

FY20 Employee Satisfaction Survey responses

- Everyone respects each other. Very easy going people.
- Hire a more diverse staff. A more diverse staff that reflects ALL Utah residents. More training on implicit bias and micro-aggressions.
- I think the star performer award at the Huddles is great. There are tools I've heard about used by other libraries in the state that allow individual employees to recognize their peers for various things to build camaraderie. One I'm thinking of is called TINYpulse....
- "Racial, ethnic, gender, and orientation based jokes." I think that disabilities should be considered too.
- For women not in management positions, it is often felt that we are not important.
- Everyone is doing great at what they do.
- Give more autonomy to the divisions. They know their stuff.
- I love that you included questions regarding diversity!
- I do not trust that this survey is anonymous. I do not trust DHA admin. Leadership is very heavy-handed. I do not trust my Division director.
- [The centralized DHA services such as IT, Finance, Data, and Marketing/Communications] have been communicating more this year. More effective. When issues arise they are right on it. Solving stuff.
- I am concerned about a few of my coworkers who do not have benefits in spite of their exceptional and long standing service.
- Thank you for all you do for us. I truly feel the Admin team is looking out for their employees. All of the new policies you create and the way you address us when you see us show you truly care. I appreciate working in a place where the employees are treated so well, I think it helps me be a better employee.

FY 2020 Employee Satisfaction Survey Questions	USL % agree	DHA % agree
My work positively impacts people's lives.	100.00	95.19
How often does your division's leadership seek employees' opinions when making decisions?	92.31	97.11
Racial, ethnic, gender, and orientation based jokes are not tolerated by my division.	92.31	94.23
Communication to employees from DHA Administration is effective.	92.31	82.69
DHA has done a good job providing training programs that promote multicultural awareness.	88.47	61.54
I am able to make decisions affecting my work.	88.46	88.46
I am inspired to meet my goals at work.	88.46	86.41
My co-workers and I have a good working relationship.	88.46	95.19
My direct supervisor and I have a good working relationship.	88.46	89.42
My division has a respectful work environment.	84.62	88.46
My direct supervisor clearly communicates goals to me.	84.62	87.50
Employees take the initiative to help other employees when the need arises.	84.61	87.50
Employees are willing to take on new tasks as needed.	84.61	85.57
I am often so involved in my work that the day goes by very quickly.	84.61	81.73
I feel like a valued employee in my division.	80.77	88.46
I am satisfied with my overall job security.	80.77	81.73
I understand how my work impacts the goals of DHA.	80.77	80.77
My division leadership clearly communicates messages from DHA administration.	73.08	82.69
Employees are recognized for strong job performance at the DHA level.	73.08	71.16
Division leadership and employees trust each other.	69.23	76.92
Employees are recognized for strong job performance at the division level.	69.23	76.38
I am satisfied with my opportunities for professional growth.	69.23	62.50
I feel empowered with the opportunities to apply my talents and expertise.	65.38	80.77
Communication between division's leadership and employees is effective.	61.54	75.96
I am satisfied with the job-related training offered by my division.	61.54	61.54
Communication to employees from the DHA Finance team is effective.	57.70	56.73
Collaborating with other divisions is helpful in fulfilling my work goals.	57.69	66.35
I am satisfied with the job-related training offered by DHA.	53.85	50.00
There is a career development path for me within DHA.	46.16	50.00
I am satisfied with the design services from the DHA Administration Marketing and Communications team.	34.62	42.71
Average percent	75.90	77.52
Percent difference between USL and DHA All		1.62