



Tri-County
Mennonite Homes

Aldaview Services
Greenwood Court | Nithview Community

Making Every Day Matter

2016 EMPLOYEE SATISFACTION DATA TABLES

Aldaview Services, Greenwood Court, Nithview
Community, and Corporate

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Document Notes

This document contains data tables for the 2016 Employee Satisfaction Survey for Aldaview Services, Greenwood Court, Nithview Community, and Corporate. Percentages are reported for all answer categories (e.g., Strongly agree, Agree, Somewhat agree, Somewhat disagree, Disagree, Strongly disagree). Missing responses were excluded from the calculations. Missing responses are reported in the data table as frequencies.

Note percentages were rounded up or down to the nearest whole number; therefore, in some cases total percentages in each column do not add up to 100%.

Ability to Improve My Job

I am allowed to make improvements in my job.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 5% | 0% |
| Disagree | 0% | 4% | 10% | 0% |
| Somewhat Disagree | 3% | 4% | 0% | 0% |
| Somewhat Agree | 33% | 20% | 30% | 20% |
| Agree | 50% | 56% | 45% | 20% |
| Strongly Agree | 14% | 16% | 10% | 60% |
| Missing | 1 | 0 | 0 | 0 |

I am able to choose how I do my work.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 16% | 10% | 0% |
| Somewhat Disagree | 5% | 0% | 0% | 0% |
| Somewhat Agree | 27% | 40% | 35% | 20% |
| Agree | 54% | 32% | 45% | 20% |
| Strongly Agree | 14% | 12% | 10% | 60% |
| Missing | 0 | 0 | 0 | 0 |

I am recognized for suggesting improvements to resident/client care.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=4 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 15% | 0% |
| Disagree | 8% | 13% | 25% | 0% |
| Somewhat Disagree | 11% | 0% | 5% | 0% |
| Somewhat Agree | 38% | 25% | 15% | 25% |
| Agree | 27% | 50% | 30% | 75% |
| Strongly Agree | 16% | 13% | 10% | 0% |
| Missing | 0 | 1 | 0 | 1 |

I participate in decisions for my department/house.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 0% | 0% |
| Disagree | 3% | 4% | 5% | 0% |
| Somewhat Disagree | 8% | 8% | 5% | 0% |
| Somewhat Agree | 30% | 32% | 35% | 20% |
| Agree | 41% | 36% | 50% | 40% |
| Strongly Agree | 19% | 16% | 5% | 40% |
| Missing | 0 | 0 | 0 | 0 |

I am encouraged to be self-sufficient.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 3% | 0% | 5% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 0% |
| Somewhat Agree | 19% | 20% | 10% | 20% |
| Agree | 51% | 56% | 70% | 20% |
| Strongly Agree | 27% | 24% | 15% | 60% |
| Missing | 0 | 0 | 0 | 0 |

I am given opportunities to learn new things at work.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 5% | 0% |
| Disagree | 0% | 0% | 10% | 0% |
| Somewhat Disagree | 3% | 8% | 10% | 0% |
| Somewhat Agree | 27% | 24% | 15% | 0% |
| Agree | 41% | 40% | 35% | 40% |
| Strongly Agree | 30% | 24% | 25% | 60% |
| Missing | 0 | 0 | 0 | 0 |

I am given opportunities to participate in work committees.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 3% | 0% | 5% | 0% |
| Disagree | 0% | 0% | 5% | 0% |
| Somewhat Disagree | 3% | 17% | 5% | 0% |
| Somewhat Agree | 11% | 17% | 0% | 20% |
| Agree | 54% | 54% | 65% | 40% |
| Strongly Agree | 30% | 13% | 20% | 40% |
| Missing | 0 | 1 | 0 | 0 |

I am supported in maintaining my educational requirements.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 5% | 0% |
| Disagree | 0% | 4% | 10% | 0% |
| Somewhat Disagree | 5% | 0% | 10% | 0% |
| Somewhat Agree | 30% | 32% | 10% | 40% |
| Agree | 49% | 32% | 35% | 40% |
| Strongly Agree | 16% | 28% | 30% | 20% |
| Missing | 0 | 0 | 0 | 0 |

