			PPC Emp	loyee Re	esponses	: 100%								
	The follow	ving tables co	ntain the cor	mplete set of	f responses in	cluding "don	't know" resp	oonses.						
		likely		nat Likely		t Unlikely		Inlikely		t know		Ranking		e Ranking
evel of recommendation	67%	N=12	28%	N=5	6%	N=1	0%	N=0	0%	N=0	94%	N=17	6%	N=1
lease rate the extent to which you agree or disagree with the following														
tatements about your job working for PINELLAS COUNTY.		gly agree		nat agree		t disagree		disagree		know		Ranking		e Ranking
Overall, I am satisfied with my job	56%	N=9	38%	N=6	6%	N=1	0%	N=0	0%	N=0	94%	N=15	6%	N=1
Overall, I feel positive about working for Pinellas County plan on working for this organization a year from now	67% 72%	N=12 N=13	28% 17%	N=5 N=3	6% 6%	N=1 N=1	0%	N=0 N=0	0% 6%	N=0 N=1	94% 89%	N=17 N=16	6%	N=1 N=1
feel positively challenged in my current job	78%	N=14	11%	N=2	11%	N=2	0%	N=0	0%	N=0	89%	N=16	11%	N=2
have good friends at work	61%	N=11	33%	N=6	0%	N=0	0%	N=0	6%	N=1	94%	N=17	0%	N=0
know what is expected of me at work	83%	N=15	11%	N=2	6%	N=1	0%	N=0	0%	N=0	94%	N=17	6%	N=1
have the opportunity to do what I do best every day at work	78%	N=14	22%	N=4	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=0
My values match or fit with the values of this organization receive competitive benefits overall (vacation, sick leave, health care,	67% 39%	N=12 N=7	28% 44%	N=5 N=8	6% 11%	N=1 N=2	0% 6%	N=0 N=1	0%	N=0 N=0	94% 83%	N=17 N=15	6% 17%	N=1 N=3
etirement plan, etc.)	35/0	14-7	44/0	14-0	11/0	14-2	070	14-1	076	IV-U	03/0	IV-13	1770	14-3
There is a connection between compensation and performance	22%	N=4	72%	N=13	6%	N=1	0%	N=0	0%	N=0	94%	N=17	6%	N=1
have received recognition or praise for doing good work in the last quarter	61%	N=11	22%	N=4	11%	N=2	6%	N=1	0%	N=0	83%	N=15	17%	N=3
n the last quarter, someone at work has talked to me about my progress	61%	N=11	17%	N=3	17%	N=3	6%	N=1	0%	N=0	78%	N=14	22%	N=4
lease rate the quality of each of the following aspects of working for your														
EPARTMENT/DIVISION.		ellent		ood	_	air		oor		t know		Ranking		e Ranking
The working relationships in my department/division overall	72%	N=13	28%	N=5	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=0
Fostering a culture of inclusion	67%	N=12	33%	N=6	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=0 N=2
Communication among all members of my department/division The work being done at my department/division overall	44% 78%	N=8 N=14	44% 22%	N=8 N=4	11% 0%	N=2 N=0	0%	N=0 N=0	0%	N=0 N=0	89% 100%	N=16 N=18	11% 0%	N=2 N=0
Overall staff morale	44%	N=8	56%	N=10	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=C
A respectful atmosphere	78%	N=14	17%	N=3	6%	N=1	0%	N=0	0%	N=0	94%	N=17	6%	N=1
Communicating standards of ethical behavior	61%	N=11	39%	N=7	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=C
Modeling standards of ethical behavior	78%	N=14	22%	N=4	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=C
Aaintaining a work environment that is free of violence Aaintaining a work environment that is free of harassment	89% 89%	N=16 N=16	11% 11%	N=2 N=2	0%	N=0 N=0	0%	N=0 N=0	0%	N=0 N=0	100% 100%	N=18 N=18	0% 0%	N=C
Maintaining a work environment that is free of drug or alcohol abuse	89%	N=16	11%	N=2	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=C
Clarity of staff roles and responsibilities	39%	N=7	61%	N=11	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=C
