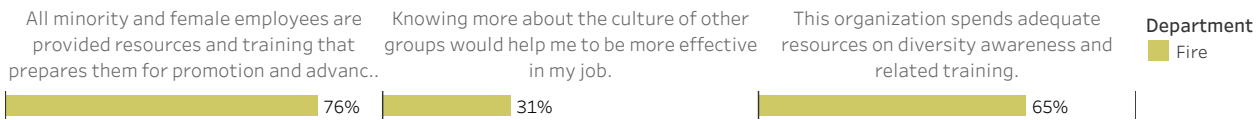


Response Distributions: Diversity 4



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Diversity 3

Managers here...

give assignments based on the skills and abilities of employees, not their personal and social background.



Good

Question Grouping
Diversity 3

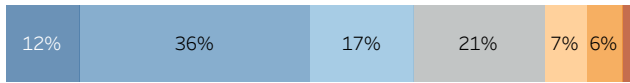
give feedback and evaluate employees fairly, regardless of factors such as employee gender, race, religion, ethnicit..



Good

Department
Fire

have a track record of hiring and promoting employees objectively, regardless of their race, religion, ethnicity, age, g..



Good

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

give assignments based on the skills and abilities of employees, not their personal and social background.



give feedback and evaluate employees fairly, regardless of factors such as employee gender, race, religion, ethnicit..

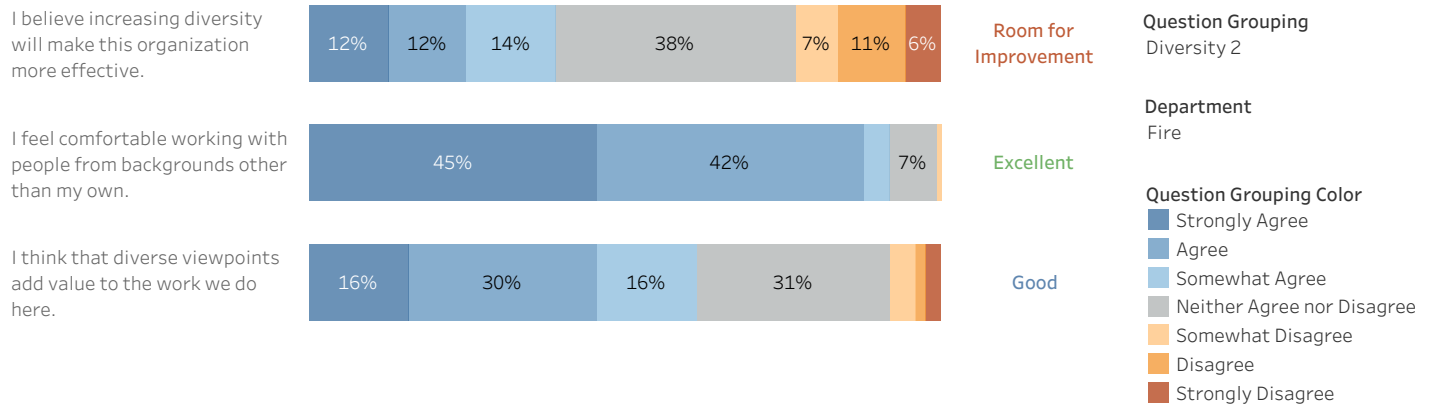


have a track record of hiring and promoting employees objectively, regardless of their race, religion, ethnicit..



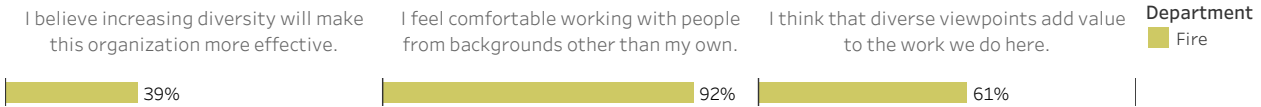
Department
Fire

Response Distributions: Diversity 2



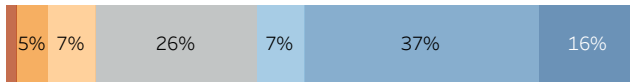
Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree



Response Distributions: Diversity 1

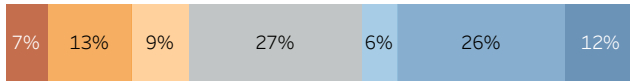
Diversity issues prevent some work teams here from performing to their maximum effectiveness.



Good

Question Grouping
Diversity 1

I am afraid to disagree with members of other groups for fear of being called prejudiced.



Room for Improvement

Department
Fire

The 'good old boys' network is alive and well here.



Room for Improvement

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

Diversity issues prevent some work teams here from performing to their maximum effectiveness.