Work Conditions

I have good work conditions.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 15% | 0% |
| Disagree | 0% | 4% | 10% | 0% |
| Somewhat Disagree | 0% | 0% | 20% | 0% |
| Somewhat Agree | 27% | 24% | 10% | 20% |
| Agree | 59% | 40% | 35% | 20% |
| Strongly Agree | 14% | 28% | 10% | 60% |
| Missing | 0 | 1 | 0 | 0 |

I have the supplies/equipment necessary to complete my job.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 10% | 0% |
| Disagree | 0% | 4% | 10% | 0% |
| Somewhat Disagree | 8% | 17% | 10% | 0% |
| Somewhat Agree | 14% | 21% | 30% | 0% |
| Agree | 68% | 33% | 40% | 40% |
| Strongly Agree | 11% | 25% | 0% | 60% |
| Missing | 0 | 1 | 0 | 0 |

I have enough employee space (changing rooms, lunch room, work space).

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 8% | 0% | 0% | 0% |
| Somewhat Disagree | 14% | 4% | 10% | 0% |
| Somewhat Agree | 19% | 8% | 10% | 40% |
| Agree | 49% | 60% | 60% | 40% |
| Strongly Agree | 11% | 28% | 20% | 20% |
| Missing | 0 | 0 | 0 | 0 |

My work environment is pleasant.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 5% | 20% |
| Disagree | 0% | 8% | 10% | 0% |
| Somewhat Disagree | 3% | 4% | 15% | 0% |
| Somewhat Agree | 22% | 20% | 25% | 0% |
| Agree | 64% | 44% | 35% | 40% |
| Strongly Agree | 11% | 24% | 10% | 40% |
| Missing | 1 | 0 | 0 | 0 |

I feel safe at work.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 10% | 0% |
| Disagree | 3% | 0% | 5% | 0% |
| Somewhat Disagree | 3% | 12% | 5% | 0% |
| Somewhat Agree | 11% | 20% | 10% | 0% |
| Agree | 62% | 32% | 65% | 40% |
| Strongly Agree | 0% | 36% | 5% | 60% |
| Missing | 0 | 0 | 0 | 0 |

My employer welcomes cultural diversity.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=19 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 20% |
| Somewhat Agree | 3% | 12% | 5% | 0% |
| Agree | 62% | 44% | 63% | 40% |
| Strongly Agree | 35% | 44% | 32% | 40% |
| Missing | 0 | 0 | 1 | 0 |

My colleagues welcome cultural diversity.

| | Aldaview n=35 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 4% | 0% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 20% |
| Somewhat Agree | 3% | 20% | 15% | 0% |
| Agree | 63% | 32% | 55% | 40% |
| Strongly Agree | 34% | 44% | 30% | 40% |
| Missing | 2 | 0 | 0 | 0 |

My work place encourages teamwork and support.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 8% | 5% | 0% |
| Disagree | 0% | 0% | 10% | 0% |
| Somewhat Disagree | 0% | 16% | 15% | 0% |
| Somewhat Agree | 19% | 20% | 15% | 40% |
| Agree | 54% | 28% | 40% | 60% |
| Strongly Agree | 27% | 28% | 15% | 0% |
| Missing | 0 | 0 | 0 | 0 |

My work place encourages quality care and continuous improvement.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 5% | 0% |
| Disagree | 0% | 4% | 25% | 0% |
| Somewhat Disagree | 3% | 16% | 5% | 0% |
| Somewhat Agree | 27% | 16% | 20% | 20% |
| Agree | 59% | 40% | 30% | 80% |
| Strongly Agree | 11% | 24% | 15% | 0% |
| Missing | 0 | 0 | 0 | 0 |

Tri-County Mennonite Homes' Mission and Values

I understand the Tri-County Mennonite Homes' Mission and Values.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 0% |
| Somewhat Agree | 0% | 4% | 0% | 0% |
| Agree | 62% | 68% | 55% | 20% |
| Strongly Agree | 38% | 28% | 45% | 80% |
| Missing | 0 | 0 | 0 | 0 |

