



# Appendix C: Survey Data Setting Sail By Percentage

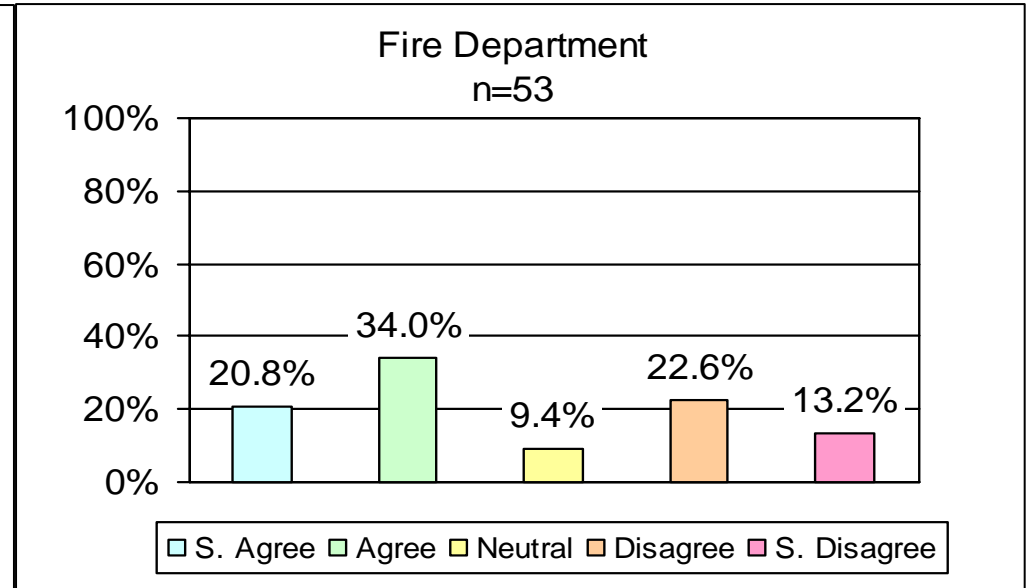
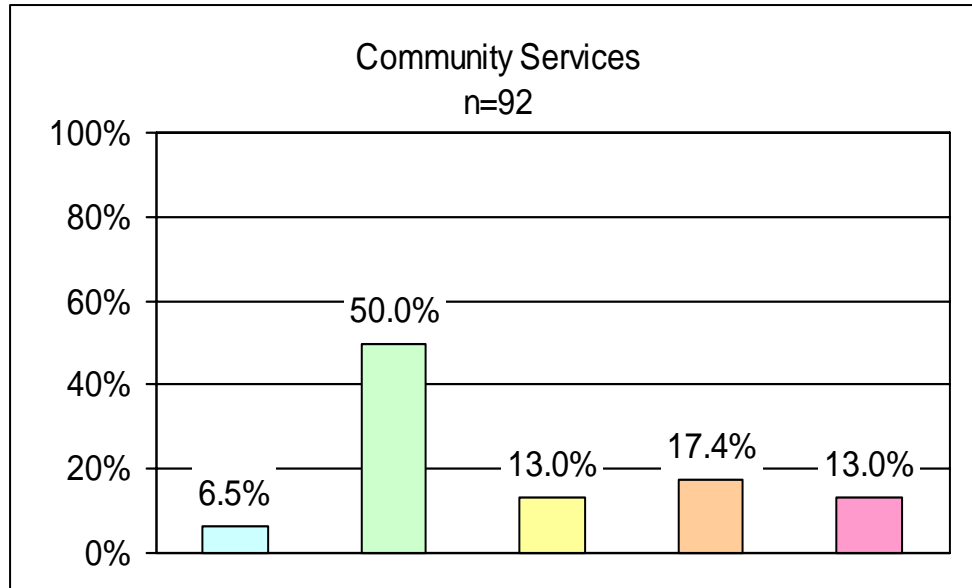
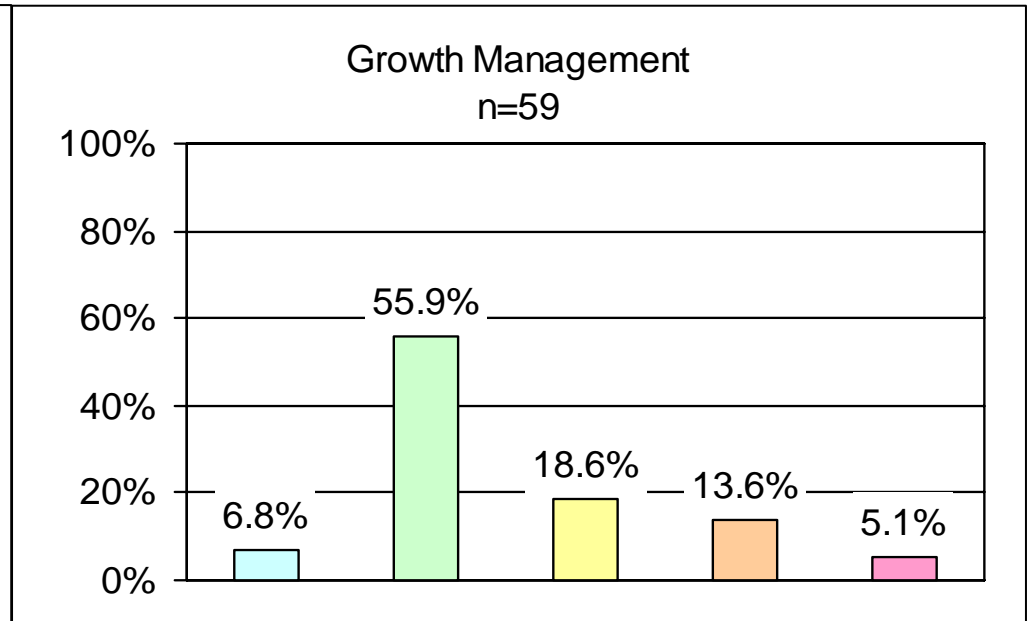
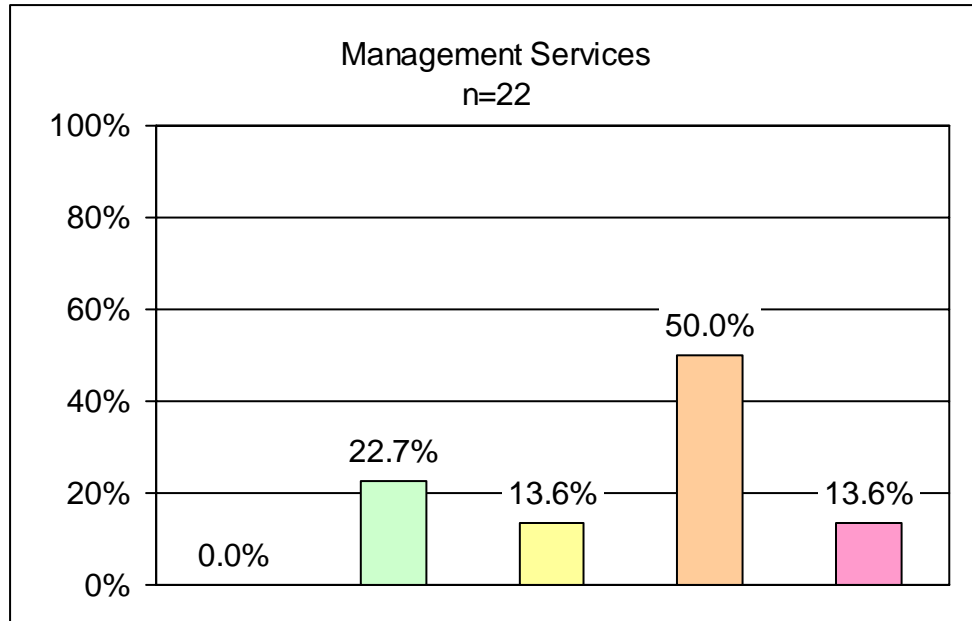
- Specific Questions by Department Type

# Question 1a – Leadership

n=457(81%)

Our employees know our organization’s mission (what we are trying to accomplish).

I know my organization’s mission (what it is trying to accomplish).



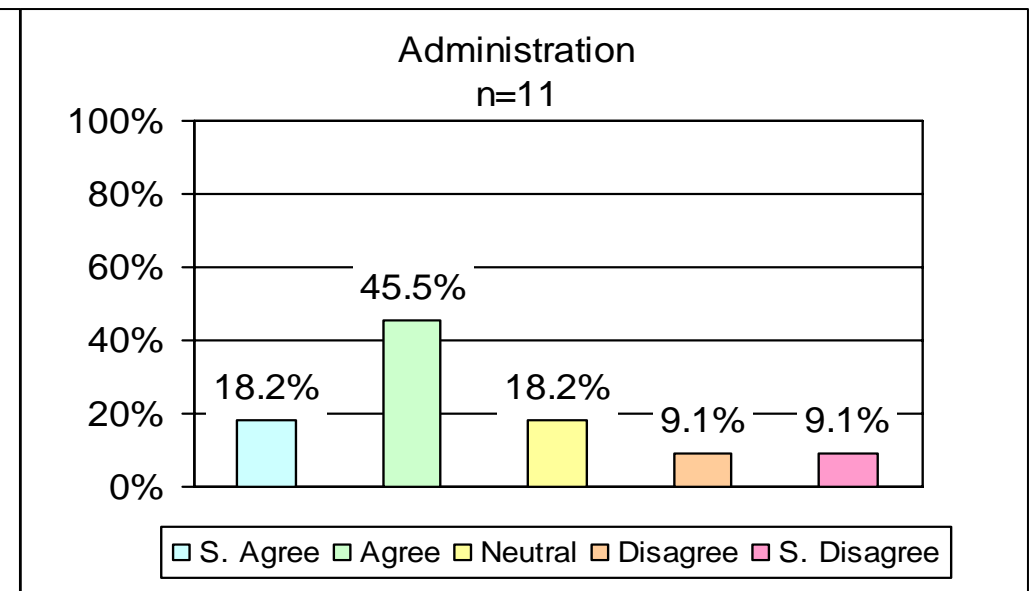
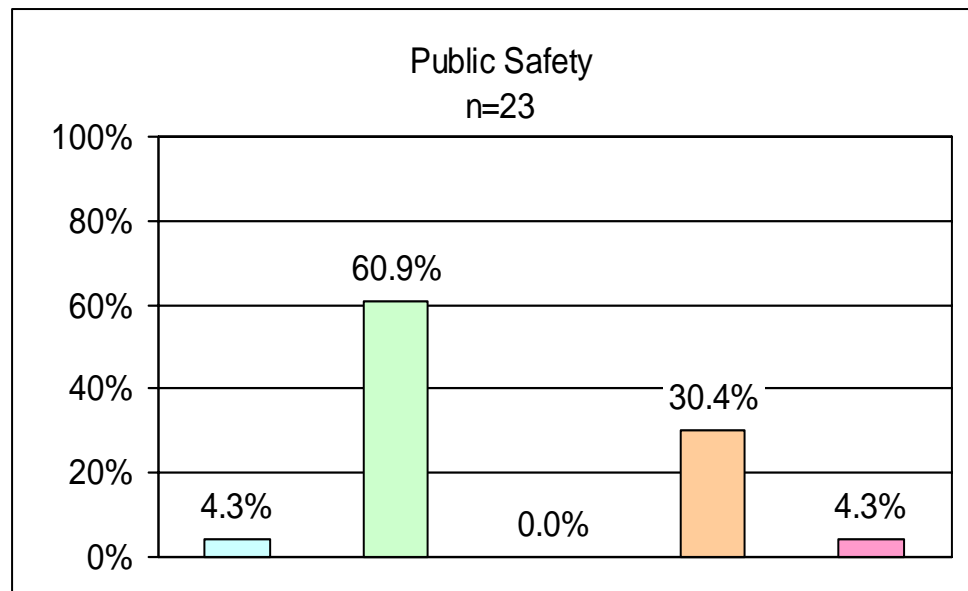
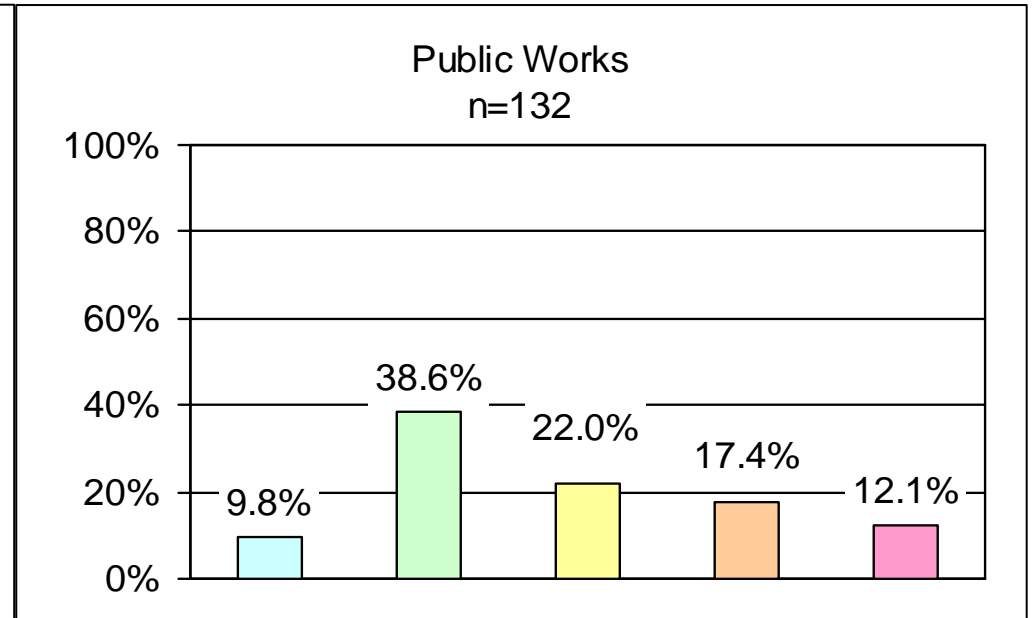
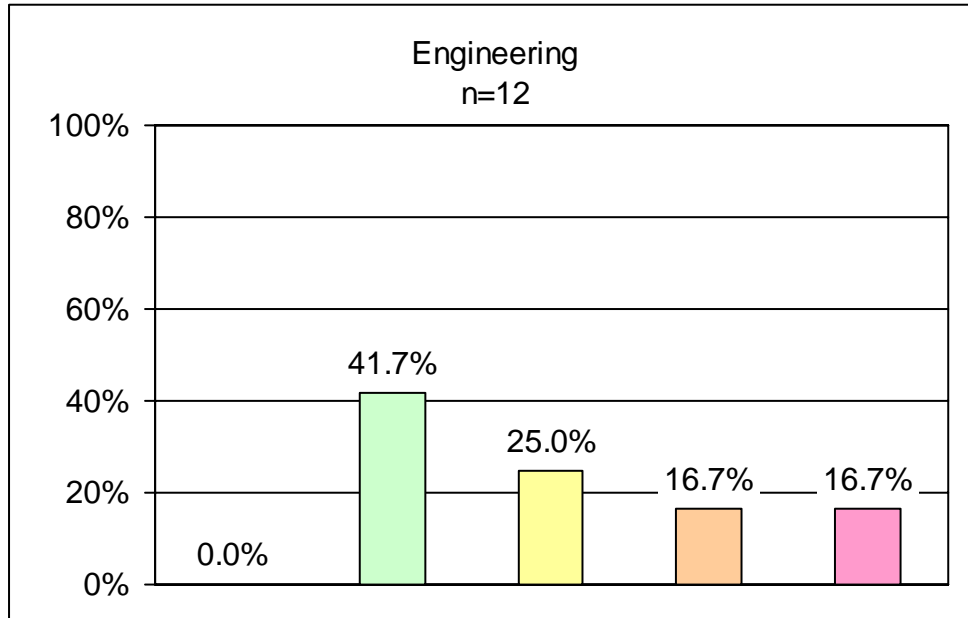
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

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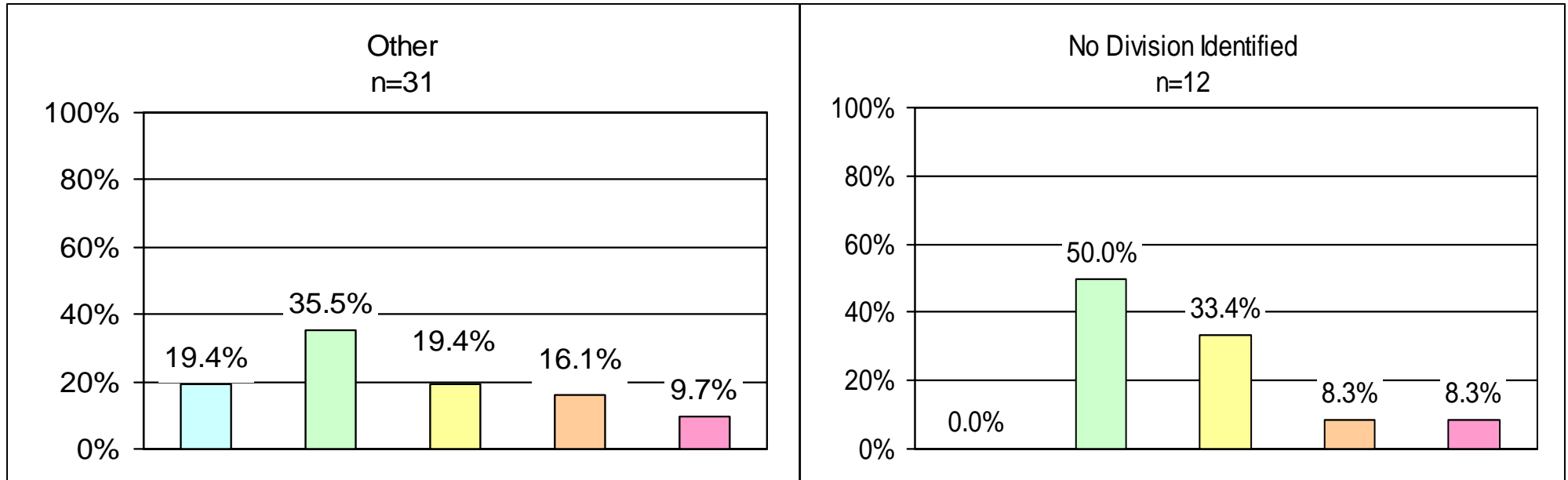


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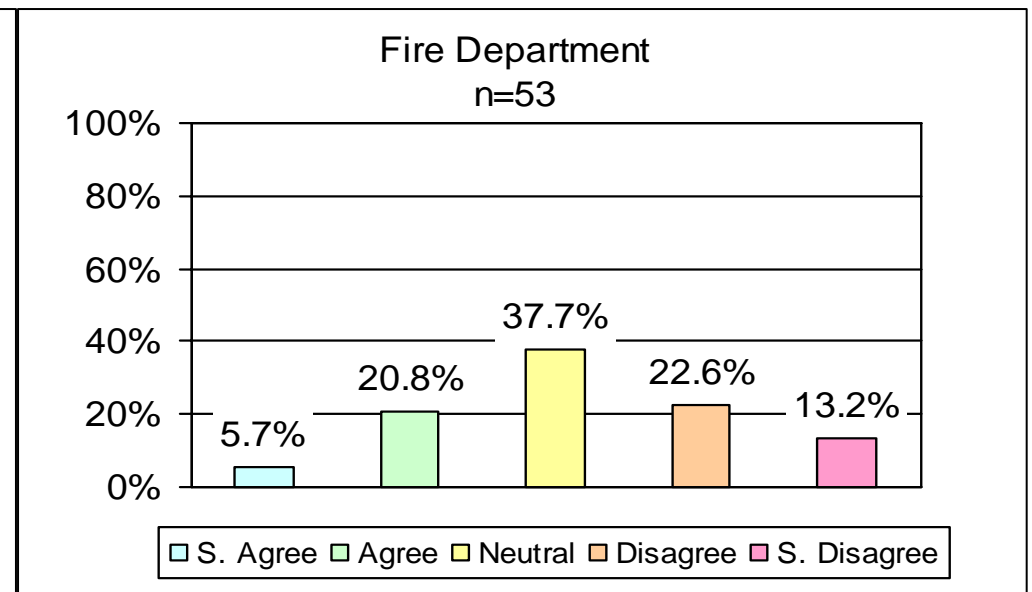
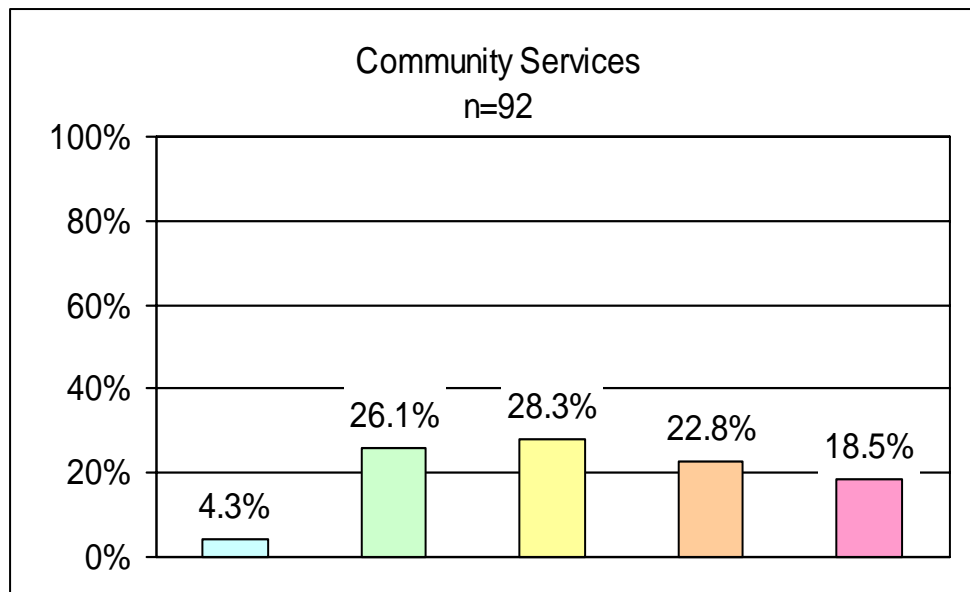
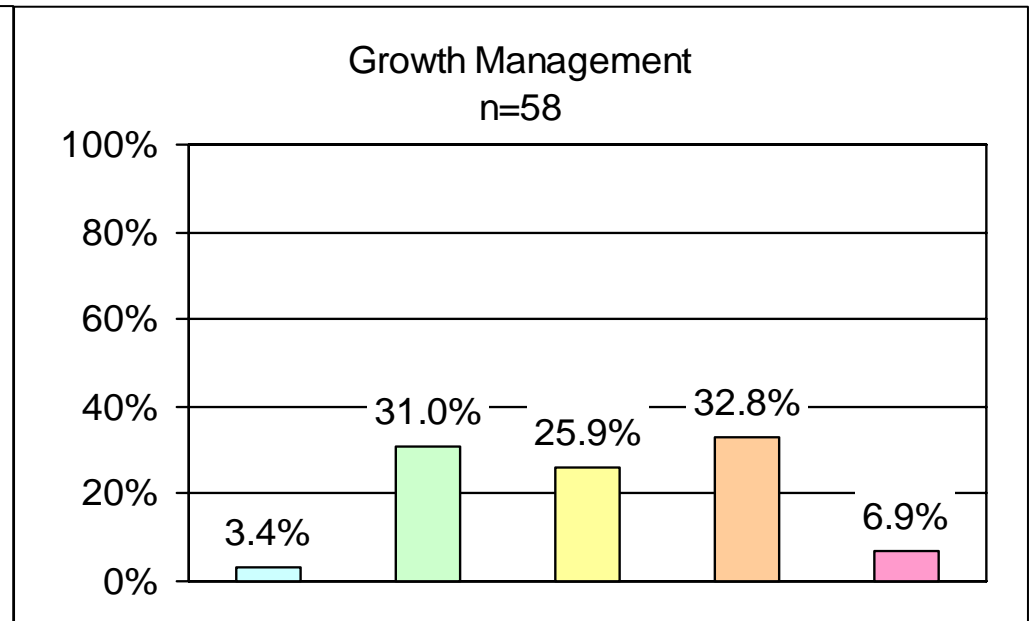
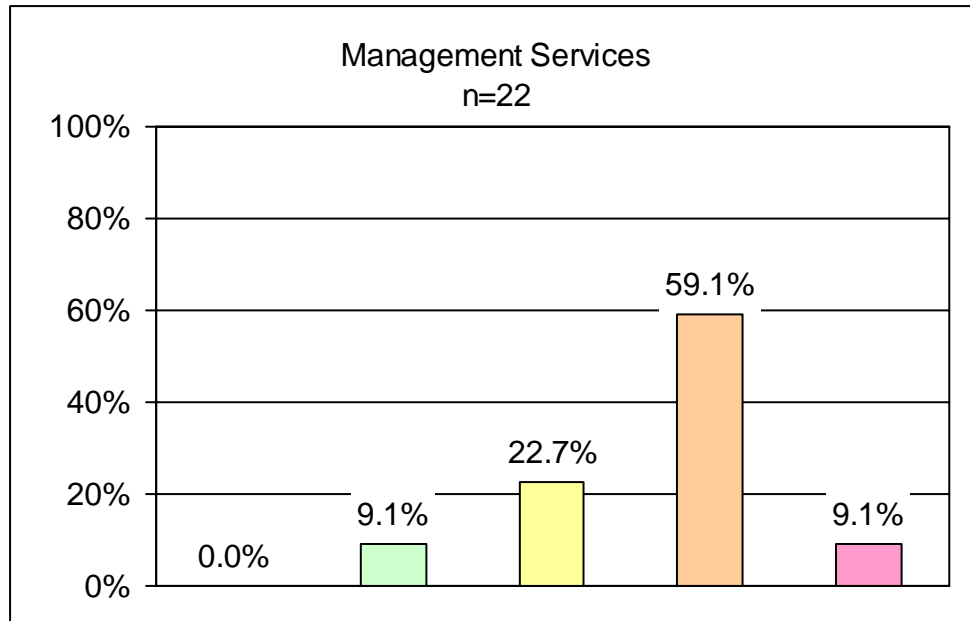


## Question 1b – Leadership

n=457(81%)

Our leadership team uses our organization's values to guide our organization and employees.

My senior (top) leaders use our organization's values to guide us.

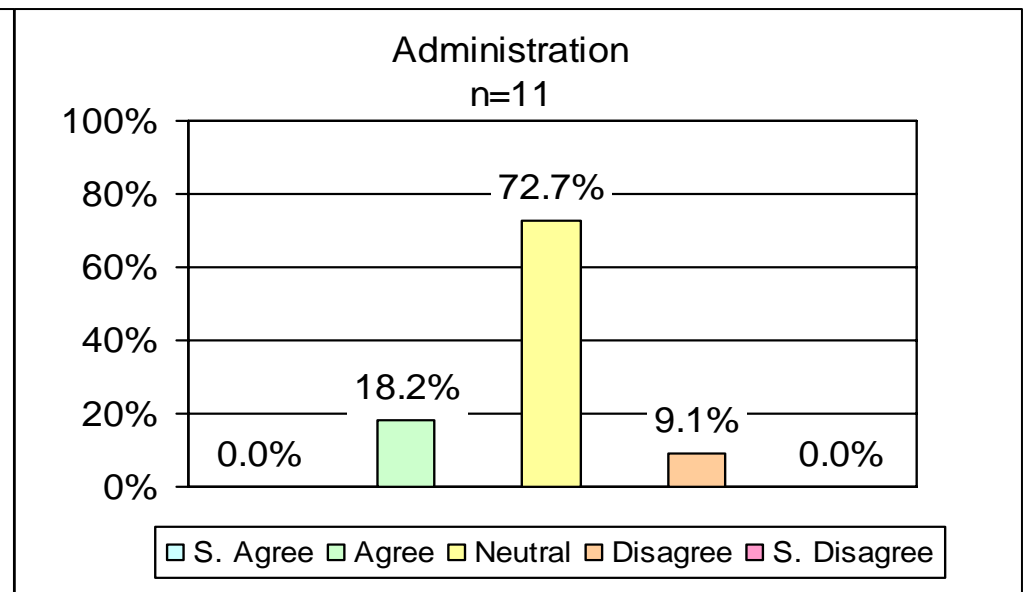
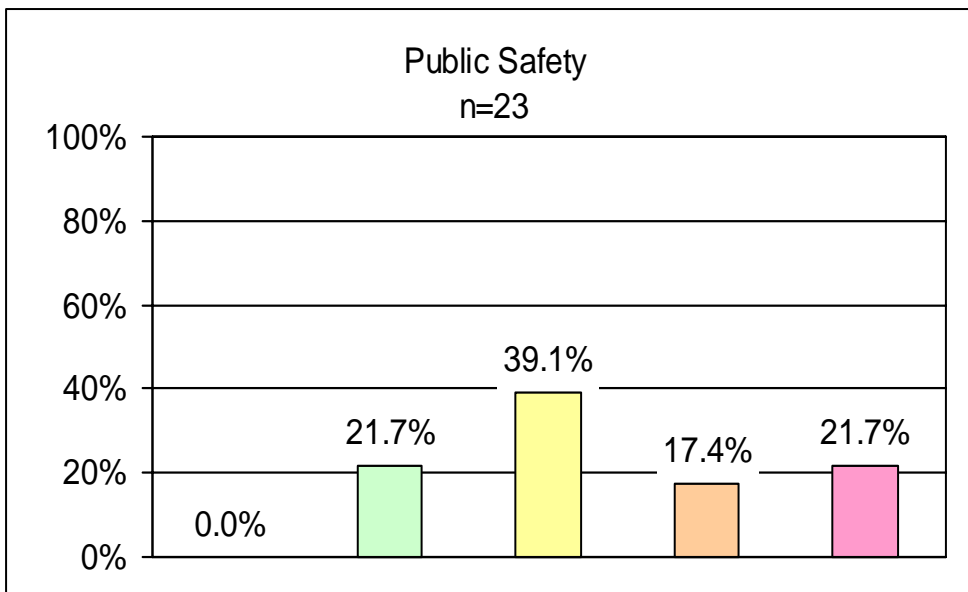
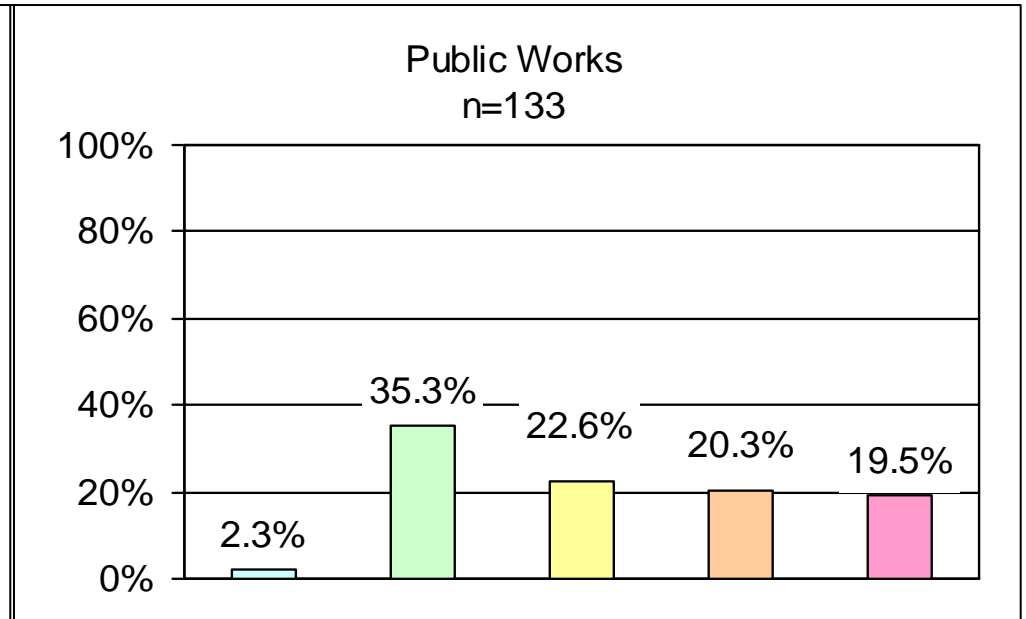
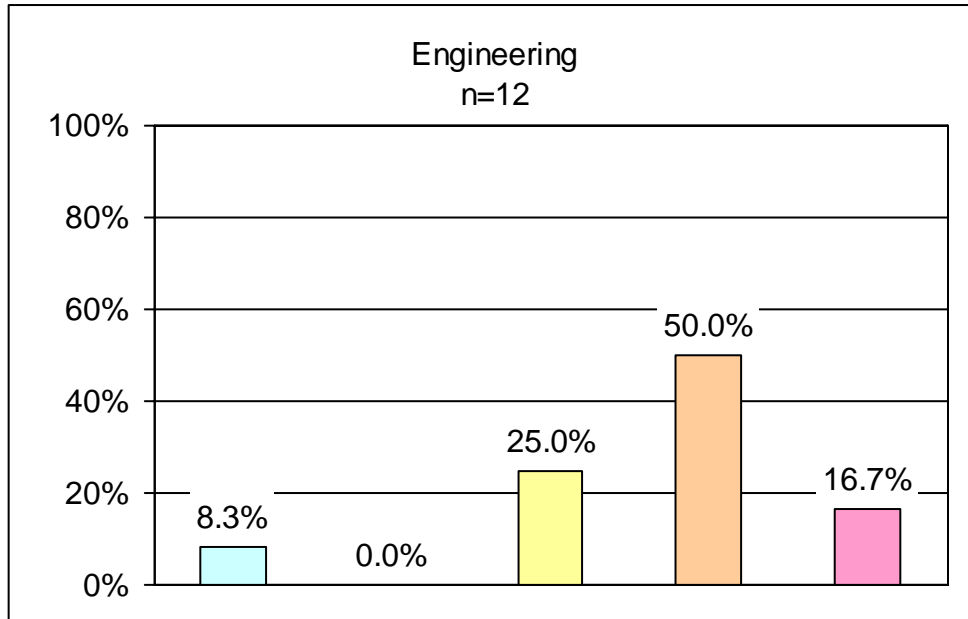


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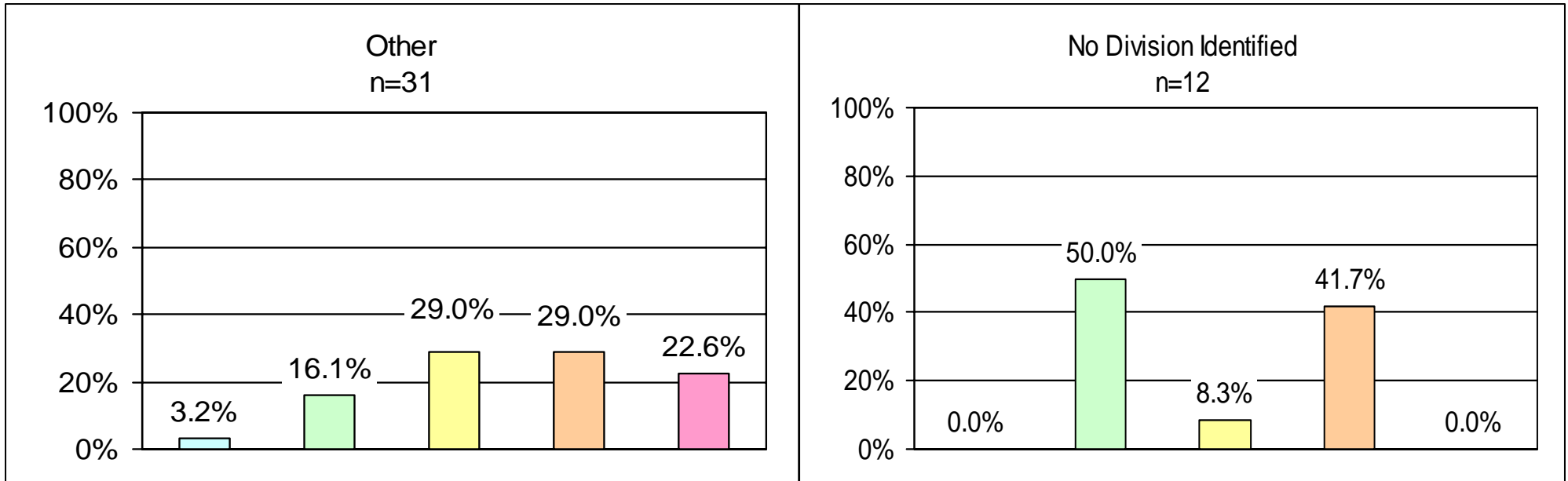


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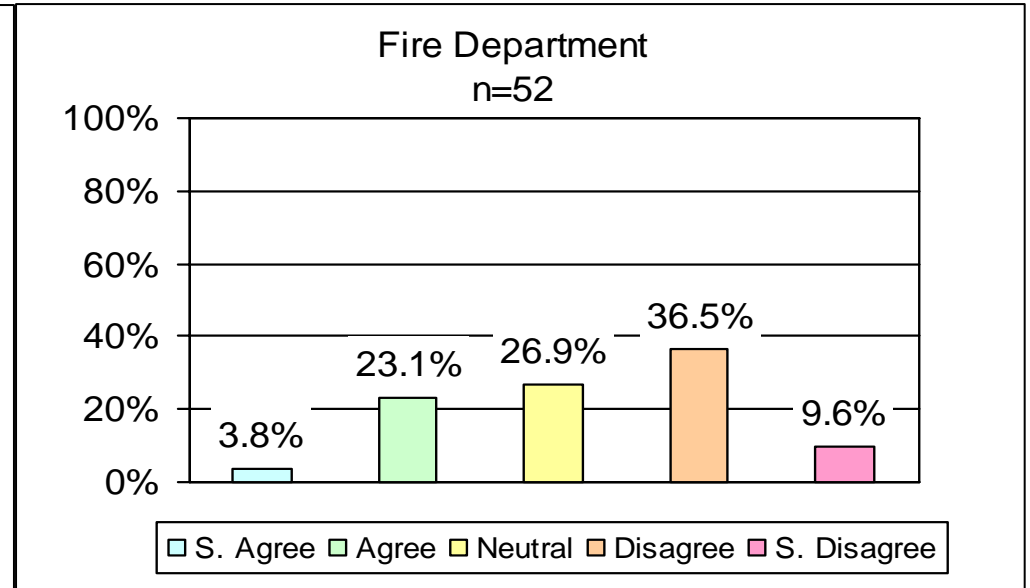
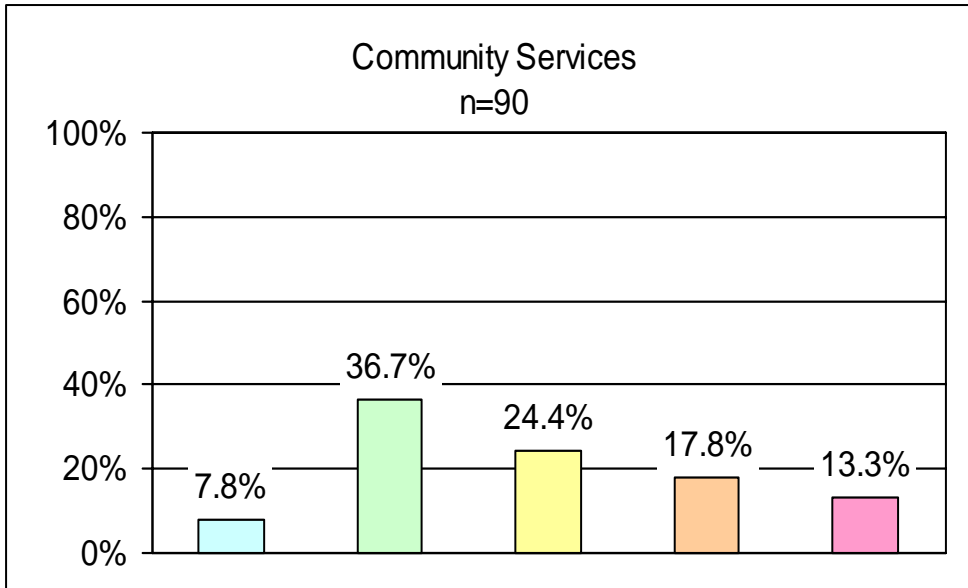
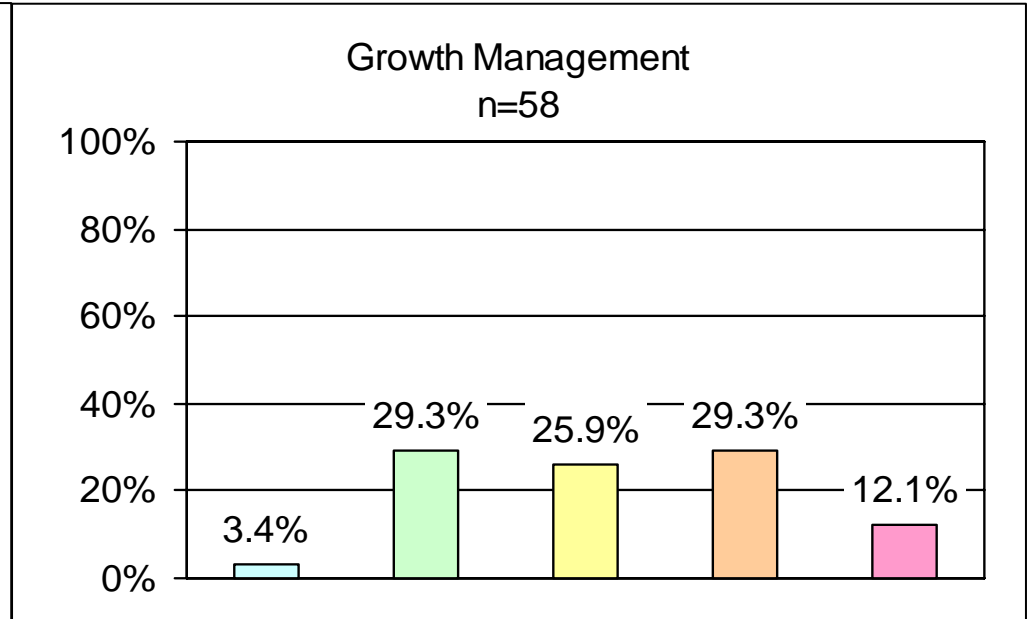
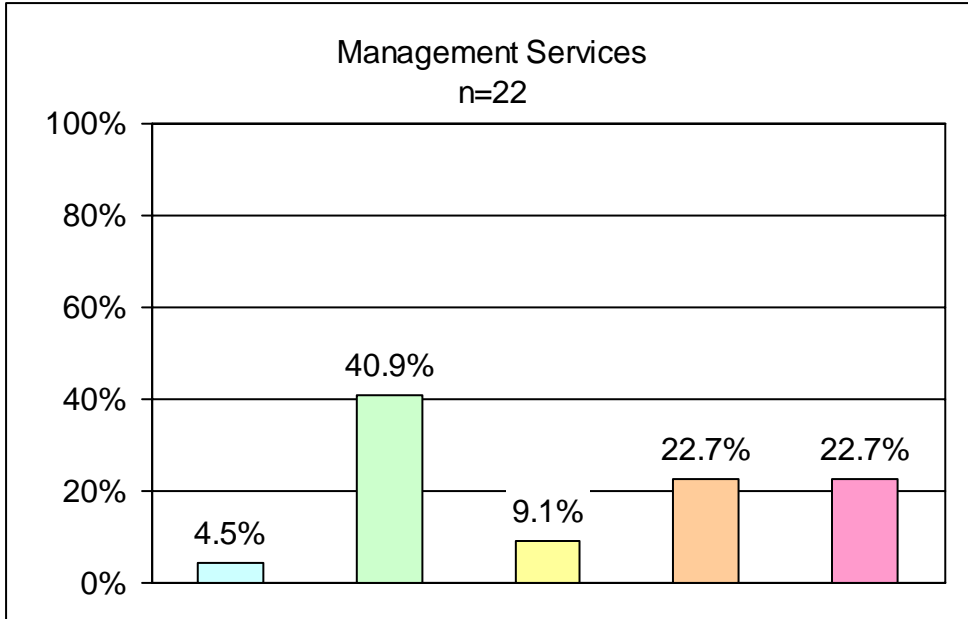


# Question 1c – Leadership

n=451(80%)

Our leadership team creates a work environment that helps our employees do their jobs.

My senior (top) leaders create a work environment that helps me do my job.