Compensation (salary and benefits) compared with similar opportunities	28%	N=5	39%	N=7	28%	N=5	0%	N=0	6%	N=1	67%	N=12	28%	N=5
Defining department/division performance objectives	44%	N=8	50%	N=9	6%	N=1	0%	N=0	0%	N=0	94%	N=17	6%	N=1
upporting continual learning and development	78%	N=14	17%	N=3	6%	N=1	0%	N=0	0%	N=0	94%	N=17	6%	N=1
Opportunities to develop a career path Vork schedule flexibility (e.g., flex-time, alternative work schedule, etc.)	39% 89%	N=7 N=16	39% 11%	N=7 N=2	17% 0%	N=3 N=0	6% 0%	N=1 N=0	0%	N=0 N=0	78% 100%	N=14 N=18	22% 0%	N=4 N=0
vailability of necessary materials, resources and equipment to do the job	61%	N=11	28%	N=5	6%	N=1	6%	N=1	0%	N=0	89%	N=16	11%	N=2
effectively Providing individual and group workspaces to do the job effectively	78%	N=14	22%	N=4	0%	N=0	0%	N=0	0%	N=0	100%	N=18	0%	N=0
Please rate the quality of each of the following aspects of working for your														
NORKGROUP. (This includes the individuals you work with on a regular basis														
who likely report to the same supervisor as you.)		ellent		ood	F	air	Po	oor		t know	Positivo			
								N=0	0%	N=0		Ranking		
	78%	N=14	22%	N=4	0%	N=0	0%				100%	N=18	0%	N=0
Communication among all staff in my workgroup overall	67%	N=12	33%	N=6	0%	N=0	0%	N=0	0%	N=0	100% 100%	N=18 N=18	0% 0%	N=0 N=0
Communication among all staff in my workgroup overall The distribution of work among team members in my workgroup	67% 44%	N=12 N=8	33% 50%	N=6 N=9	0% 6%	N=0 N=1	0% 0%	N=0	0%	N=0 N=0	100% 100% 94%	N=18 N=18 N=17	0% 0% 6%	N=0 N=0 N=1
Communication among all staff in my workgroup overall The distribution of work among team members in my workgroup The quality of the working relationships between sections or workgroups in	67%	N=12	33%	N=6	0%	N=0	0%			N=0	100% 100%	N=18 N=18	0% 0%	N=0 N=0 N=0 N=1 N=0
Communication among all staff in my workgroup overall the distribution of work among team members in my workgroup fine quality of the working relationships between sections or workgroups in his organization fine quality of work being done in my workgroup overall	67% 44% 56%	N=12 N=8 N=10 N=12	33% 50% 44% 33%	N=6 N=9 N=8 N=6	0% 6% 0%	N=0 N=1 N=0 N=0	0% 0% 0%	N=0 N=0 N=0	0% 0%	N=0 N=0 N=0 N=0	100% 100% 94% 100%	N=18 N=18 N=17 N=18	0% 0% 6% 0%	N=0 N=0 N=1 N=0 N=0
communication among all staff in my workgroup overall he distribution of work among team members in my workgroup he quality of the working relationships between sections or workgroups in his organization he quality of work being done in my workgroup overall overall staff morale in my workgroup	67% 44% 56%	N=12 N=8 N=10	33% 50% 44%	N=6 N=9 N=8	0% 6% 0%	N=0 N=1 N=0	0% 0% 0%	N=0 N=0	0% 0%	N=0 N=0 N=0	100% 100% 94% 100%	N=18 N=18 N=17 N=18	0% 0% 6% 0%	N=0 N=0 N=1 N=0
Communication among all staff in my workgroup overall The distribution of work among team members in my workgroup The quality of the working relationships between sections or workgroups in his organization The quality of work being done in my workgroup overall Overall staff morale in my workgroup Please rate each of the following aspects of your DIRECT SUPERVISOR'S	67% 44% 56% 67%	N=12 N=8 N=10 N=12 N=12	33% 50% 44% 33% 33%	N=6 N=9 N=8 N=6 N=6	0% 6% 0% 0%	N=0 N=1 N=0 N=0 N=0	0% 0% 0% 0%	N=0 N=0 N=0 N=0	0% 0% 0% 0%	N=0 N=0 N=0 N=0 N=0	100% 100% 94% 100% 100%	N=18 N=18 N=17 N=18 N=18	0% 0% 6% 0% 0%	N=0 N=0 N=1 N=0 N=0 N=0