I agree with the Tri-County Mennonite Homes' Mission and Values.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 0% |
| Somewhat Agree | 0% | 8% | 5% | 0% |
| Agree | 61% | 58% | 50% | 20% |
| Strongly Agree | 39% | 33% | 45% | 80% |
| Missing | 0 | 1 | 0 | 0 |

I contribute to the Mission with my work.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 0% |
| Somewhat Agree | 0% | 4% | 0% | 0% |
| Agree | 59% | 67% | 65% | 20% |
| Strongly Agree | 41% | 29% | 35% | 80% |
| Missing | 0 | 1 | 0 | 0 |

I am held accountable for my contribution to the Mission.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 0% | 4% | 0% | 0% |
| Somewhat Agree | 11% | 8% | 15% | 0% |
| Agree | 58% | 64% | 60% | 20% |
| Strongly Agree | 31% | 24% | 25% | 80% |
| Missing | 0 | 0 | 0 | 0 |

I believe that Tri-County Mennonite Homes is true to its Mission and Values.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 10% | 0% |
| Disagree | 0% | 12% | 5% | 0% |
| Somewhat Disagree | 8% | 8% | 20% | 0% |
| Somewhat Agree | 22% | 24% | 10% | 40% |
| Agree | 57% | 36% | 40% | 40% |
| Strongly Agree | 14% | 20% | 15% | 20% |
| Missing | 0 | 0 | 0 | 0 |

Communication

I know what is expected of me and my job.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 5% | 8% | 5% | 0% |
| Somewhat Agree | 11% | 4% | 5% | 20% |
| Agree | 46% | 56% | 65% | 80% |
| Strongly Agree | 38% | 32% | 25% | 0% |
| Missing | 0 | 0 | 0 | 0 |

I have clear information about how I am to do my job.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 5% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 14% | 12% | 5% | 0% |
| Somewhat Agree | 14% | 8% | 25% | 20% |
| Agree | 50% | 52% | 50% | 80% |
| Strongly Agree | 22% | 28% | 15% | 0% |
| Missing | 0 | 0 | 0 | 0 |

I feel comfortable with what I am asked to do in meeting my job expectations.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 10% | 0% |
| Disagree | 0% | 0% | 0% | 20% |
| Somewhat Disagree | 0% | 8% | 5% | 0% |
| Somewhat Agree | 19% | 8% | 30% | 0% |
| Agree | 57% | 64% | 40% | 80% |
| Strongly Agree | 24% | 20% | 15% | 0% |
| Missing | 0 | 0 | 0 | 0 |

My supervisor and I maintain a clear understanding about what I am expected to do and how I am to carry it out.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 11% | 8% | 25% | 0% |
| Somewhat Disagree | 0% | 4% | 5% | 0% |
| Somewhat Agree | 19% | 12% | 20% | 20% |
| Agree | 49% | 56% | 40% | 60% |
| Strongly Agree | 22% | 20% | 10% | 20% |
| Missing | 0 | 0 | 0 | 0 |

Leadership does a good job in communicating decisions to everyone.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 12% | 25% | 0% |
| Disagree | 14% | 4% | 30% | 40% |
| Somewhat Disagree | 22% | 12% | 15% | 20% |
| Somewhat Agree | 33% | 28% | 25% | 40% |
| Agree | 28% | 28% | 5% | 0% |
| Strongly Agree | 3% | 16% | 0% | 0% |
| Missing | 0 | 0 | 0 | 0 |

Leadership does a good job communicating employee changes.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 6% | 8% | 20% | 0% |
| Disagree | 8% | 12% | 35% | 40% |
| Somewhat Disagree | 25% | 8% | 5% | 40% |
| Somewhat Agree | 31% | 24% | 25% | 20% |
| Agree | 25% | 32% | 15% | 0% |
| Strongly Agree | 6% | 16% | 0% | 0% |
| Missing | 0 | 0 | 0 | 0 |