I am afraid to disagree with members of other groups for fear of being called prejudiced.



The 'good old boys' network is alive and well here.



Department
Fire

Response Distributions: Communications 2

I am fully informed about significant changes in the city.



Excellent

Question Grouping
Communications 2

Department
Fire

Question Grouping Color

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

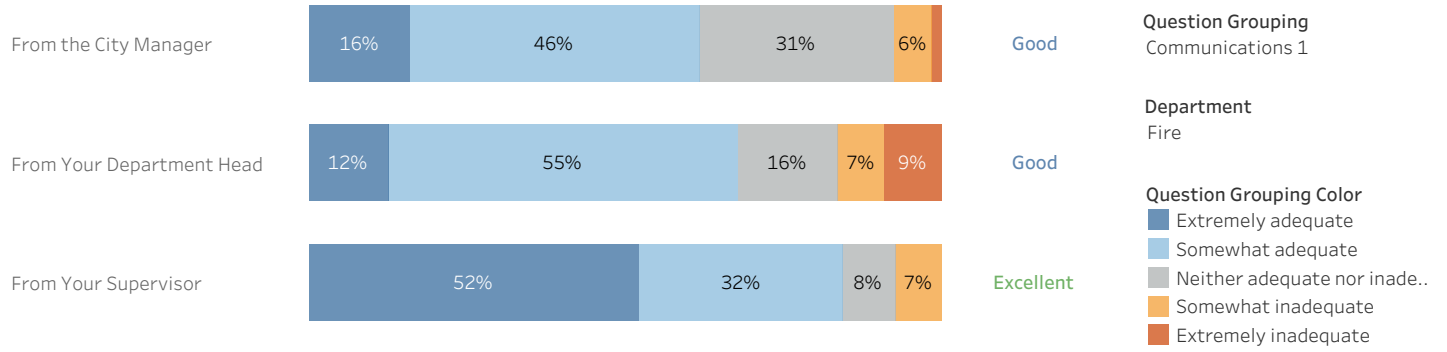
I am fully informed about significant changes in the city.



Department
Fire

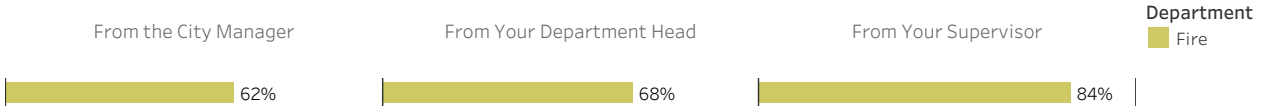
Response Distributions: Communications 1

Communications Supervisor:

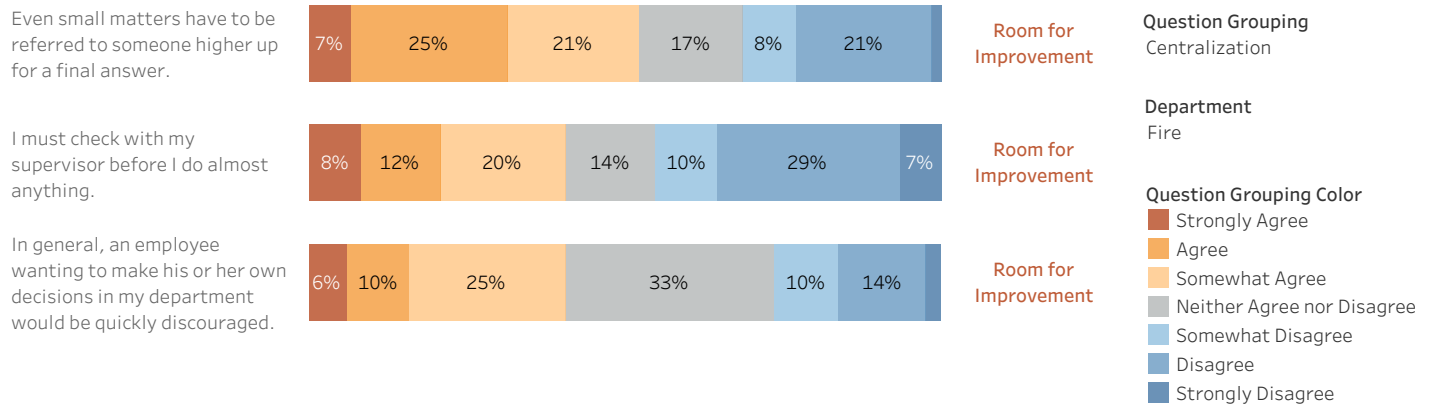


Departmental Comparisons

Percent indicating Somewhat Adequate or Extremely Adequate



Response Distributions: Centralization



Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