Communication among all staff in my workgroup overall The distribution of work among team members in my workgroup The quality of the working relationships between sections or workgroups in his organization The quality of work being done in my workgroup overall Overall staff morale in my workgroup Please rate each of the following aspects of your DIRECT SUPERVISOR'S Performance.	67% 44% 56% 67% 67%	N=12 N=8 N=10 N=12 N=12	33% 50% 44% 33% 33%	N=6 N=9 N=8 N=6 N=6	0% 6% 0% 0%	N=0 N=1 N=0 N=0 N=0	0% 0% 0% 0% 0%	N=0 N=0 N=0 N=0	0% 0% 0% 0% Don's	N=0 N=0 N=0 N=0 N=0	100% 100% 94% 100% 100% Positive	N=18 N=18 N=17 N=18 N=18 N=18 Ranking	0% 0% 6% 0% 0% 0%	N=0 N=0 N=1 N=0 N=0 N=0 N=0
Communication among all staff in my workgroup overall the distribution of work among team members in my workgroup The quality of the working relationships between sections or workgroups in his organization The quality of work being done in my workgroup overall Deverall staff morale in my workgroup Please rate each of the following aspects of your DIRECT SUPERVISOR'S performance. To the property of the standard of the standard or the standard	67% 44% 56% 67% 67% Exc 67%	N=12 N=8 N=10 N=12 N=12 N=12	33% 50% 44% 33% 33% GG 33%	N=6 N=9 N=8 N=6 N=6	0% 6% 0% 0% 0%	N=0 N=1 N=0 N=0 N=0 N=0	0% 0% 0% 0%	N=0 N=0 N=0 N=0 N=0	0% 0% 0% 0% Don't	N=0 N=0 N=0 N=0 N=0 N=0	100% 100% 94% 100% 100% 100%	N=18 N=18 N=17 N=18 N=18 N=18 Ranking N=18	0% 0% 6% 0% 0% 0% Negativ 0%	N=0 N=1 N=0 N=0 N=0 N=0
communication among all staff in my workgroup overall he distribution of work among team members in my workgroup he quality of the working relationships between sections or workgroups in his organization he quality of work being done in my workgroup overall overall staff morale in my workgroup lease rate each of the following aspects of your DIRECT SUPERVISOR'S erformance. ostering an atmosphere of mutual trust and confidence romoting a positive working relationship among workgroup members	67% 44% 56% 67% 67%	N=12 N=8 N=10 N=12 N=12	33% 50% 44% 33% 33%	N=6 N=9 N=8 N=6 N=6 N=6	0% 6% 0% 0%	N=0 N=1 N=0 N=0 N=0	0% 0% 0% 0% 0%	N=0 N=0 N=0 N=0	0% 0% 0% 0% Don's	N=0 N=0 N=0 N=0 N=0	100% 100% 94% 100% 100% Positive	N=18 N=18 N=17 N=18 N=18 N=18 Ranking	0% 0% 6% 0% 0% 0%	N=0 N=0 N=1 N=0 N=0 N=0 N=0 N=0 N=0
communication among all staff in my workgroup overall he distribution of work among team members in my workgroup he quality of the working relationships between sections or workgroups in his organization he quality of work being done in my workgroup overall boverall staff morale in my workgroup lease rate each of the following aspects of your DIRECT SUPERVISOR'S performance, ostering an atmosphere of mutual trust and confidence romoting a positive working relationship among workgroup members bealing with low-performing employees lewarding/recognizing high-performing employees	67% 44% 56% 67% 67% 67% Exc 67% 67% 33% 50%	N=12 N=8 N=10 N=12 N=12 N=12 N=12 N=12 N=6 N=9	33% 50% 44% 33% 33% 33% 66 33% 17% 33%	N=6 N=9 N=8 N=6 N=6 N=6 N=6 N=6 N=3 N=6	0% 6% 0% 0% 0% 0%	N=0 N=1 N=0 N=0 N=0 N=0 N=0 N=0 N=2 N=2	0% 0% 0% 0% 0% 0% 0%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0	0% 0% 0% 0% 0% Don't 0% 0% 39% 6%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=7 N=1	100% 100% 94% 100% 100% 100% Positive 100% 50% 83%	N=18 N=18 N=17 N=18 N=18 N=18 N=18 N=18 N=18 N=18 N=19 N=15	0% 0% 6% 0% 0% 0% 0% Negativ 0% 0% 11%	N=0