Leadership does a good job communicating the organization's performance results.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 3% | 8% | 15% | 0% |
| Disagree | 6% | 4% | 15% | 20% |
| Somewhat Disagree | 11% | 12% | 25% | 20% |
| Somewhat Agree | 31% | 20% | 25% | 40% |
| Agree | 44% | 40% | 20% | 20% |
| Strongly Agree | 6% | 16% | 0% | 0% |
| Missing | 0 | 0 | 0 | 0 |

Leadership does a good job in communicating the organization's plans.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 8% | 15% | 0% |
| Disagree | 11% | 0% | 30% | 20% |
| Somewhat Disagree | 22% | 20% | 10% | 20% |
| Somewhat Agree | 36% | 20% | 30% | 40% |
| Agree | 31% | 36% | 15% | 20% |
| Strongly Agree | 0% | 16% | 0% | 0% |
| Missing | 0 | 0 | 0 | 0 |

Meaningful Work

My employer values my work.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 15% | 0% |
| Disagree | 8% | 4% | 10% | 0% |
| Somewhat Disagree | 6% | 16% | 5% | 0% |
| Somewhat Agree | 22% | 16% | 15% | 0% |
| Agree | 53% | 40% | 50% | 80% |
| Strongly Agree | 11% | 24% | 5% | 20% |
| Missing | 1 | 0 | 0 | 0 |

Generational differences are recognized and respected.

| | Aldaview n=35 | Greenwood n=25 | Nithview n=19 | Corporate n=4 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 5% | 0% |
| Disagree | 3% | 4% | 5% | 0% |
| Somewhat Disagree | 0% | 4% | 5% | 0% |
| Somewhat Agree | 40% | 20% | 16% | 25% |
| Agree | 57% | 52% | 58% | 75% |
| Strongly Agree | 0% | 16% | 11% | 0% |
| Missing | 2 | 0 | 1 | 1 |

I receive feedback that my work contributes to the overall success of the organization.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 20% | 0% |
| Disagree | 6% | 4% | 15% | 0% |
| Somewhat Disagree | 14% | 20% | 10% | 20% |
| Somewhat Agree | 25% | 24% | 20% | 20% |
| Agree | 44% | 36% | 30% | 60% |
| Strongly Agree | 11% | 12% | 5% | 0% |
| Missing | 1 | 0 | 0 | 0 |

I receive necessary training to maintain/improve my skill and competency levels.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 0% | 0% |
| Disagree | 0% | 0% | 20% | 0% |
| Somewhat Disagree | 6% | 4% | 0% | 0% |
| Somewhat Agree | 14% | 12% | 25% | 40% |
| Agree | 67% | 64% | 50% | 60% |
| Strongly Agree | 14% | 16% | 5% | 0% |
| Missing | 1 | 0 | 0 | 0 |

Work assignments are made, based on competency, education, and experience.

| | Aldaview n=36 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 8% | 10% | 0% |
| Disagree | 6% | 4% | 5% | 0% |
| Somewhat Disagree | 6% | 13% | 0% | 20% |
| Somewhat Agree | 36% | 21% | 20% | 20% |
| Agree | 44% | 42% | 60% | 60% |
| Strongly Agree | 8% | 13% | 5% | 0% |
| Missing | 1 | 1 | 0 | 0 |

I am rewarded for using teamwork and innovation to accomplish my job.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 20% | 15% | 0% |
| Disagree | 8% | 8% | 35% | 20% |
| Somewhat Disagree | 19% | 20% | 10% | 0% |
| Somewhat Agree | 39% | 20% | 15% | 80% |
| Agree | 31% | 20% | 25% | 0% |
| Strongly Agree | 3% | 12% | 0% | 0% |
| Missing | 1 | 0 | 0 | 0 |