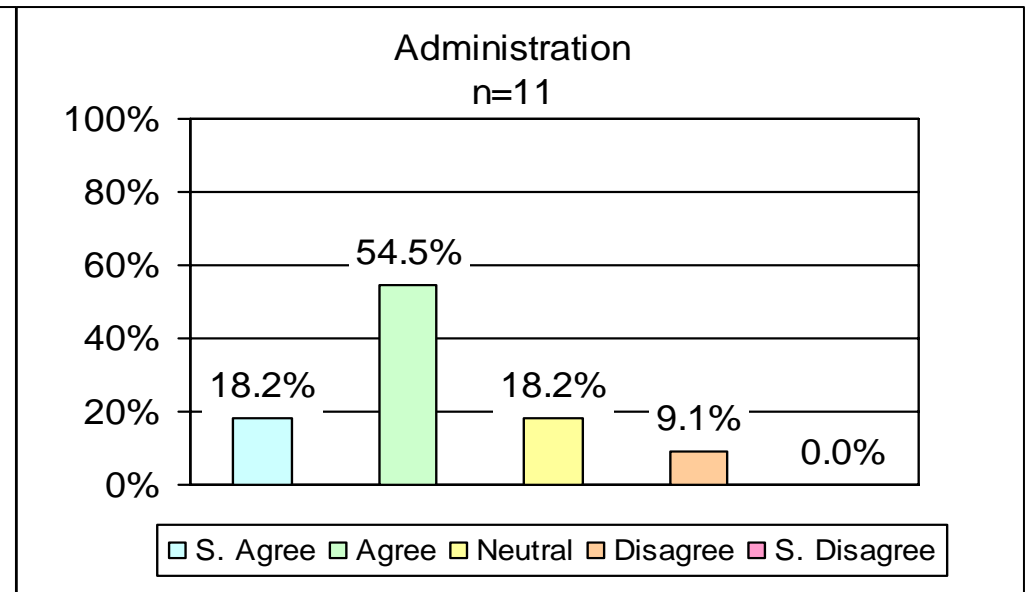
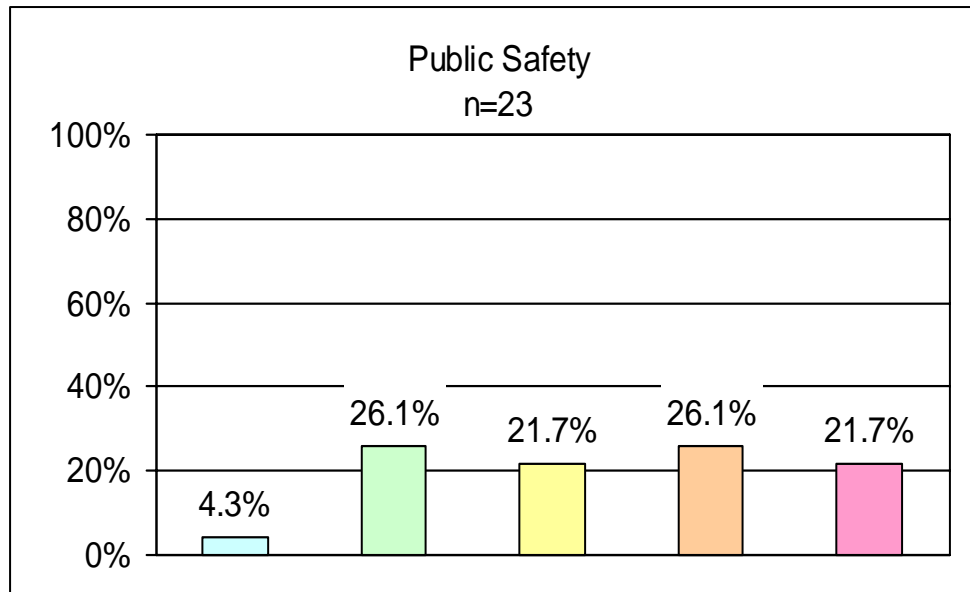
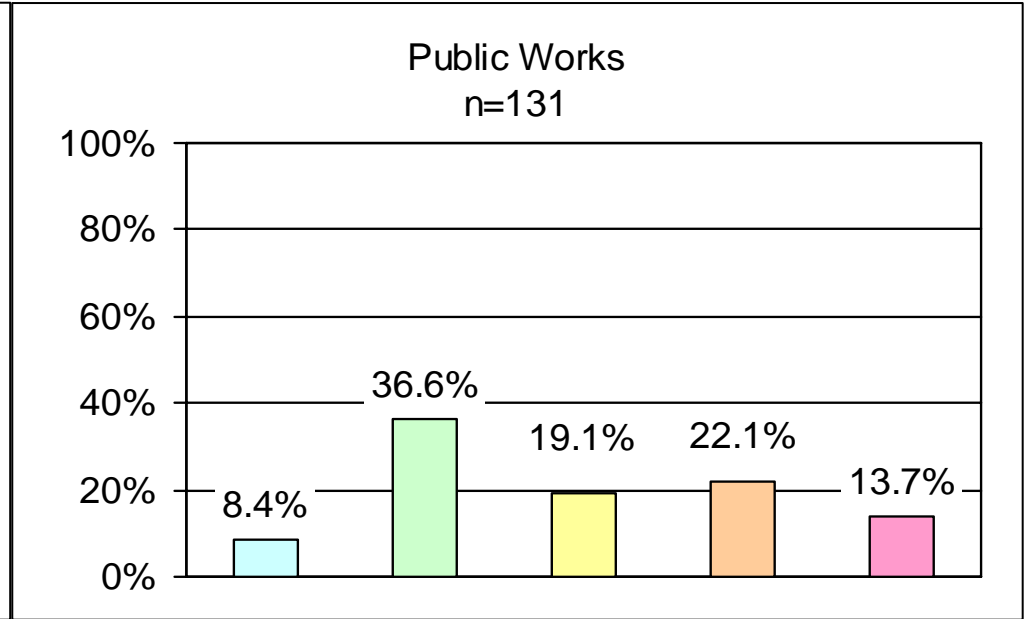
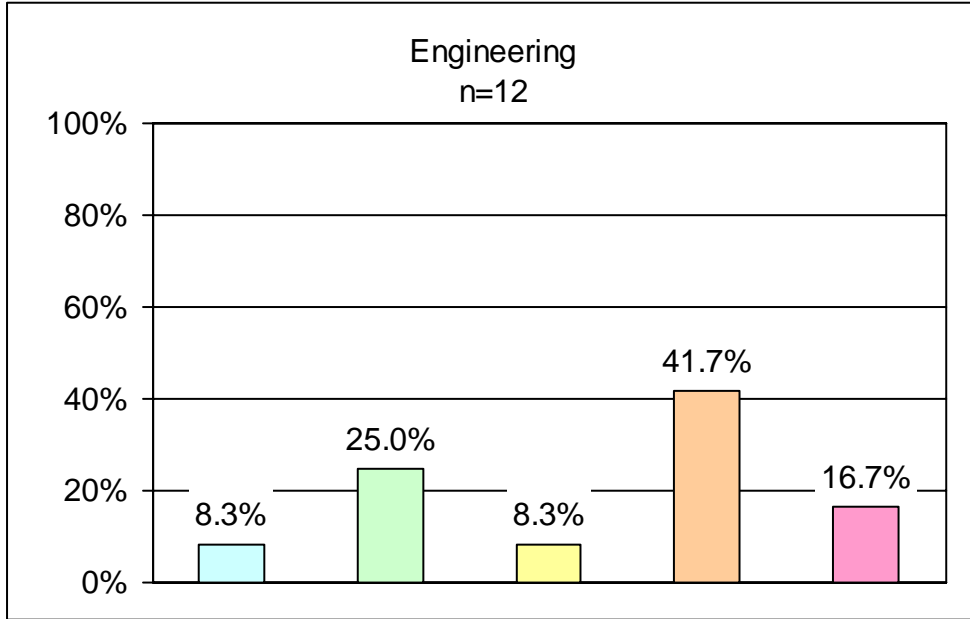
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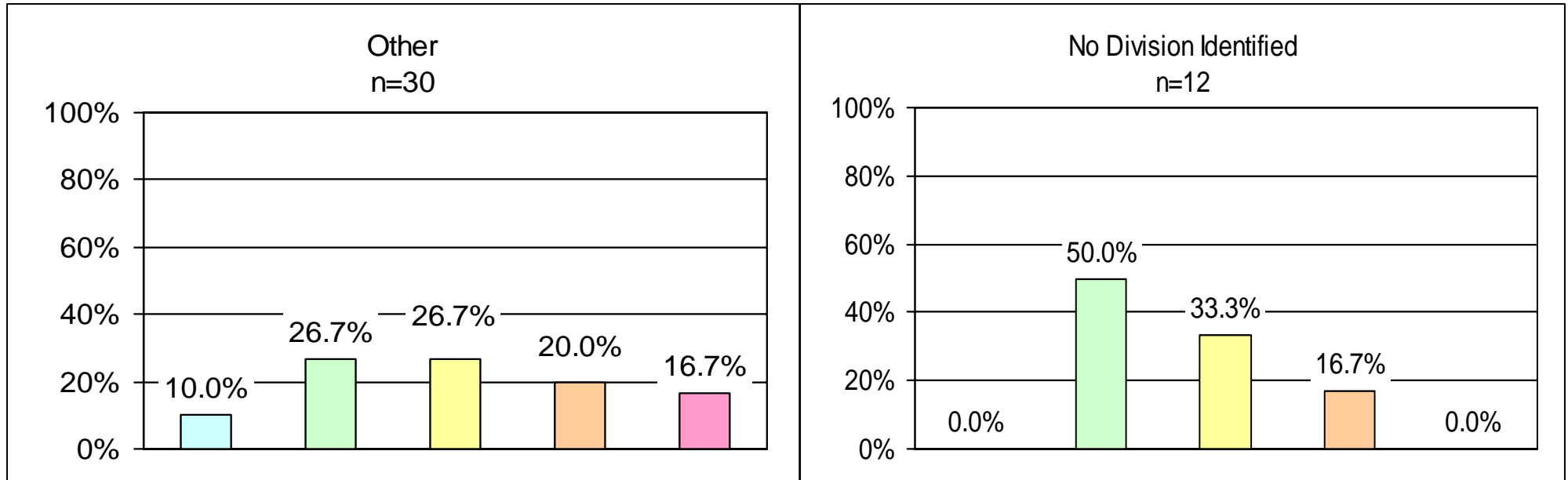


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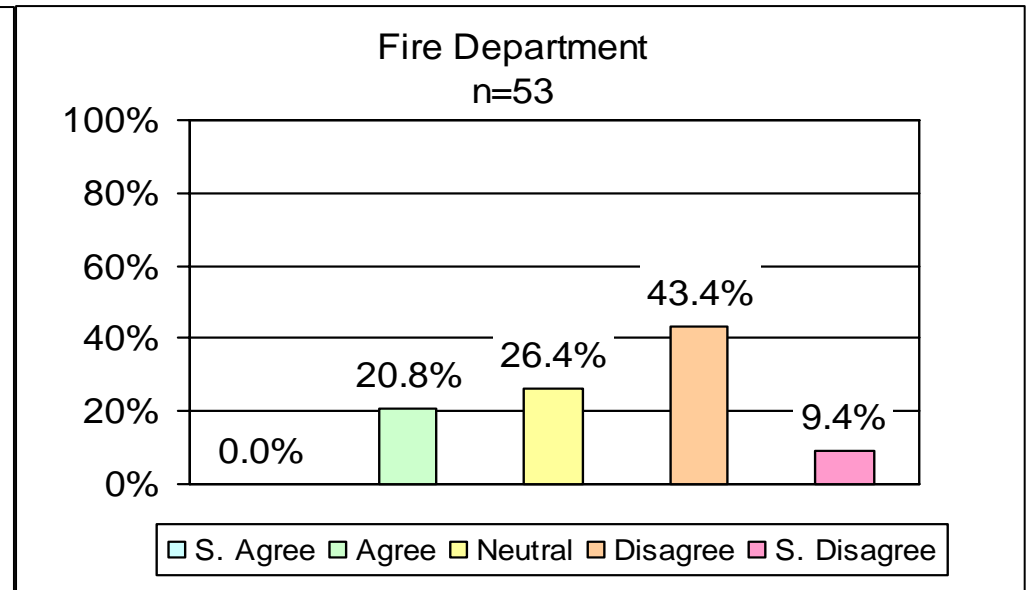
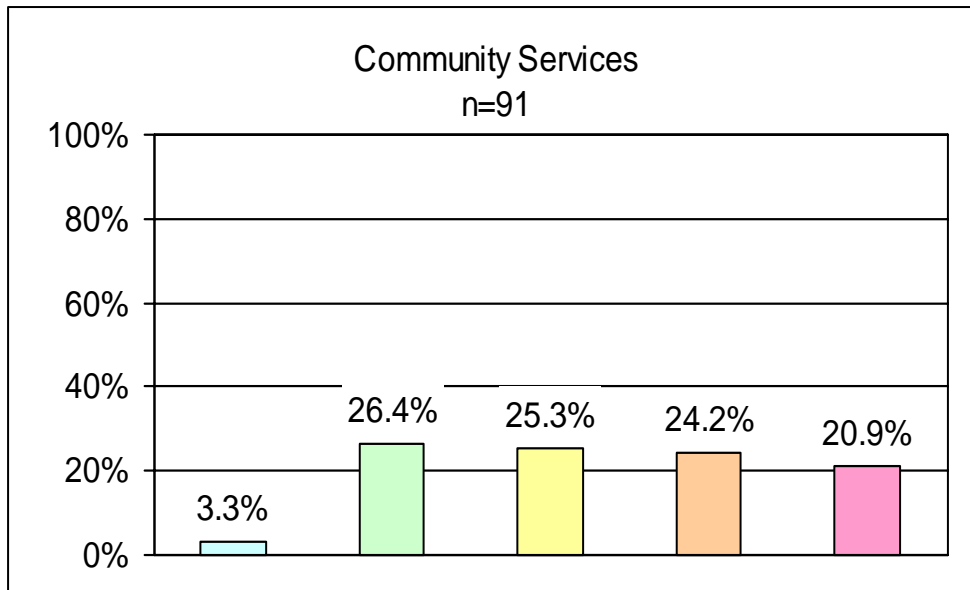
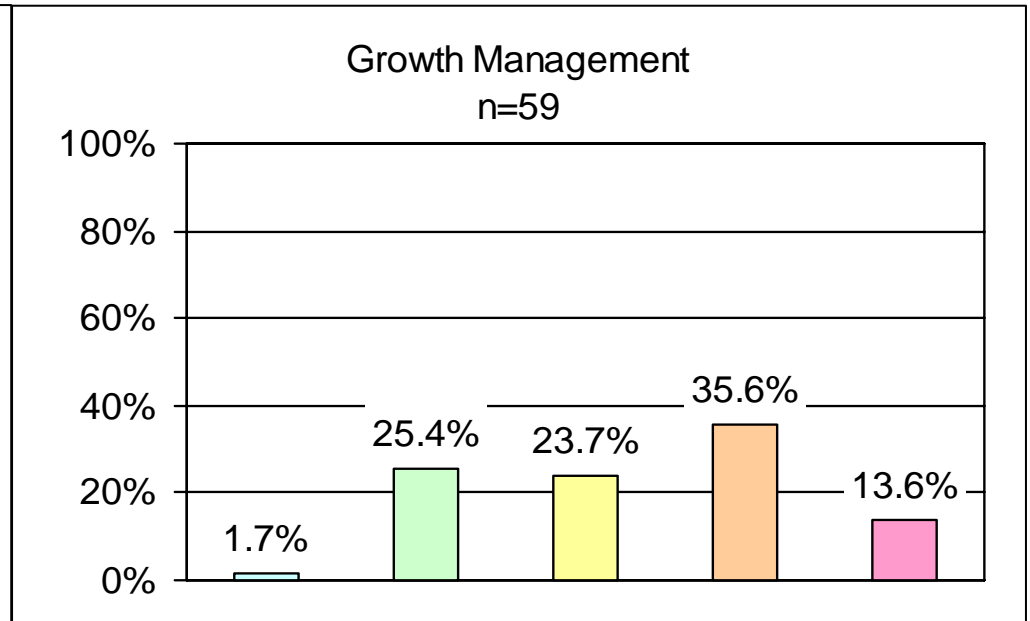
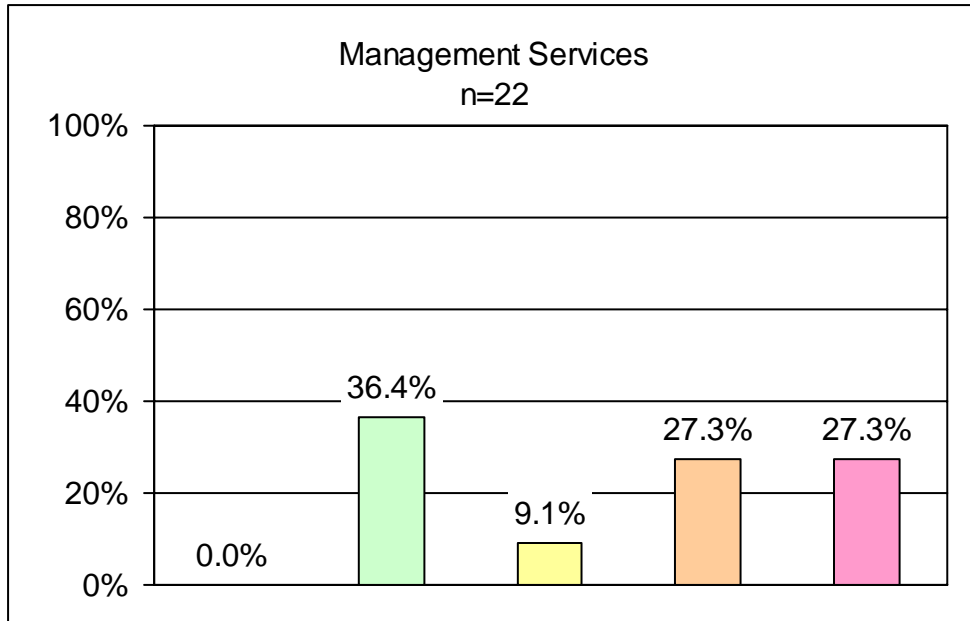


# Question 1d – Leadership

n=455 (81%)

Our leadership shares information about the organization.

My organization's leaders share information about the organization.

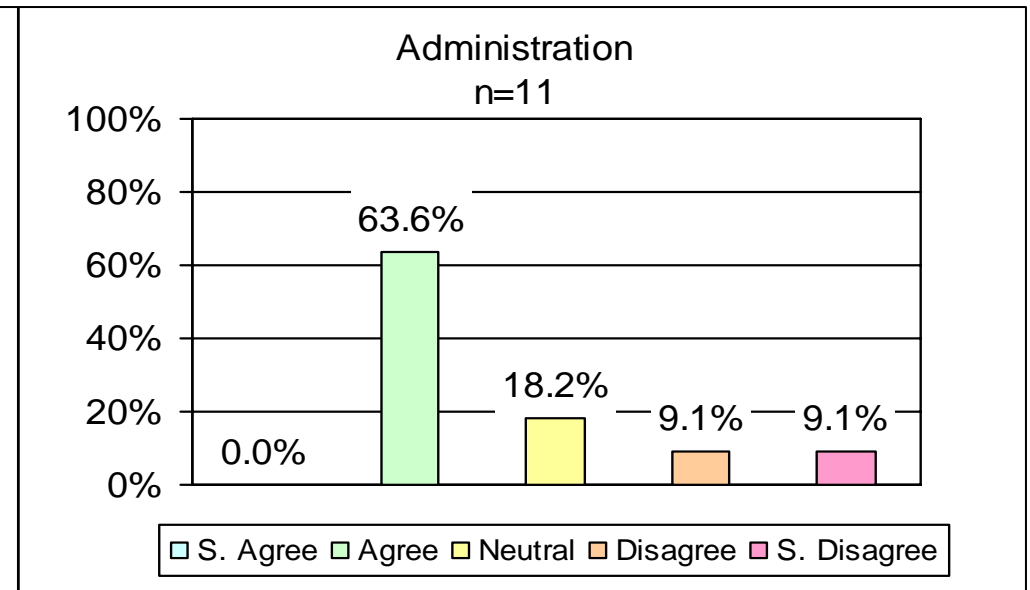
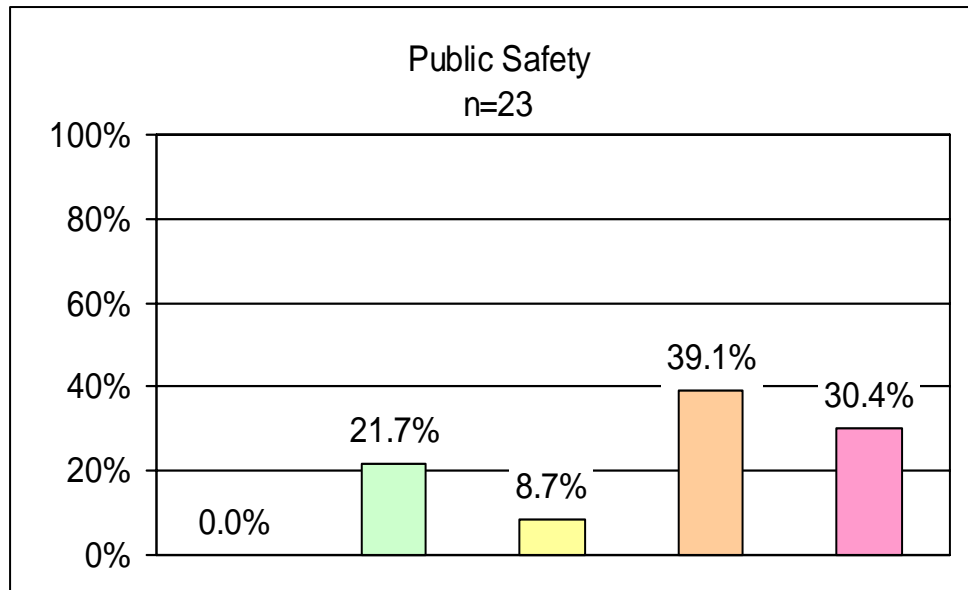
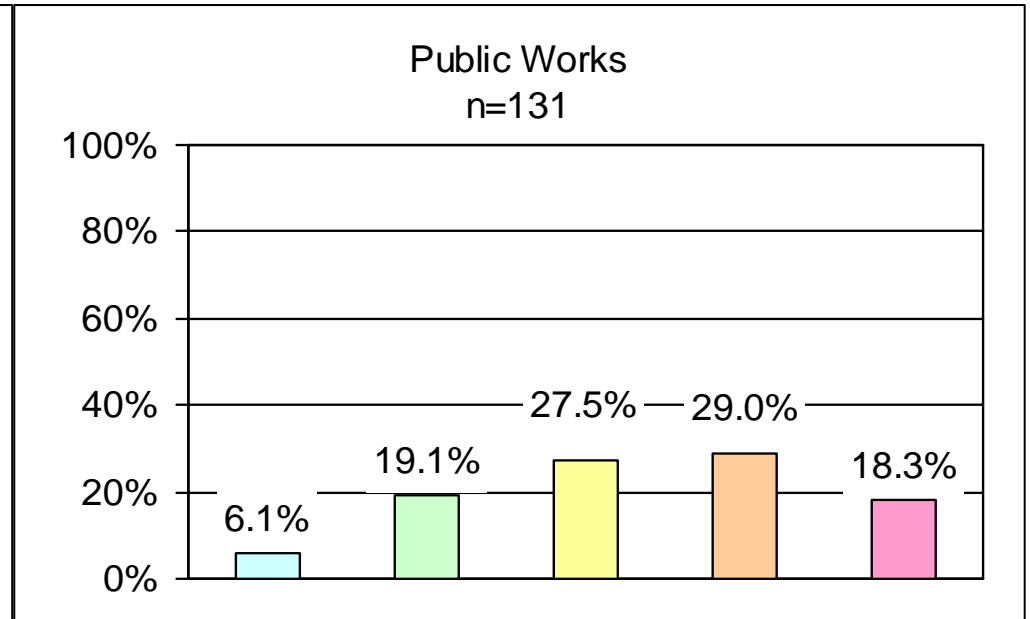
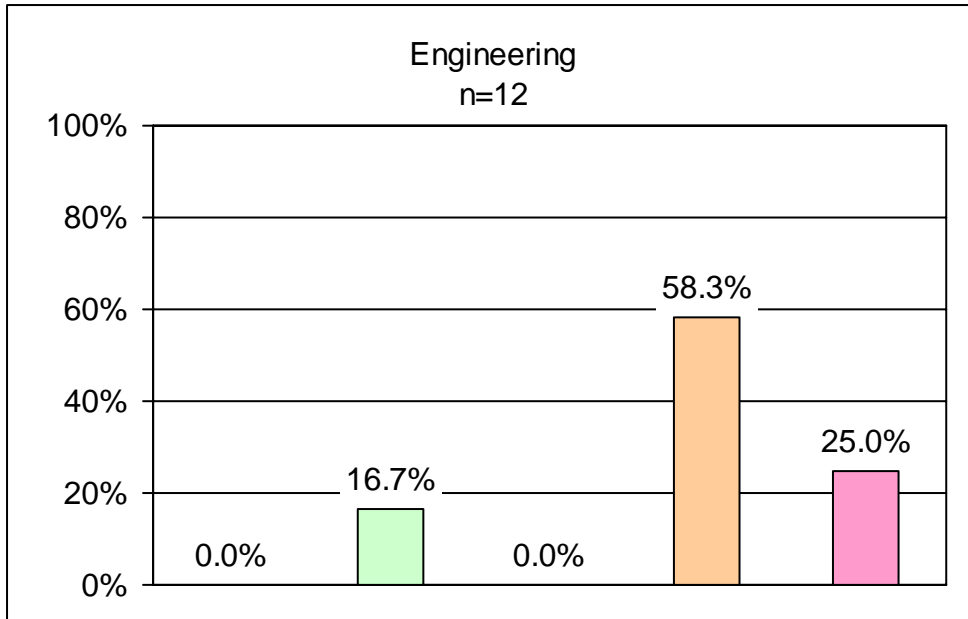


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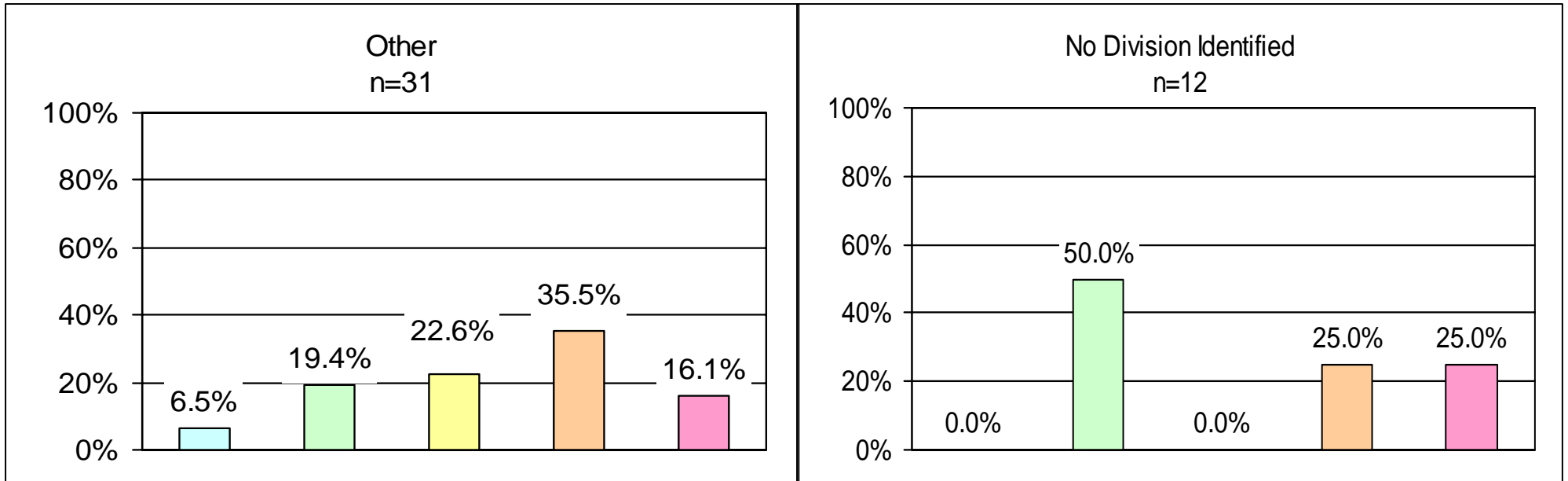
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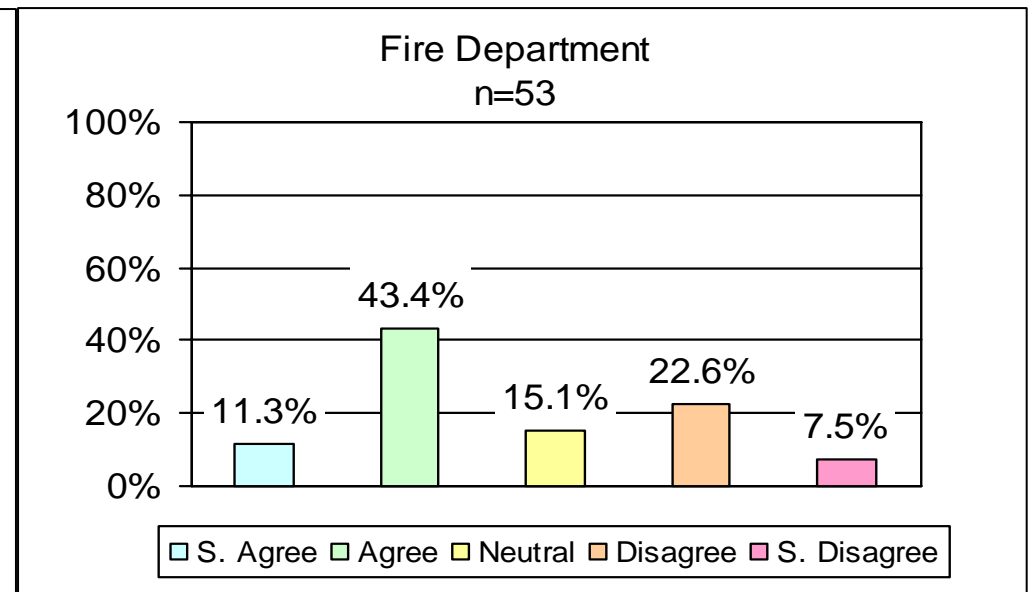
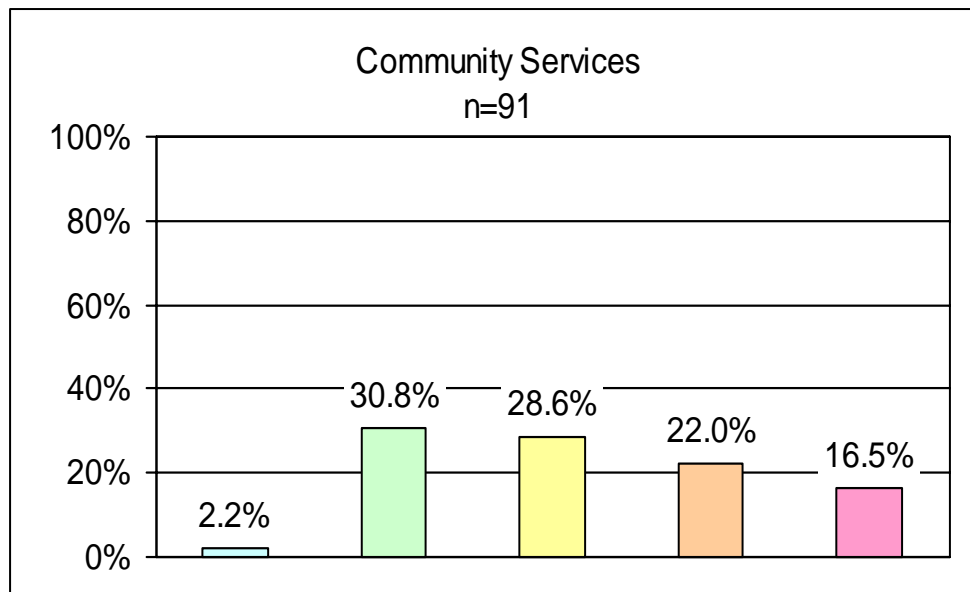
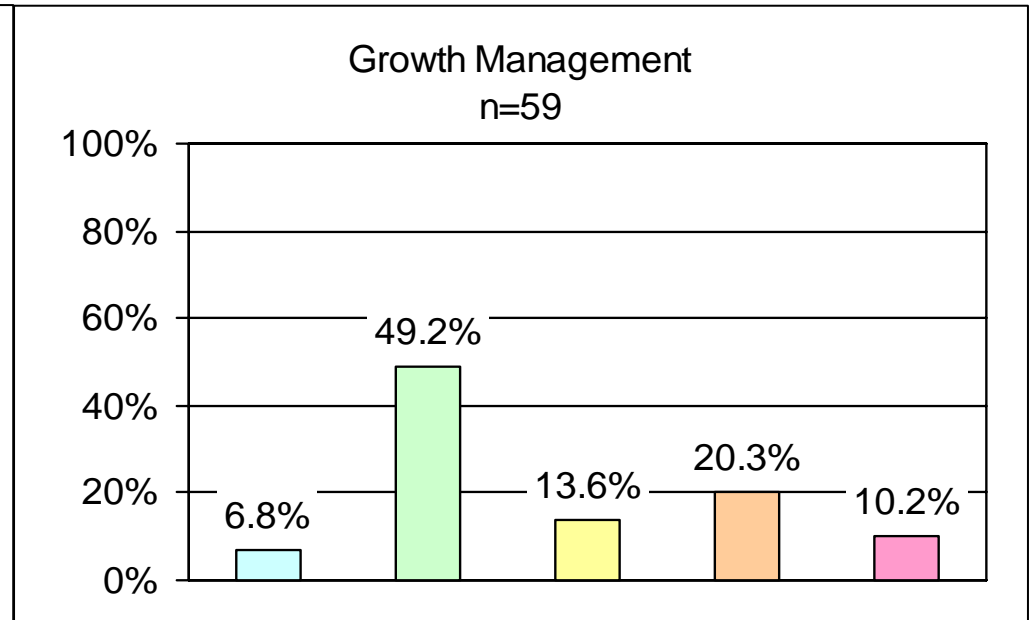
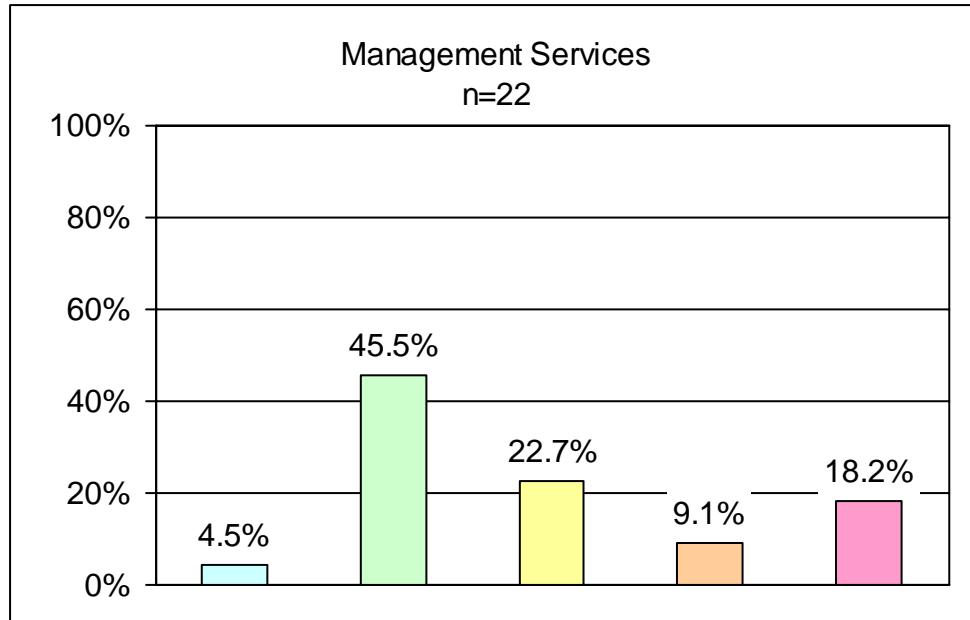


## Question 1e – Leadership

n=455(81%)

Our leadership team encourages learning that will help all our employees advance in their careers.

My senior (top) leaders encourage learning that will help me advance in my career.

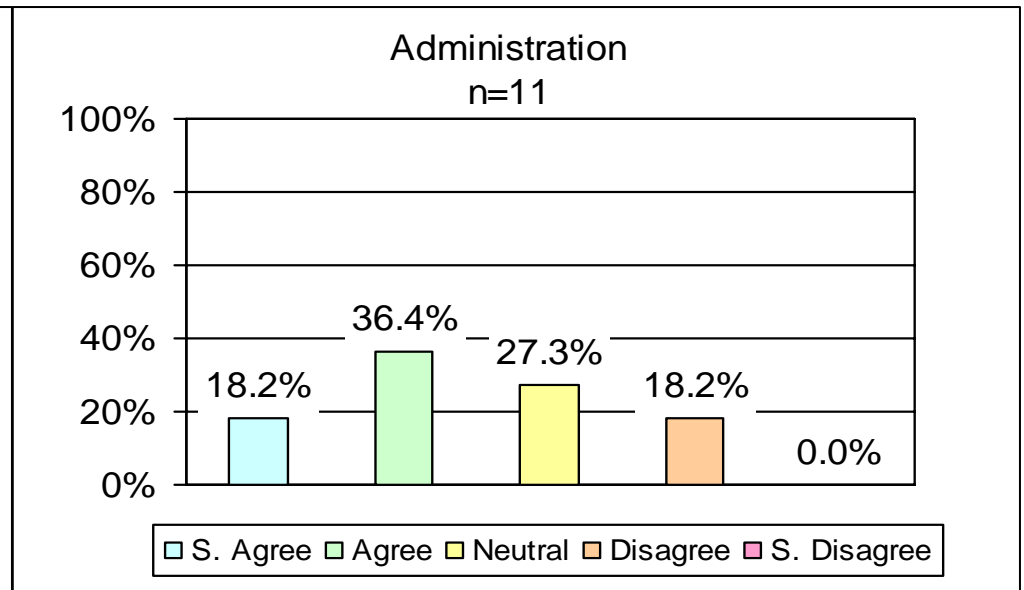
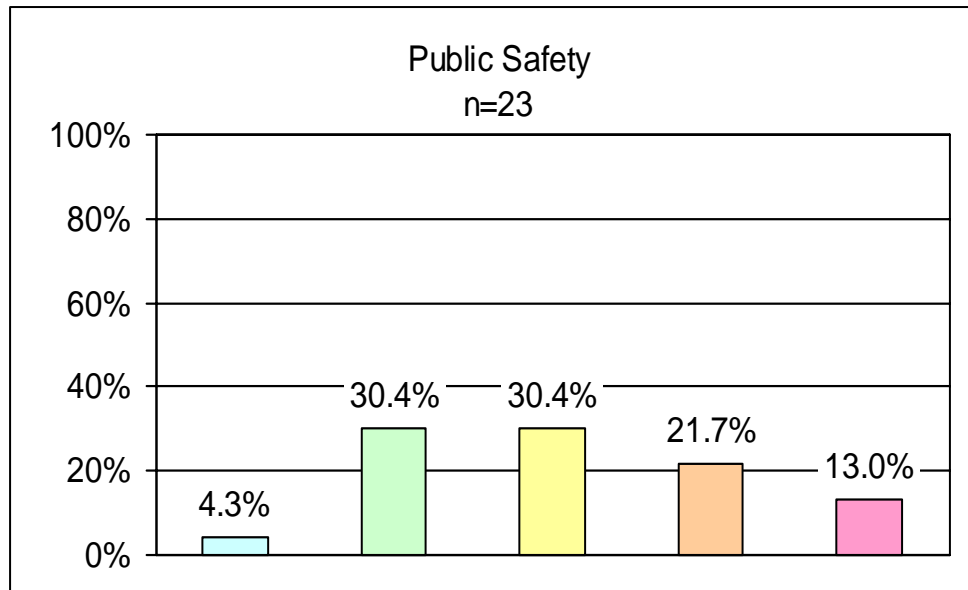
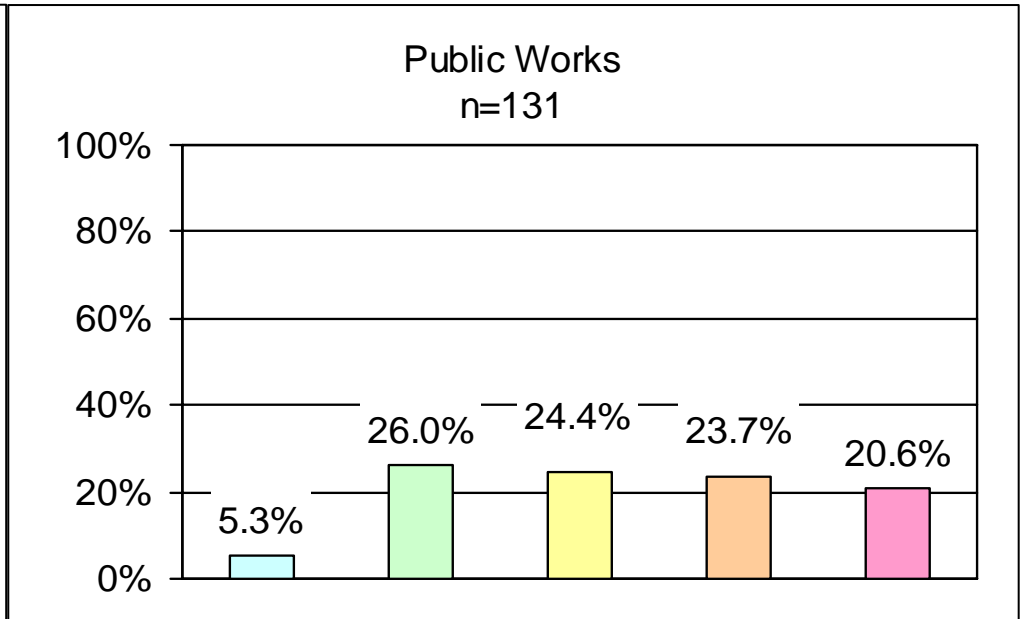
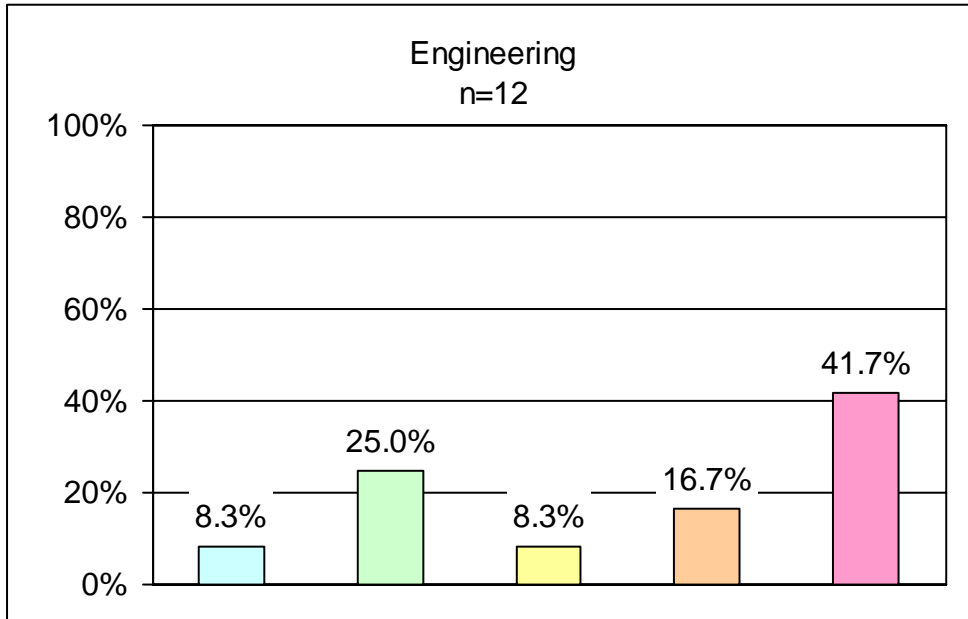


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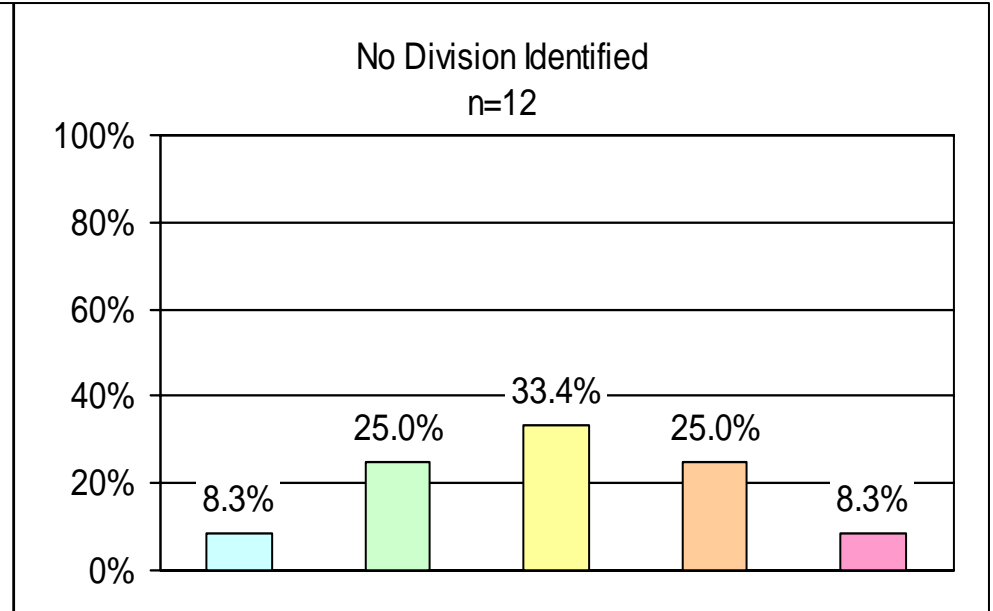
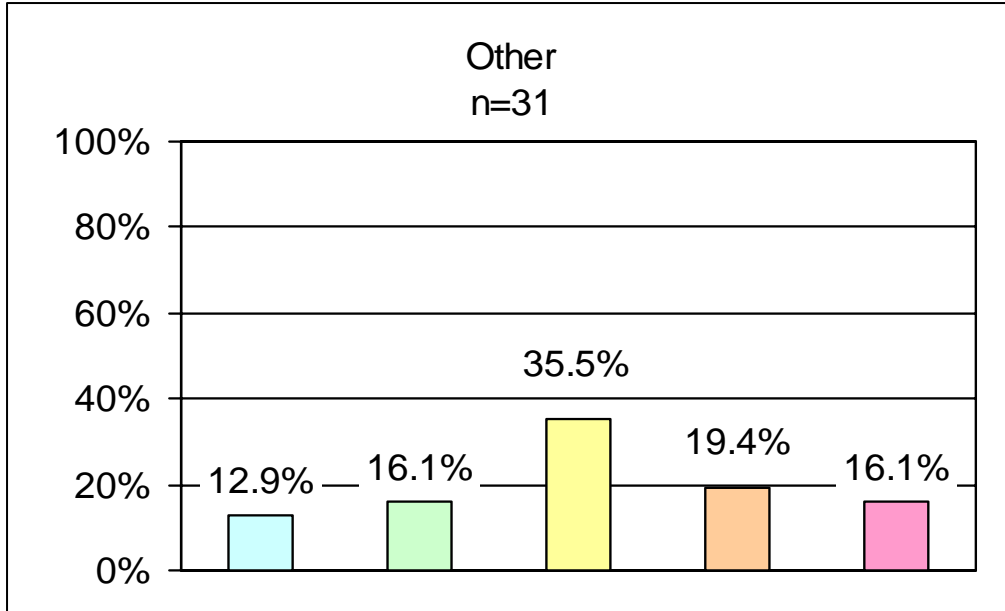


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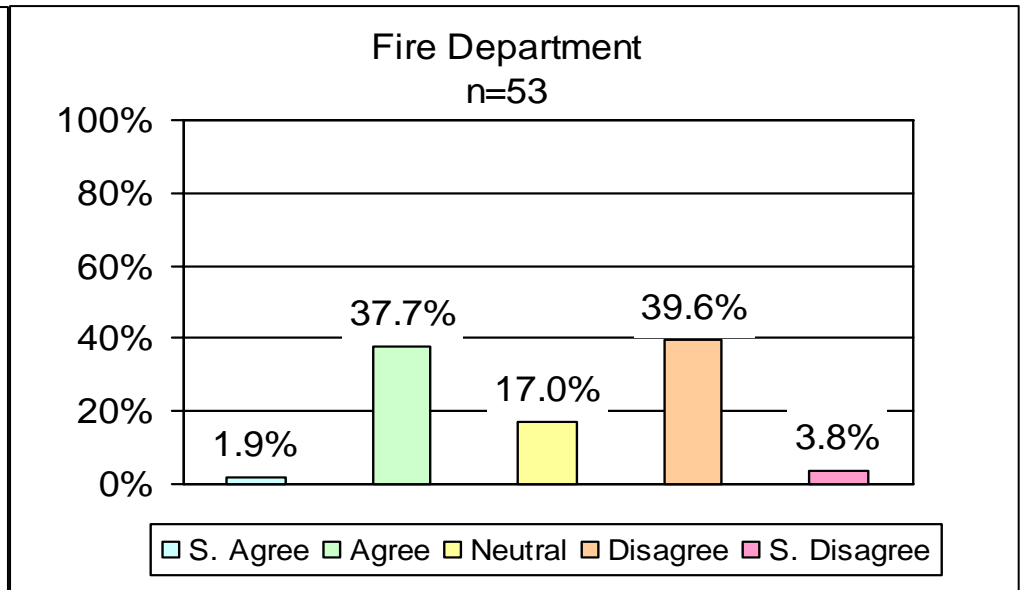
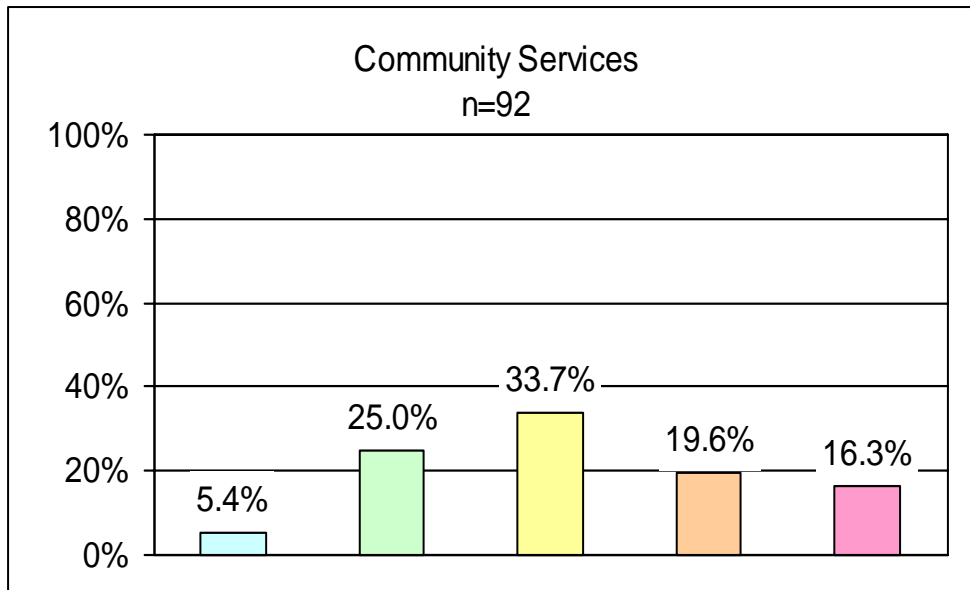
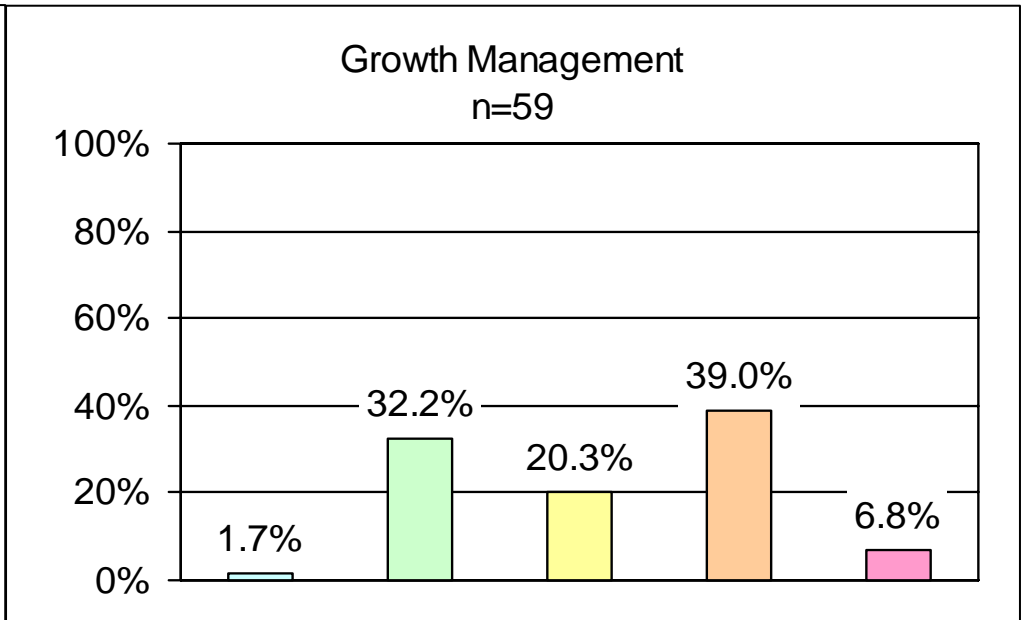
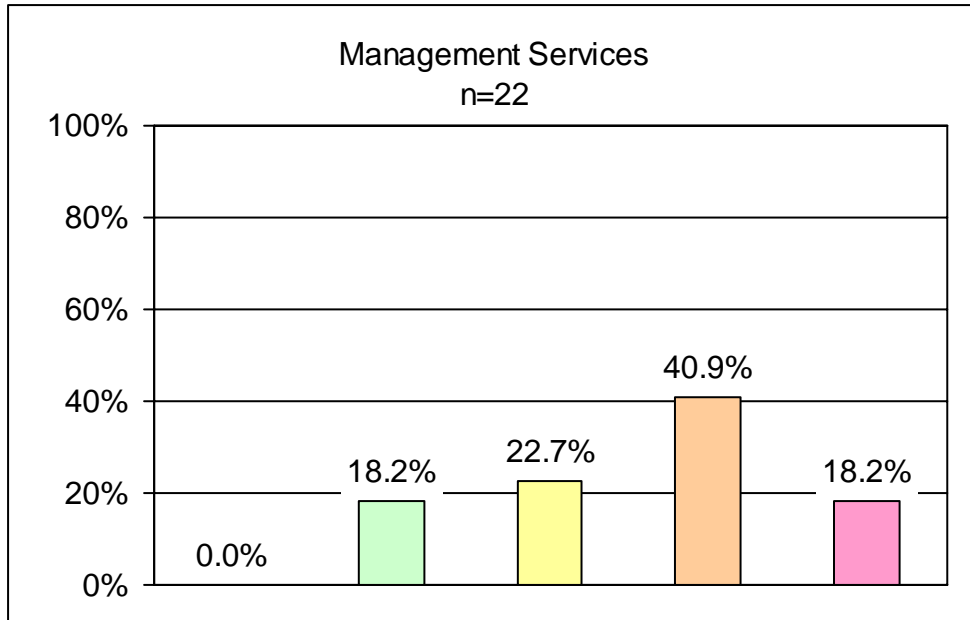


# Question 1f – Leadership

n=457(81%)

Our leadership team lets our employees know what we think is most important.