communication among all staff in my workgroup overall he distribution of work among team members in my workgroup he quality of the working relationships between sections or workgroups in his organization his organization he quality of work being done in my workgroup overall overall staff morale in my workgroup Please rate each of the following aspects of your DIRECT SUPERVISOR'S performance. Sostering an atmosphere of mutual trust and confidence romoting a positive working relationship among workgroup members bealing with low-performing employees the working free policy in the propriet of the policy in the policy in the propriet of th	67% 44% 56% 67% 67% 67% Exc 67% 67% 33% 50%	N=12 N=8 N=10 N=12 N=12 N=12 N=12 N=6 N=9 N=9	33% 50% 44% 33% 33% 33% 33% 17% 33% 22%	N=6 N=9 N=8 N=6 N=6 N=6 N=6 N=6 N=3 N=6 N=4	0% 6% 0% 0% 0% 0% 0% 11% 11% 0%	N=0 N=1 N=0 N=0 N=0 N=0 N=0 N=0 N=2 N=2 N=2	0% 0% 0% 0% 0% 0% 0% 0% 0% 0%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0	0% 0% 0% 0% 0% 0% 0% 39% 6% 28%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=7 N=1 N=5	100% 100% 94% 100% 100% 100% Positive 100% 100% 100% 100%	N=18 N=18 N=17 N=18 N=18 N=18 N=18 N=18 N=18 N=18 N=18	0% 0% 6% 0% 0% 0% 0% Negativ 0% 0% 11% 11%	N=0 N=0 N=1 N=0
communication among all staff in my workgroup overall he distribution of work among team members in my workgroup he quality of the working relationships between sections or workgroups in his organization he quality of work being done in my workgroup overall bycerall staff morale in my workgroup overall bycerall staff morale in my workgroup overall bycerall staff morale in my workgroup overall overall overal	67% 44% 56% 67% 67% Exc 67% 67% 33% 50% 39%	N=12 N=8 N=10 N=12 N=12 N=12 N=12 N=12 N=6 N=9 N=9 N=7	33% 50% 44% 33% 33% 33% 33% 17% 33% 22% 33%	N=6 N=9 N=8 N=6 N=6 N=6 N=6 N=6 N=3 N=6 N=4 N=6	0% 6% 0% 0% 0% 0% 0% 11% 11% 0% 17%	N=0 N=1 N=0 N=0 N=0 N=0 N=0 N=0 N=2 N=2 N=2 N=0 N=3	0% 0% 0% 0% 0% 0% 0% 0% 0% 0%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0	0% 0% 0% 0% 0% 0% 0% 39% 6% 28% 6%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=7 N=1 N=5 N=1	100% 100% 94% 100% 100% 100% 100% 100% 50% 83% 72%	N=18 N=17 N=18 N=17 N=18 N=18 N=18 N=18 N=18 N=19 N=15 N=15 N=13 N=13	0% 0% 6% 0% 0% 0% 0% Negativ 0% 11% 11% 0% 22%	N=0
Communication among all staff in my workgroup overall The distribution of work among team members in my workgroup The quality of the working relationships between sections or workgroups in his organization The quality of work being done in my workgroup overall Deverall staff morale in my workgroup overall Deverall staff morale in my workgroup Please rate each of the following aspects of your DIRECT SUPERVISOR'S Deverormance. To consider the following aspects of your DIRECT SUPERVISOR'S Deverormance. To consider the following aspects of your DIRECT SUPERVISOR'S Deverormance. To consider the following aspects of your DIRECT SUPERVISOR'S Deverormance. To consider the following aspects of your DIRECT SUPERVISOR'S Deverormance. To consider the following aspects of your DIRECT SUPERVISOR'S Deverormance. To consider the following aspects of your DIRECT SUPERVISOR'S Deverormance. The foll	67% 44% 56% 67% 67% 67% Exc 67% 67% 33% 50%	N=12 N=8 N=10 N=12 N=12 N=12 N=12 N=6 N=9 N=9	33% 50% 44% 33% 33% 33% 33% 17% 33% 22%	N=6 N=9 N=8 N=6 N=6 N=6 N=6 N=6 N=3 N=6 N=4	0% 6% 0% 0% 0% 0% 0% 11% 11% 0%	N=0 N=1 N=0 N=0 N=0 N=0 N=0 N=0 N=2 N=2 N=2	0% 0% 0% 0% 0% 0% 0% 0% 0% 0%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0	0% 0% 0% 0% 0% 0% 0% 39% 6% 28%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=7 N=1 N=5	100% 100% 94% 100% 100% 100% Positive 100% 100% 100% 100%	N=18 N=18 N=17 N=18 N=18 N=18 N=18 N=18 N=18 N=18 N=18	0% 0% 6% 0% 0% 0% 0% Negativ 0% 0% 11% 11%	N=0