I feel comfortable questioning leadership decisions.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=19 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 8% | 8% | 16% | 0% |
| Disagree | 17% | 12% | 11% | 0% |
| Somewhat Disagree | 8% | 24% | 16% | 0% |
| Somewhat Agree | 28% | 16% | 32% | 20% |
| Agree | 25% | 16% | 21% | 80% |
| Strongly Agree | 14% | 24% | 5% | 0% |
| Missing | 1 | 0 | 1 | 0 |

My suggestions for improvement are appropriately considered and dealt with.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 16% | 15% | 0% |
| Disagree | 8% | 4% | 30% | 0% |
| Somewhat Disagree | 19% | 12% | 0% | 0% |
| Somewhat Agree | 36% | 28% | 30% | 40% |
| Agree | 31% | 32% | 20% | 60% |
| Strongly Agree | 6% | 8% | 5% | 0% |
| Missing | 1 | 0 | 0 | 0 |

Support/Relationships

My supervisor takes personal interest in me.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 3% | 8% | 15% | 0% |
| Disagree | 5% | 8% | 5% | 0% |
| Somewhat Disagree | 11% | 8% | 10% | 0% |
| Somewhat Agree | 24% | 24% | 30% | 20% |
| Agree | 41% | 40% | 35% | 60% |
| Strongly Agree | 16% | 12% | 5% | 20% |
| Missing | 0 | 0 | 0 | 0 |

My supervisor listens to me.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 3% | 0% | 5% | 0% |
| Disagree | 8% | 12% | 20% | 20% |
| Somewhat Disagree | 5% | 8% | 0% | 0% |
| Somewhat Agree | 24% | 16% | 30% | 0% |
| Agree | 35% | 44% | 35% | 40% |
| Strongly Agree | 24% | 20% | 10% | 40% |
| Missing | 0 | 0 | 0 | 0 |

My supervisor "stands up" for me.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=19 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 11% | 0% |
| Disagree | 8% | 13% | 21% | 0% |
| Somewhat Disagree | 14% | 17% | 21% | 0% |
| Somewhat Agree | 28% | 21% | 21% | 20% |
| Agree | 39% | 33% | 26% | 40% |
| Strongly Agree | 11% | 17% | 0% | 40% |
| Missing | 1 | 0 | 1 | 0 |

My supervisor supports my professional development.

| | Aldaview n=37 | Greenwood | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-----------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 10% | 0% |
| Disagree | 3% | 8% | 5% | 0% |
| Somewhat Disagree | 5% | 12% | 15% | 0% |
| Somewhat Agree | 19% | 24% | 0% | 20% |
| Agree | 54% | 32% | 70% | 60% |
| Strongly Agree | 19% | 24% | 0% | 20% |
| Missing | 0 | 0 | 0 | 0 |

I have a close friend at work.

| | Aldaview n=36 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 0% | 0% |
| Disagree | 8% | 4% | 0% | 0% |
| Somewhat Disagree | 8% | 4% | 5% | 20% |
| Somewhat Agree | 11% | 21% | 10% | 0% |
| Agree | 53% | 42% | 40% | 80% |
| Strongly Agree | 19% | 25% | 45% | 0% |
| Missing | 1 | 1 | 0 | 0 |

My co-worker(s) is competent at doing their job.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 0% | 0% |
| Disagree | 3% | 4% | 0% | 20% |
| Somewhat Disagree | 5% | 20% | 5% | 0% |
| Somewhat Agree | 14% | 16% | 25% | 20% |
| Agree | 46% | 48% | 45% | 20% |
| Strongly Agree | 32% | 8% | 25% | 40% |
| Missing | 0 | 0 | 0 | 0 |

My co-worker(s) is concerned about my well-being.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 5% | 0% |
| Disagree | 3% | 8% | 0% | 0% |
| Somewhat Disagree | 3% | 0% | 5% | 0% |
| Somewhat Agree | 8% | 28% | 20% | 40% |
| Agree | 46% | 40% | 50% | 40% |
| Strongly Agree | 41% | 20% | 20% | 20% |
| Missing | 0 | 0 | 0 | 0 |

My co-worker(s) supports me.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 0% | 4% | 5% | 20% |
| Somewhat Agree | 14% | 36% | 15% | 20% |
| Agree | 43% | 40% | 60% | 40% |
| Strongly Agree | 43% | 20% | 20% | 20% |
| Missing | 0 | 0 | 0 | 0 |

My co-worker(s) helps me complete my job (when needed).