My organization lets me know what it thinks is most important.



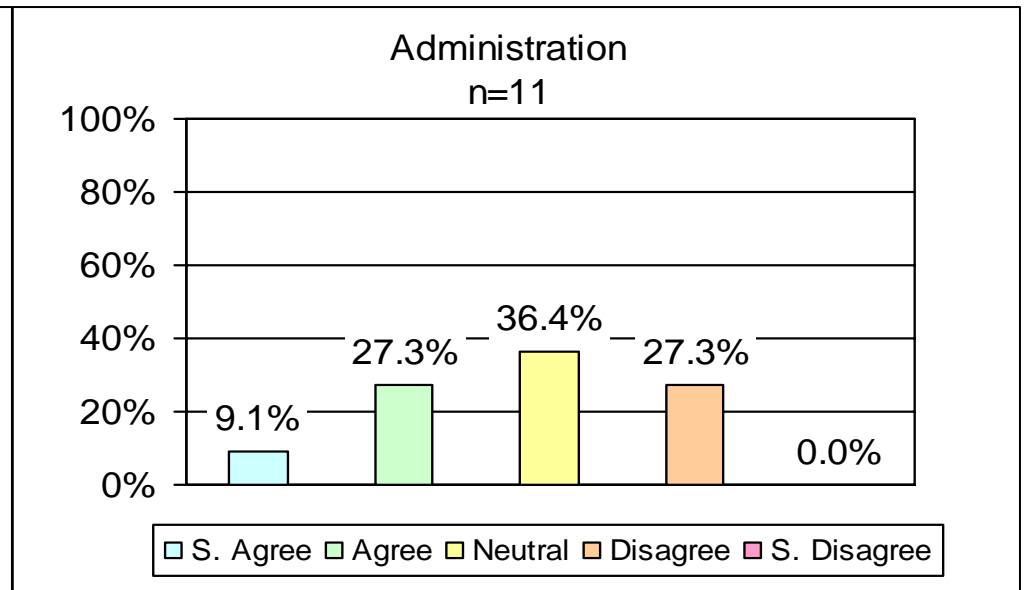
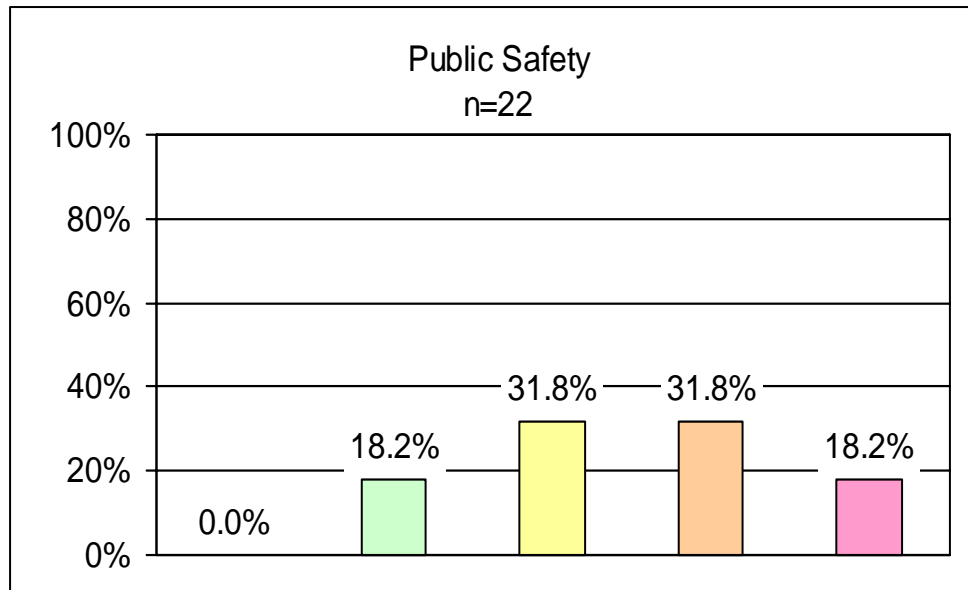
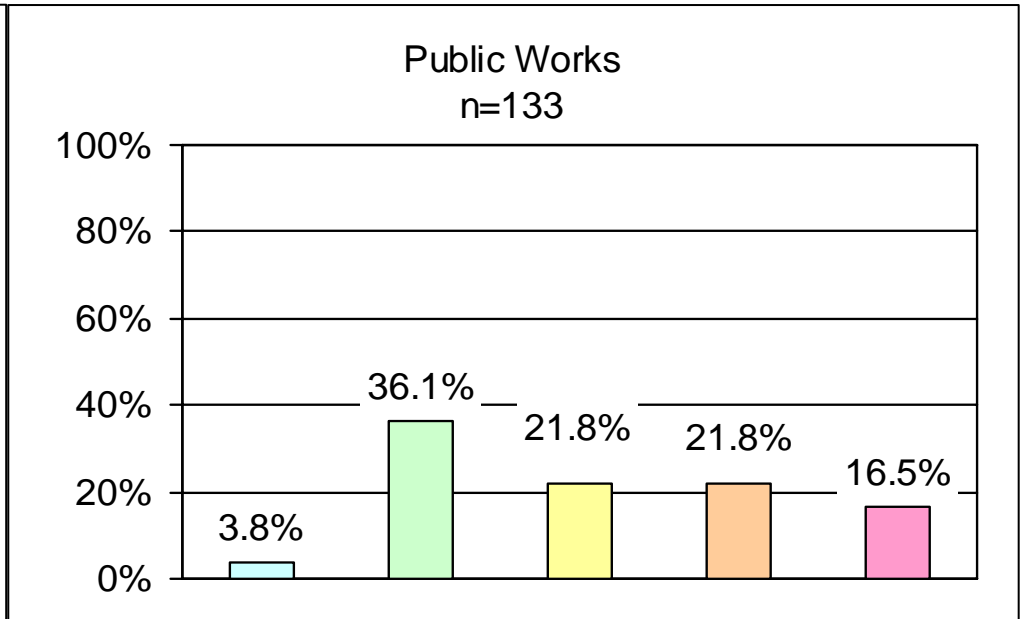
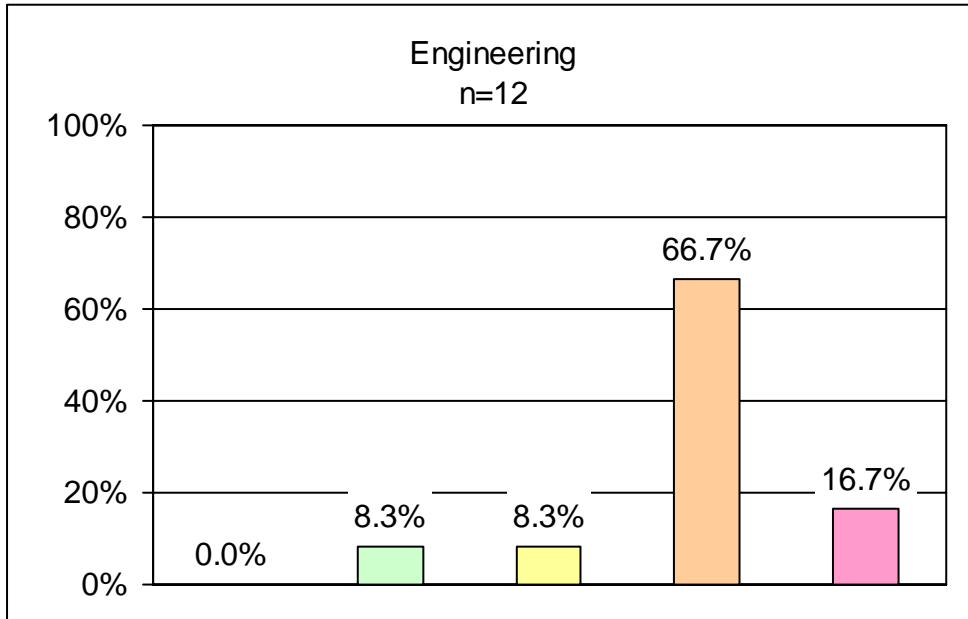
■ S. Agree 
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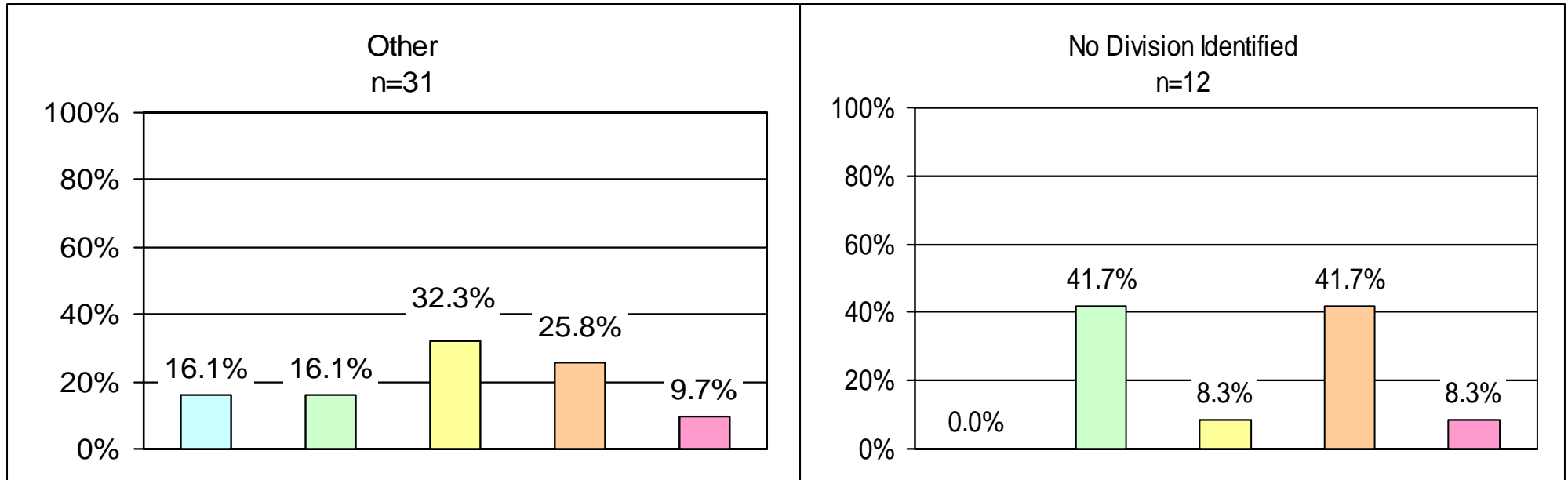
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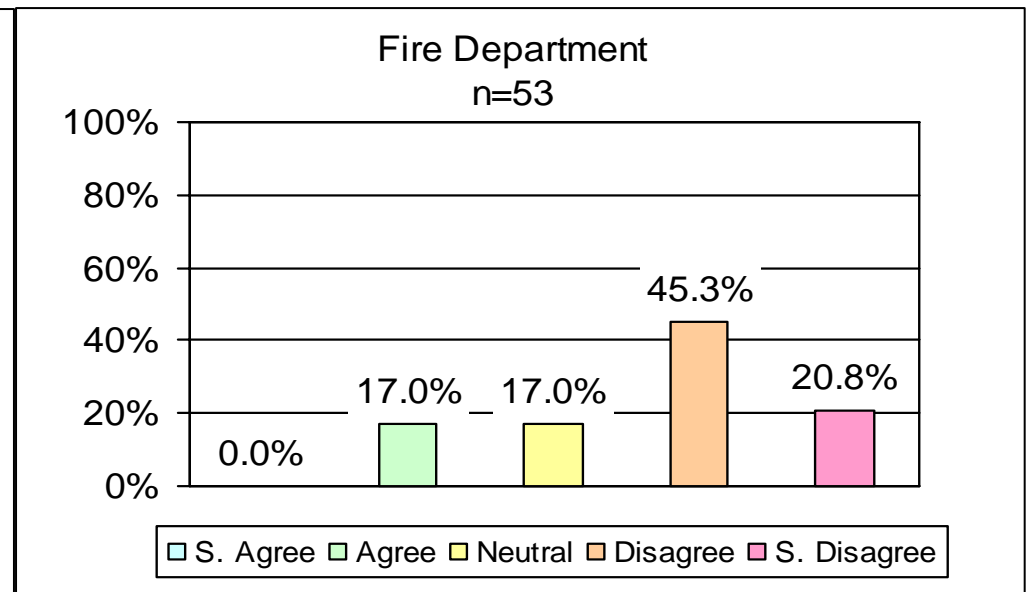
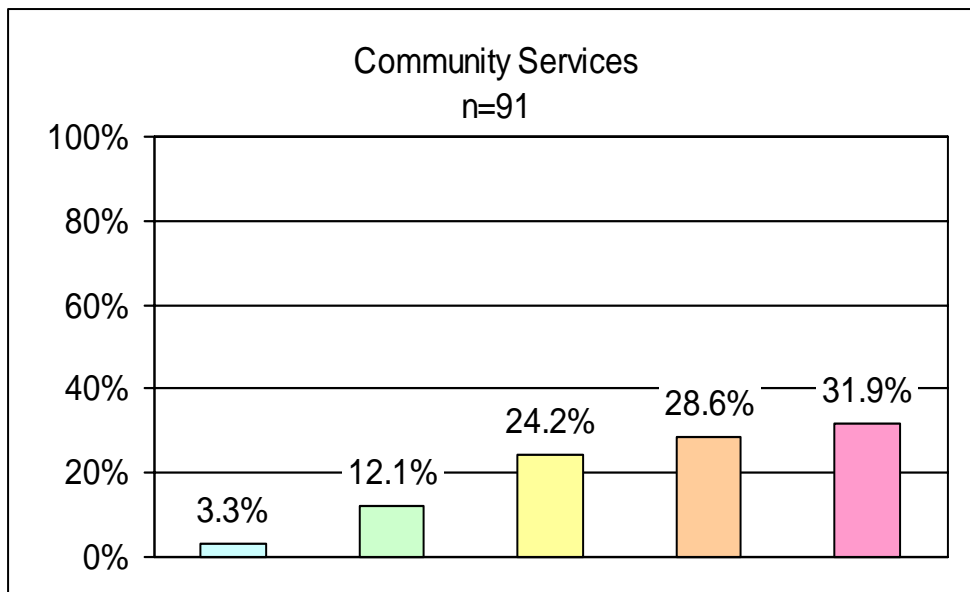
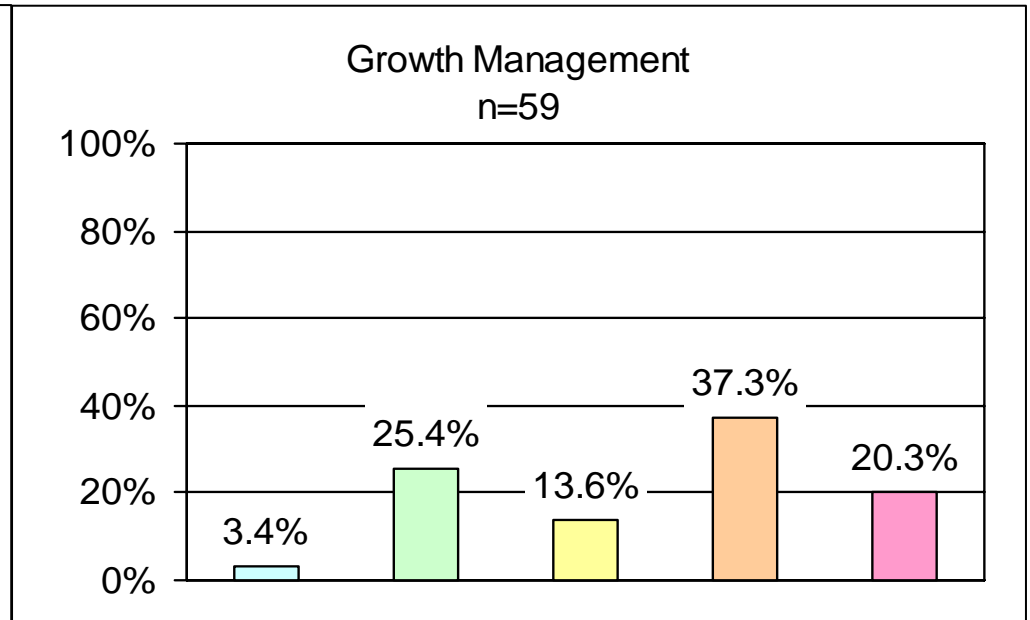
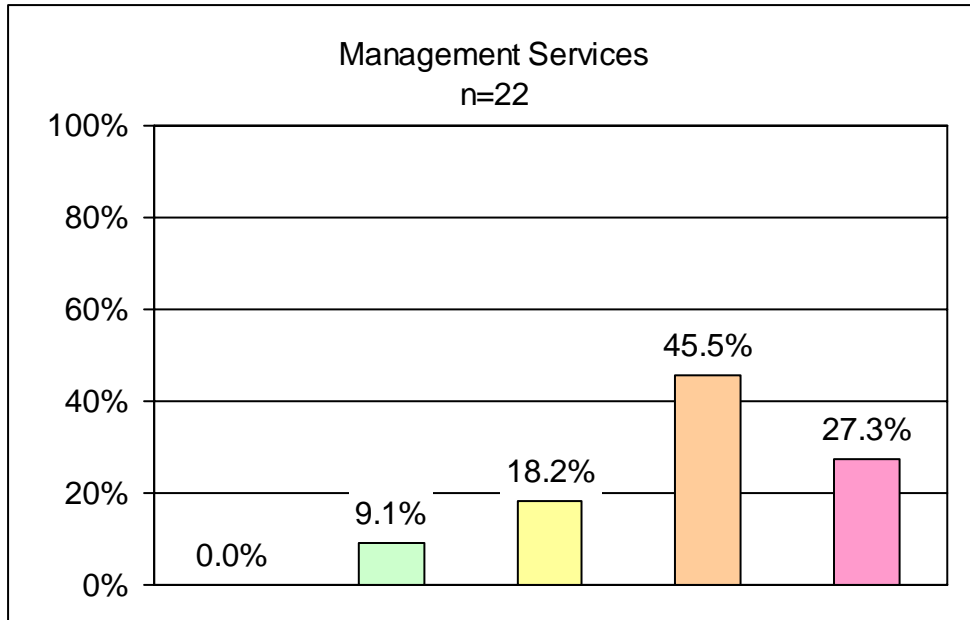


# Question 1g – Leadership

n=452(80%)

Our leadership team asks employees what they think.

My organization asks what I think.

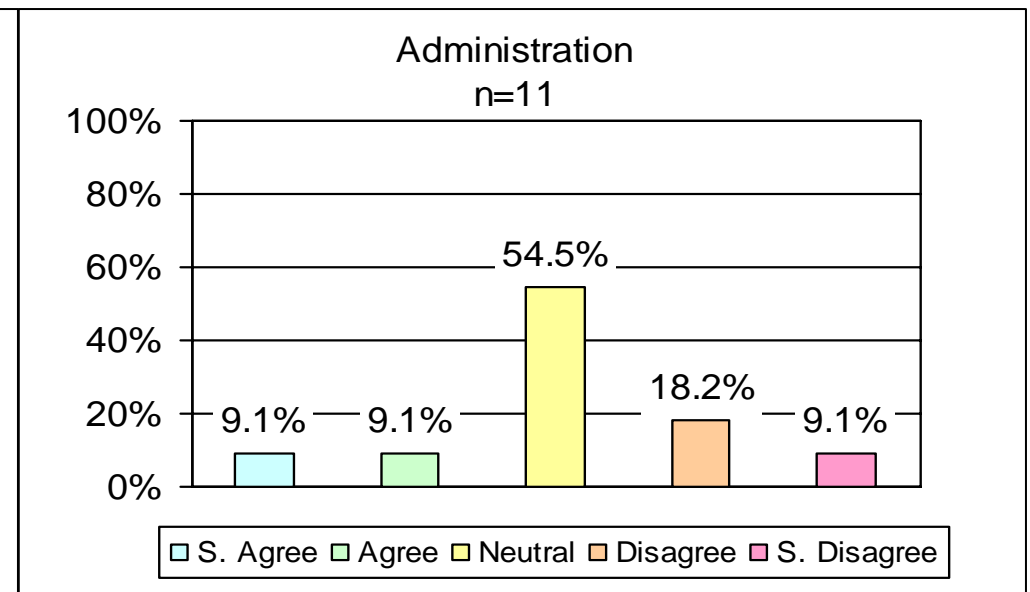
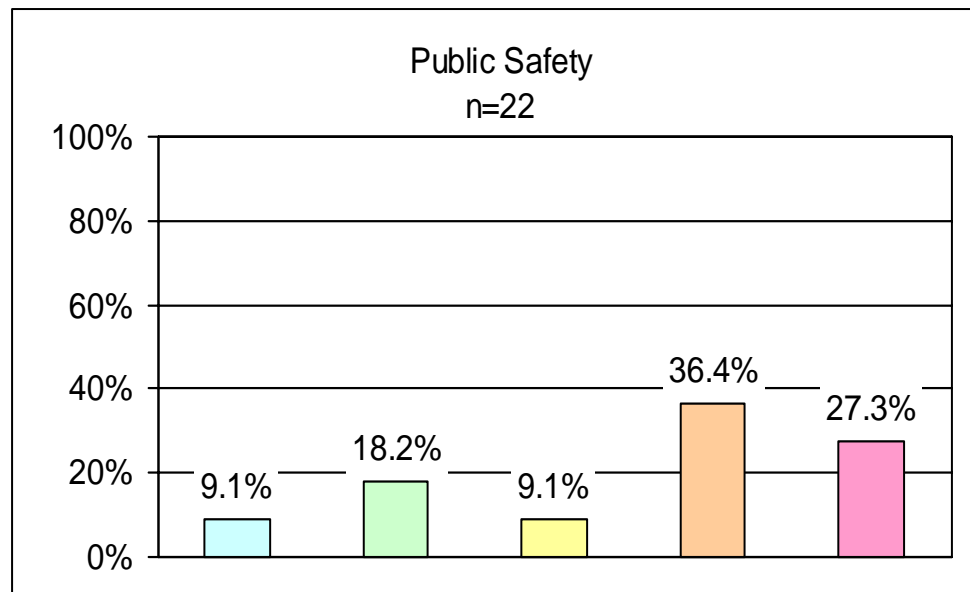
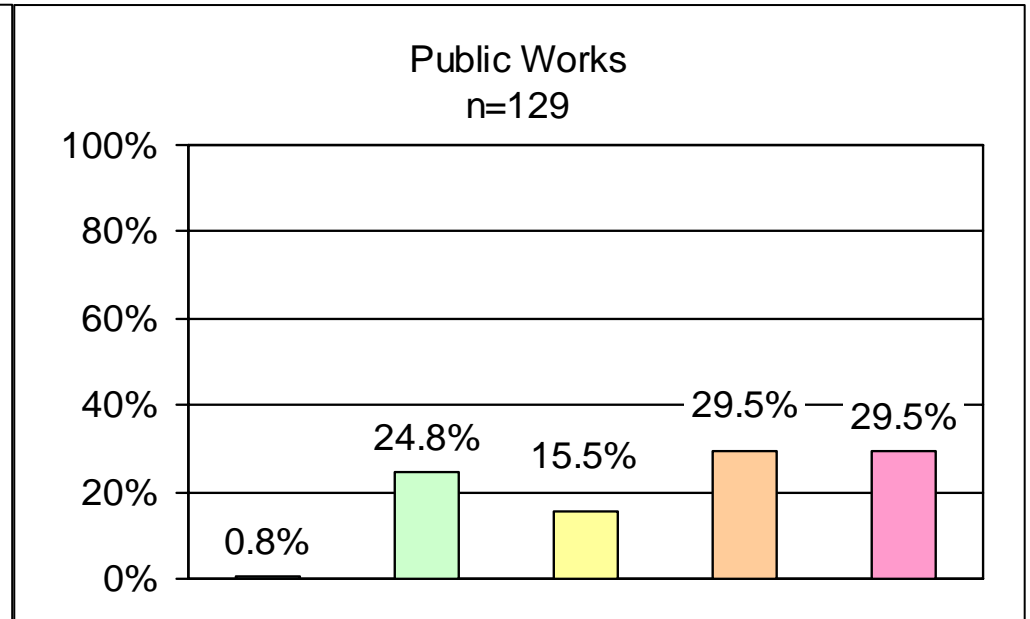
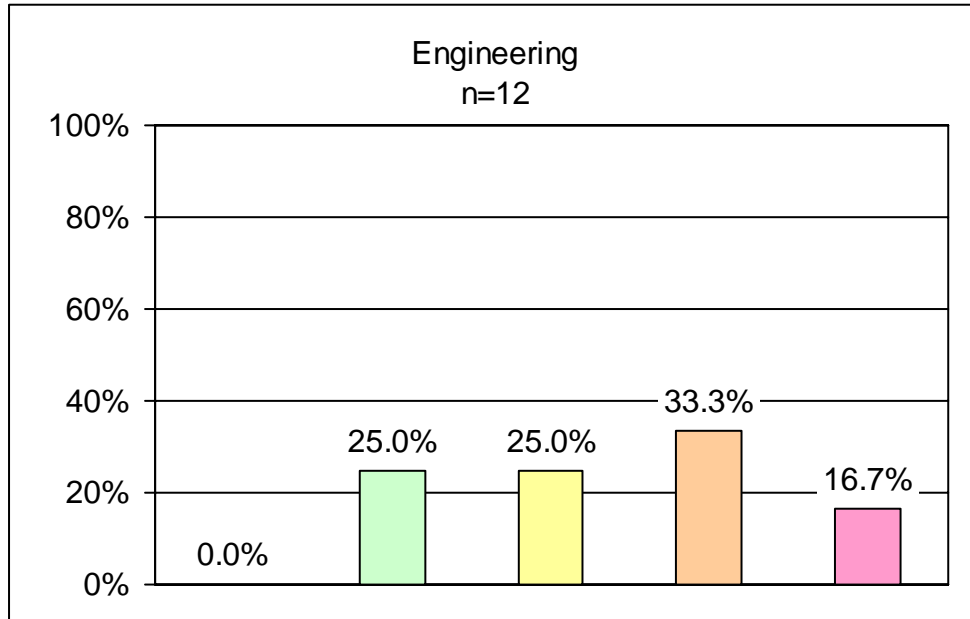


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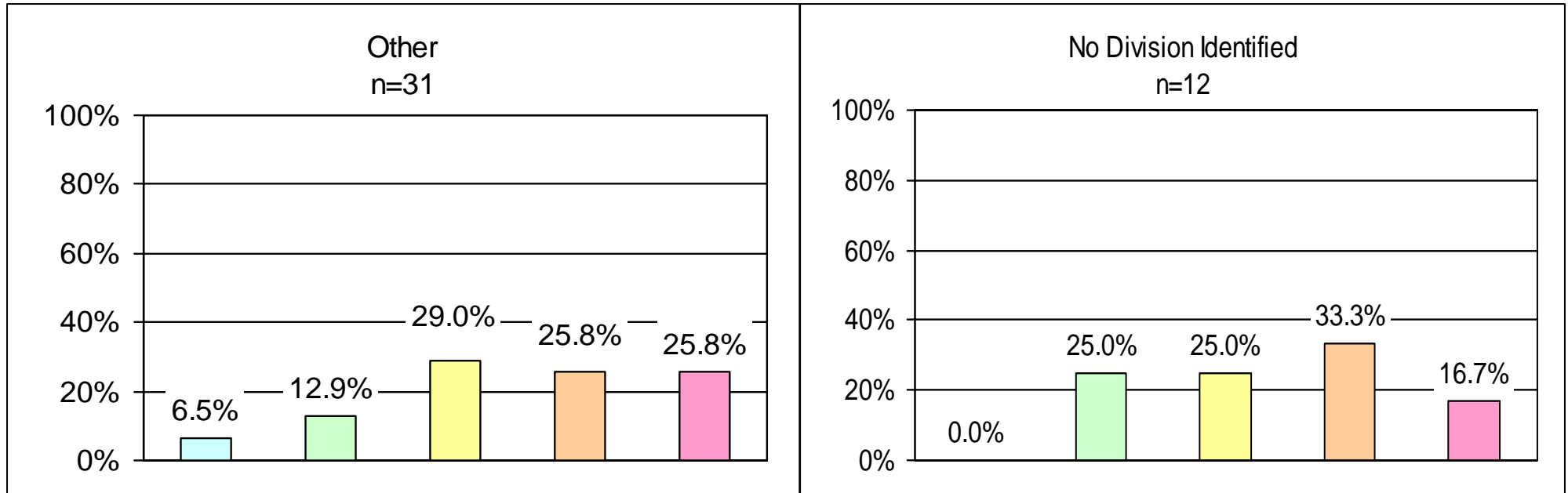


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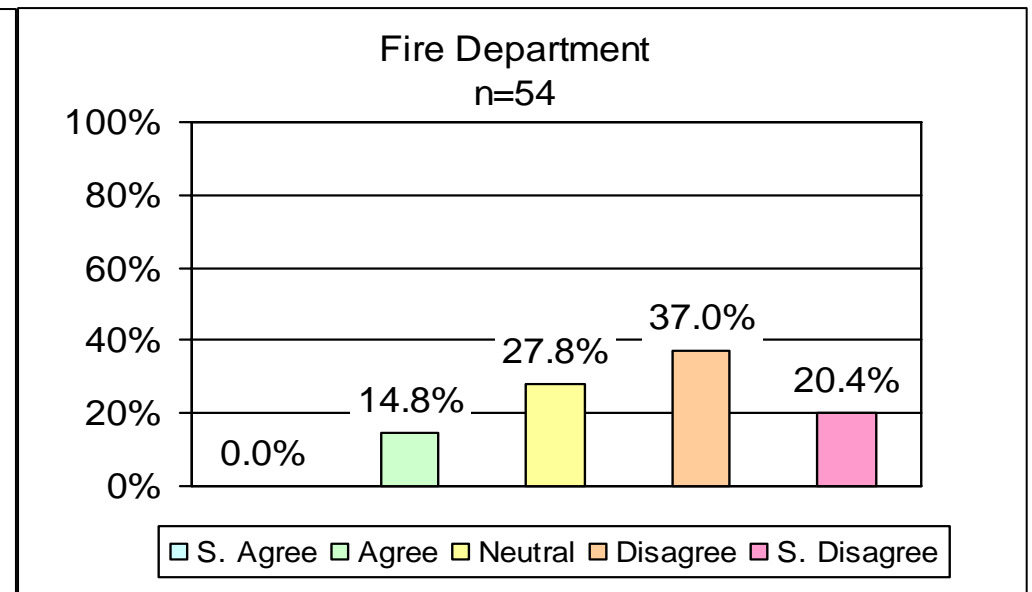
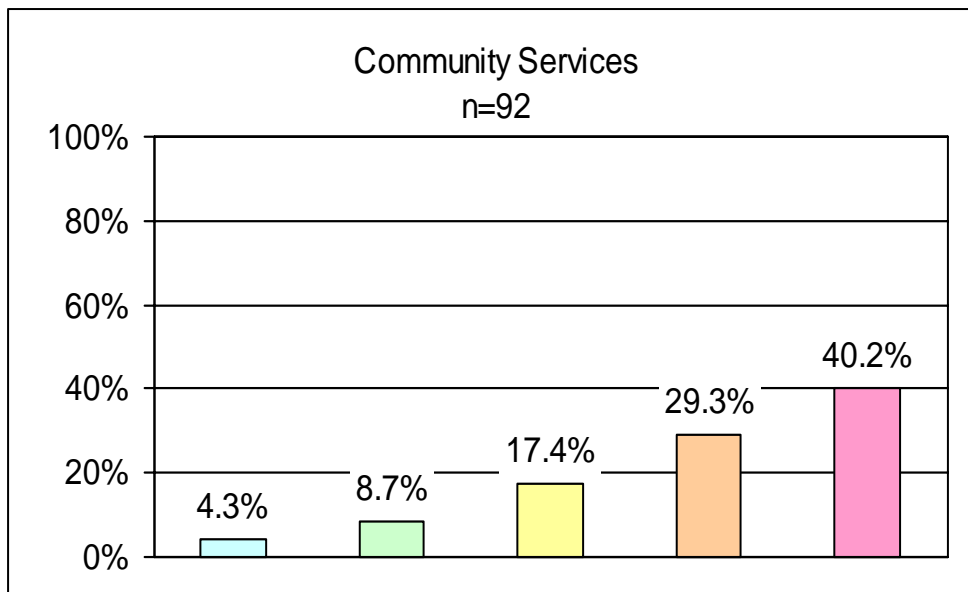
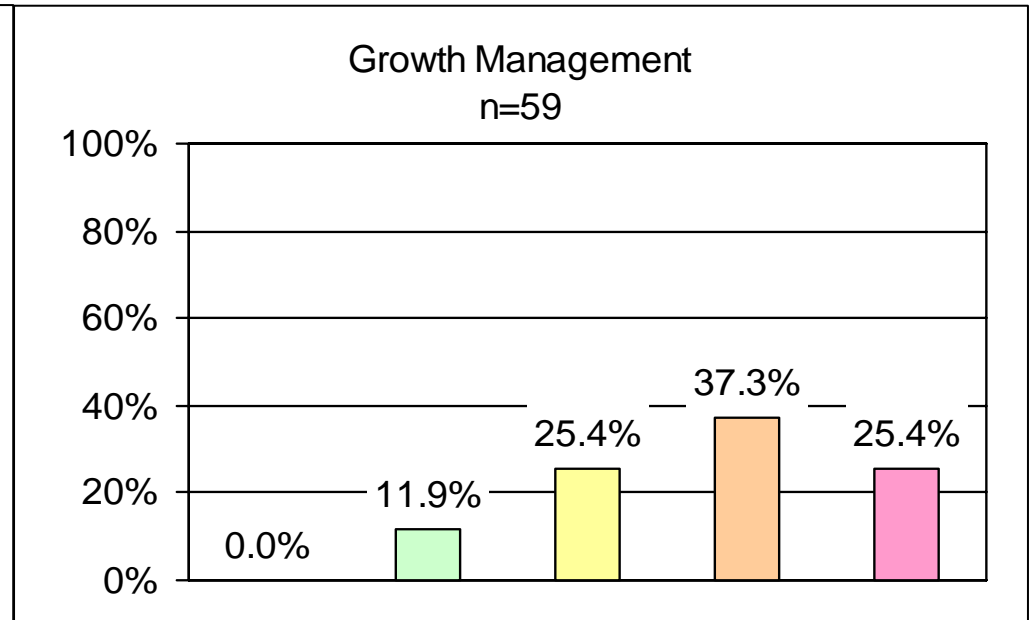
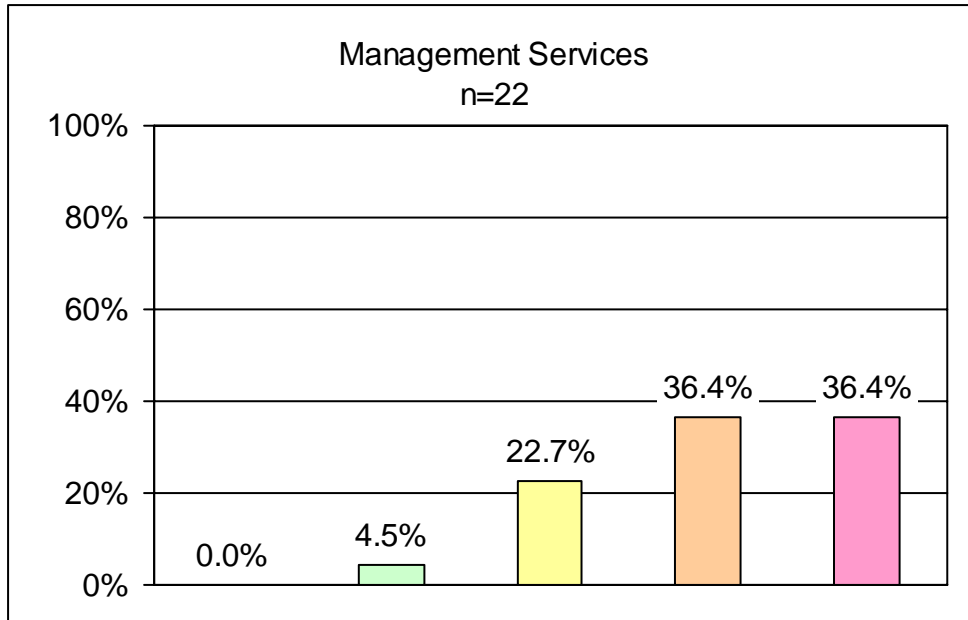


## Question 2a – Strategic Planning

n=457 (81%)

As our leadership team plans for the future, we ask our employees for their ideas.

As it plans for the future, my organization asks for my ideas.