Communication among all staff in my workgroup overall fine distribution of work among team members in my workgroup in the distribution of work among team members in my workgroup. The quality of the working relationships between sections or workgroups in his organization fine quality of work being done in my workgroup overall staff morale in my workgroup. Please rate each of the following aspects of your DIRECT SUPERVISOR'S beformance. Ostering an atmosphere of mutual trust and confidence promoting a positive working relationship among workgroup members. Dealing with low-performing employees tewarding/recognizing high-performing employees populating fairly and consistently. Deaching or mentoring employees. Providing specific, constructive feedback that helps improve performance.	67% 44% 56% 67% 67% Exc 67% 67% 33% 50% 39%	N=12 N=8 N=10 N=12 N=12 N=12 N=12 N=12 N=6 N=9 N=9 N=7	33% 50% 44% 33% 33% 33% 33% 17% 33% 22% 33%	N=6 N=9 N=8 N=6 N=6 N=6 N=6 N=6 N=3 N=6 N=4 N=6	0% 6% 0% 0% 0% 0% 0% 11% 11% 0% 17%	N=0 N=1 N=0 N=0 N=0 N=0 N=0 N=0 N=2 N=2 N=2 N=0 N=3	0% 0% 0% 0% 0% 0% 0% 0% 0% 0%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0	0% 0% 0% 0% 0% 0% 0% 39% 6% 28% 6%	N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=7 N=1 N=5 N=1	100% 100% 94% 100% 100% 100% 100% 100% 50% 83% 72%	N=18 N=17 N=18 N=17 N=18 N=18 N=18 N=18 N=18 N=19 N=15 N=15 N=13 N=13	0% 0% 6% 0% 0% 0% 0% Negativ 0% 11% 11% 0% 22%	N=0
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Communication among all staff in my workgroup overall fine distribution of work among team members in my workgroup in the distribution of work among team members in my workgroup. The quality of the working relationships between sections or workgroups in his organization fine quality of work being done in my workgroup overall staff morale in my workgroup. Please rate each of the following aspects of your DIRECT SUPERVISOR'S beformance. Ostering an atmosphere of mutual trust and confidence promoting a positive working relationship among workgroup members. Dealing with low-performing employees tewarding/recognizing high-performing employees populing discipline fairly and consistently. Doaching or mentoring employees Providing specific, constructive feedback that helps improve performance. Working together with employees to set goals. Communicating expectations of employees Incommunicating expectations of employees.	67% 44% 56% 67% 67% 67% 50% 33% 50% 33% 50% 39% 39% 67%	N=12 N=8 N=10 N=12 N=12 N=12 N=12 N=15 N=9 N=9 N=7 N=6 N=10 N=7 N=10	33% 50% 44% 33% 33% 33% 33% 33% 22% 33% 22% 33% 50%	N=6 N=9 N=8 N=6 N=6 N=6 N=6 N=3 N=6 N=4 N=6 N=9 N=5 N=8 N=8	0% 6% 0% 0% 0% 0% 0% 11% 0% 17% 17% 17% 17%	N=0 N=1 N=0 N=0 N=0 N=0 N=0 N=0 N=0 N=2 N=2 N=2 N=3 N=3 N=3 N=3 N=3 N=3 N=3	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	N=0	0% 0% 0% 0% 0% 0% 0% 39% 6% 28% 6% 0% 0%	N=0	100% 100% 94% 100% 100% 100% 100% 100% 50% 83% 72% 83% 83% 100%	N=18 N=18 N=17 N=18 N=18 N=18 N=18 N=18 N=18 N=19 N=15 N=13 N=13 N=13 N=15 N=15 N=15 N=15	0% 0% 6% 6% 0% 0% 0% 11% 0% 22% 17% 17% 0%	N=0
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