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 4% | 0% | 0% |
| Somewhat Disagree | 0% | 4% | 5% | 40% |
| Somewhat Agree | 16% | 40% | 25% | 0% |
| Agree | 46% | 44% | 40% | 0% |
| Strongly Agree | 38% | 8% | 30% | 60% |
| Missing | 0 | 0 | 0 | 0 |

My co-worker(s) is friendly.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 4% | 0% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 0% |
| Somewhat Agree | 3% | 28% | 0% | 20% |
| Agree | 51% | 52% | 75% | 20% |
| Strongly Agree | 46% | 16% | 25% | 60% |
| Missing | 0 | 0 | 0 | 0 |

My co-worker(s) acknowledges my accomplishments.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 4% | 5% | 20% |
| Somewhat Disagree | 3% | 4% | 10% | 0% |
| Somewhat Agree | 11% | 36% | 10% | 20% |
| Agree | 54% | 48% | 55% | 40% |
| Strongly Agree | 32% | 8% | 20% | 20% |
| Missing | 0 | 0 | 0 | 0 |

Humor is incorporated into my workplace.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 0% | 0% |
| Disagree | 0% | 4% | 10% | 0% |
| Somewhat Disagree | 3% | 4% | 0% | 0% |
| Somewhat Agree | 6% | 16% | 10% | 40% |
| Agree | 33% | 40% | 50% | 0% |
| Strongly Agree | 58% | 32% | 30% | 60% |
| Missing | 0 | 0 | 0 | 0 |

I am an accepted member of the workgroup.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 0% | 0% | 0% | 0% |
| Somewhat Agree | 3% | 17% | 10% | 0% |
| Agree | 54% | 67% | 60% | 60% |
| Strongly Agree | 43% | 17% | 30% | 40% |
| Missing | 0 | 1 | 0 | 0 |

Stress/Work Pressure

My workload is manageable.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 35% | 0% |
| Disagree | 0% | 4% | 0% | 0% |
| Somewhat Disagree | 3% | 8% | 5% | 0% |
| Somewhat Agree | 14% | 48% | 15% | 60% |
| Agree | 70% | 32% | 40% | 20% |
| Strongly Agree | 14% | 8% | 5% | 20% |
| Missing | 0 | 0 | 0 | 0 |

My position is dominated by time sensitive urgent tasks.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 5% | 0% |
| Somewhat Disagree | 3% | 4% | 5% | 0% |
| Somewhat Agree | 14% | 12% | 25% | 20% |
| Agree | 70% | 56% | 35% | 60% |
| Strongly Agree | 14% | 28% | 30% | 20% |
| Missing | 0 | 0 | 0 | 0 |

My position involves a high degree of pressure.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 5% | 0% |
| Disagree | 0% | 4% | 5% | 0% |
| Somewhat Disagree | 3% | 4% | 25% | 0% |
| Somewhat Agree | 14% | 28% | 10% | 0% |
| Agree | 70% | 44% | 35% | 100% |
| Strongly Agree | 14% | 20% | 20% | 0% |
| Missing | 0 | 0 | 0 | 0 |

The stresses of my job are more than I can handle.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=4 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 14% | 0% | 5% | 25% |
| Disagree | 38% | 13% | 40% | 50% |
| Somewhat Disagree | 35% | 42% | 25% | 25% |
| Somewhat Agree | 8% | 33% | 10% | 0% |
| Agree | 5% | 13% | 15% | 0% |
| Strongly Agree | 0% | 0% | 5% | 0% |
| Missing | 0 | 1 | 0 | 1 |

My work assignment changes regularly.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 5% | 0% |
| Disagree | 5% | 16% | 20% | 0% |
| Somewhat Disagree | 30% | 32% | 5% | 0% |
| Somewhat Agree | 32% | 20% | 25% | 60% |
| Agree | 30% | 20% | 40% | 20% |
| Strongly Agree | 3% | 8% | 5% | 20% |
| Missing | 0 | 0 | 0 | 0 |