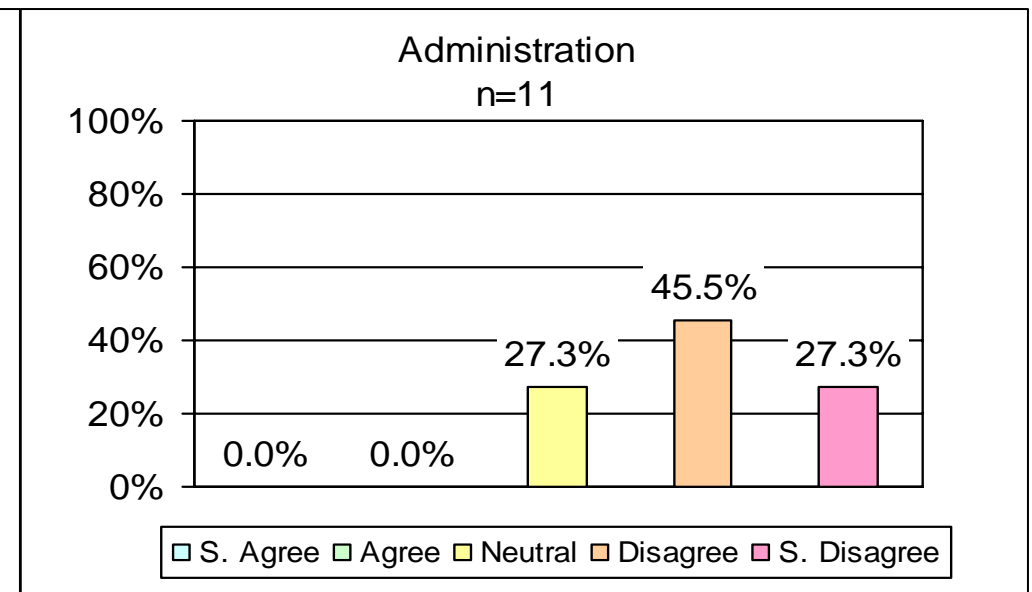
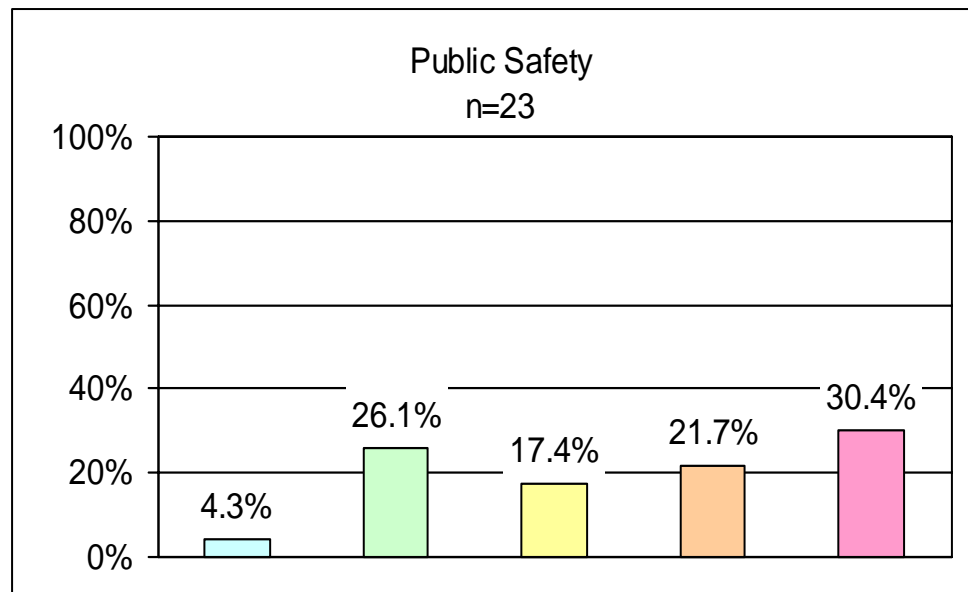
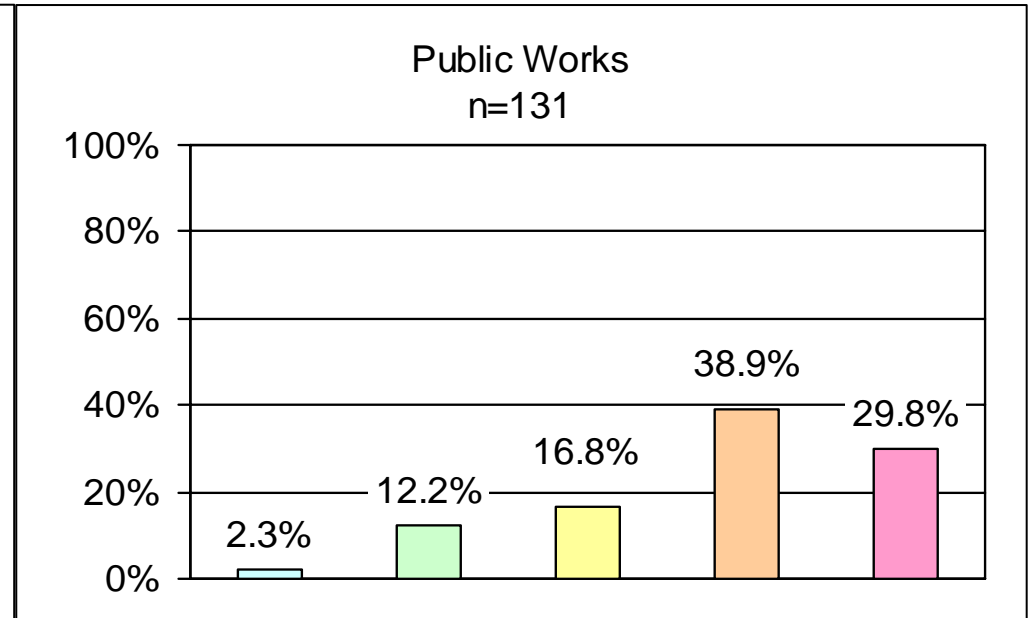
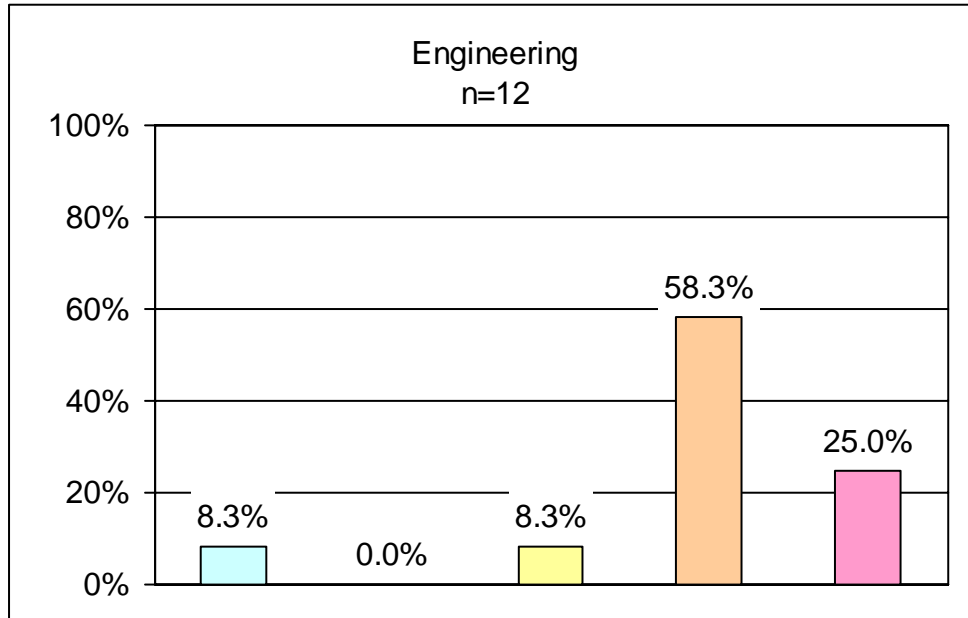


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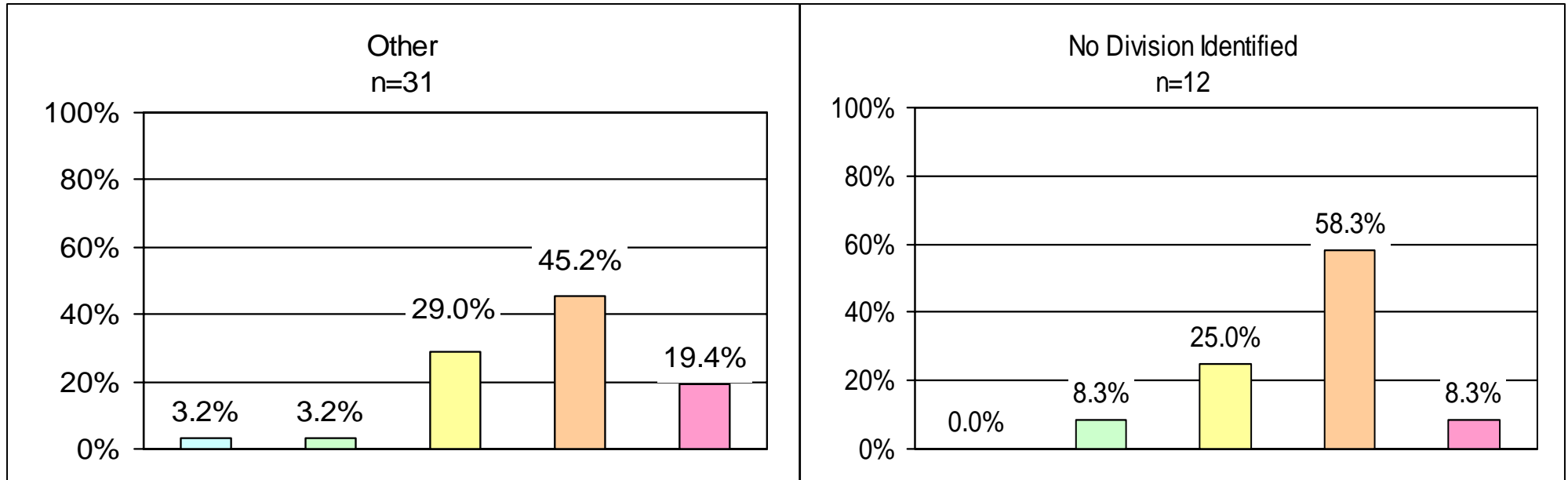
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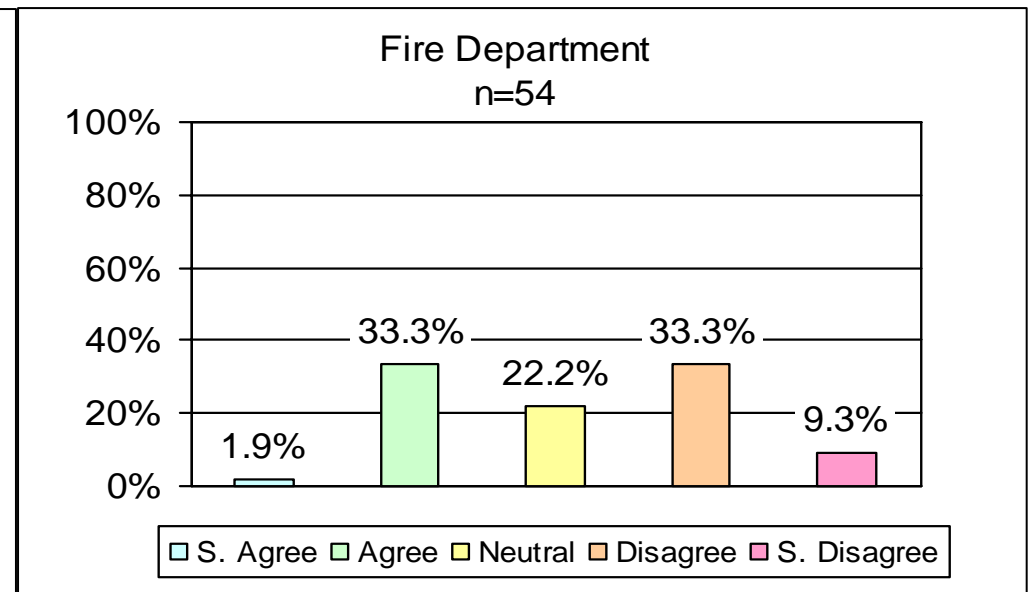
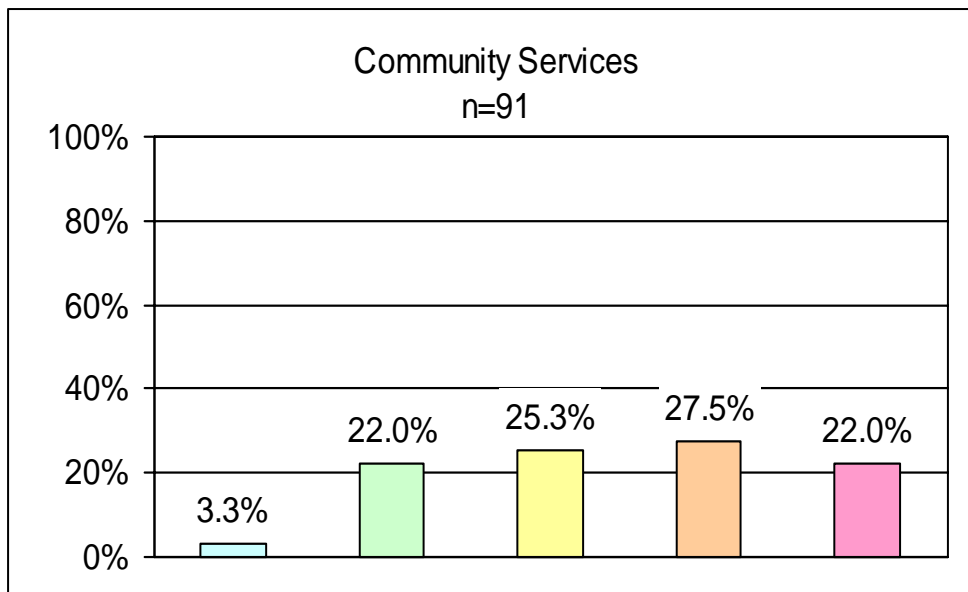
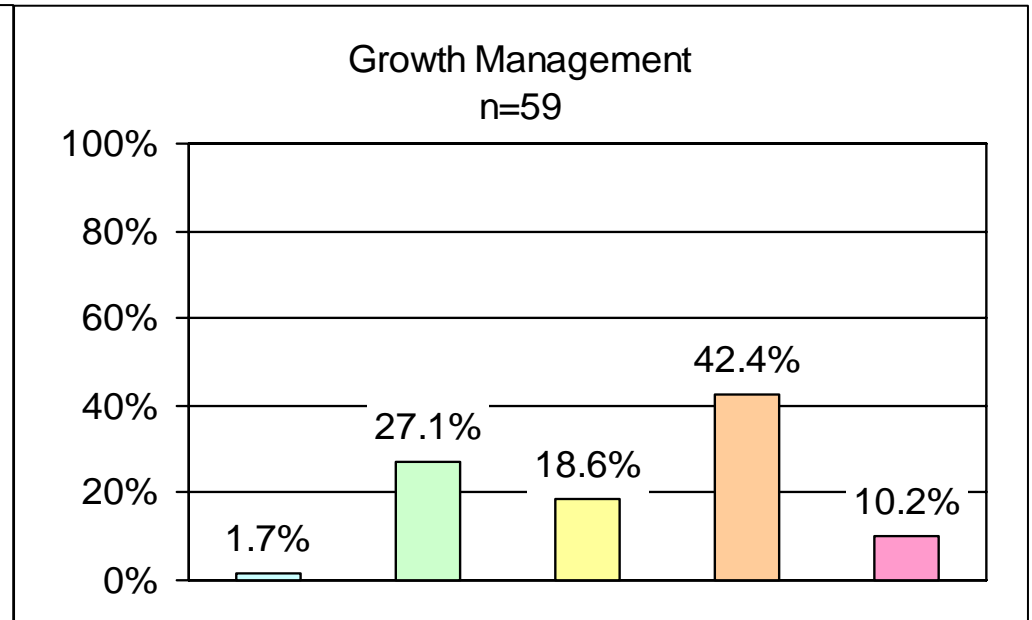
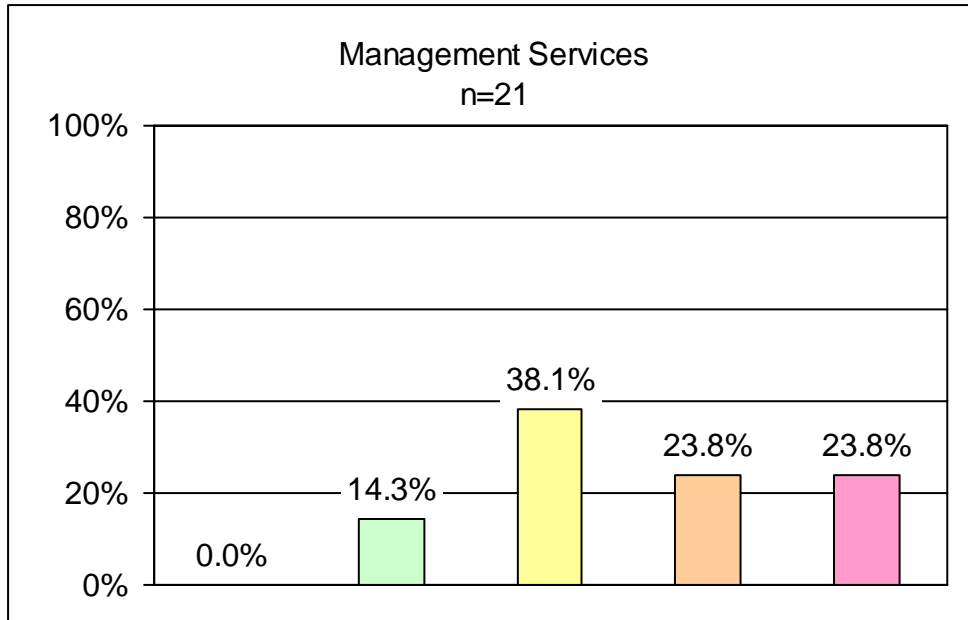


## Question 2b – Strategic Planning

n=455 (81%)

Our employees know the parts of our organization's plans that will affect them and their work.

I know the parts of my organization's plans that will affect me and my work.

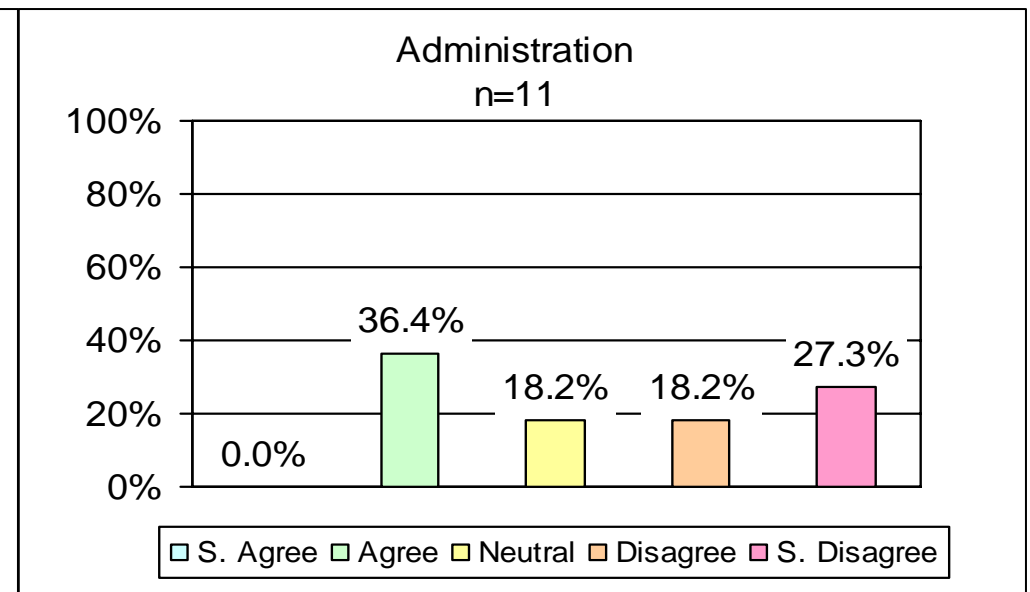
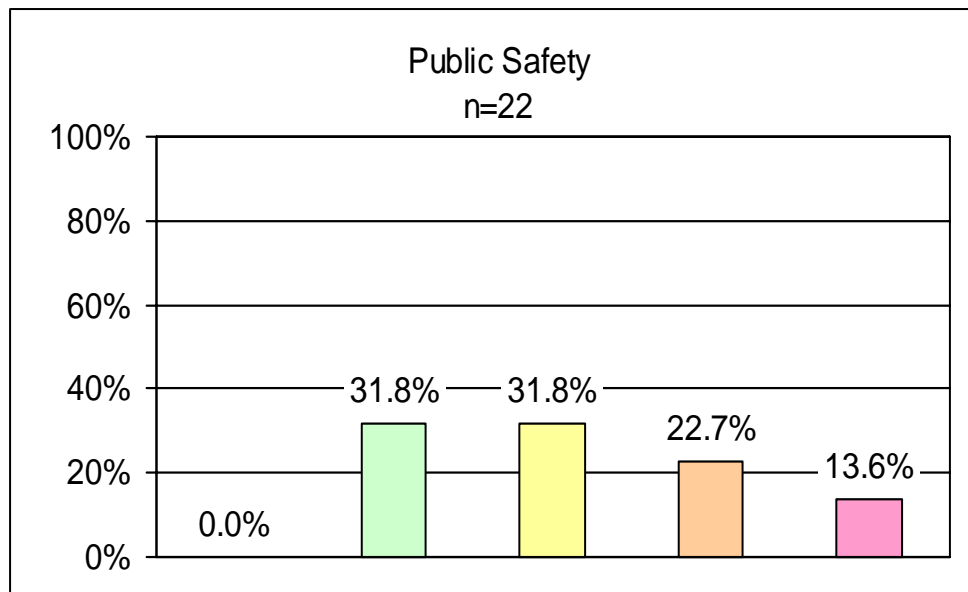
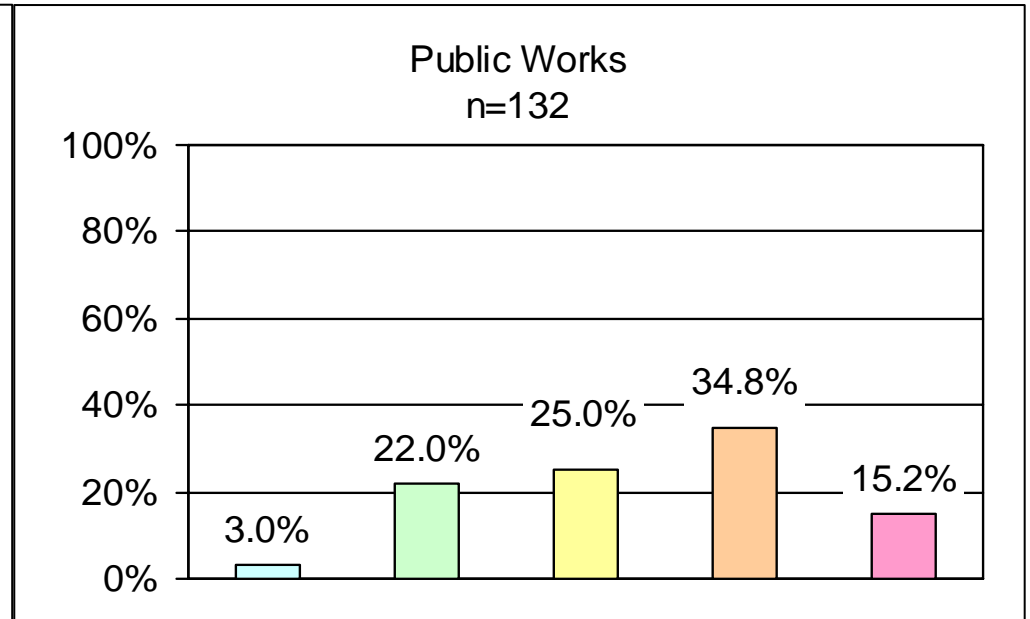
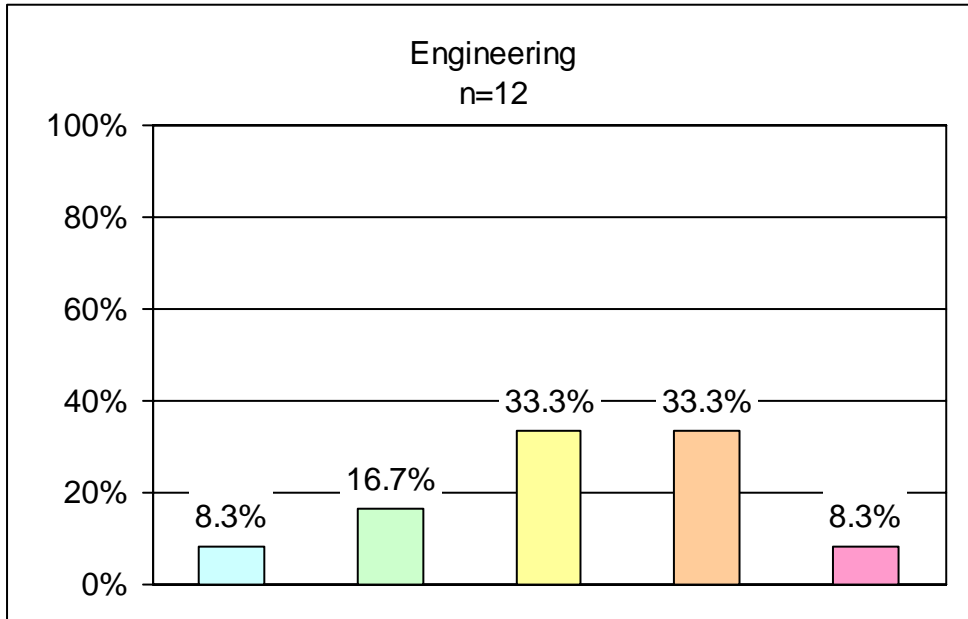


## Question 2b – Strategic Planning

n=455 (81%)

Our employees know the parts of our organization's plans that will affect them and their work.

I know the parts of my organization's plans that will affect me and my work.

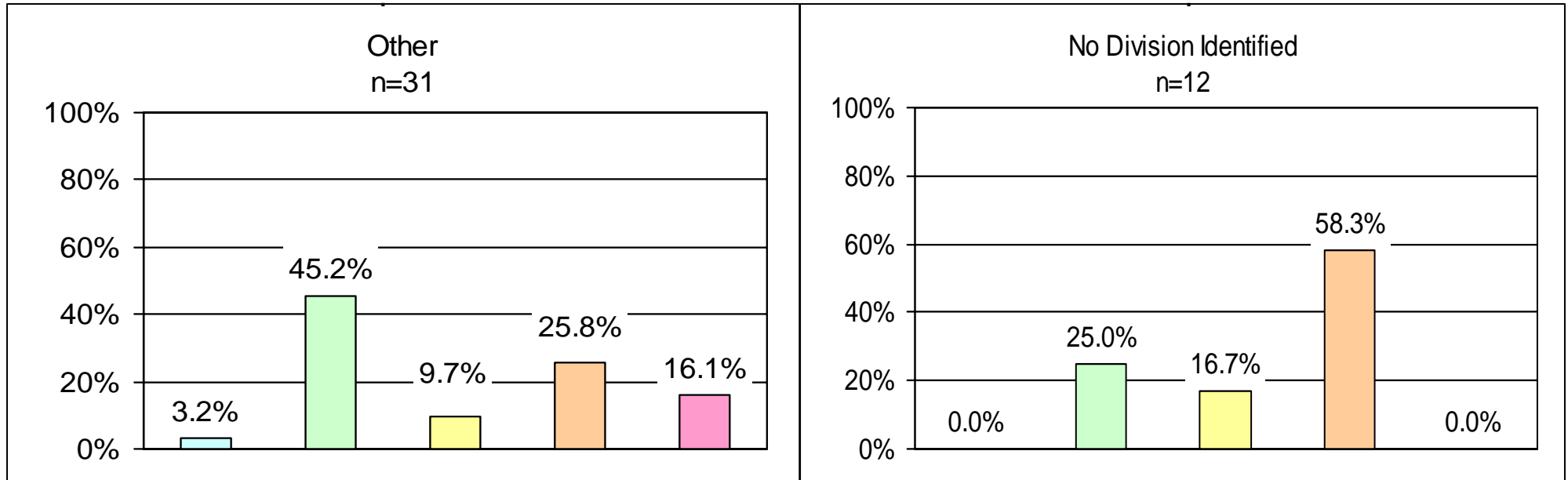


## Question 2b – Strategic Planning

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I know the parts of my organization's plans that will affect me and my work.

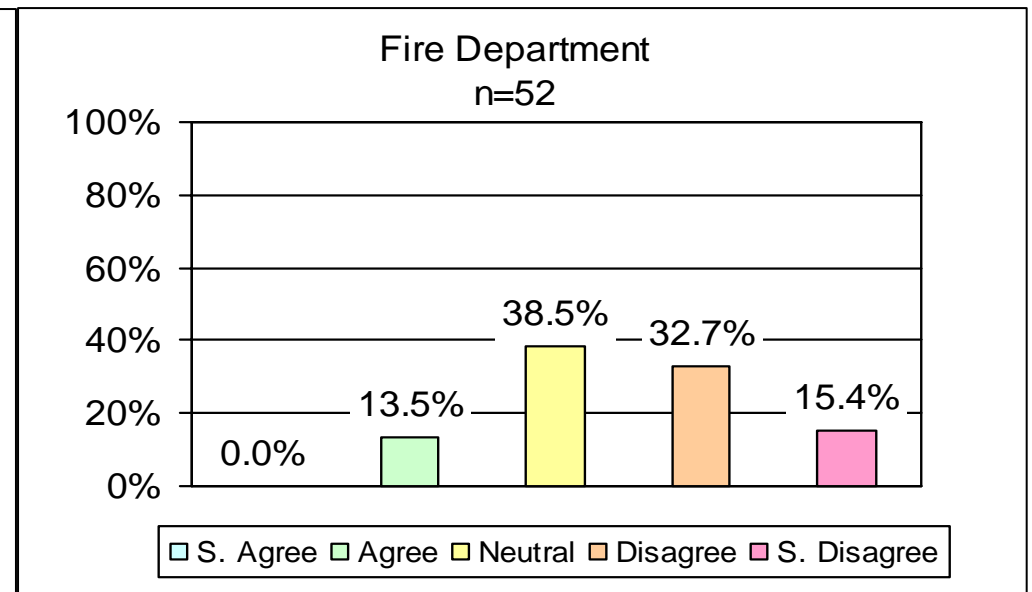
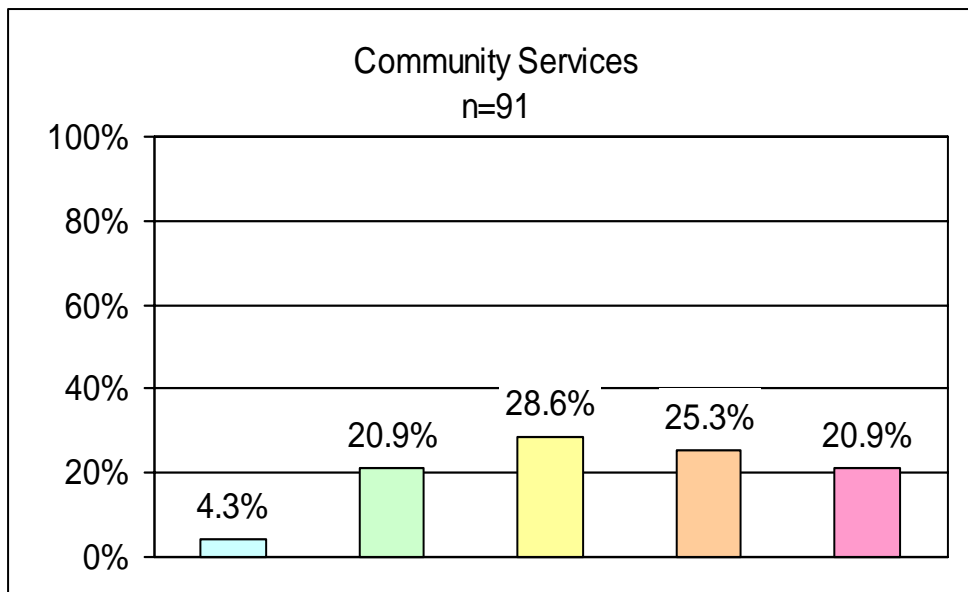
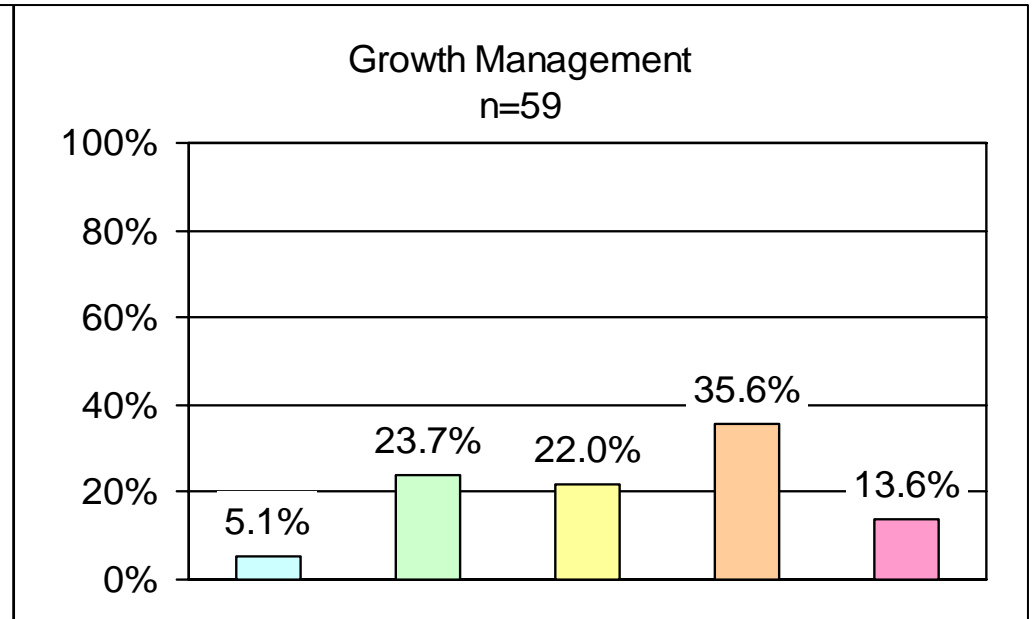
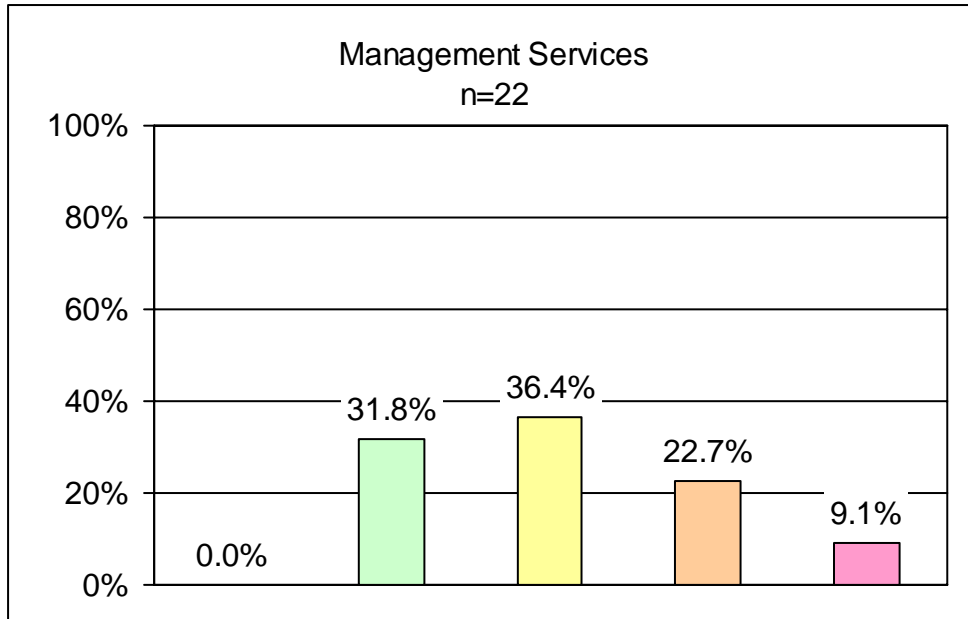


## Question 2c – Strategic Planning

n=453 (80%)

Our employees know how to tell if they are making progress on their work group's part of the plan.

I know how to tell if we are making progress on my work group's part of the plan..

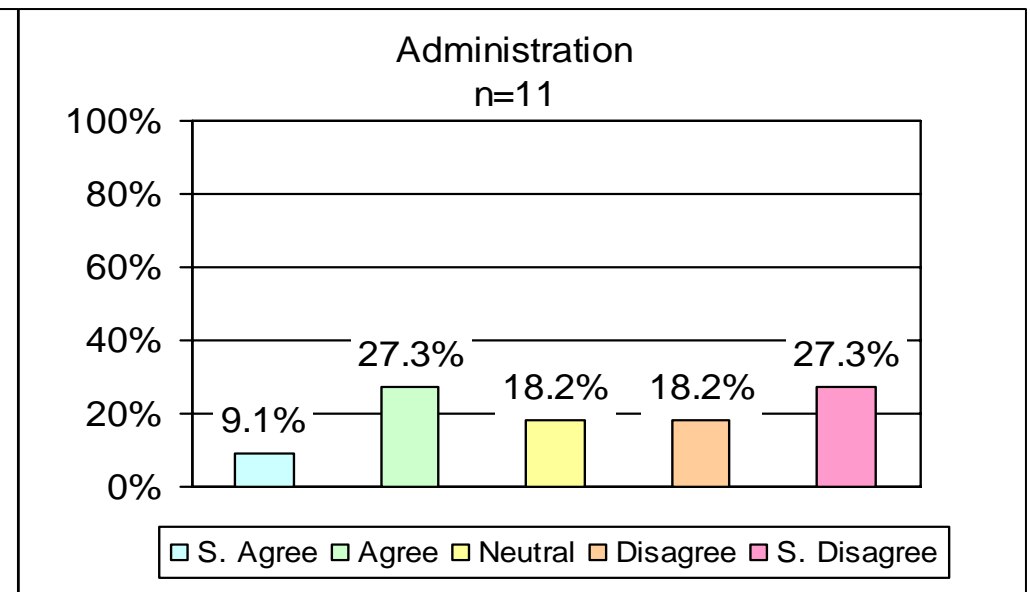
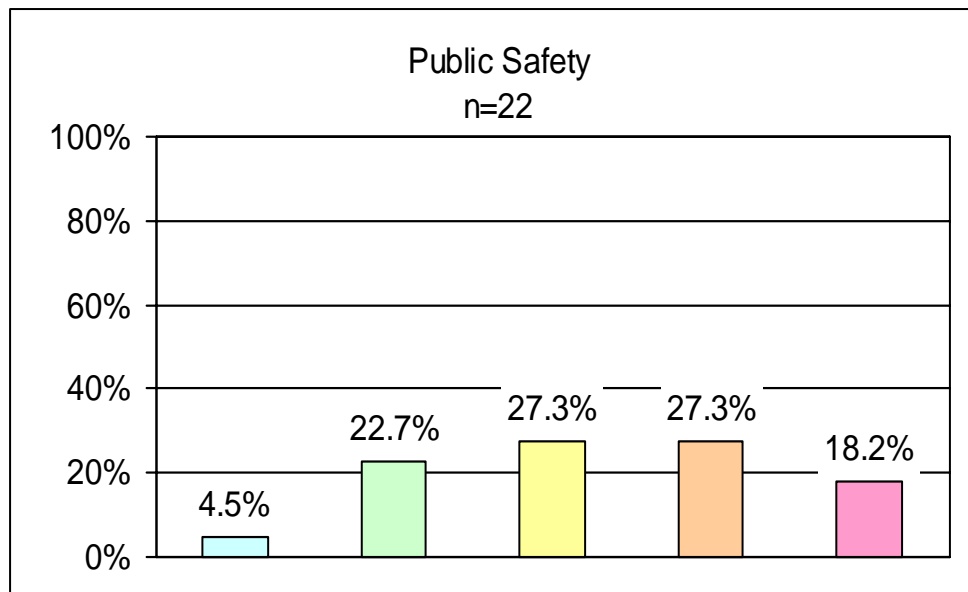
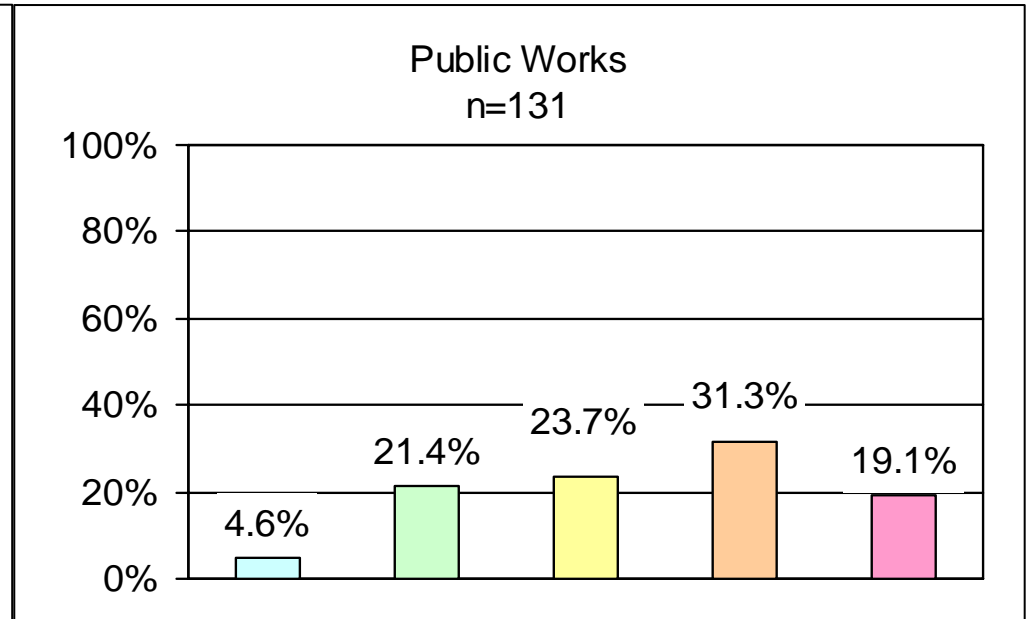
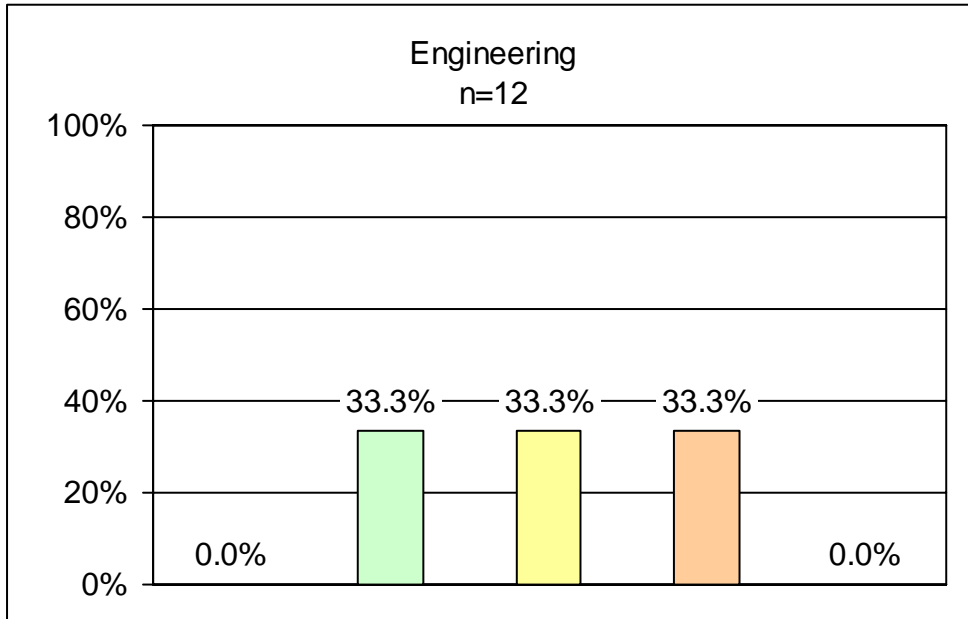


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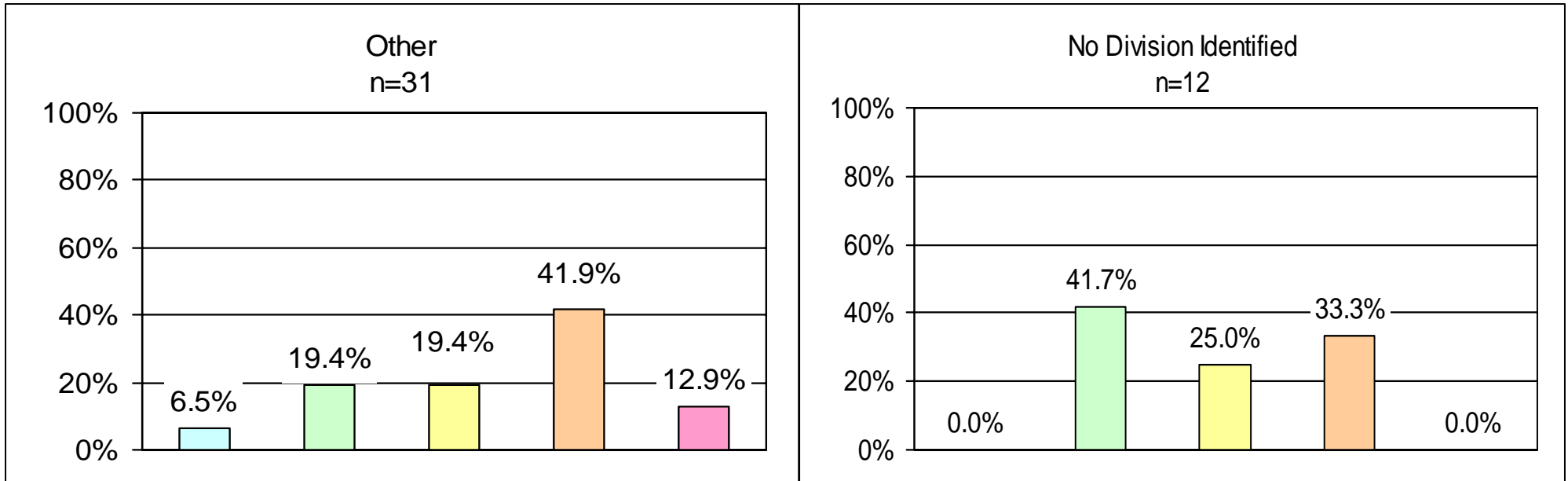


## Question 2c – Strategic Planning

n=453 (80%)

Our employees know how to tell if they are making progress on their work group's part of the plan.

I know how to tell if we are making progress on my work group's part of the plan..

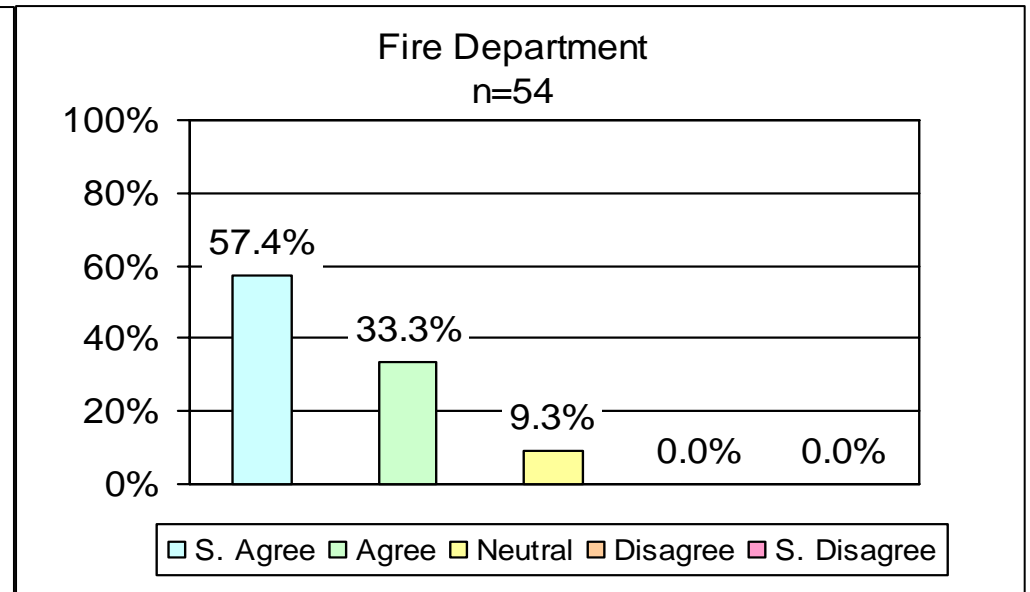
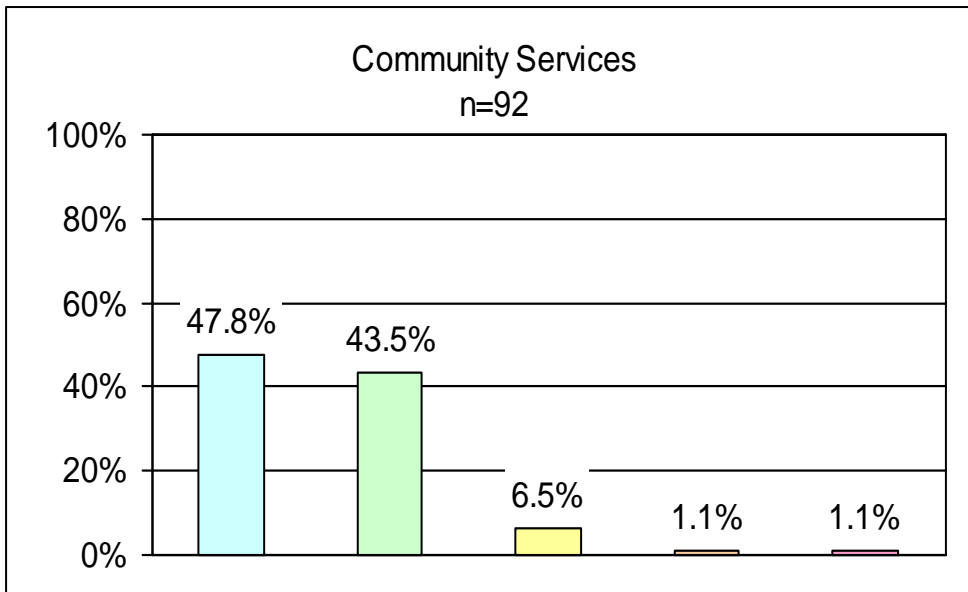
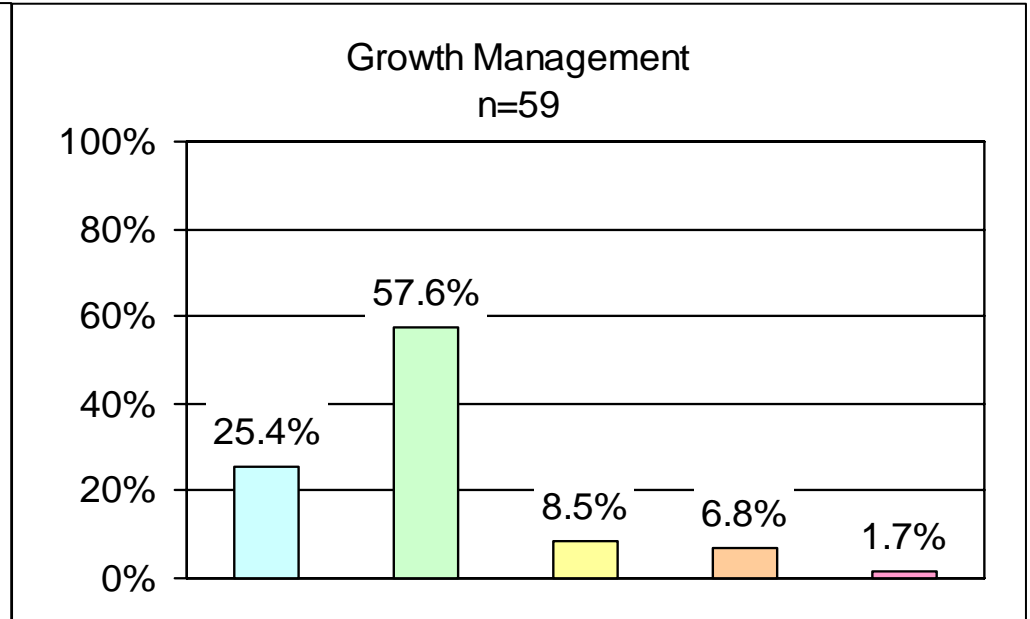
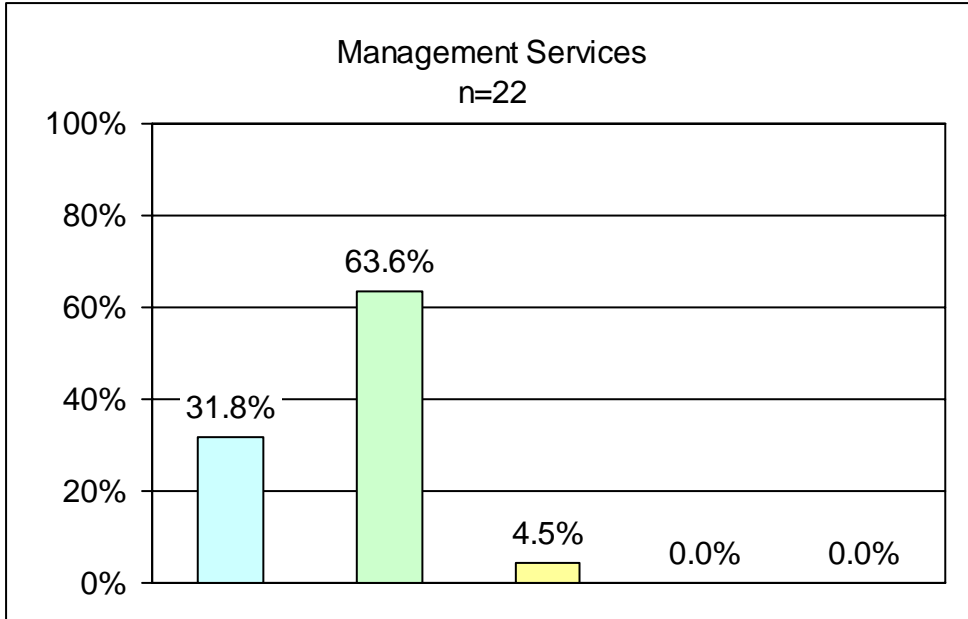


# Question 3a – Customer and Market Focus

n=457 (81%)

Our employees know who their most important customers are.

I know who my most important customers are.



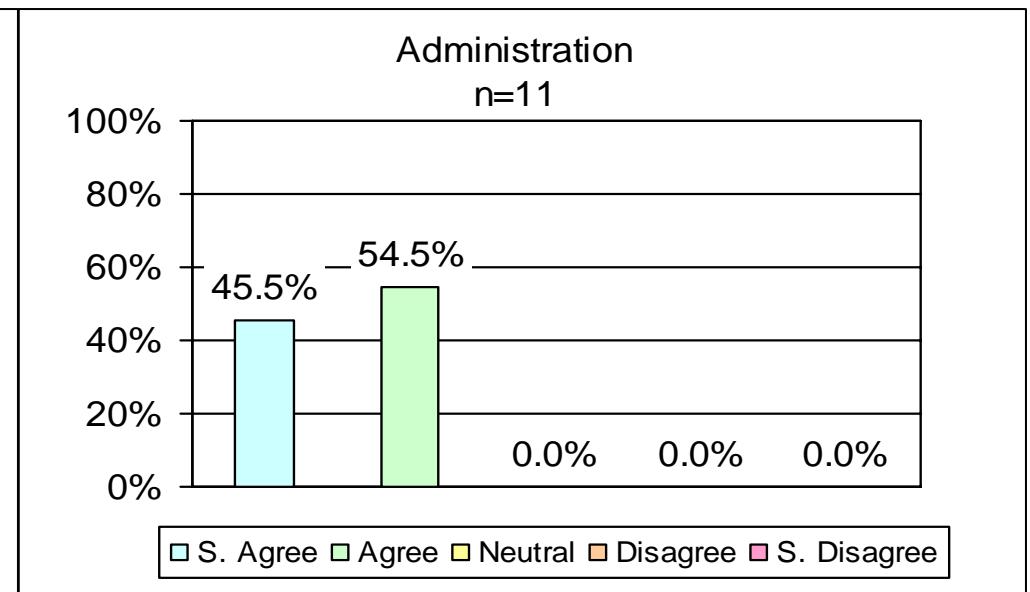
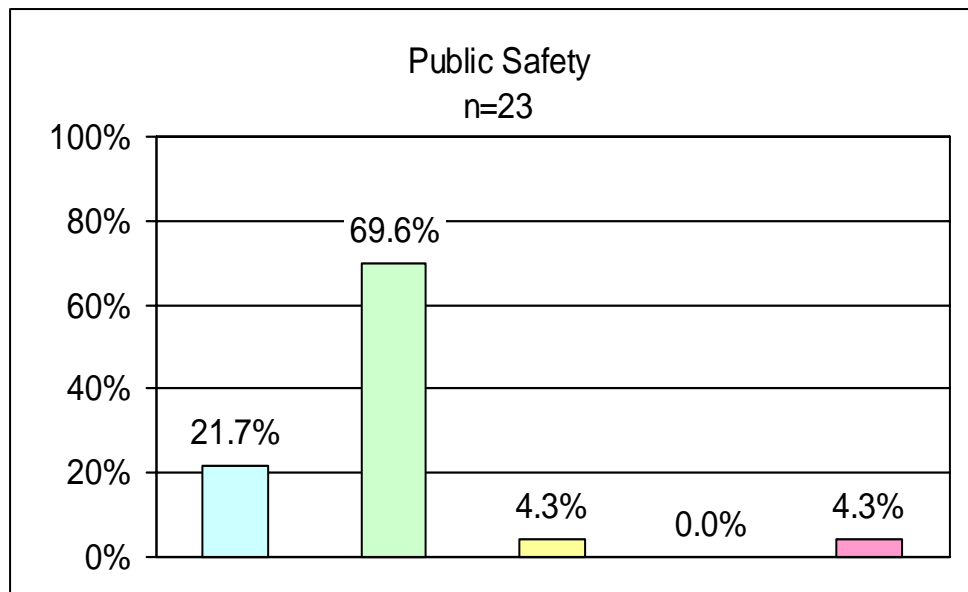
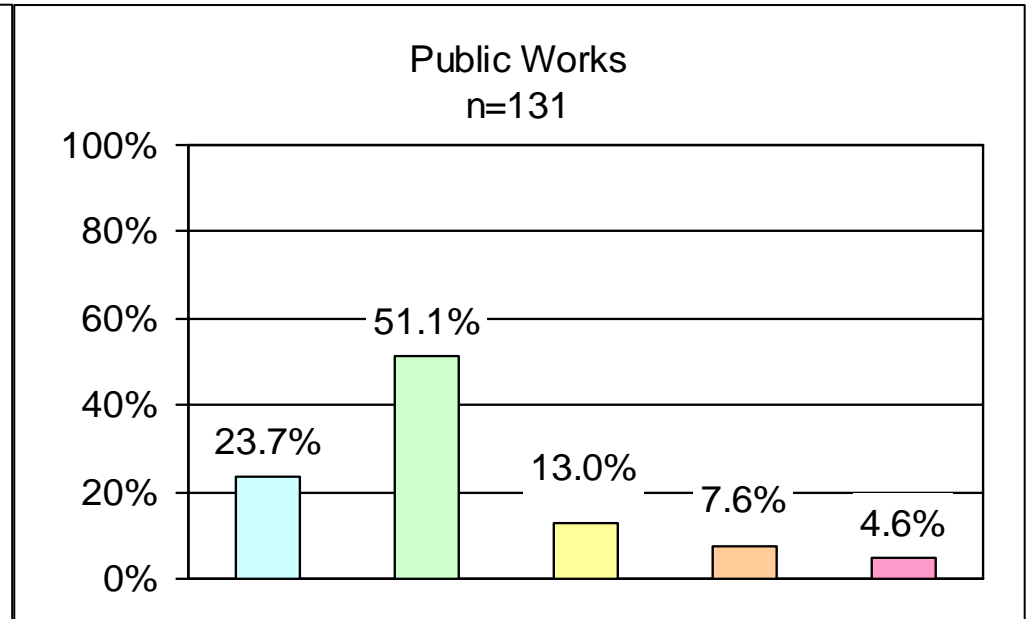
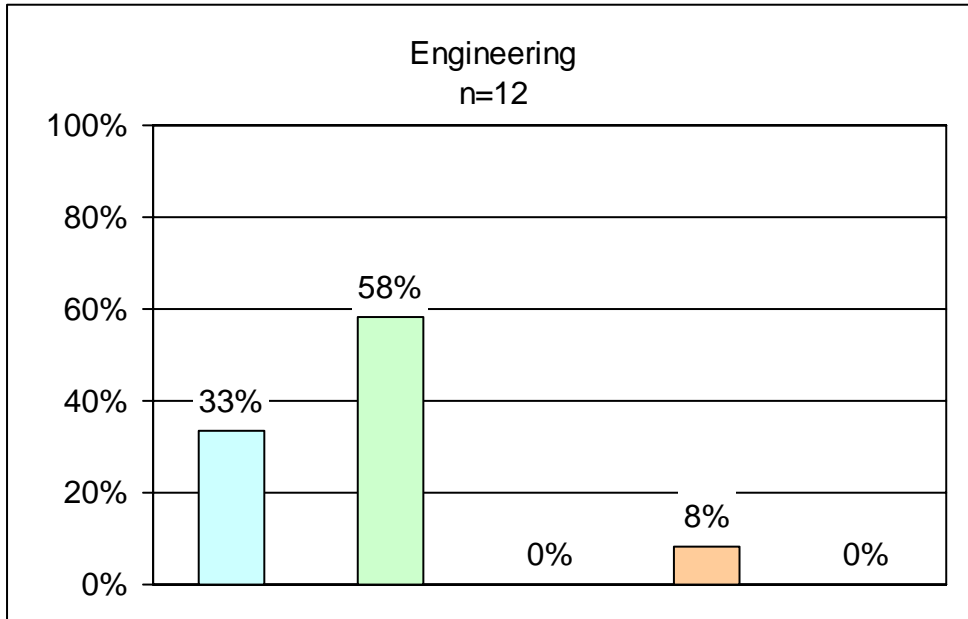
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 3a – Customer and Market Focus

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I know who my most important customers are.



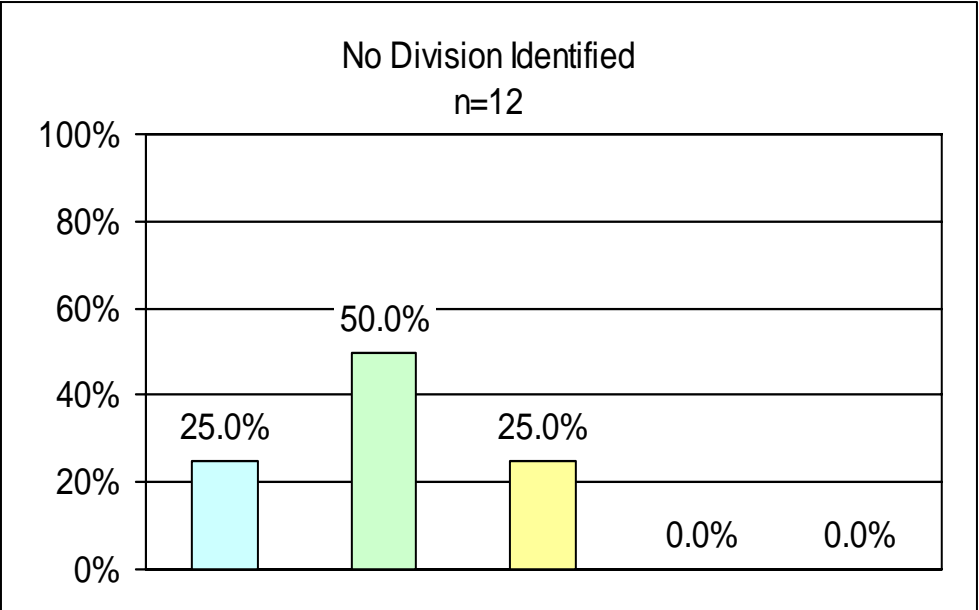
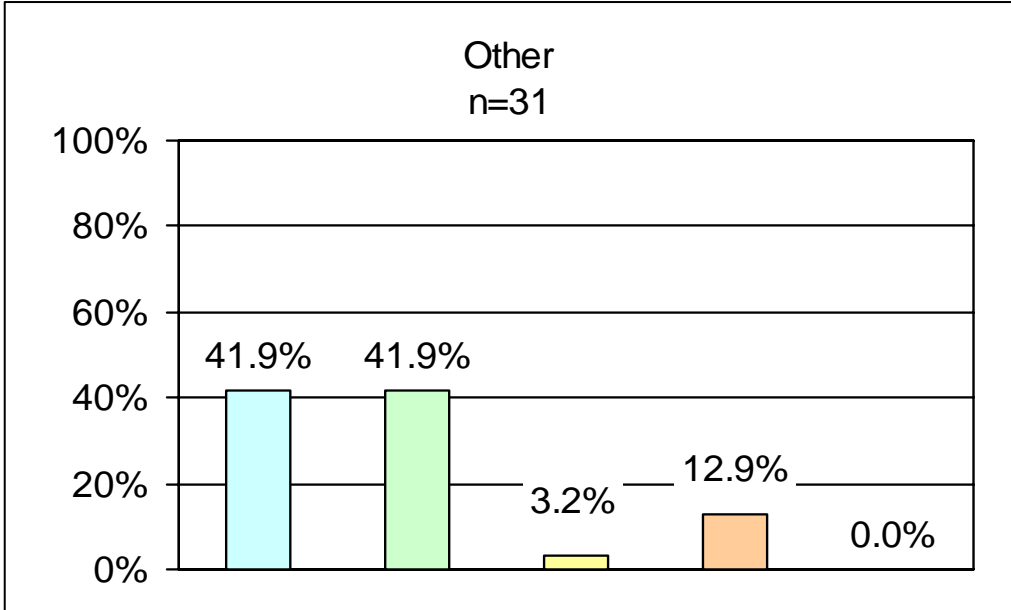
Legend: S. Agree (Cyan), Agree (Green), Neutral (Yellow), Disagree (Orange), S. Disagree (Pink)

# Question 3a – Customer and Market Focus

n=457 (81%)

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I know who my most important customers are.

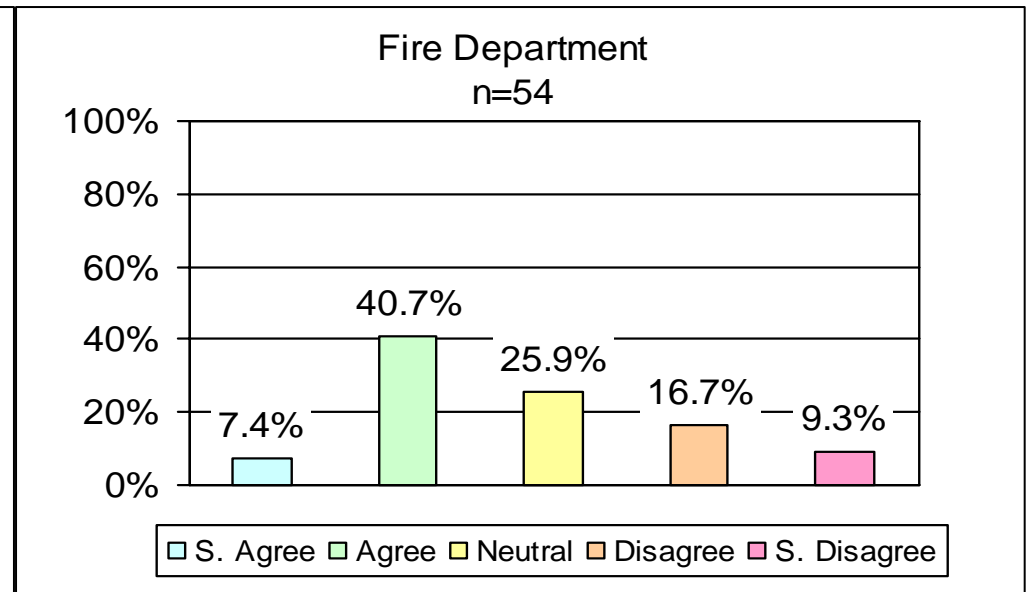
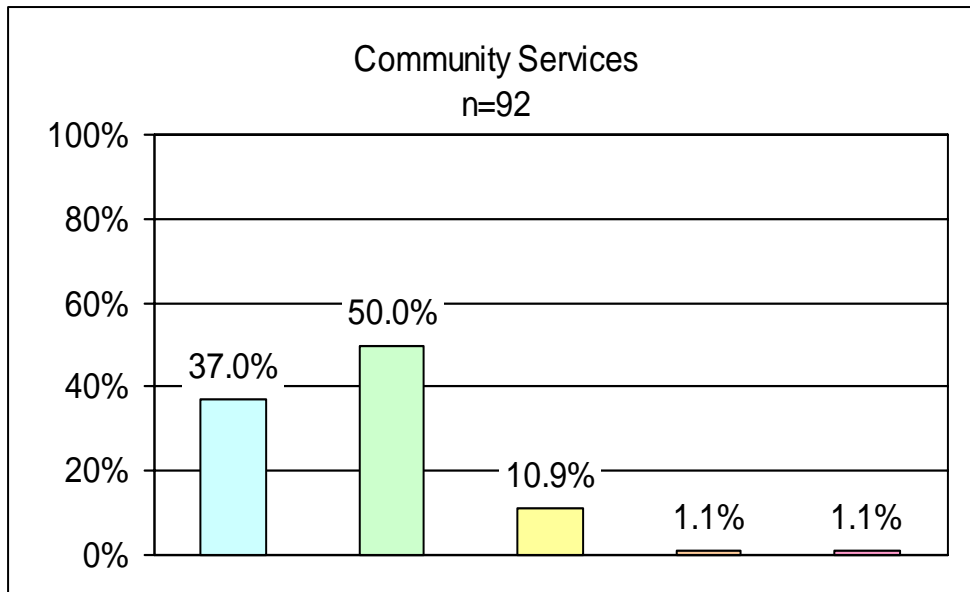
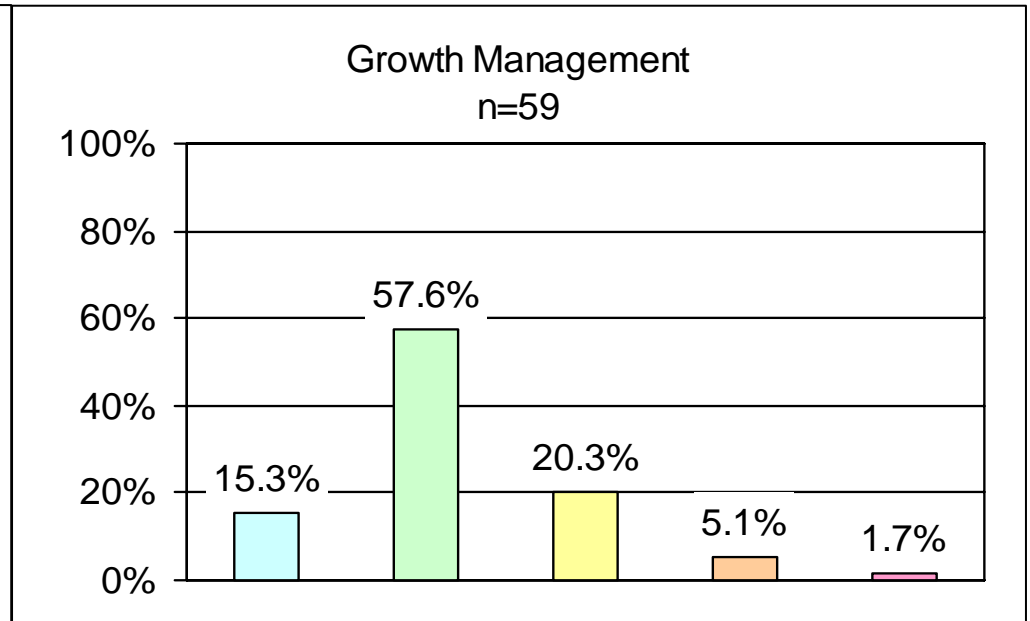
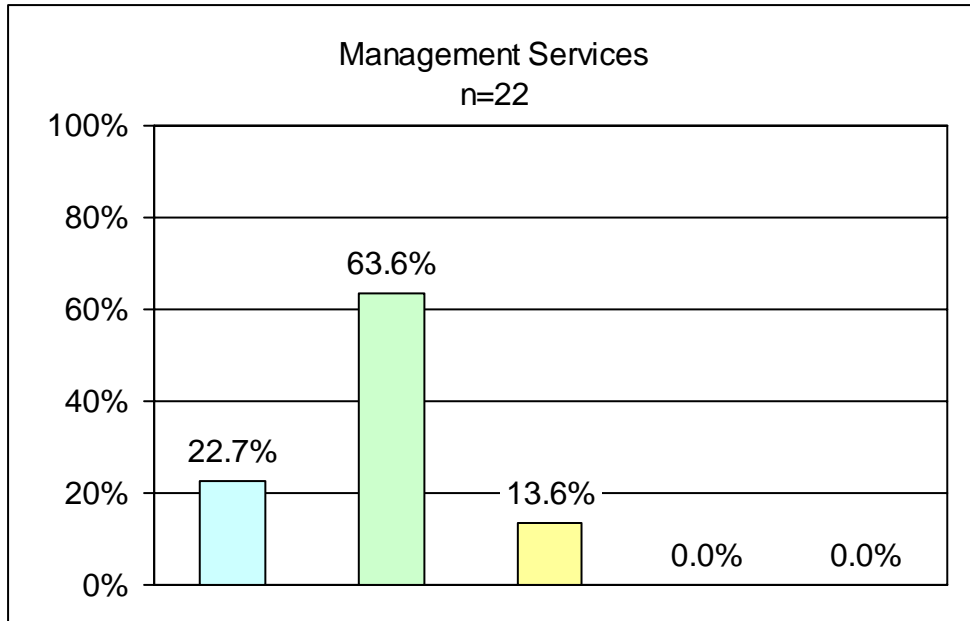


# Question 3b – Customer and Market Focus

n=457 (81%)

Our employees keep in touch with their customers.

I keep in touch with my customers.



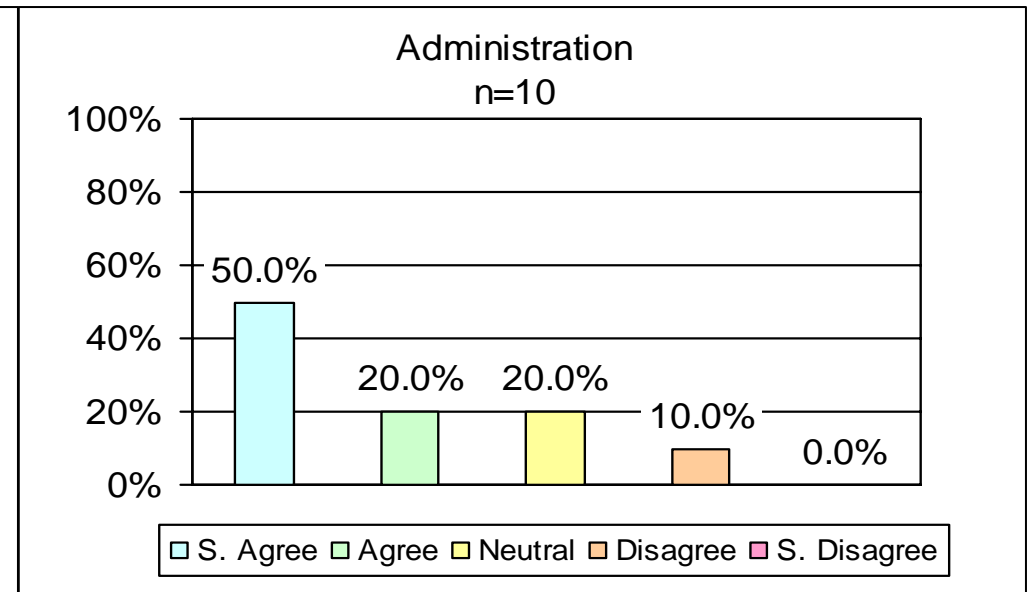
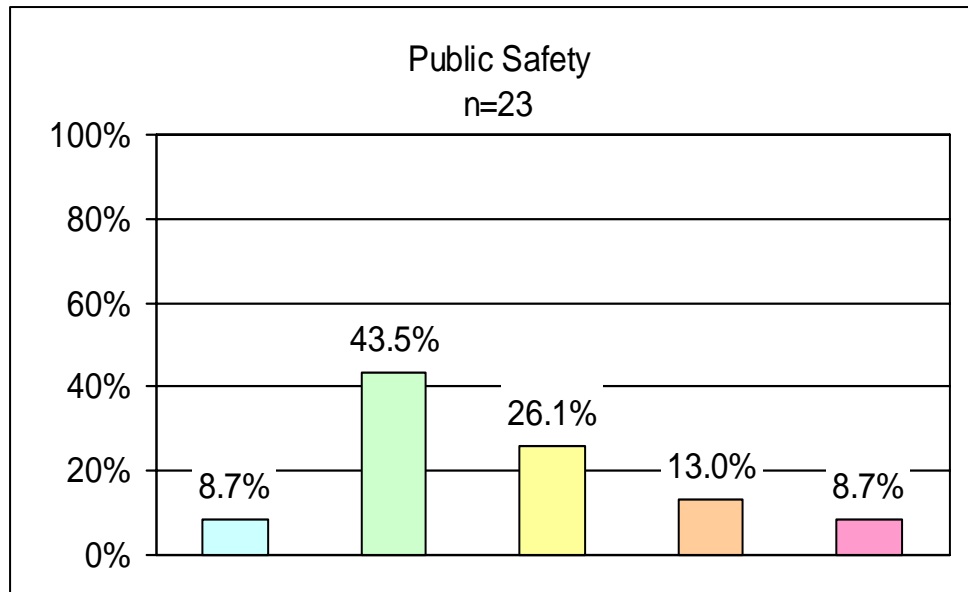
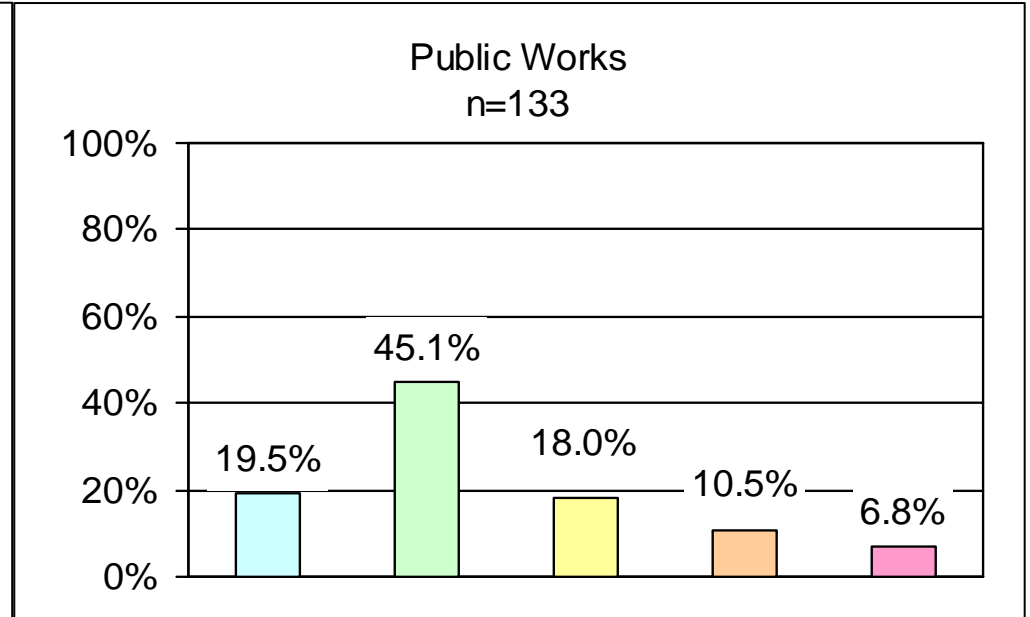
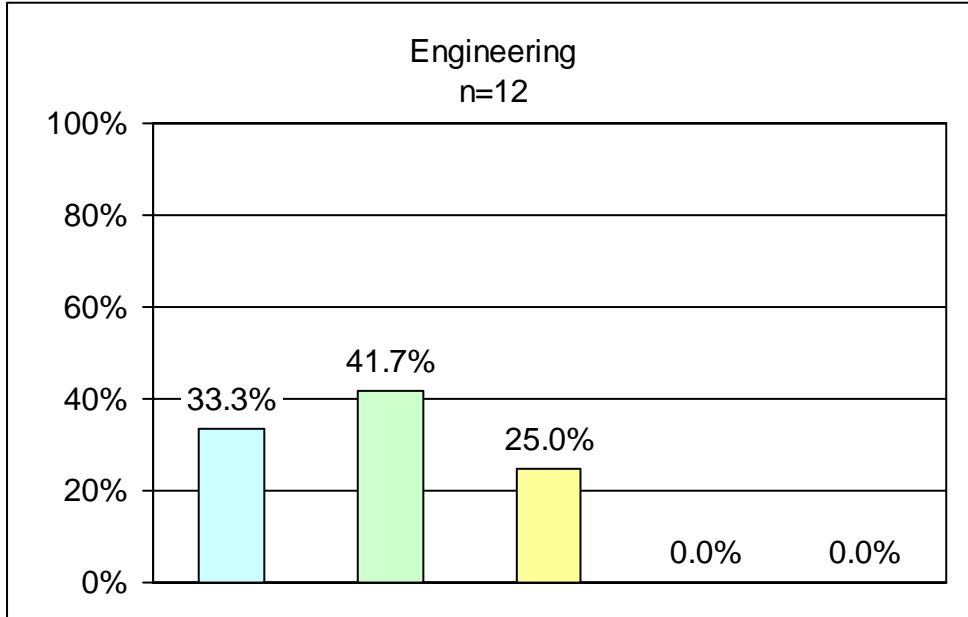
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 3b – Customer and Market Focus

n=457 (81%)

Our employees keep in touch with their customers.

I keep in touch with my customers.

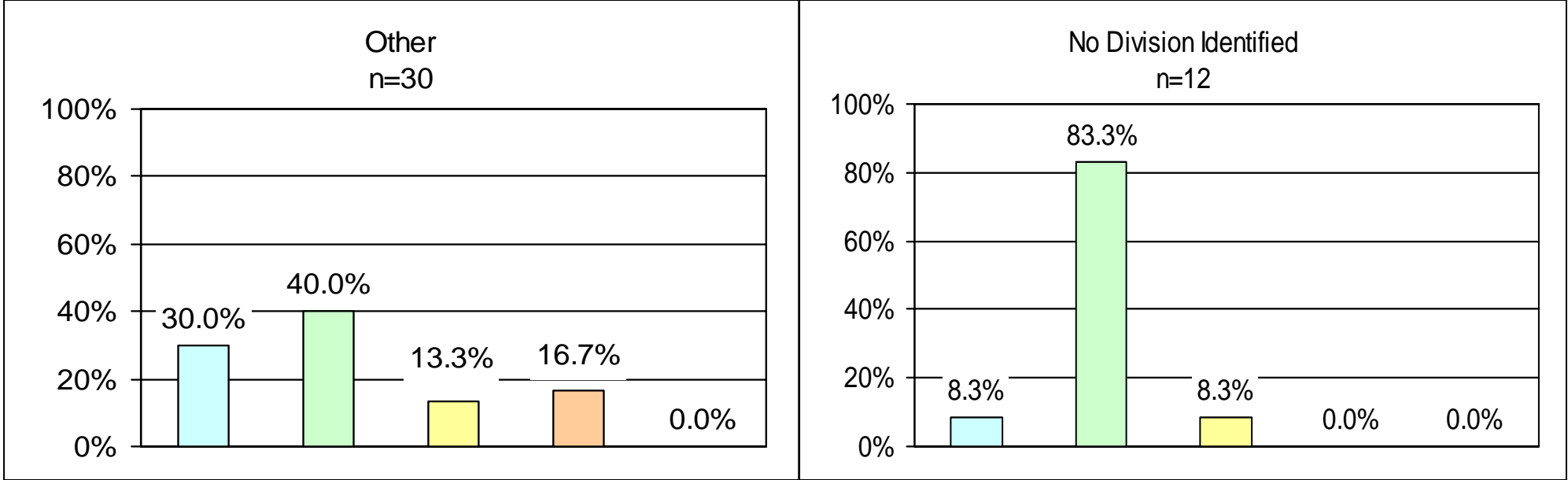


Question 3b – Customer and Market Focus

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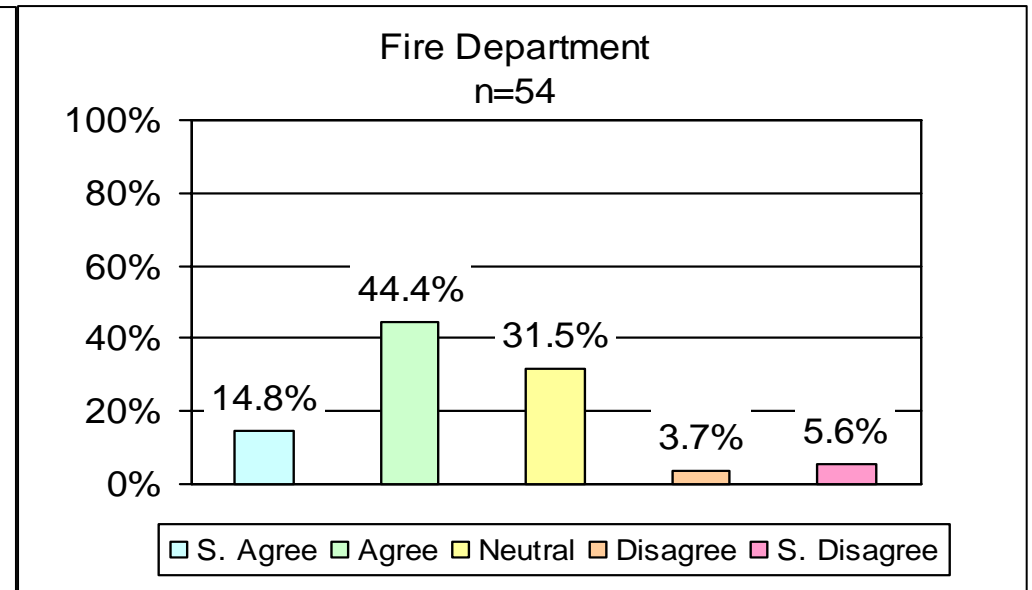
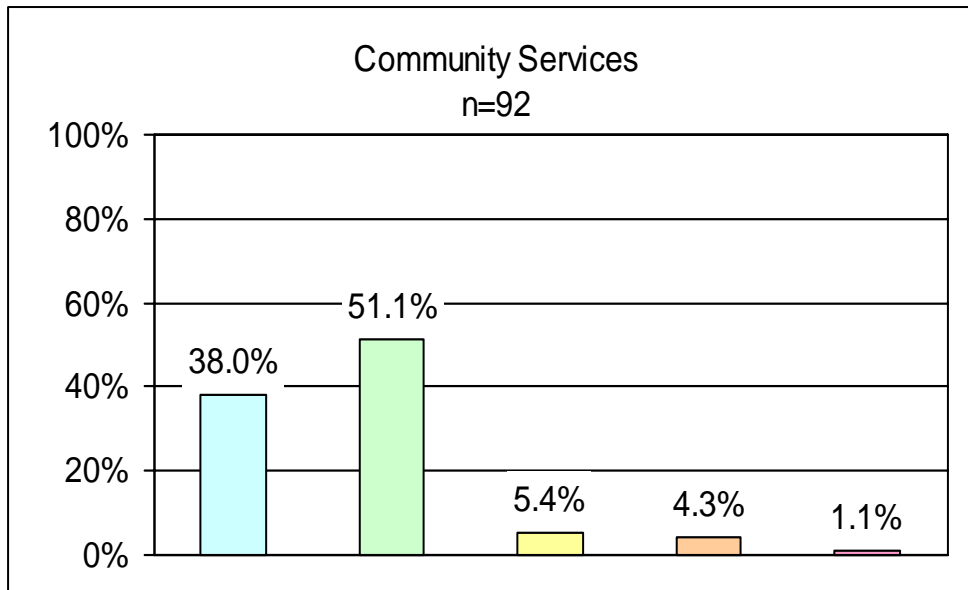
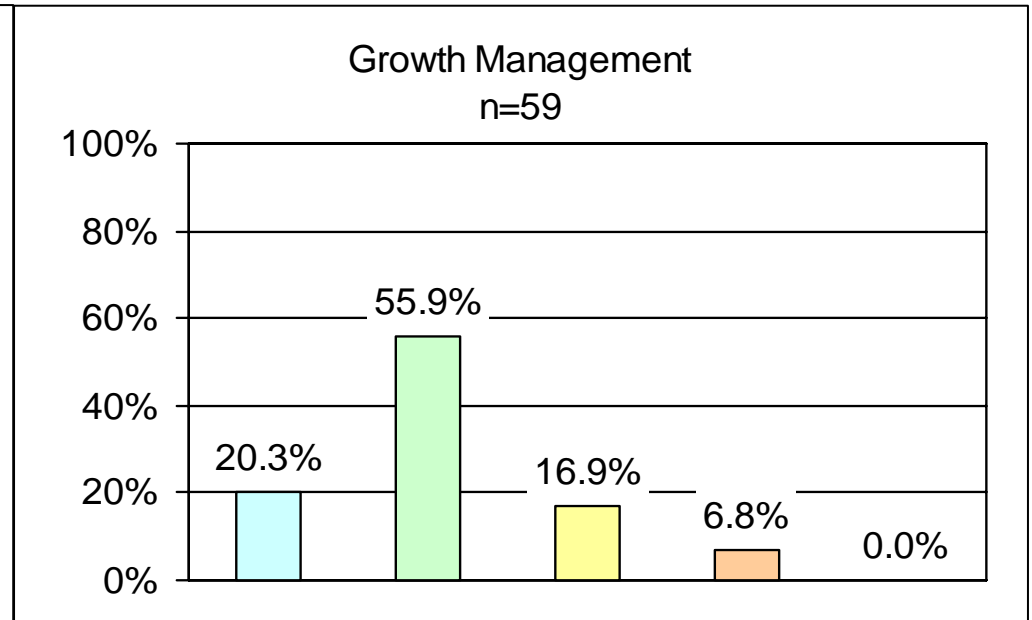
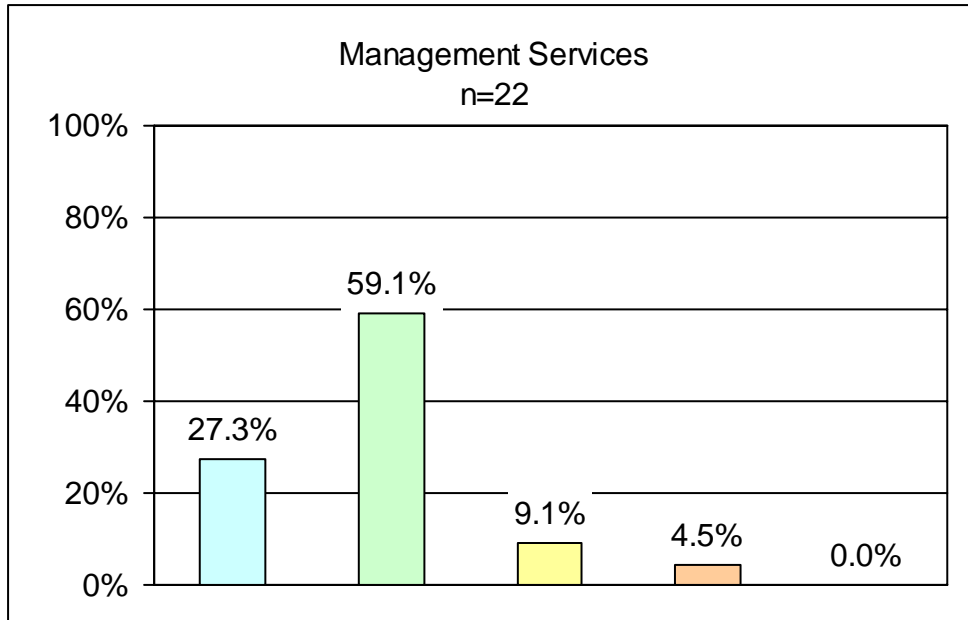


# Question 3c – Customer and Market Focus

n=453 (80%)

Their customers tell our employees what they need and want.

My customers tell me what they need and want.



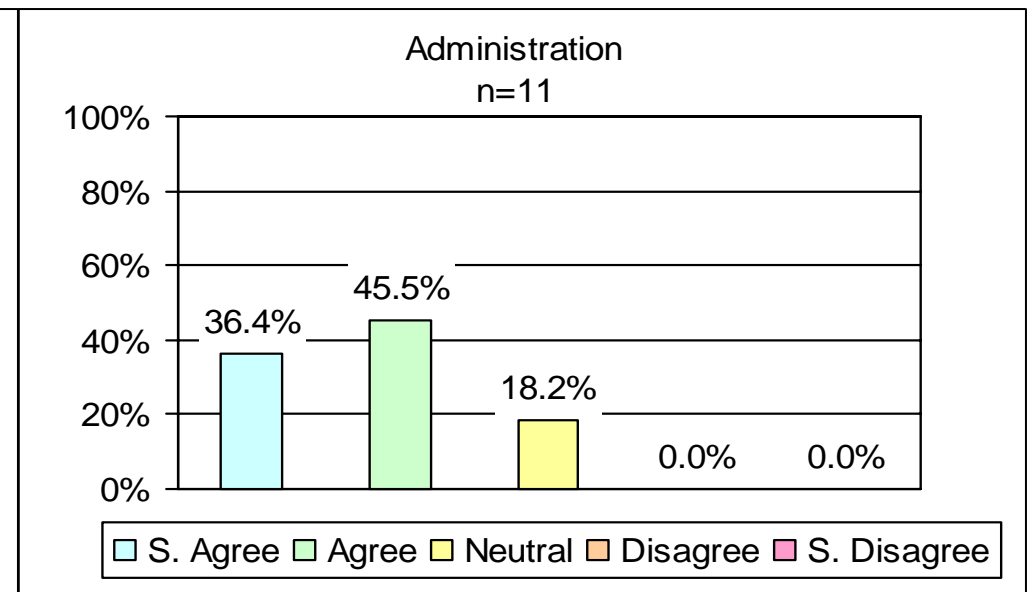
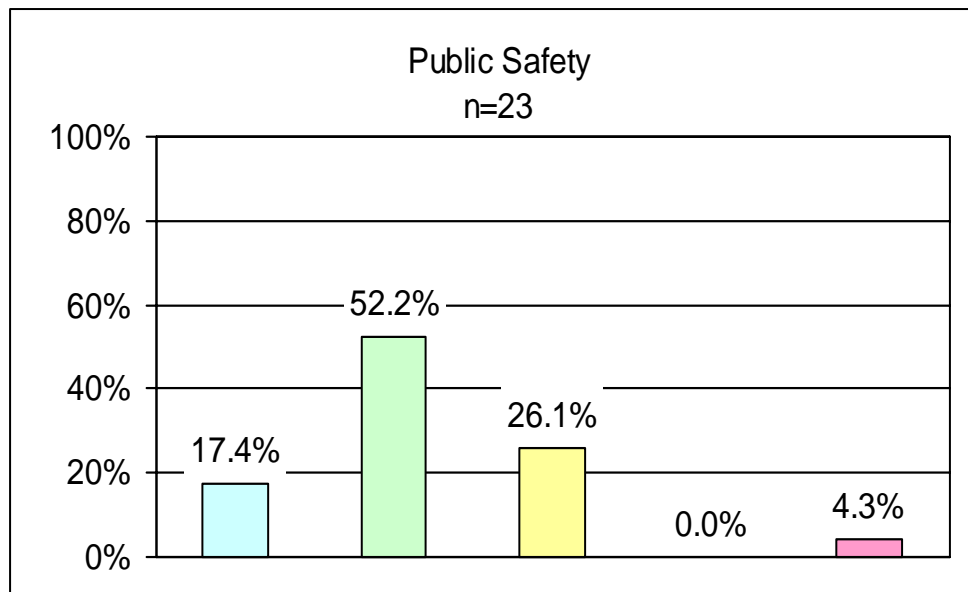
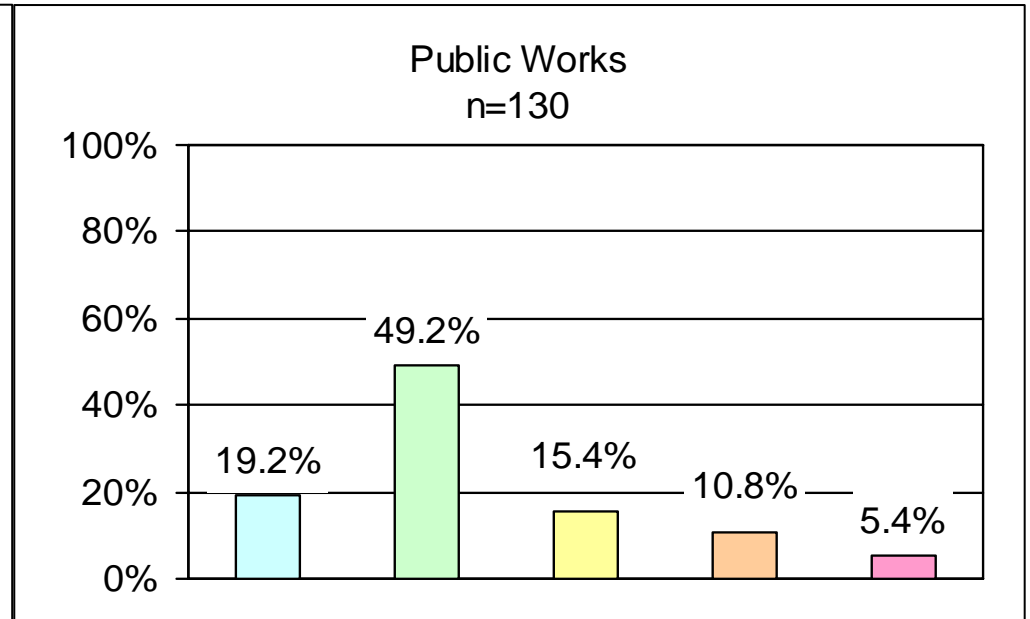
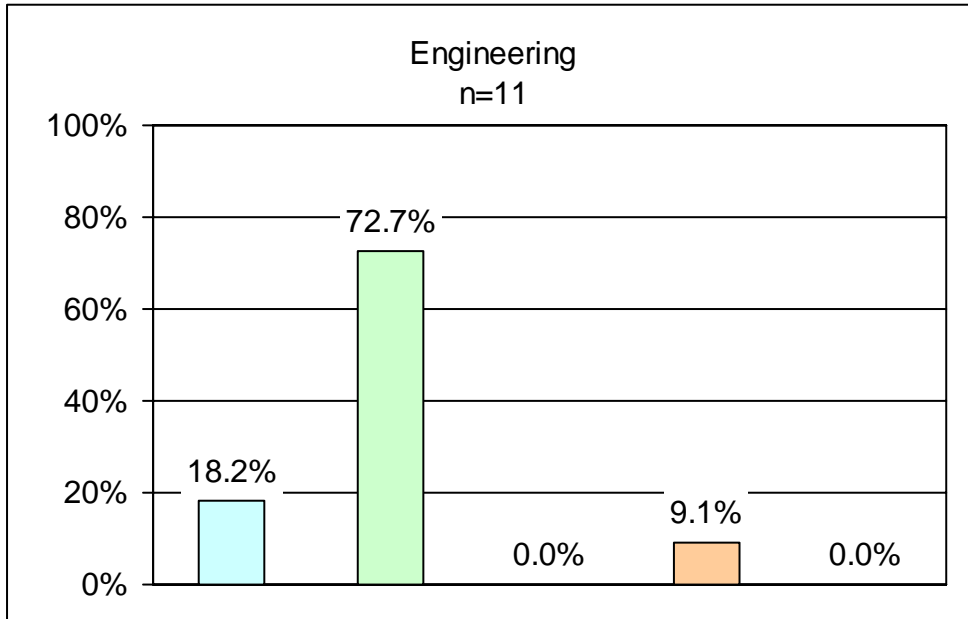
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 3c – Customer and Market Focus

n=453 (80%)

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My customers tell me what they need and want.