I have sufficient time to complete my responsibilities.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 25% | 0% |
| Disagree | 0% | 8% | 15% | 20% |
| Somewhat Disagree | 14% | 12% | 10% | 0% |
| Somewhat Agree | 30% | 40% | 35% | 60% |
| Agree | 54% | 32% | 15% | 20% |
| Strongly Agree | 3% | 4% | 0% | 0% |
| Missing | 0 | 0 | 0 | 0 |

Leadership tries to minimize the steps/rules so I can do my job efficiently.

| | Aldaview n=37 | Greenwood n=24 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 3% | 8% | 15% | 0% |
| Disagree | 8% | 8% | 20% | 0% |
| Somewhat Disagree | 30% | 21% | 20% | 20% |
| Somewhat Agree | 41% | 25% | 40% | 0% |
| Agree | 19% | 33% | 5% | 80% |
| Strongly Agree | 0% | 4% | 0% | 0% |
| Missing | 0 | 1 | 0 | 0 |

I am comfortable with the extra work shifts that I am asked to fill.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 5% | 0% |
| Disagree | 0% | 4% | 10% | 0% |
| Somewhat Disagree | 14% | 8% | 5% | 0% |
| Somewhat Agree | 49% | 32% | 25% | 25% |
| Agree | 30% | 36% | 45% | 75% |
| Strongly Agree | 8% | 16% | 10% | 0% |
| Missing | 0 | 0 | 0 | 0 |

I feel physically exhausted at the end of my workday.

| | Aldaview n=36 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 12% | 20% | 20% |
| Somewhat Disagree | 14% | 12% | 20% | 40% |
| Somewhat Agree | 49% | 44% | 15% | 40% |
| Agree | 30% | 24% | 10% | 0% |
| Strongly Agree | 8% | 8% | 35% | 0% |
| Missing | 1 | 0 | 0 | 0 |

I am emotionally exhausted at the end of my workday.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 4% | 5% | 0% |
| Disagree | 11% | 16% | 30% | 20% |
| Somewhat Disagree | 27% | 16% | 5% | 20% |
| Somewhat Agree | 54% | 36% | 15% | 20% |
| Agree | 8% | 24% | 20% | 0% |
| Strongly Agree | 0% | 4% | 25% | 40% |
| Missing | 0 | 0 | 0 | 0 |

Staffing levels are appropriate.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 5% | 20% | 55% | 0% |
| Disagree | 19% | 12% | 15% | 20% |
| Somewhat Disagree | 30% | 16% | 10% | 20% |
| Somewhat Agree | 11% | 40% | 5% | 40% |
| Agree | 32% | 8% | 10% | 20% |
| Strongly Agree | 3% | 4% | 5% | 0% |
| Missing | 0 | 0 | 0 | 0 |

I enjoy my work.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 0% | 0% | 0% | 0% |
| Disagree | 0% | 0% | 0% | 0% |
| Somewhat Disagree | 3% | 0% | 0% | 0% |
| Somewhat Agree | 3% | 16% | 35% | 0% |
| Agree | 54% | 44% | 40% | 60% |
| Strongly Agree | 41% | 40% | 25% | 40% |
| Missing | 0 | 0 | 0 | 0 |

I am satisfied with my work schedule.

| | Aldaview n=37 | Greenwood n=25 | Nithview n=20 | Corporate n=5 |
|-------------------|------------------|-------------------|------------------|------------------|
| Strongly Disagree | 8% | 4% | 0% | 0% |
| Disagree | 8% | 8% | 5% | 0% |
| Somewhat Disagree | 8% | 8% | 10% | 40% |
| Somewhat Agree | 16% | 24% | 20% | 0% |
| Agree | 41% | 48% | 50% | 20% |
| Strongly Agree | 19% | 8% | 15% | 40% |
| Missing | 8% | 0 | 0 | 0 |