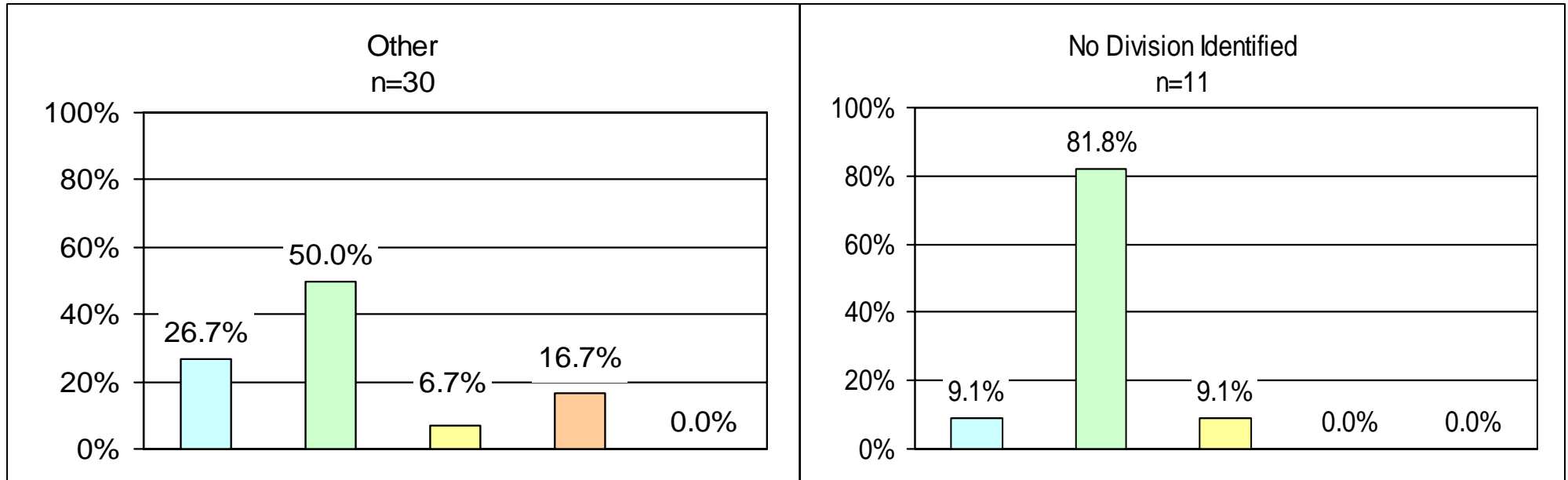


# Question 3c – Customer and Market Focus

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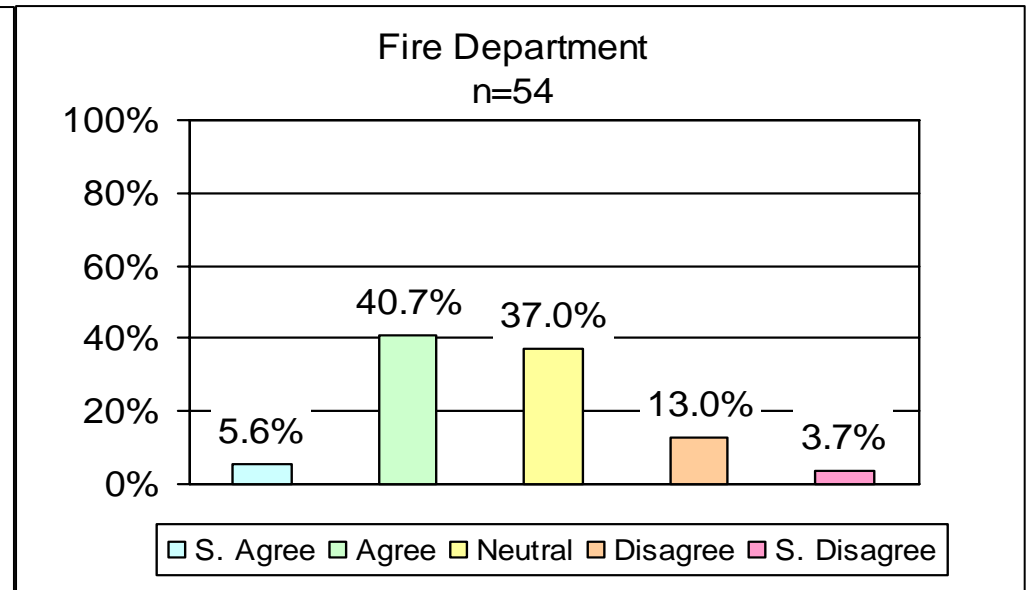
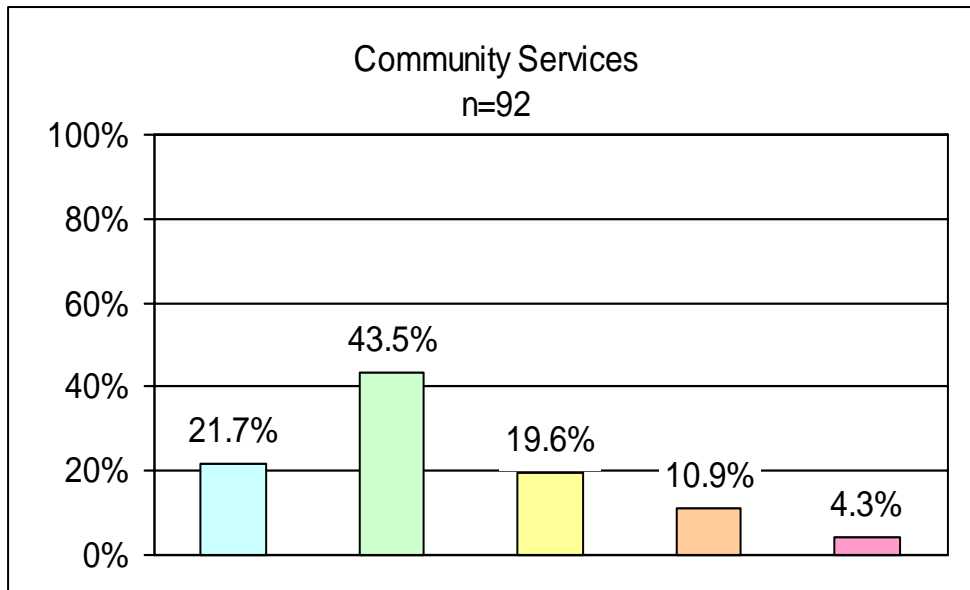
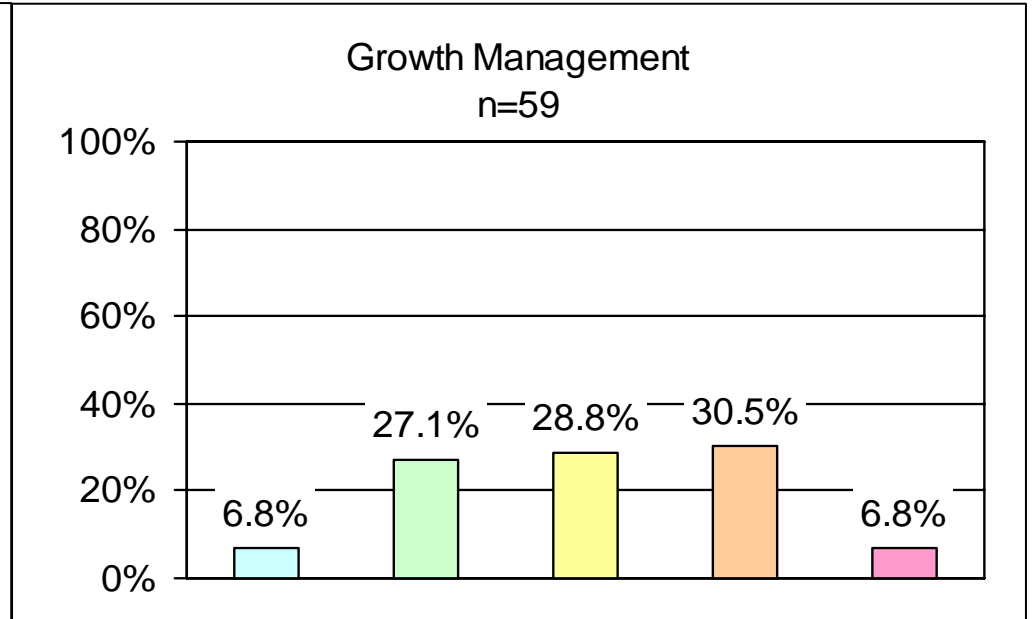
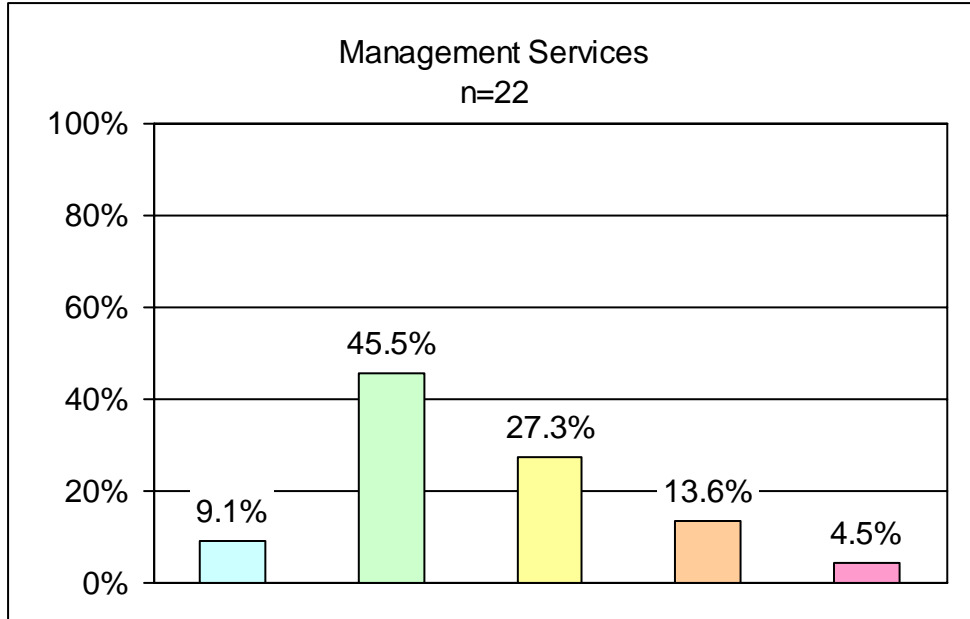


# Question 3d – Customer and Market Focus

n=458 (81%)

Our employees ask if their customers are satisfied or dissatisfied with their work.

I ask if my customers are satisfied or dissatisfied with my work.



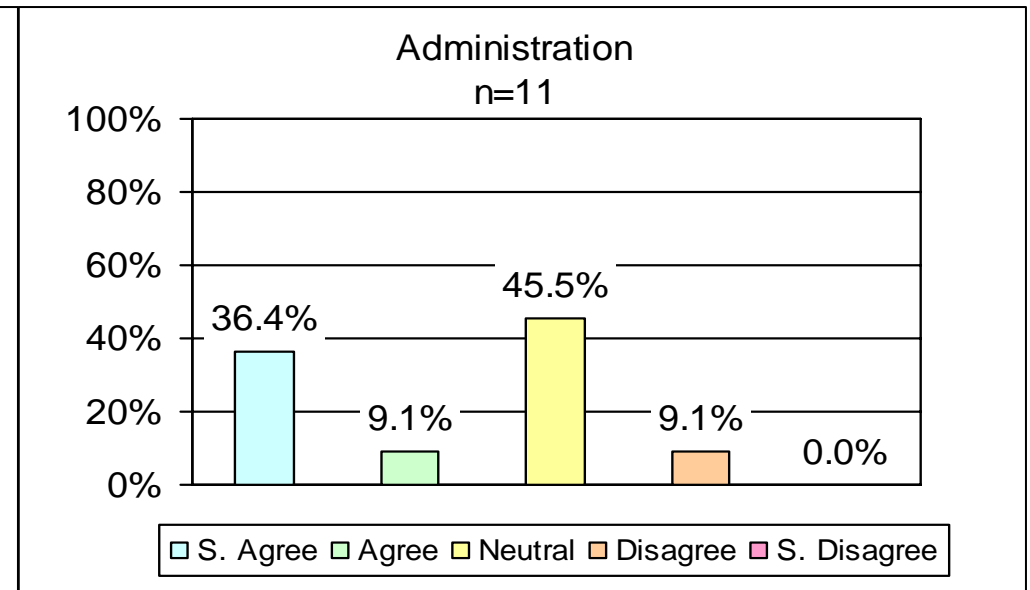
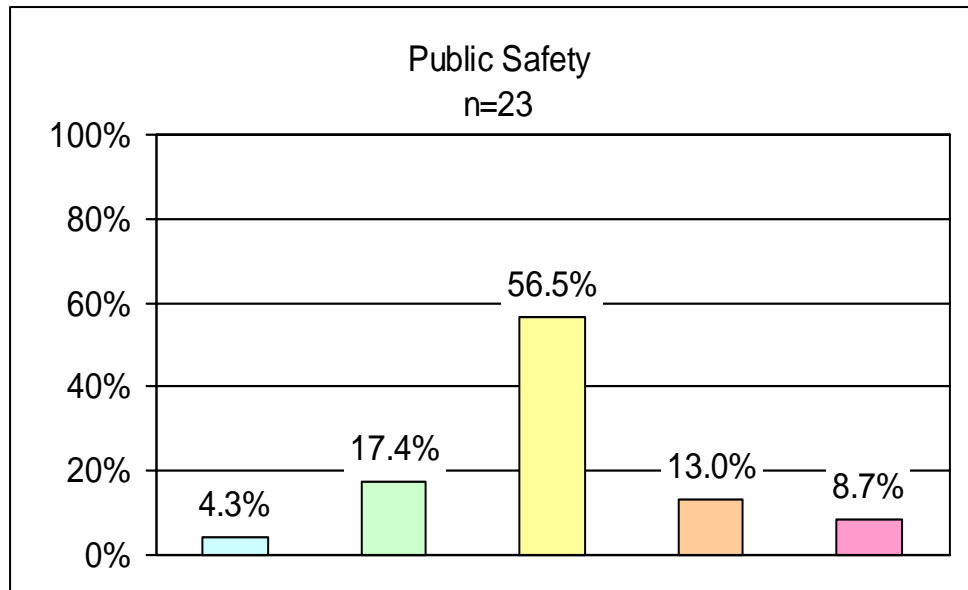
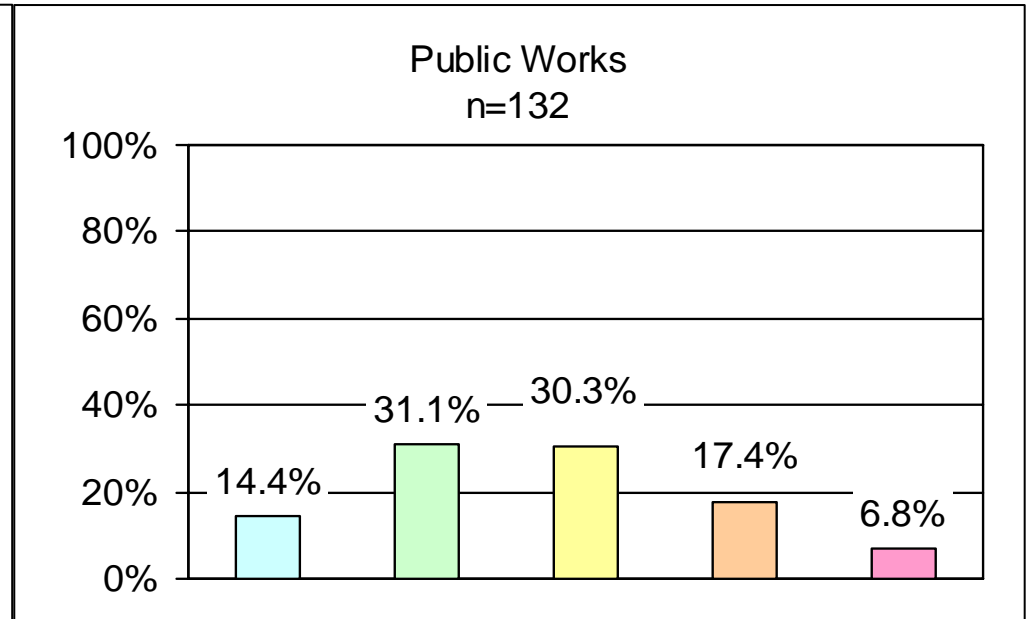
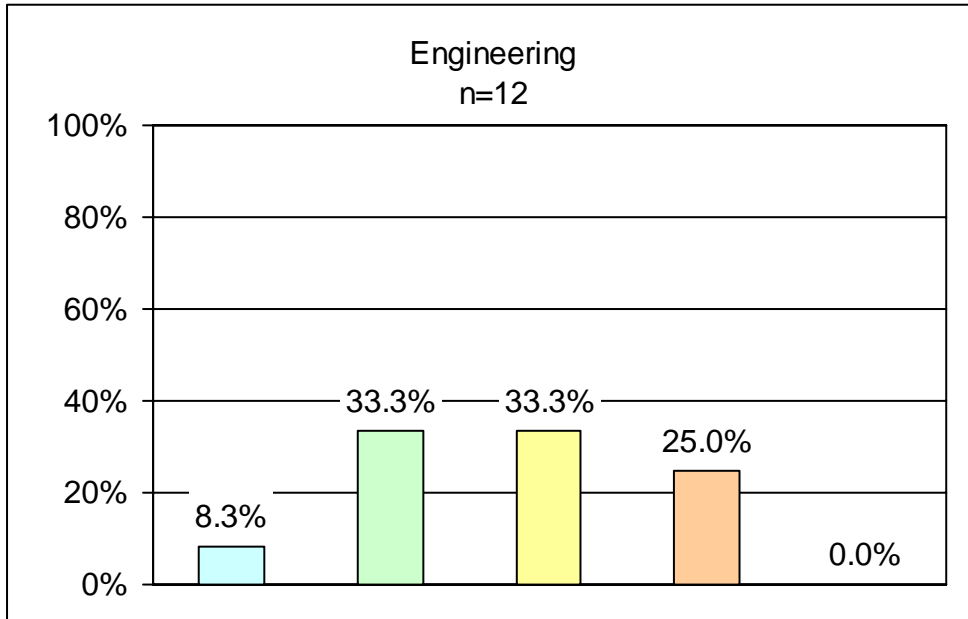
Legend: S. Agree (light blue), Agree (light green), Neutral (light yellow), Disagree (light orange), S. Disagree (light pink)

# Question 3d – Customer and Market Focus

n=458 (81%)

Our employees ask if their customers are satisfied or dissatisfied with their work.

I ask if my customers are satisfied or dissatisfied with my work.



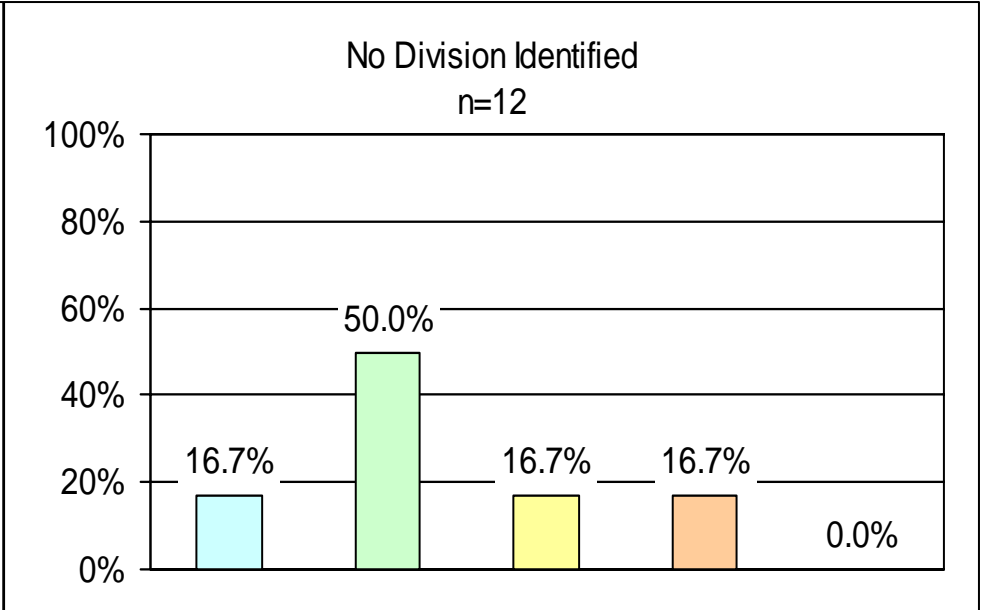
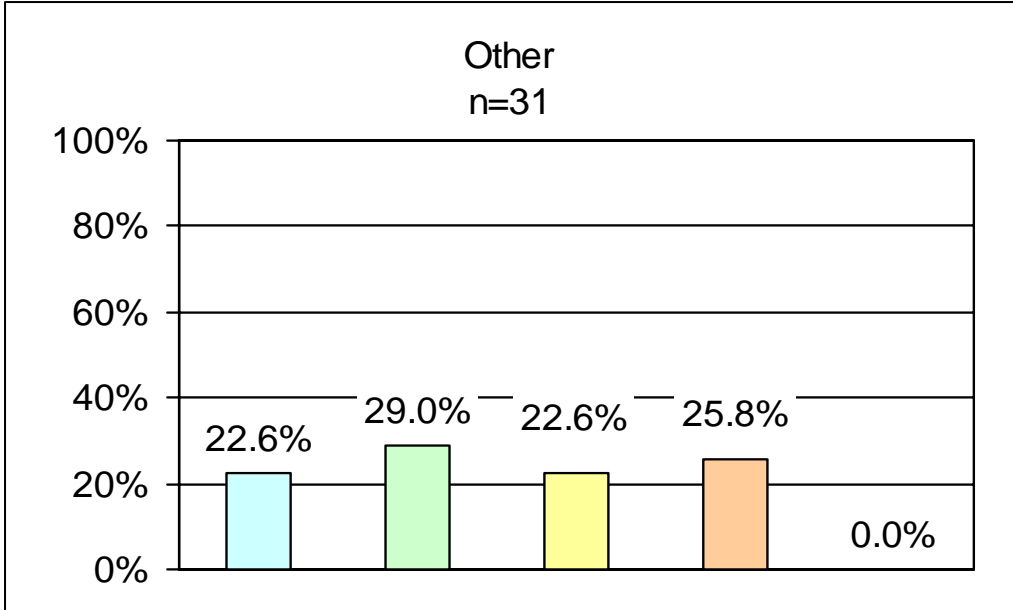
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 3d – Customer and Market Focus

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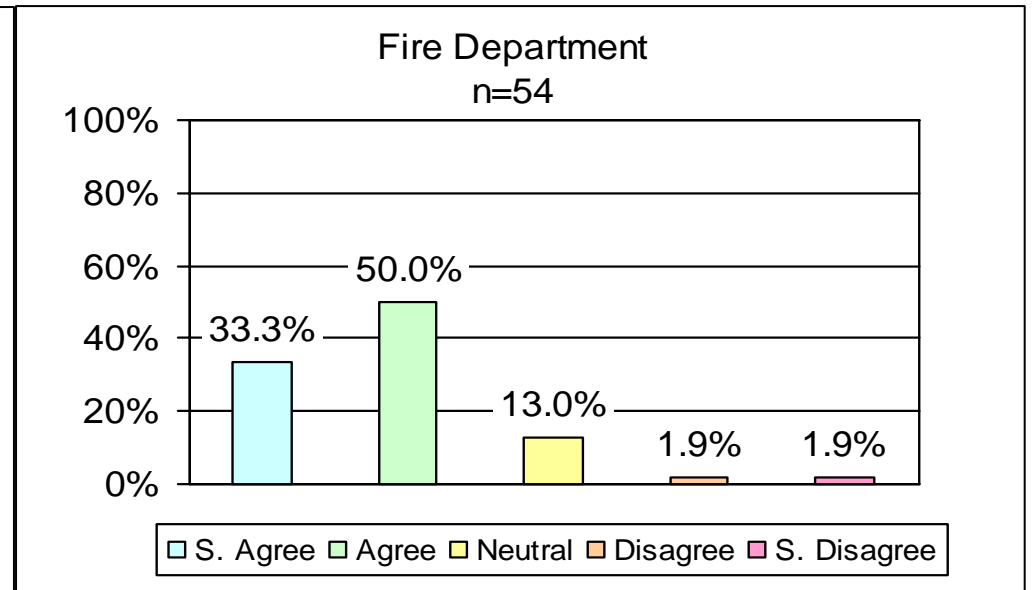
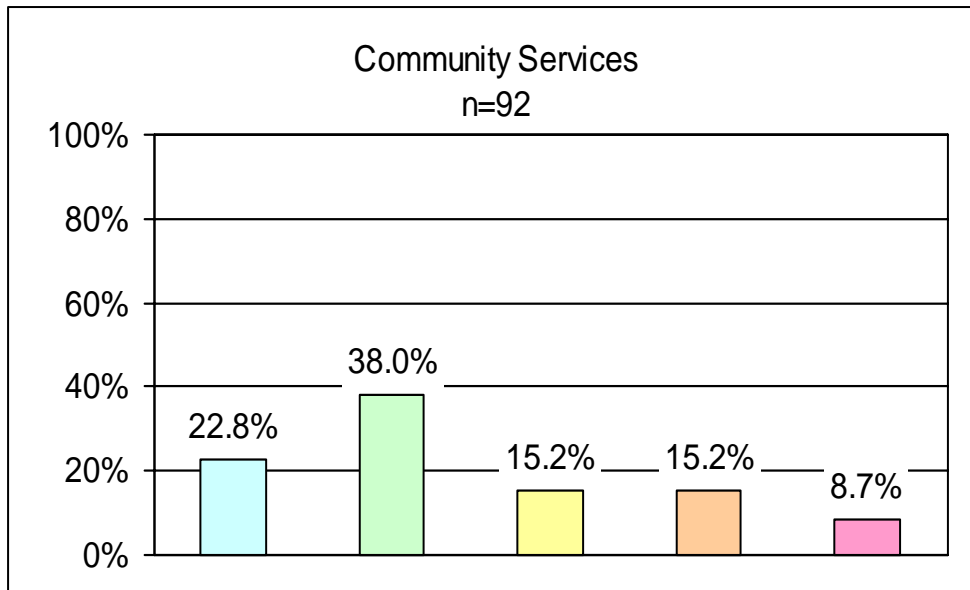
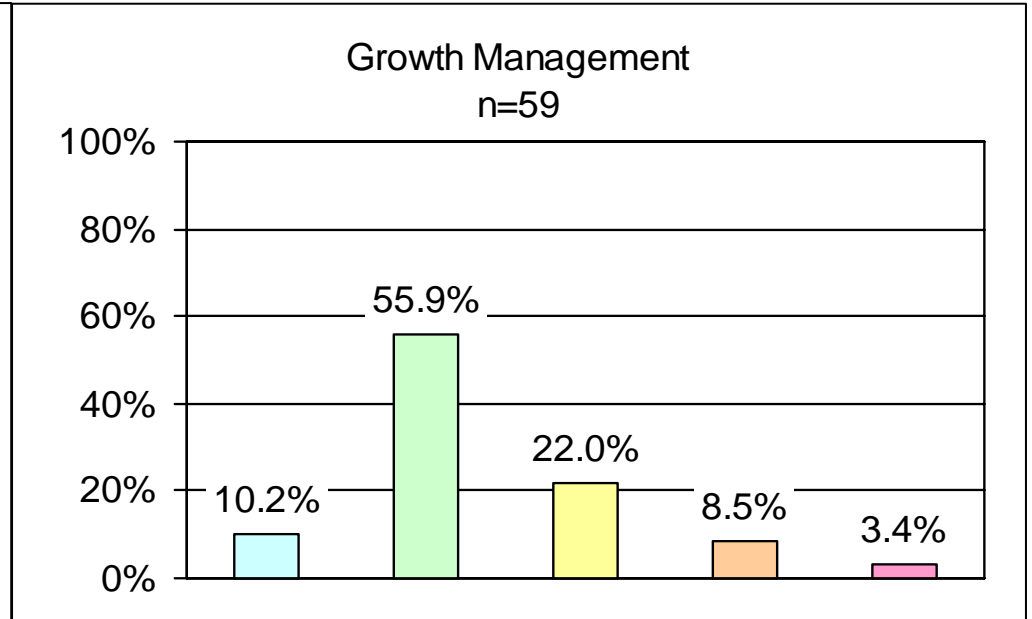
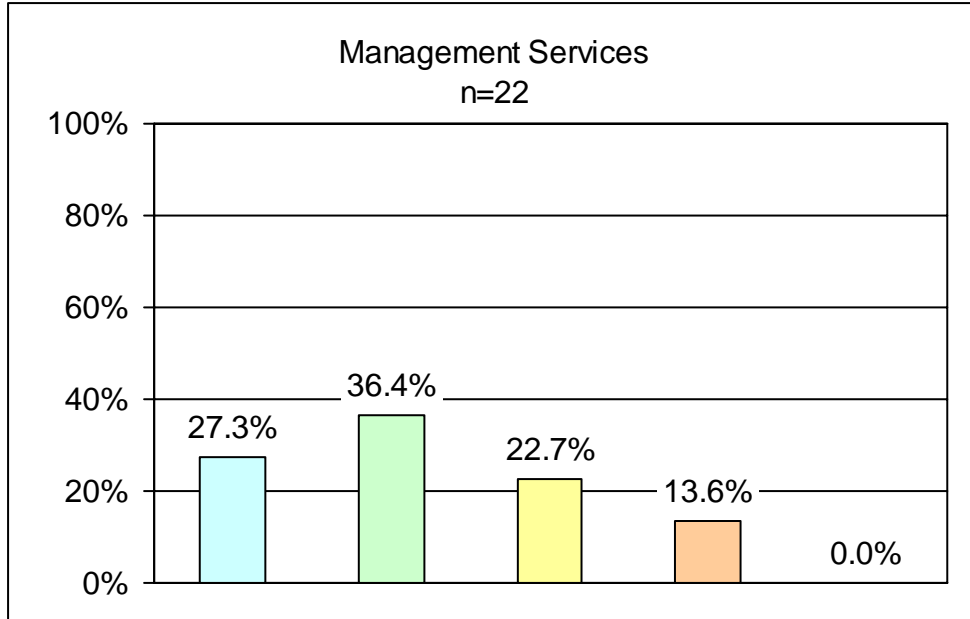


# Question 3e – Customer and Market Focus

n=457 (81%)

Our employees are allowed to make decisions to solve problems for their customers.

I am allowed to make decisions to solve problems for my customers.



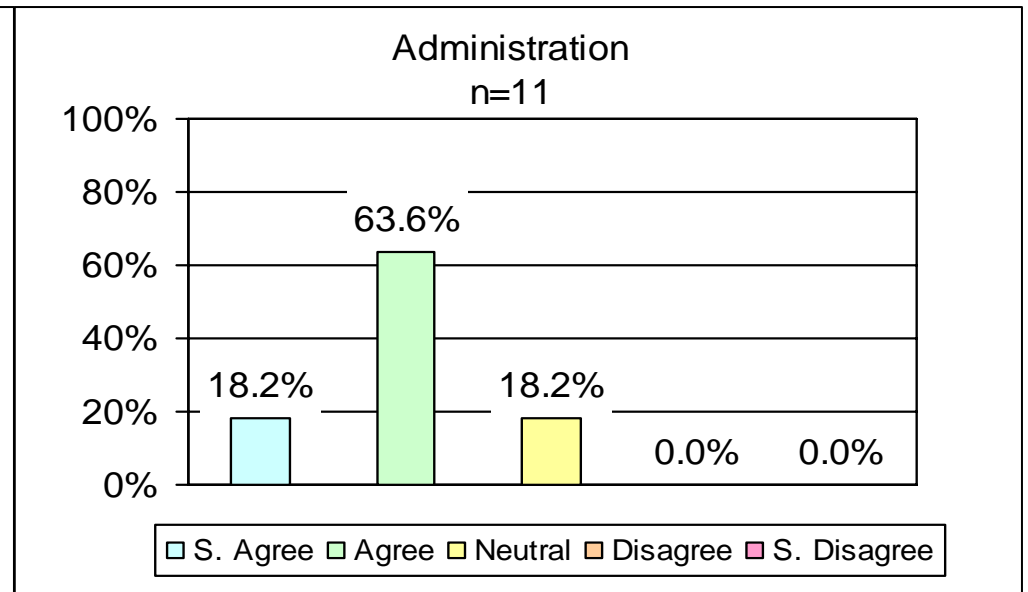
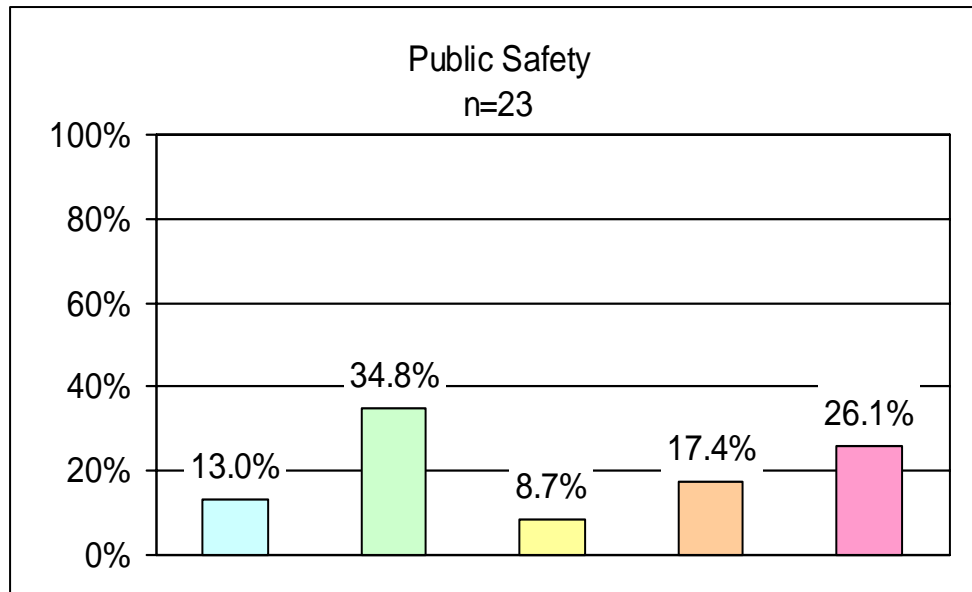
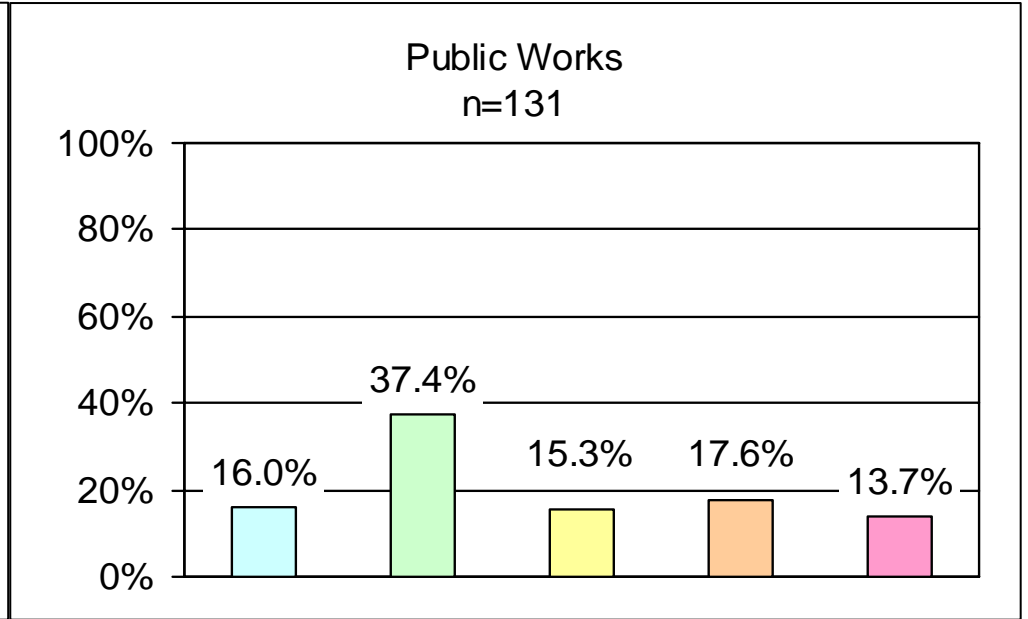
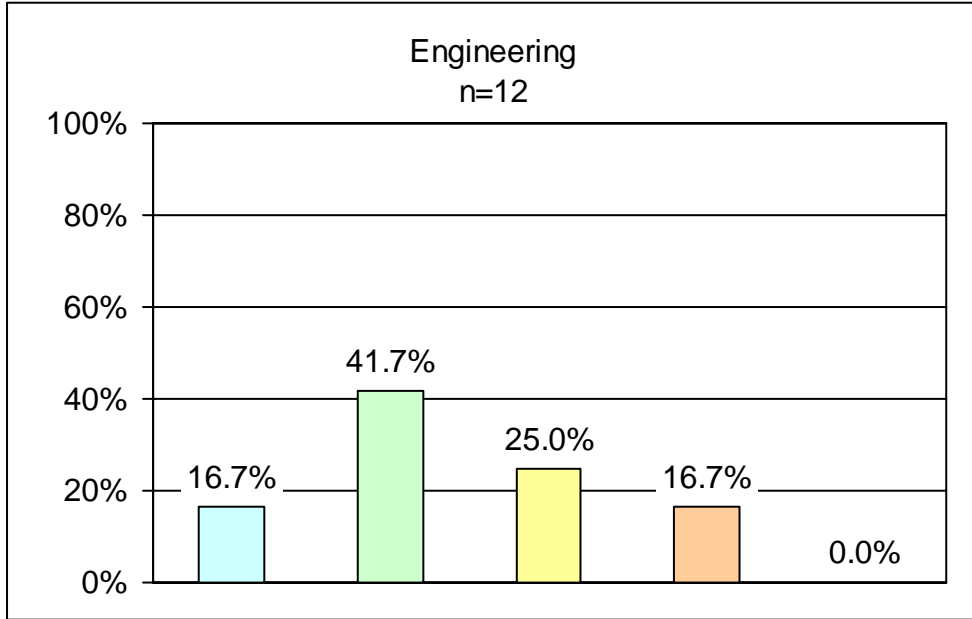
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 3e – Customer and Market Focus

n=457 (81%)

Our employees are allowed to make decisions to solve problems for their customers.

I am allowed to make decisions to solve problems for my customers.



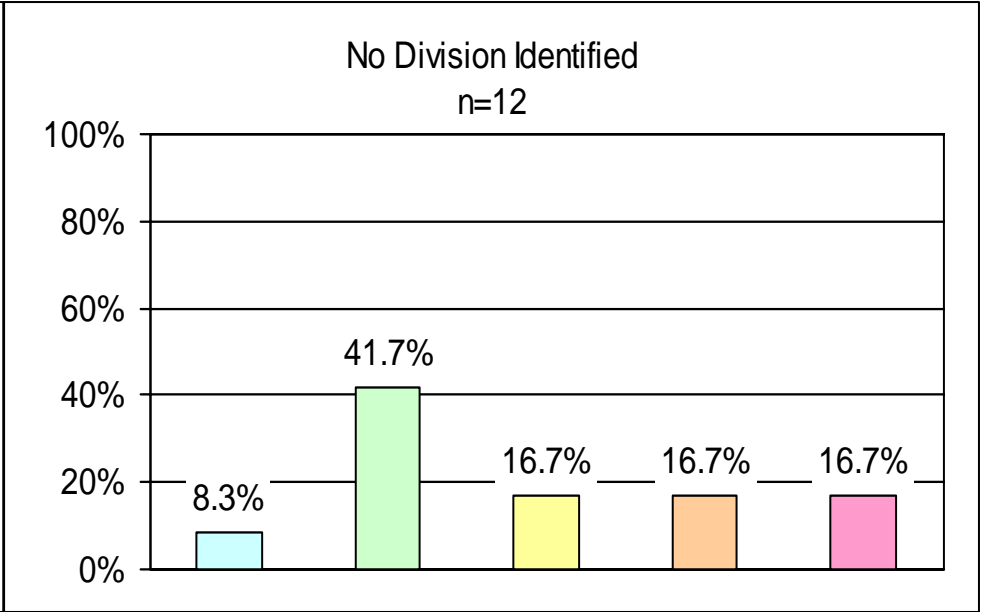
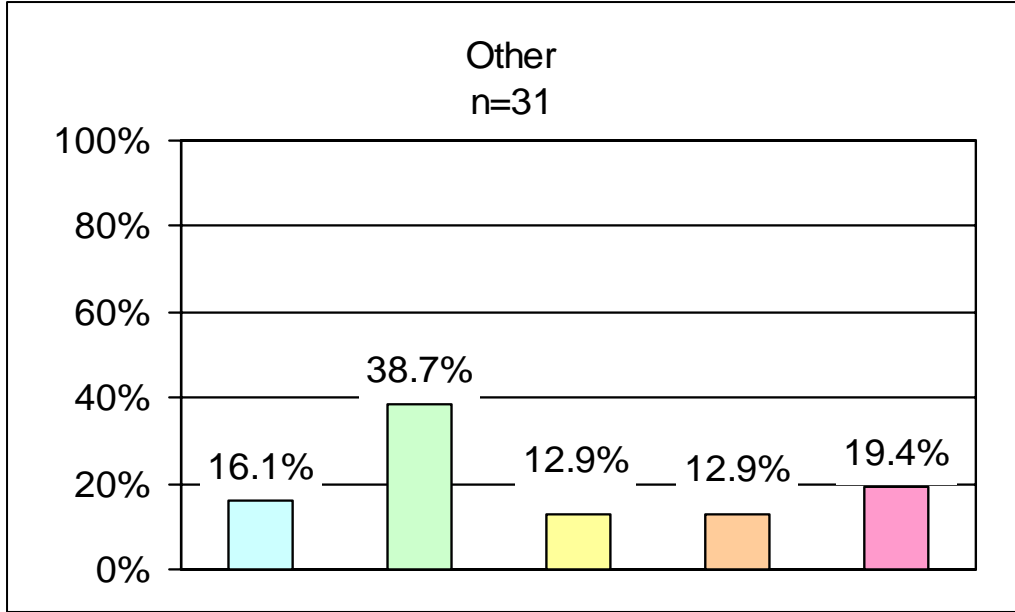
Legend: S. Agree (Cyan), Agree (Green), Neutral (Yellow), Disagree (Orange), S. Disagree (Pink)

Question 3e – Customer and Market Focus

n=457 (81%)

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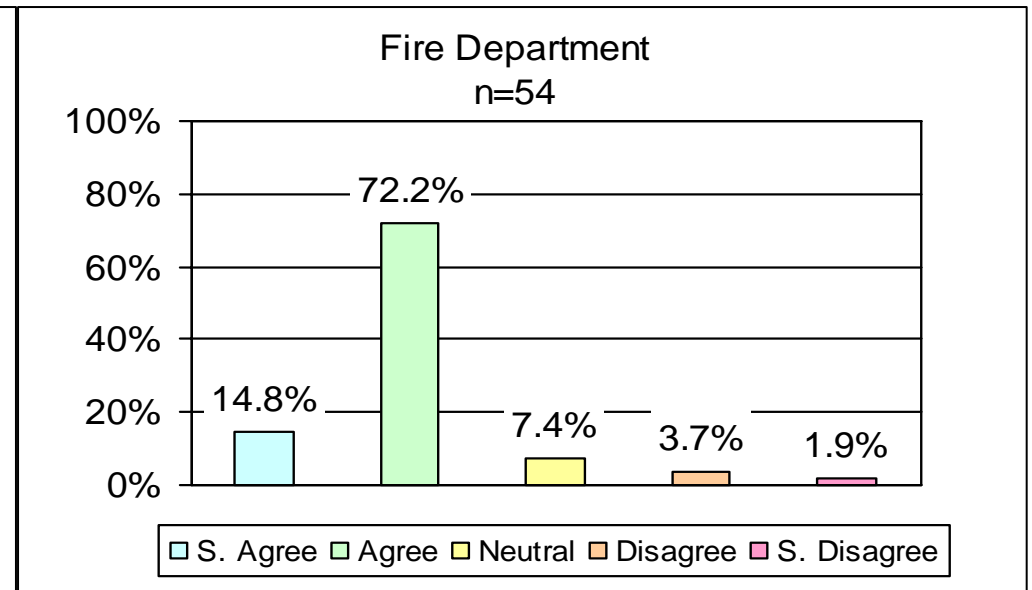
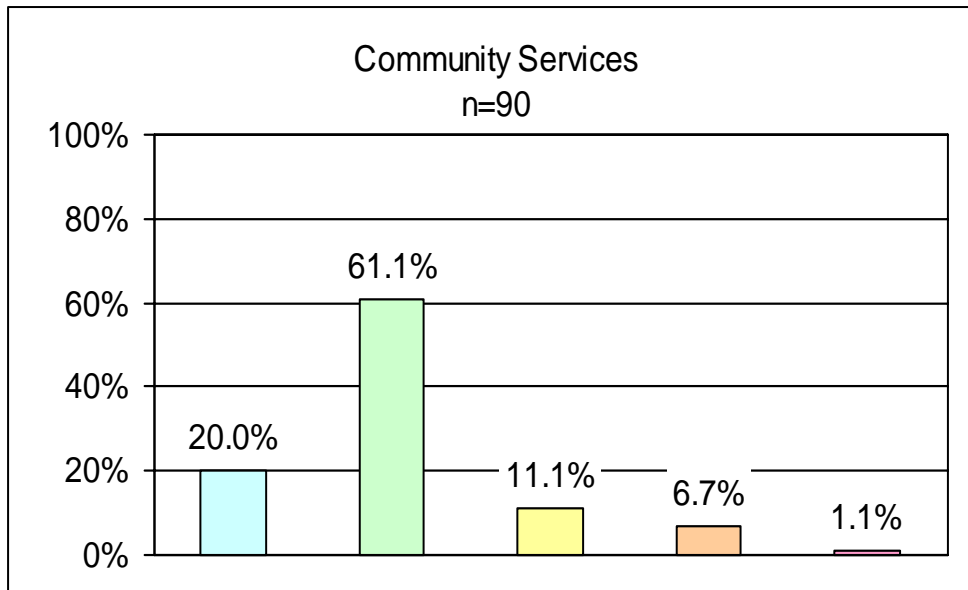
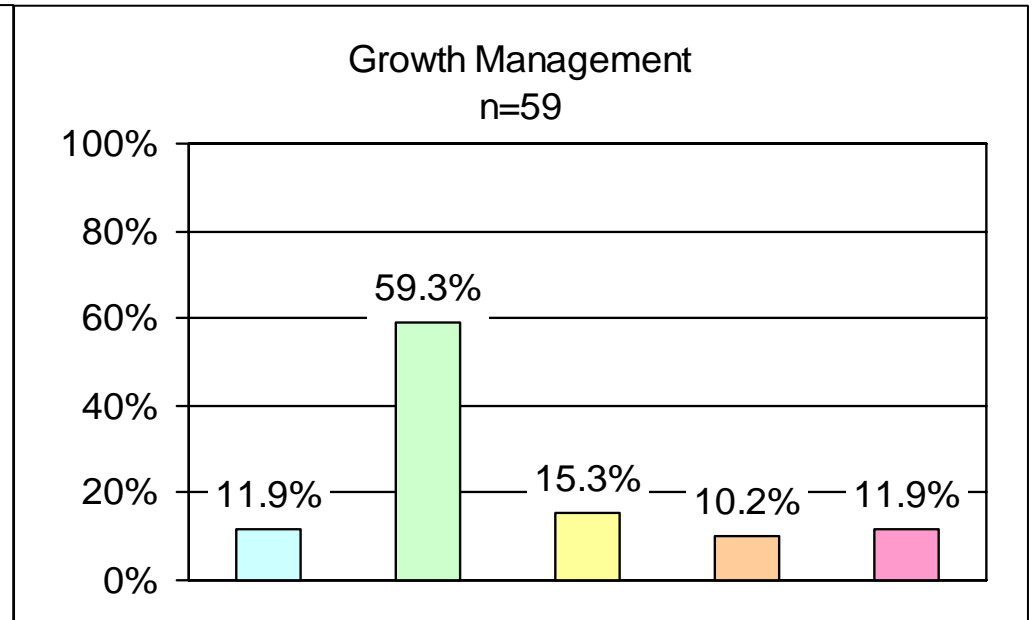
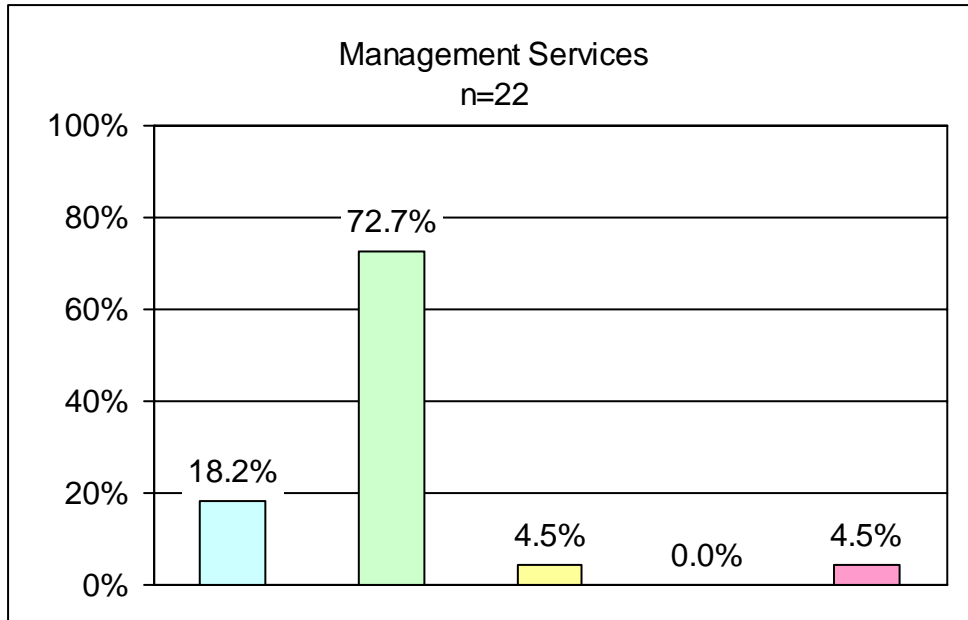


# Question 4a – Measurement, Analysis, and Knowledge Management

n=456 (81%)

Our employees know how to measure the quality of their work.

I know how to measure the quality of my work.



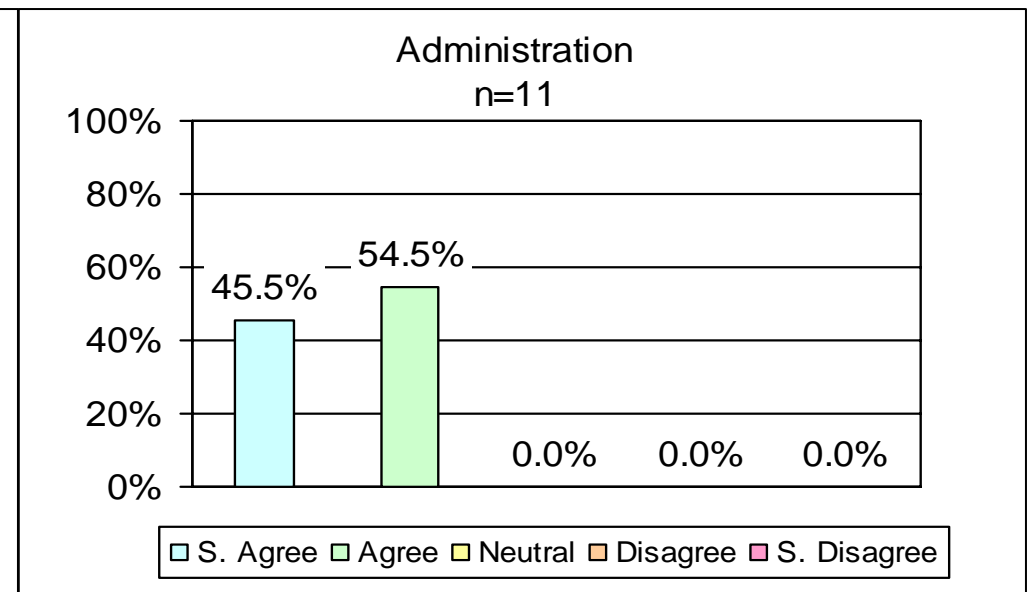
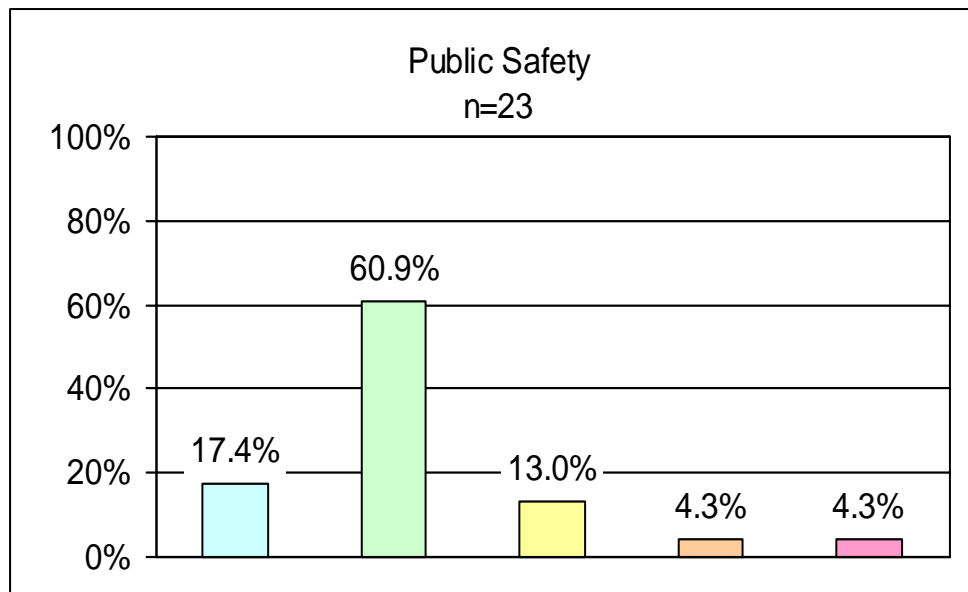
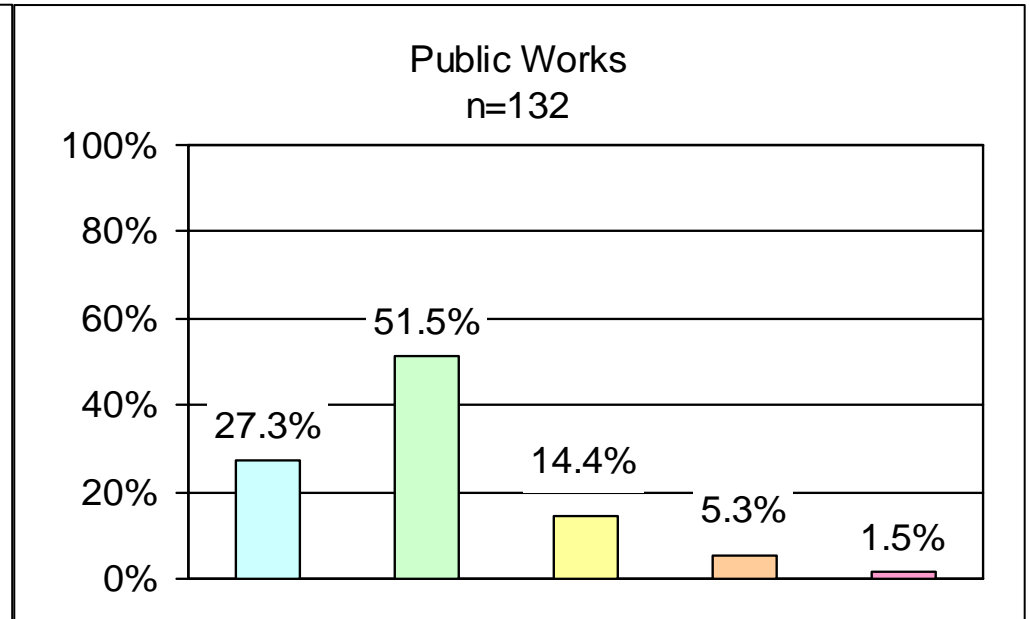
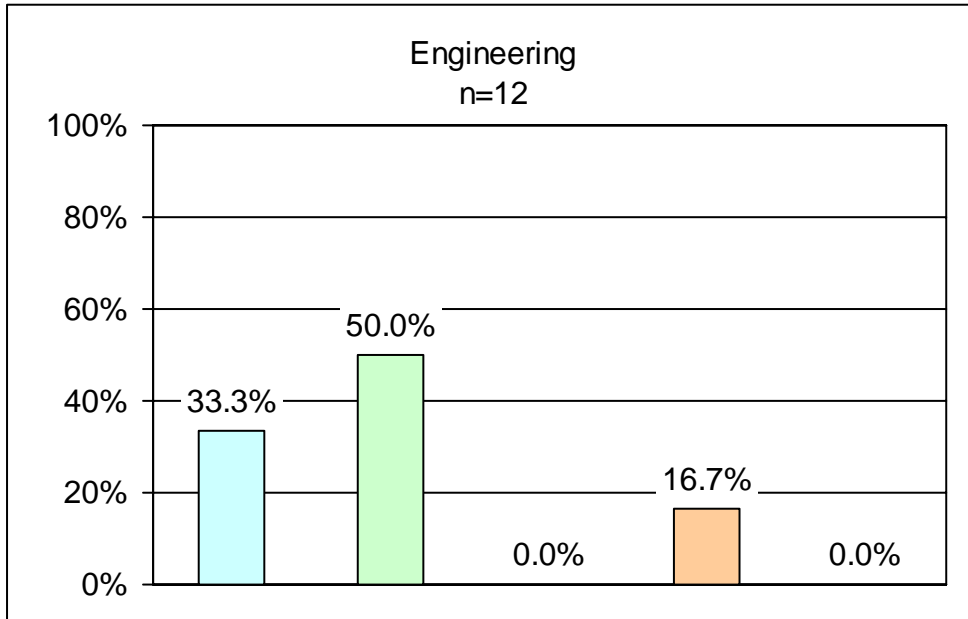
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 4a – Measurement, Analysis, and Knowledge Management

n=456 (81%)

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I know how to measure the quality of my work.



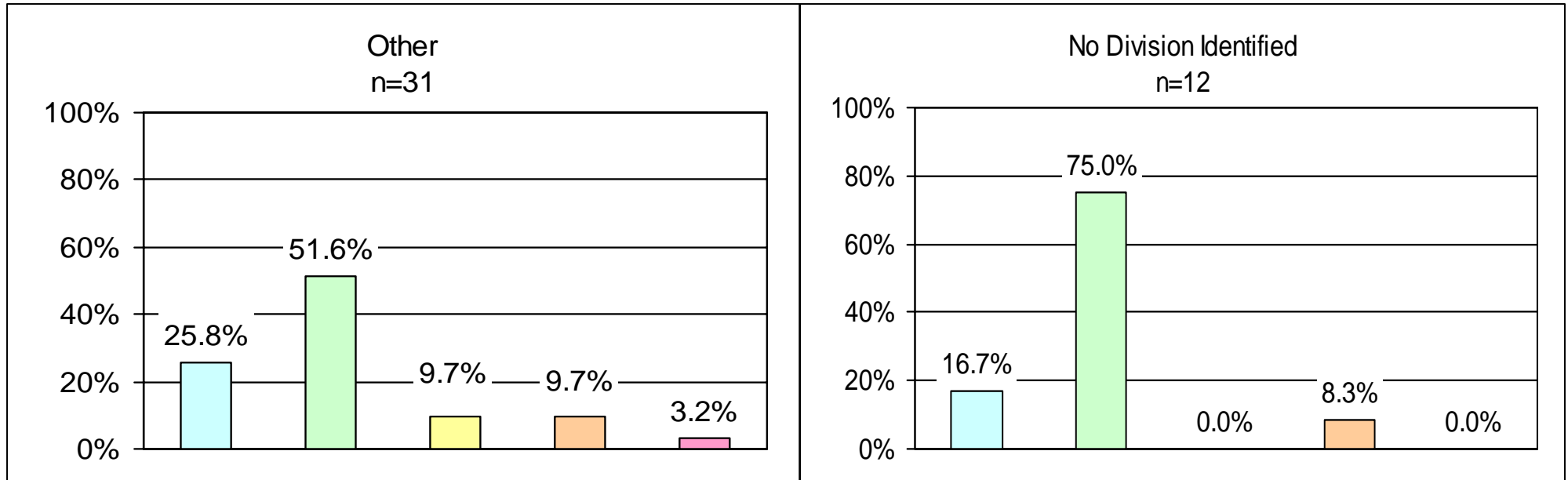
■ S. Agree 
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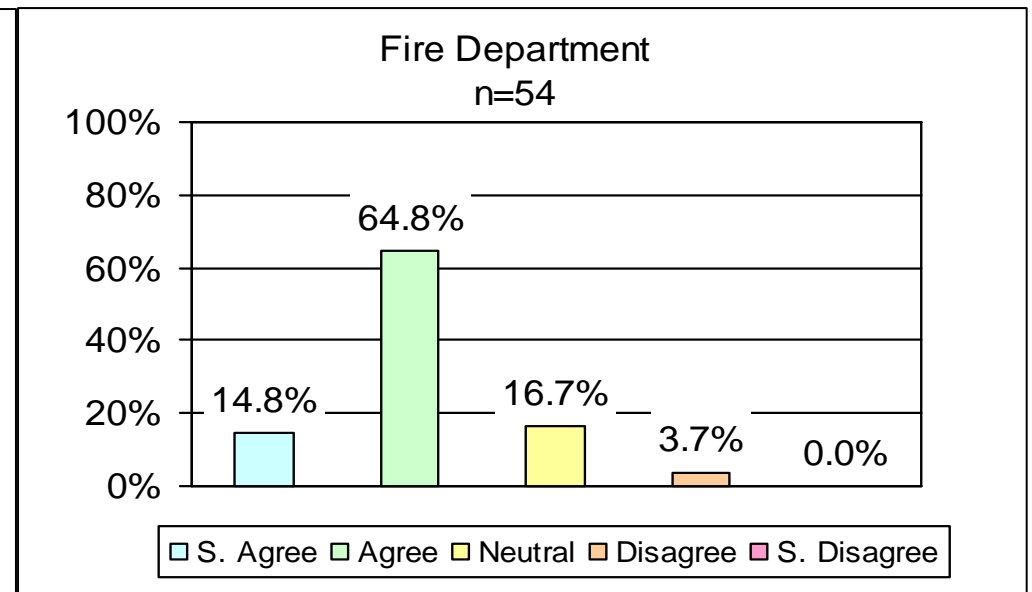
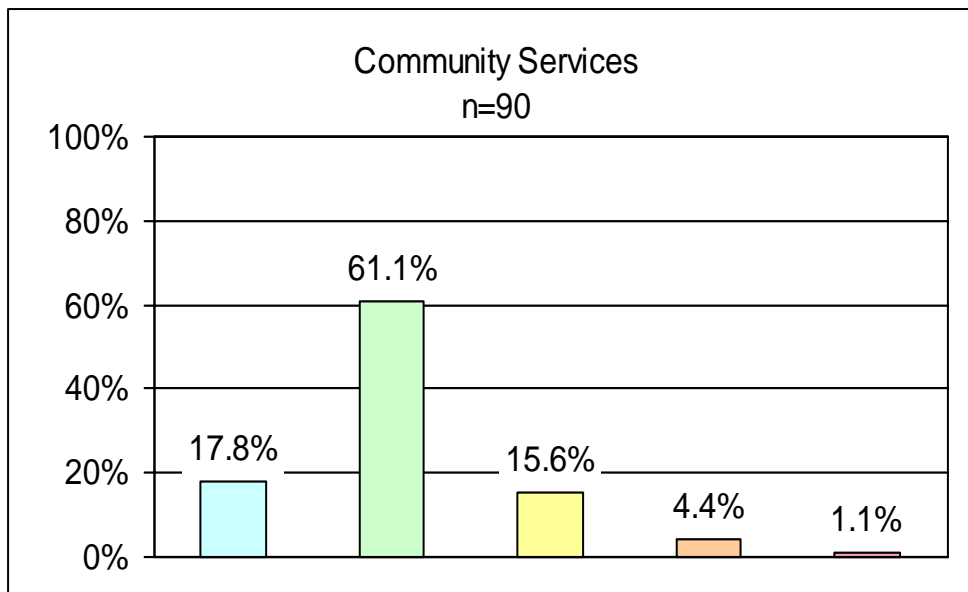
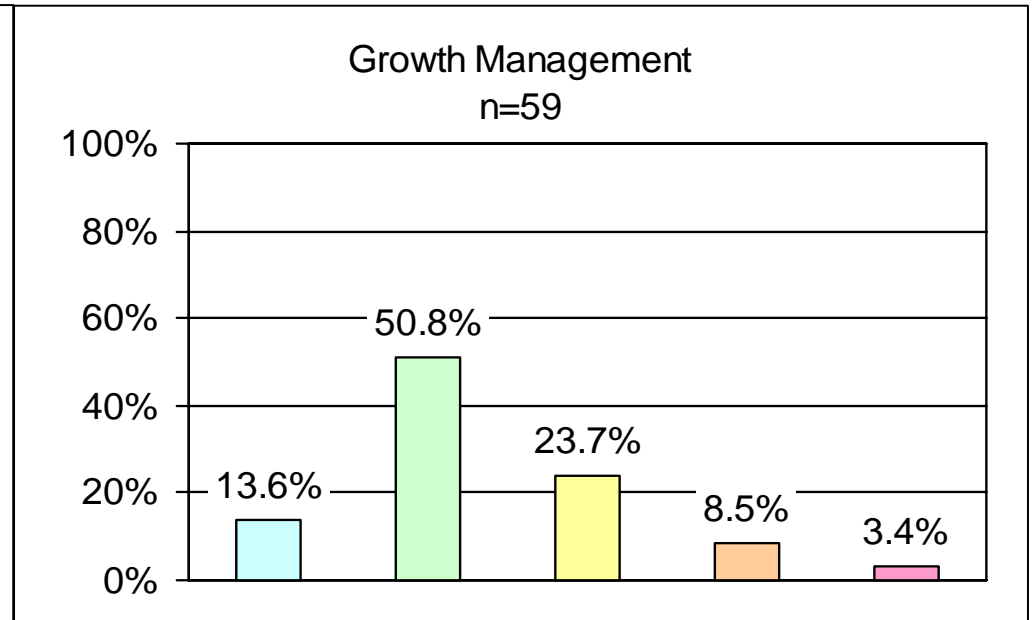
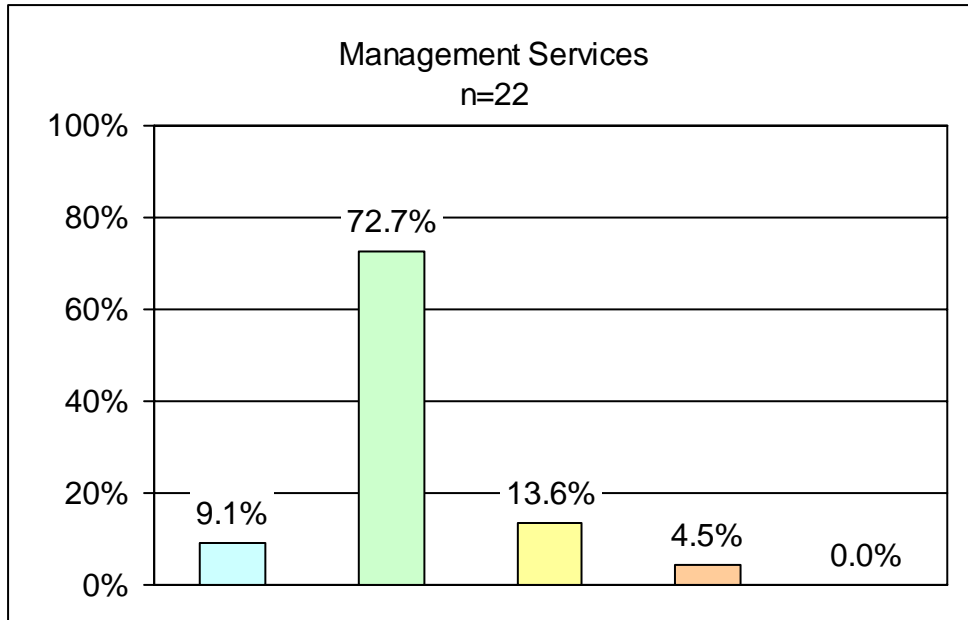


# Question 4b – Measurement, Analysis, and Knowledge Management

n=456 (81%)

Our employees know how to analyze (review) the quality of their work to see if changes are needed.

I know how to analyze (review) the quality of my work to see if changes are needed.

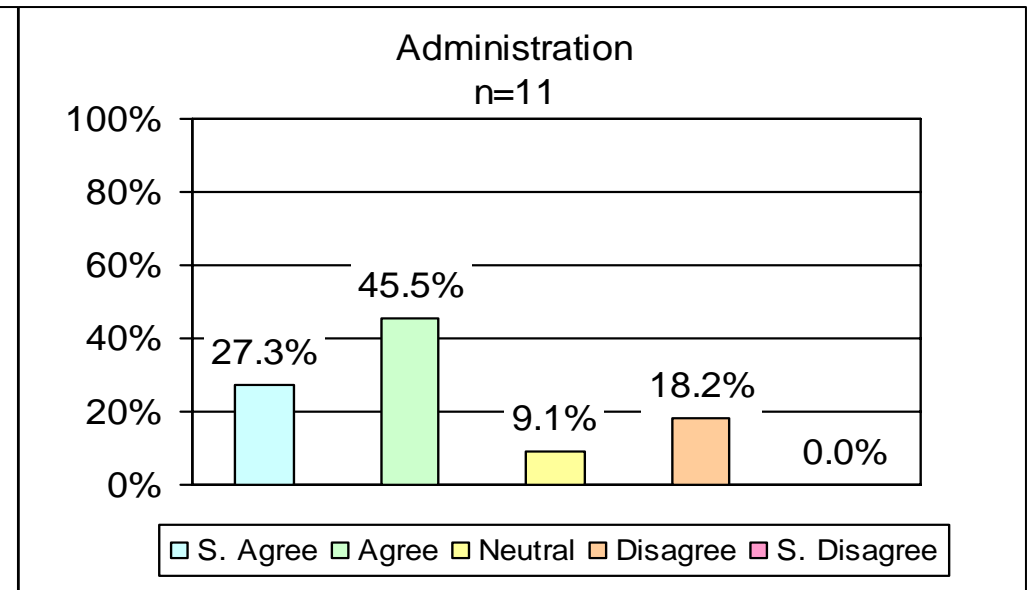
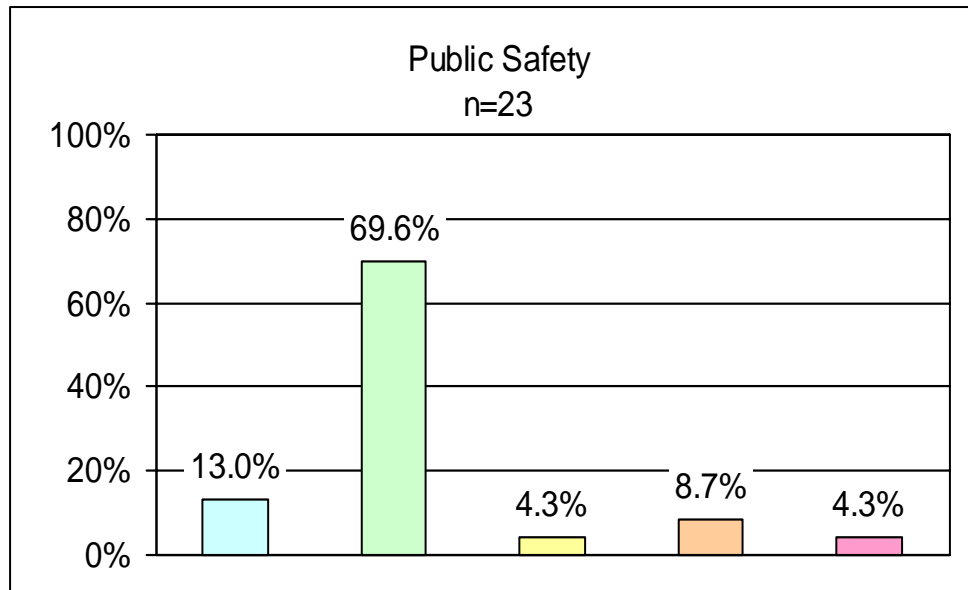
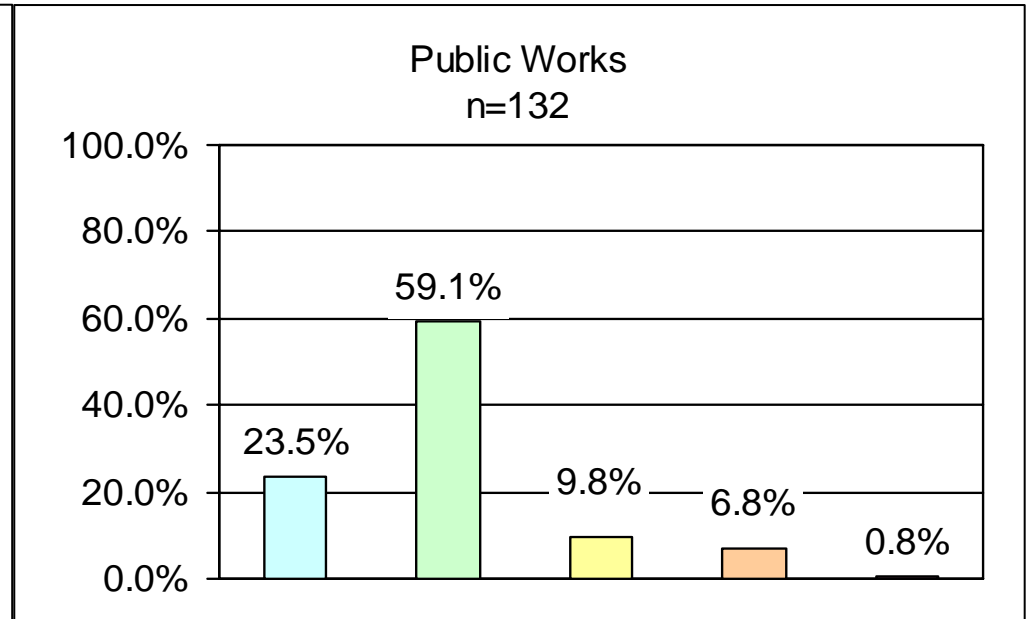
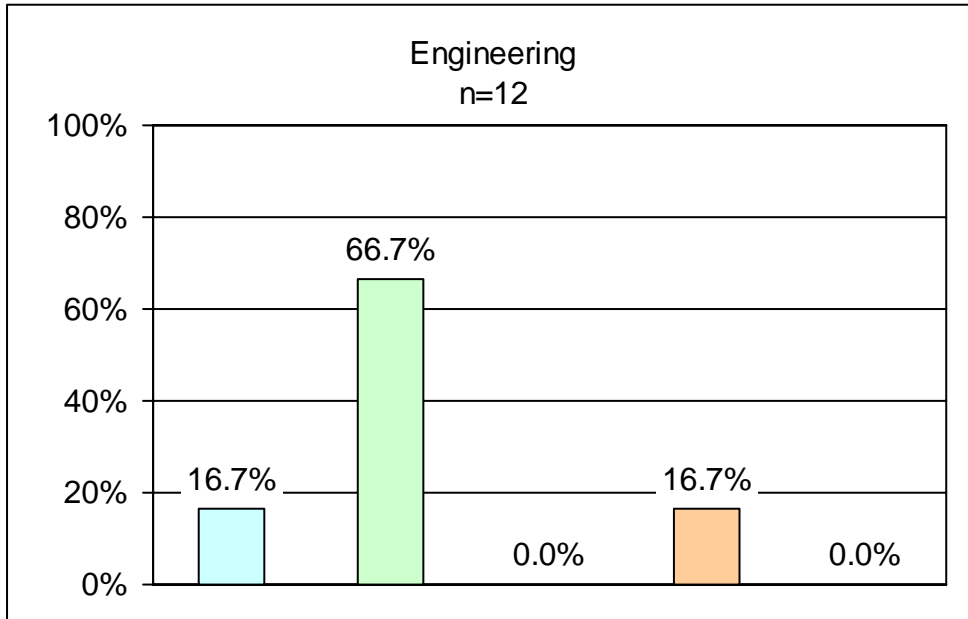


# Question 4b – Measurement, Analysis, and Knowledge Management

n=456 (81%)

Our employees know how to analyze (review) the quality of their work to see if changes are needed.

I know how to analyze (review) the quality of my work to see if changes are needed.

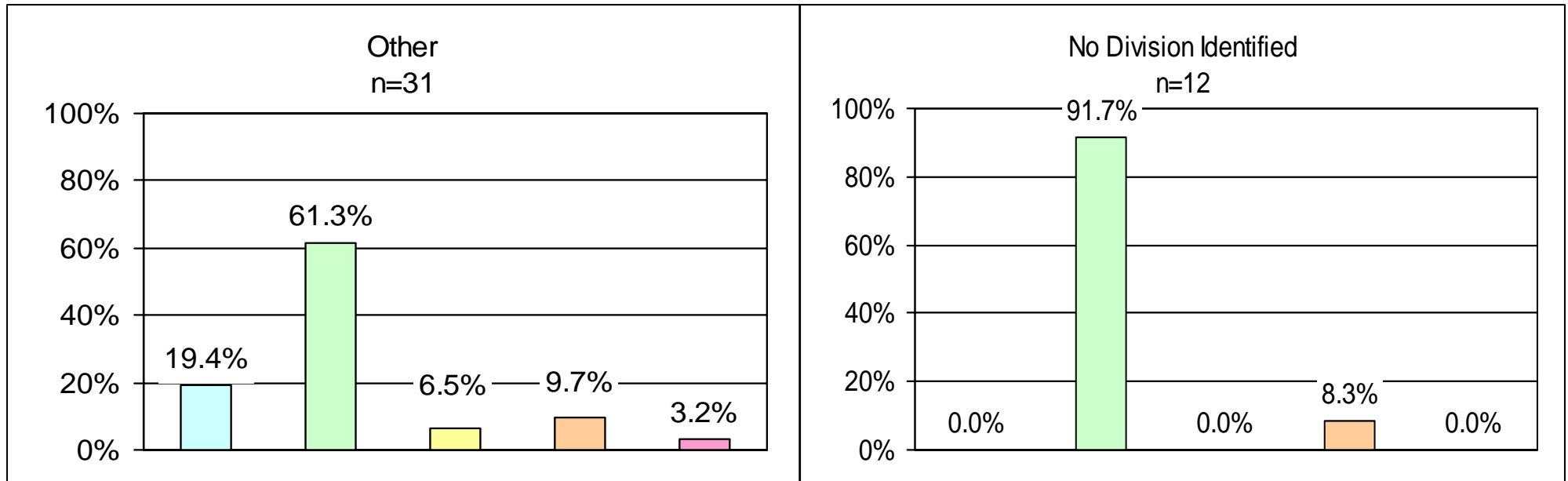


# Question 4b – Measurement, Analysis, and Knowledge Management

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I know how to analyze (review) the quality of my work to see if changes are needed.

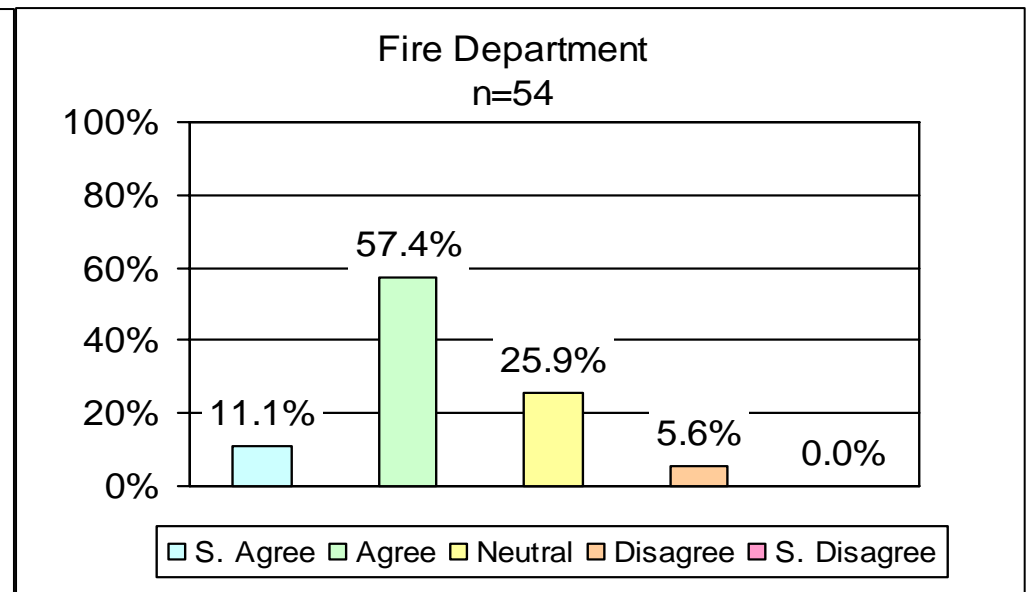
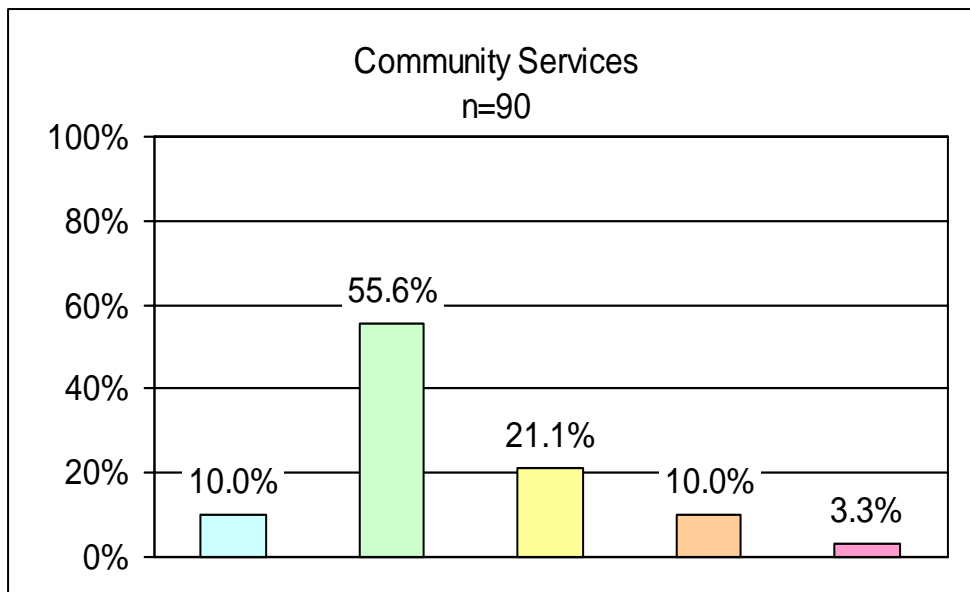
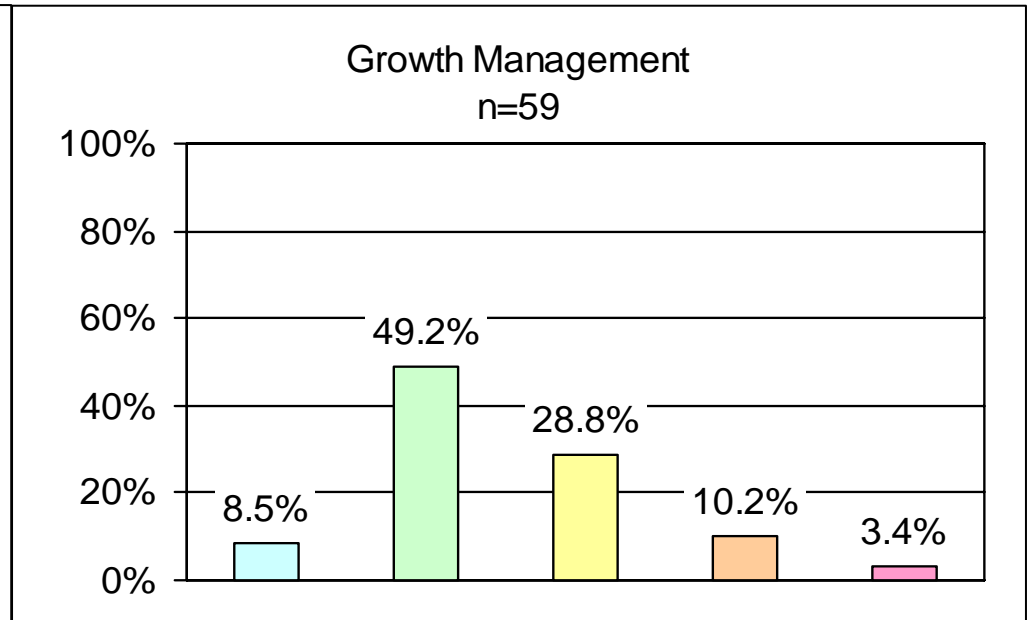
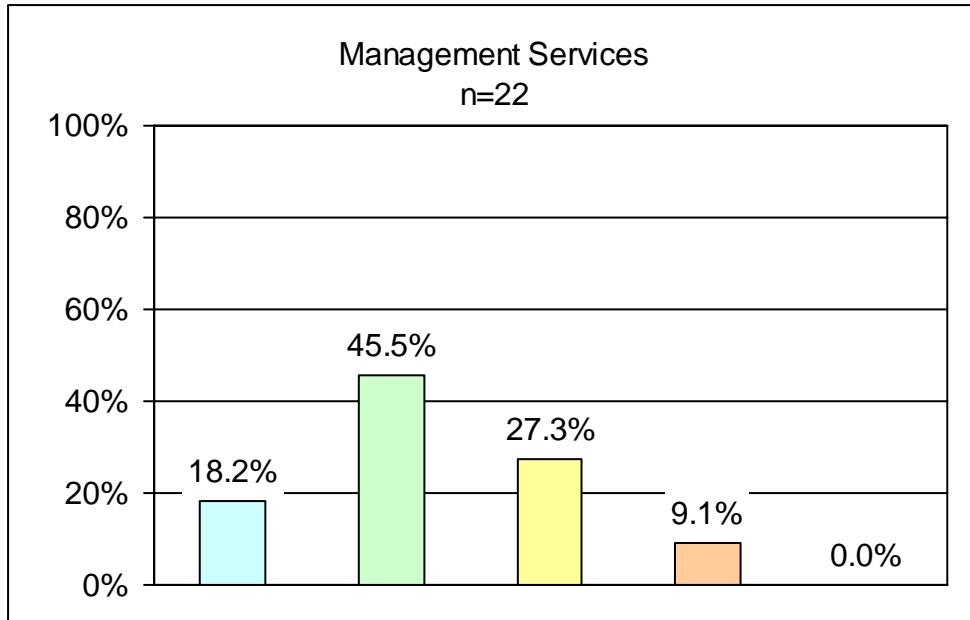


# Question 4c – Measurement, Analysis, and Knowledge Management

n=455 (81%)

Our employees use these analyses for making decisions about their work.

I use these analyses for making decisions about my work.



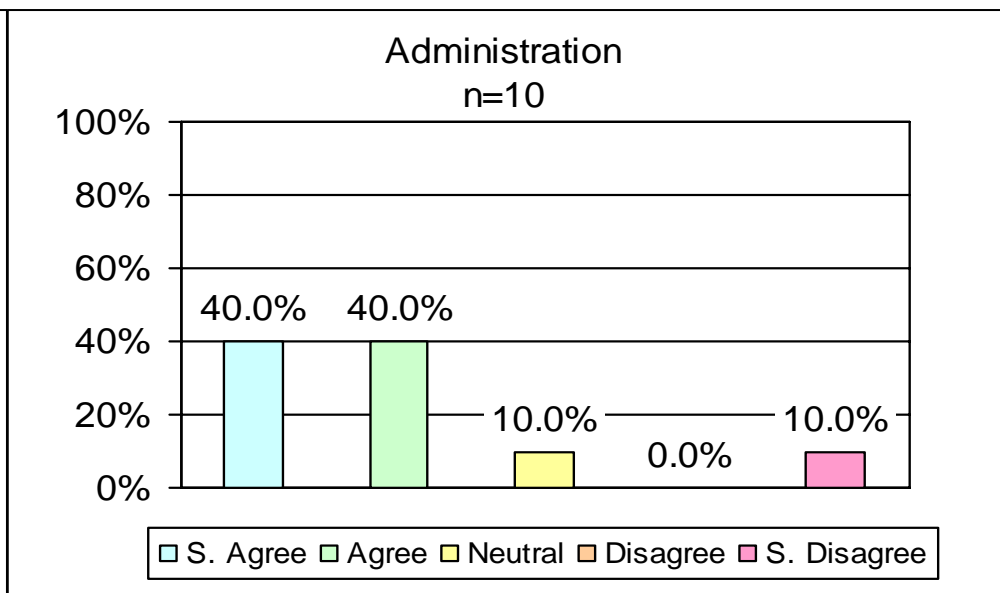
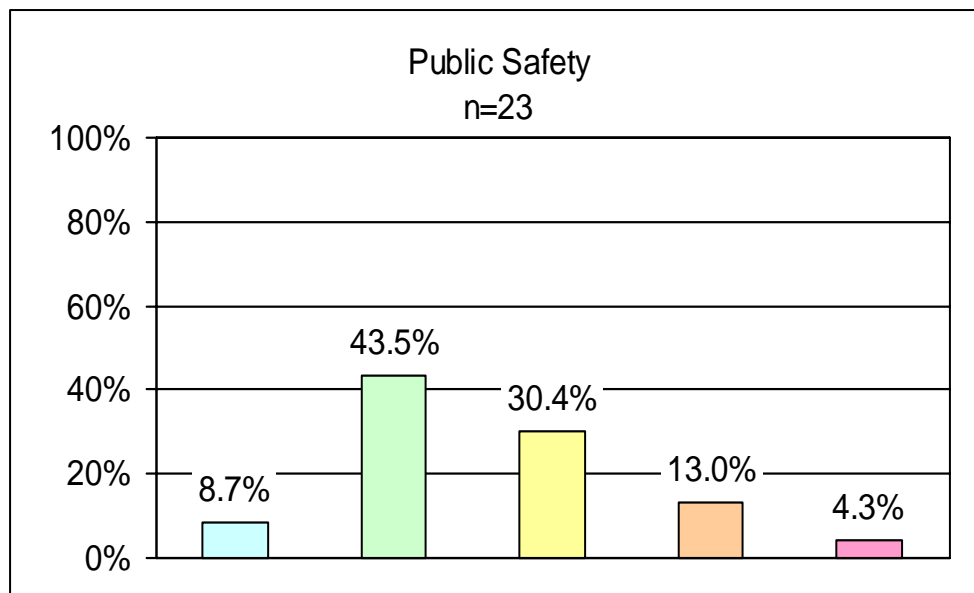
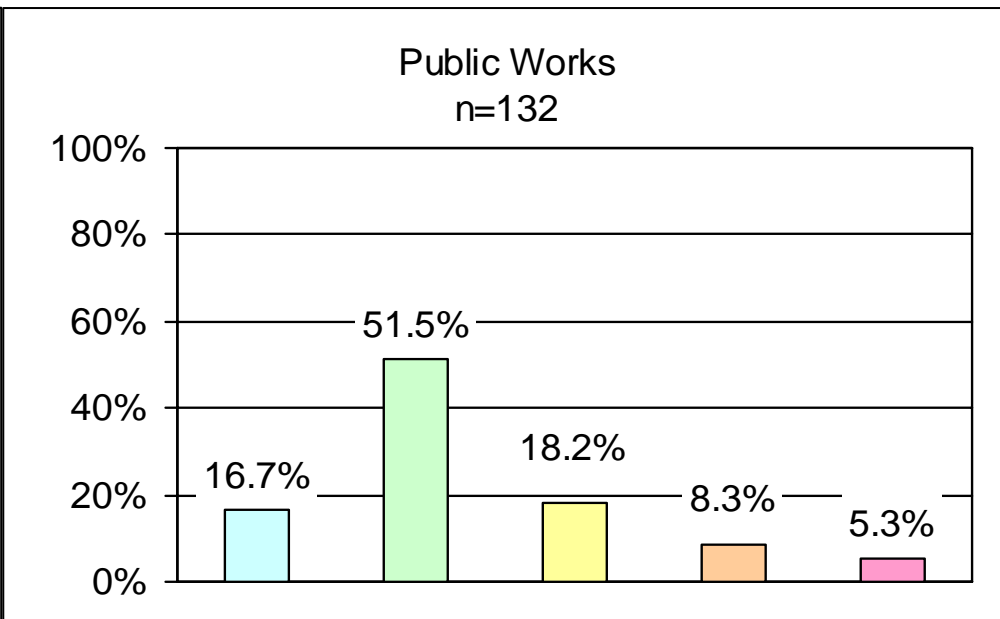
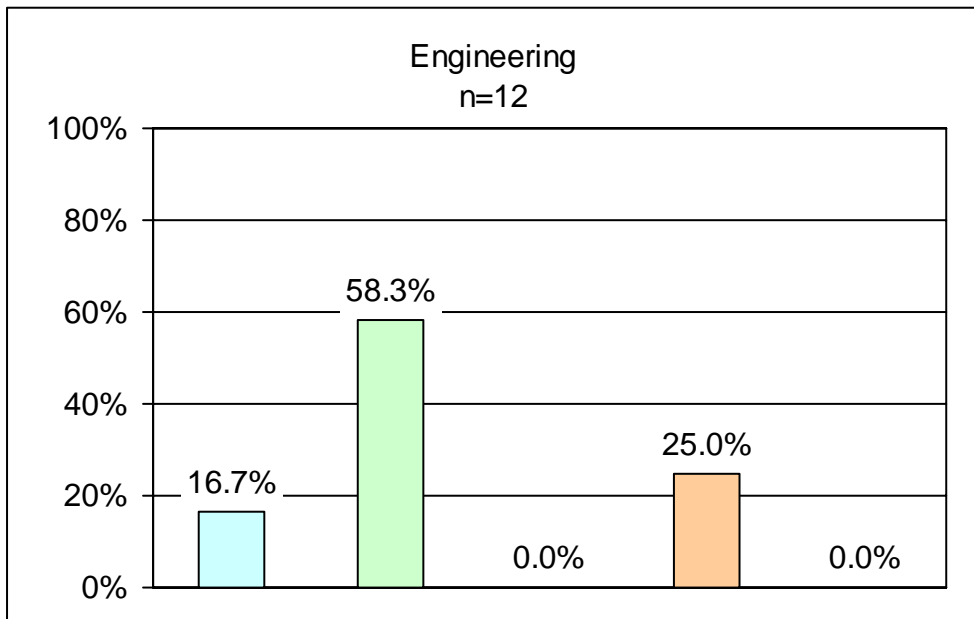
Legend: S. Agree (light blue), Agree (light green), Neutral (light yellow), Disagree (light orange), S. Disagree (light pink)

# Question 4c – Measurement, Analysis, and Knowledge Management

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Our employees use these analyses for making decisions about their work.

I use these analyses for making decisions about my work.



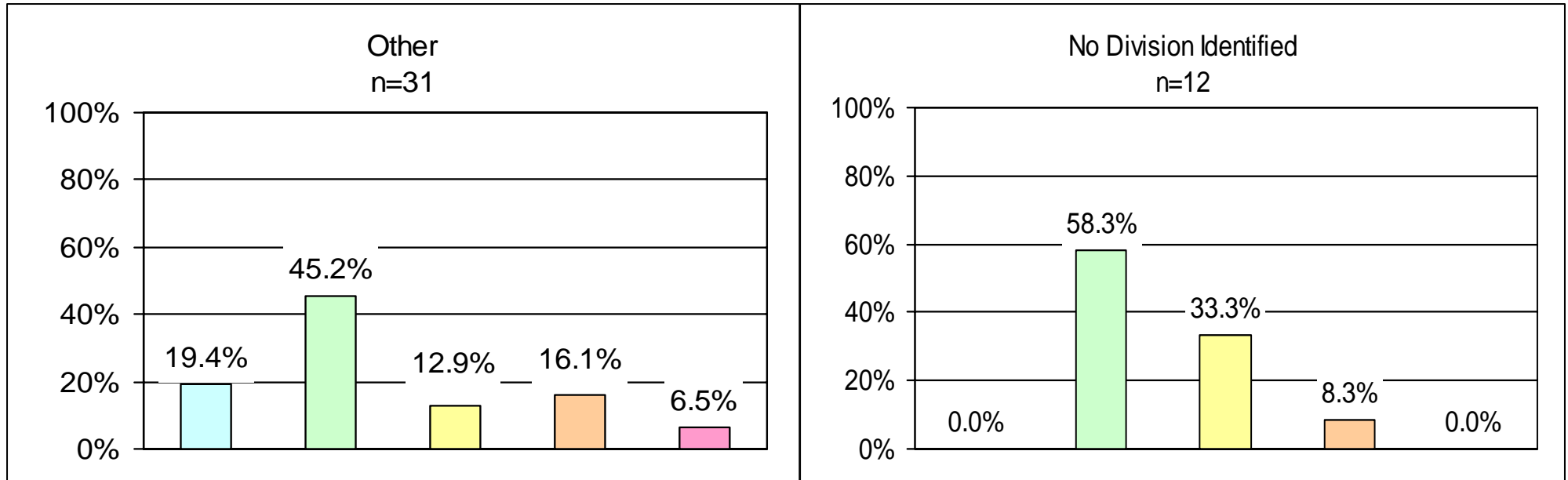
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 4c – Measurement, Analysis, and Knowledge Management

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Our employees use these analyses for making decisions about their work.

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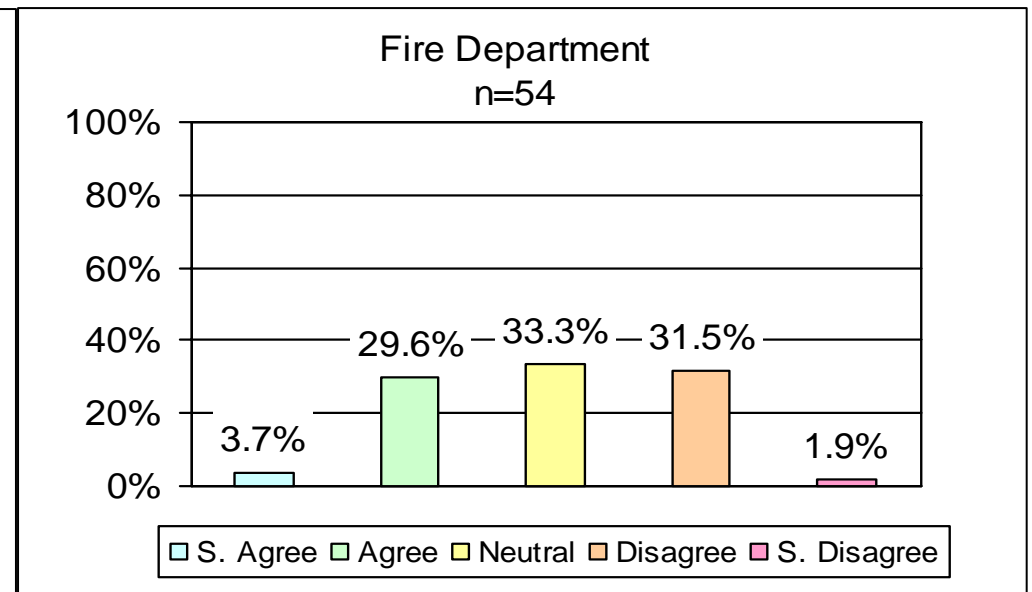
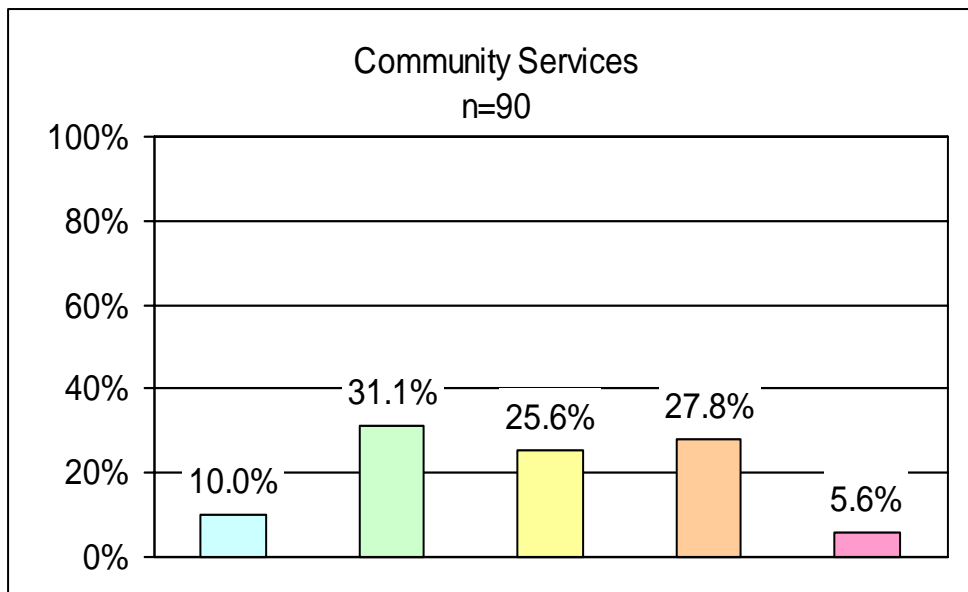
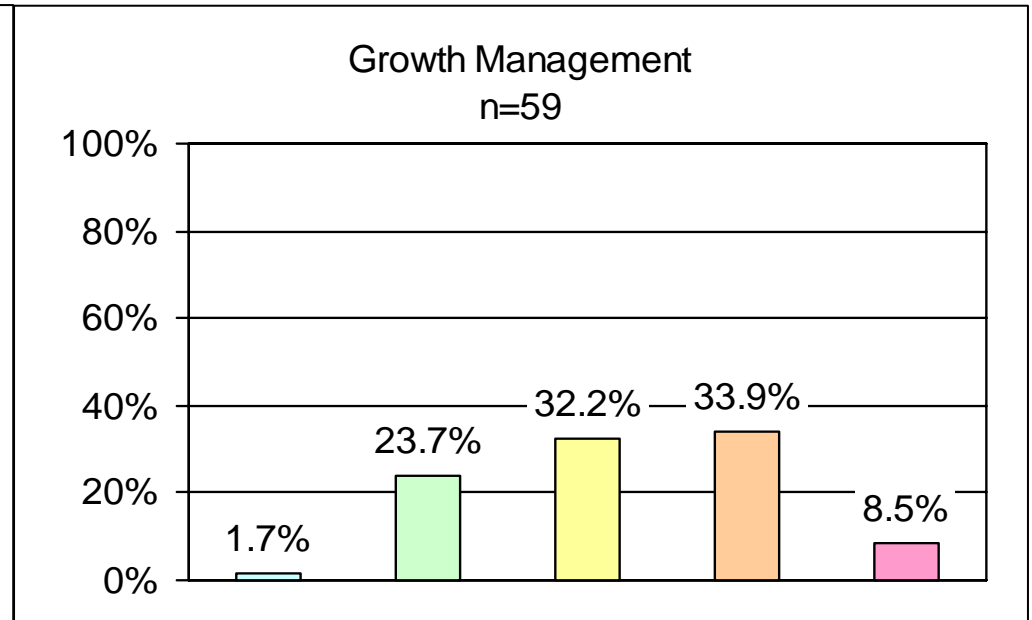
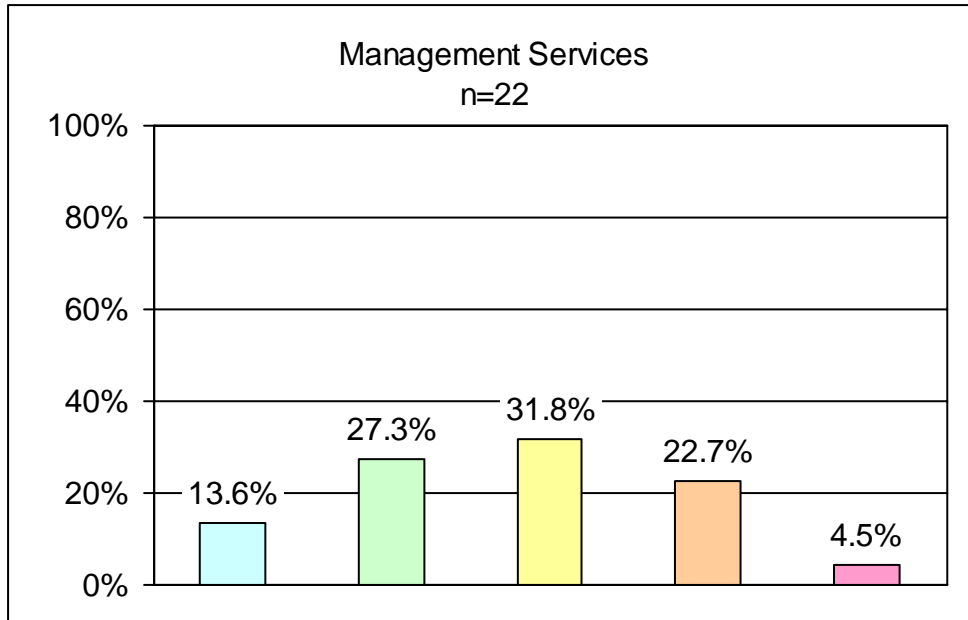


# Question 4d – Measurement, Analysis, and Knowledge Management

n=454 (80%)

Our employees know how the measures they use in their work fit into our organization's overall measures.

I know how the measures I use in my work fit into the organization's overall measures of improvement.



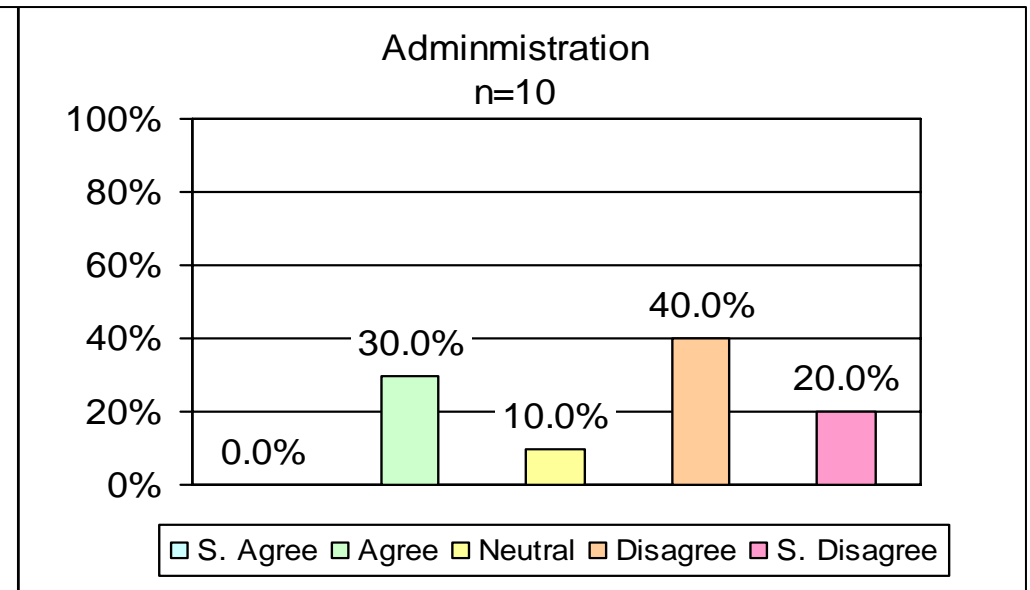
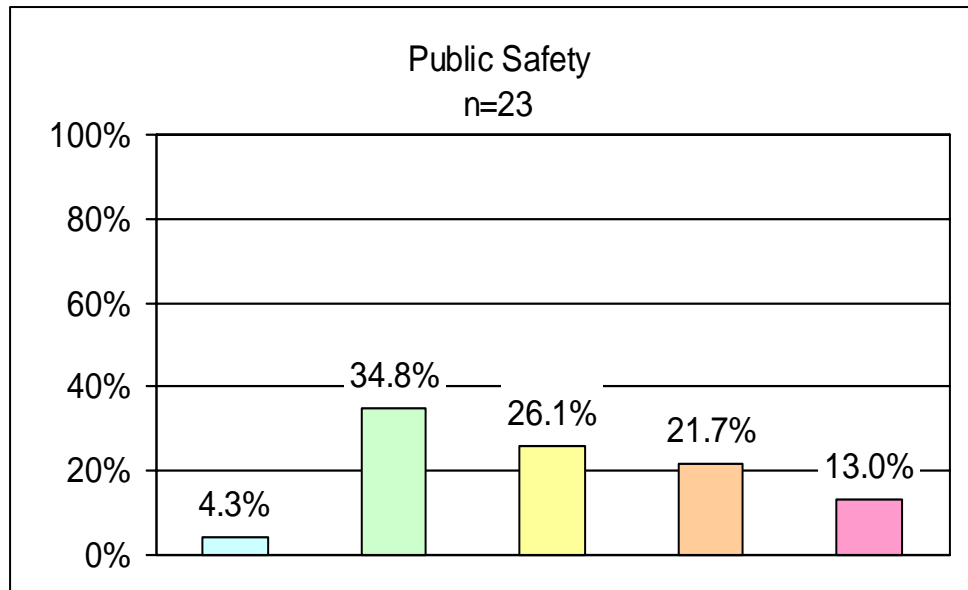
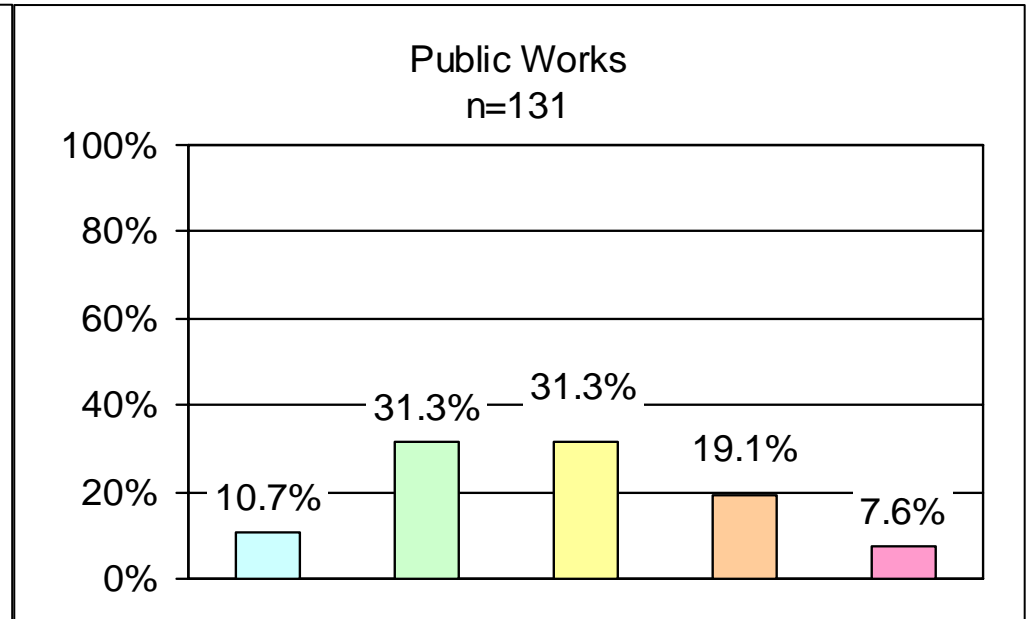
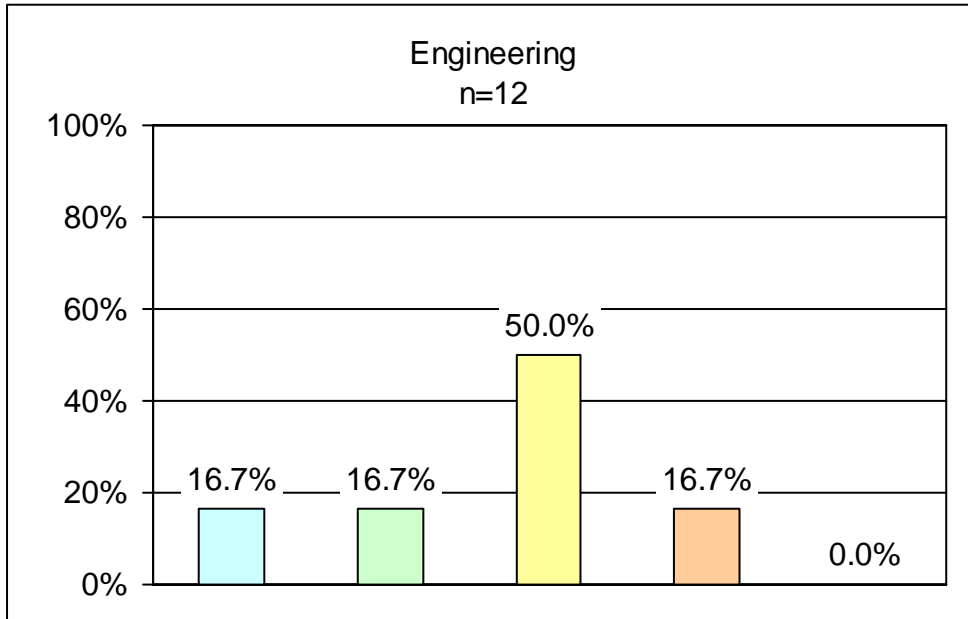
Legend: S. Agree (light blue), Agree (light green), Neutral (light yellow), Disagree (light orange), S. Disagree (light pink)

# Question 4d – Measurement, Analysis, and Knowledge Management

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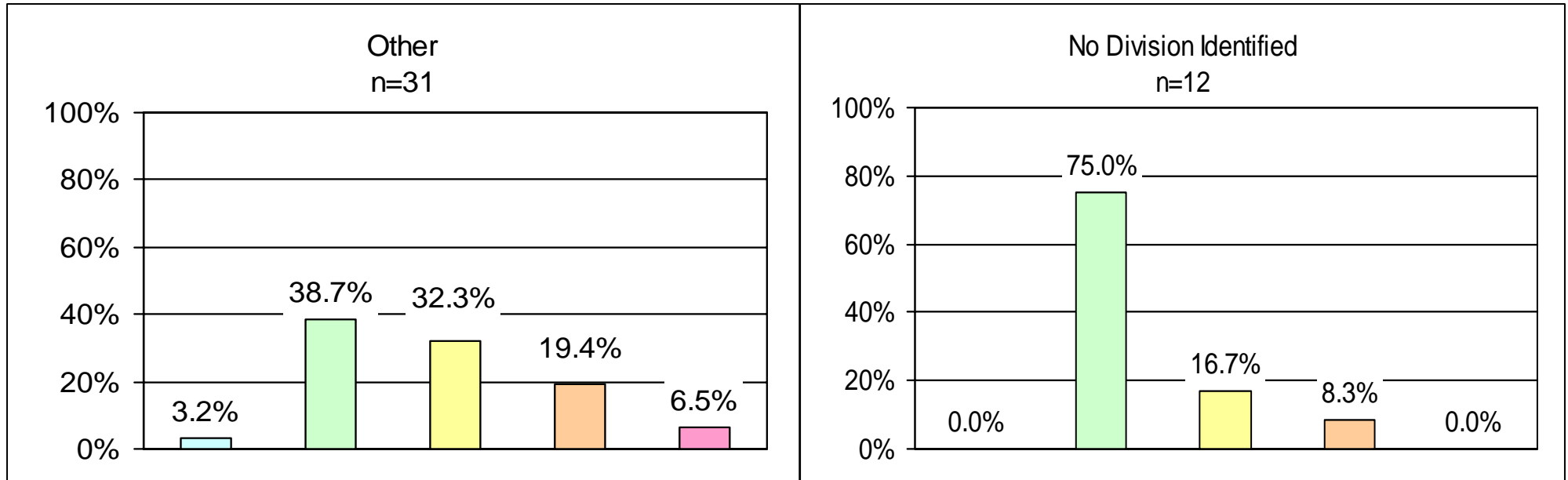
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

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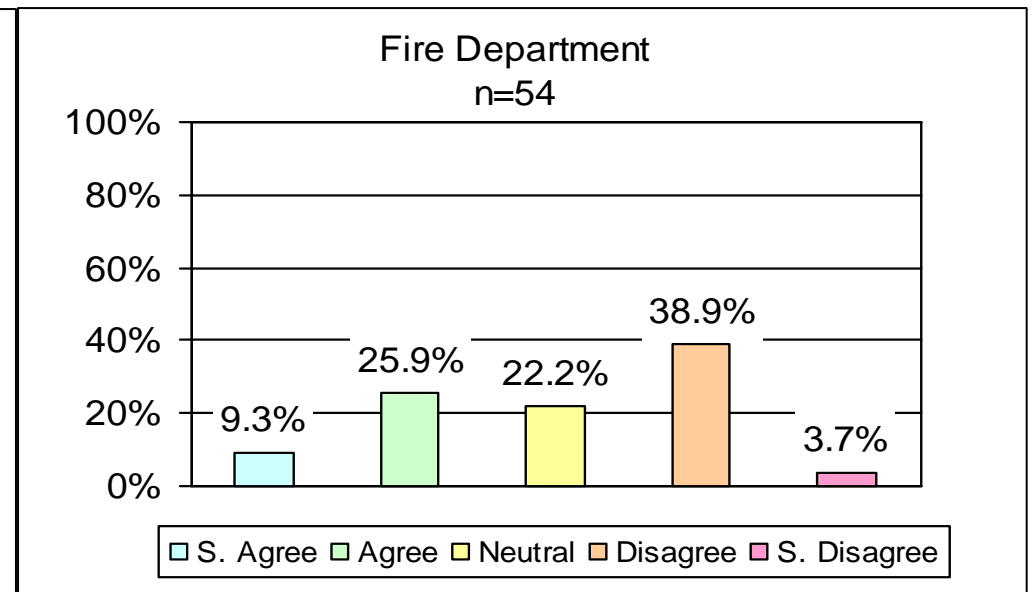
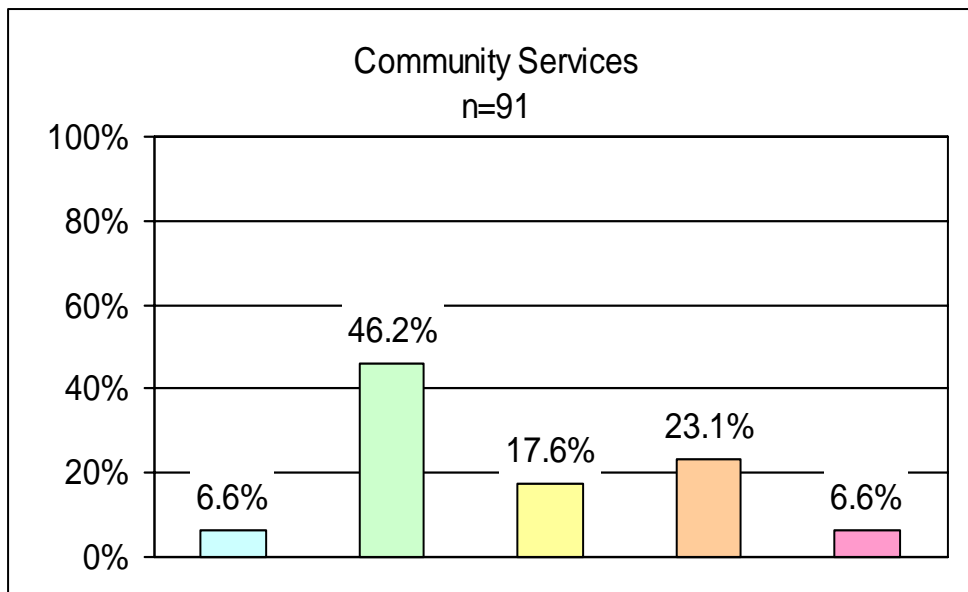
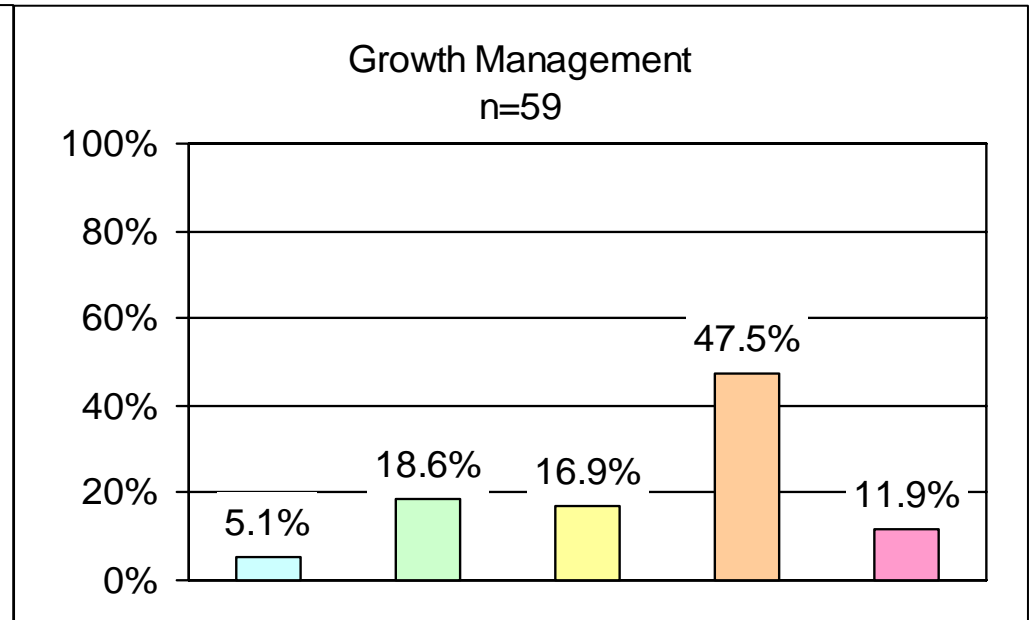
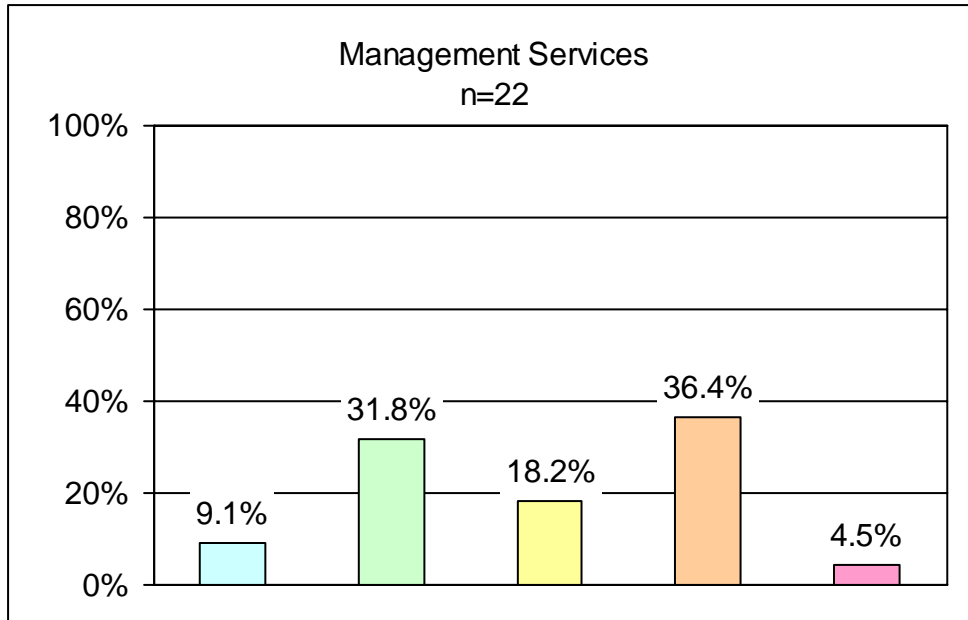


# Question 4e – Measurement, Analysis, and Knowledge Management

n=456 (81%)

Our employees get all the important information they need to do their work.

I get all the important information I need to do my work.



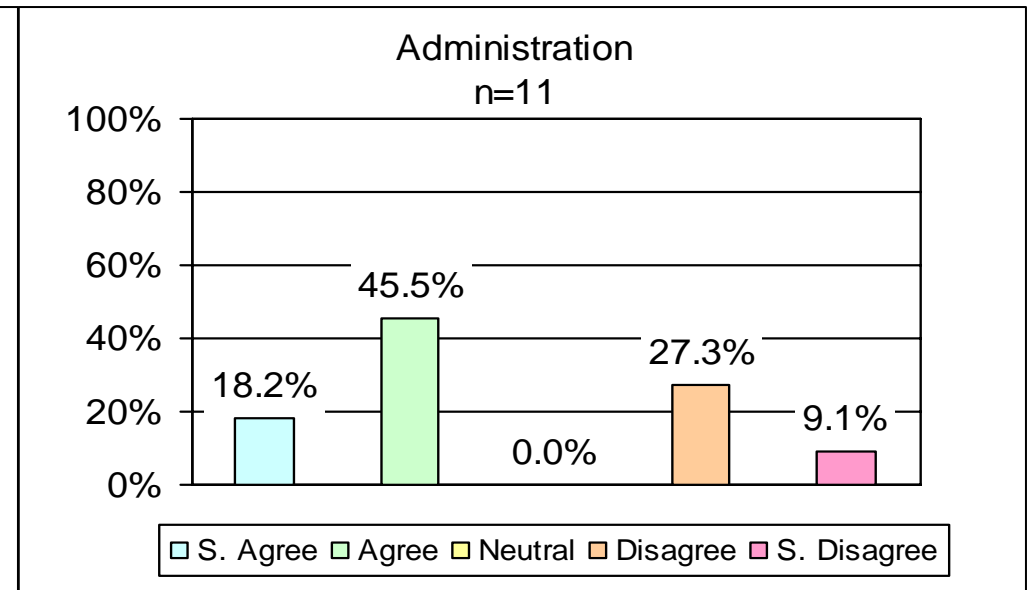
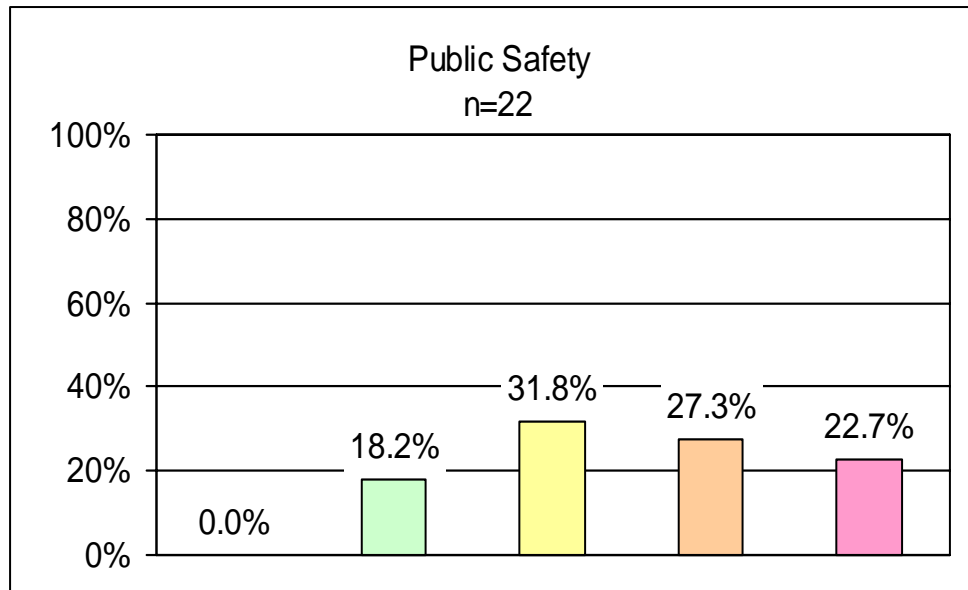
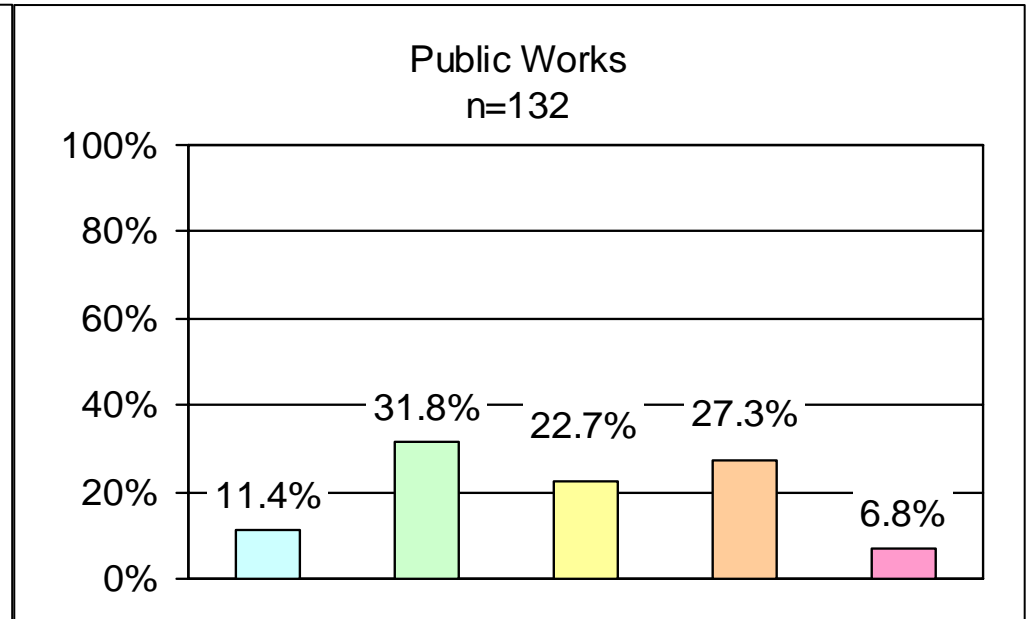
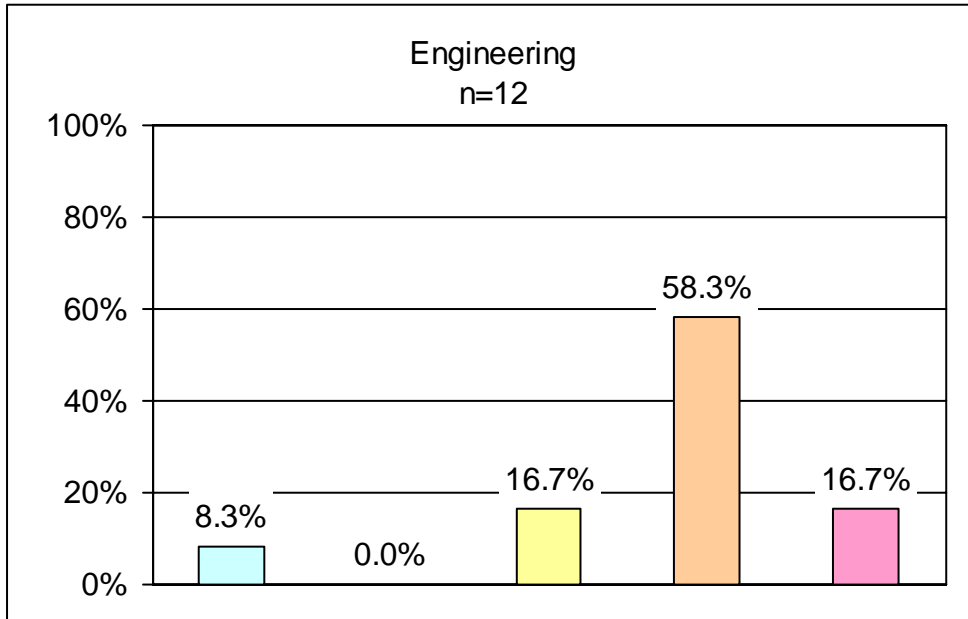
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 4e – Measurement, Analysis, and Knowledge Management

n=456 (81%)

Our employees get all the important information they need to do their work.

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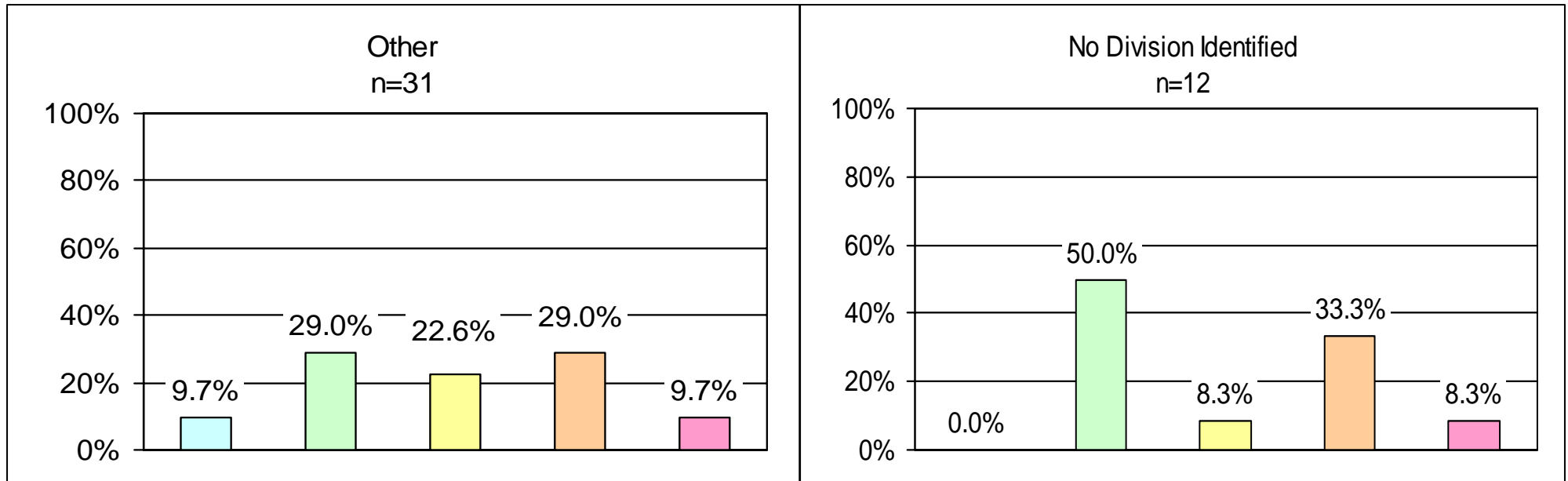
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

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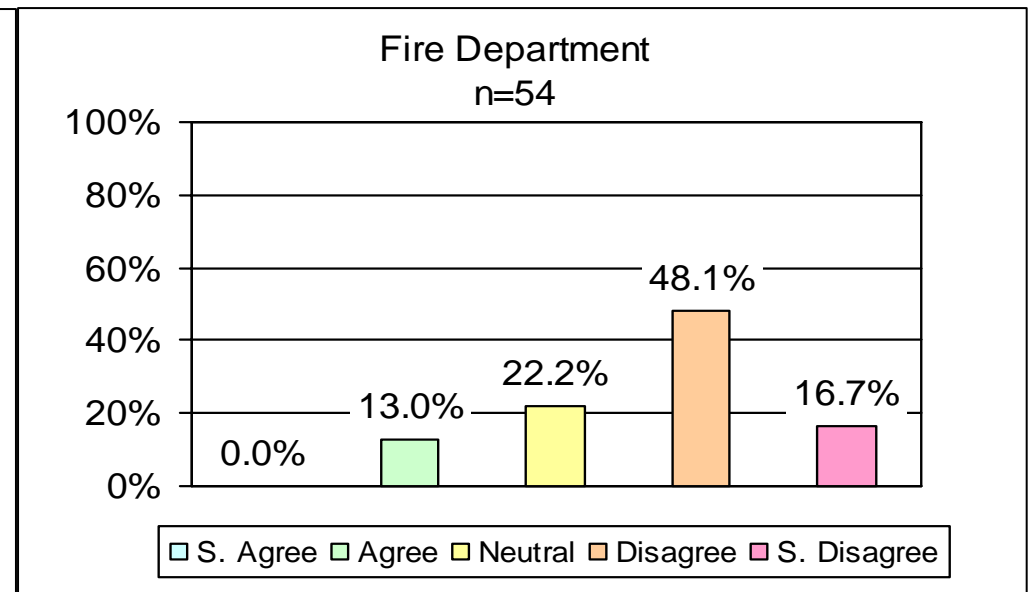
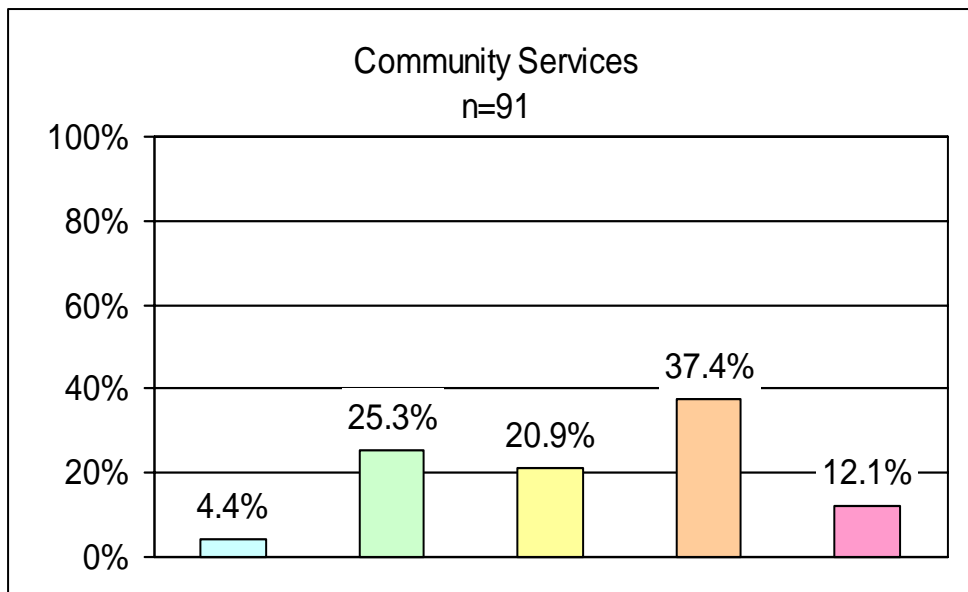
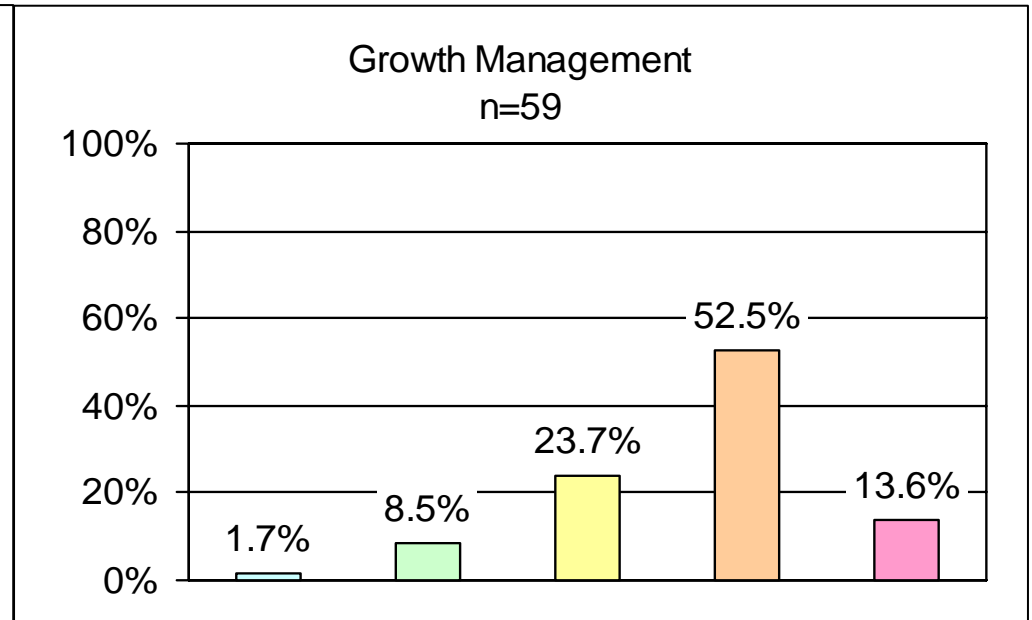
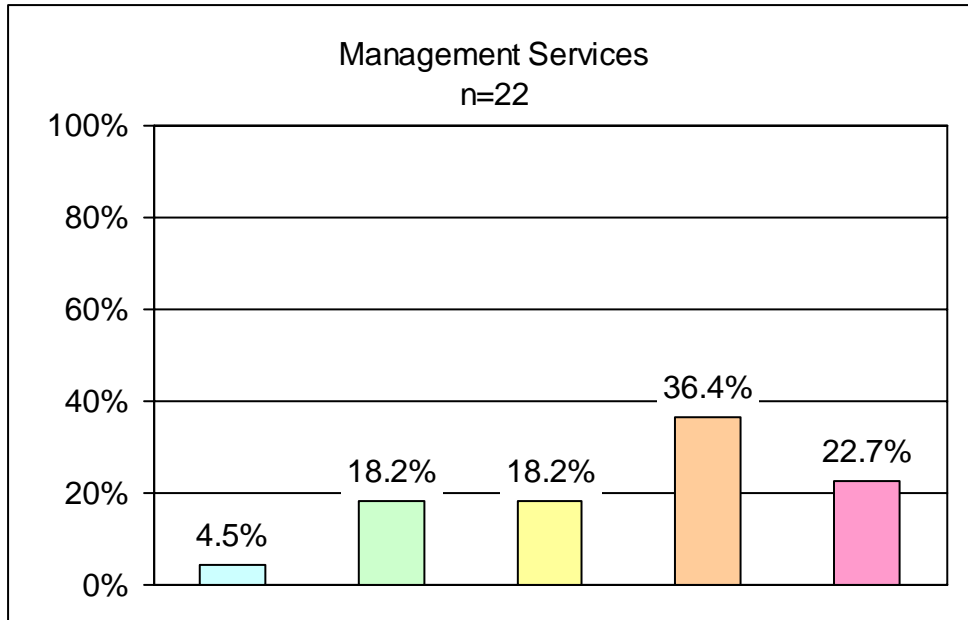


# Question 4f – Measurement, Analysis, and Knowledge Management

n=457 (81%)

Our employees get the information they need to know how our organization is doing.

I get the information I need to know about how my organization is doing.

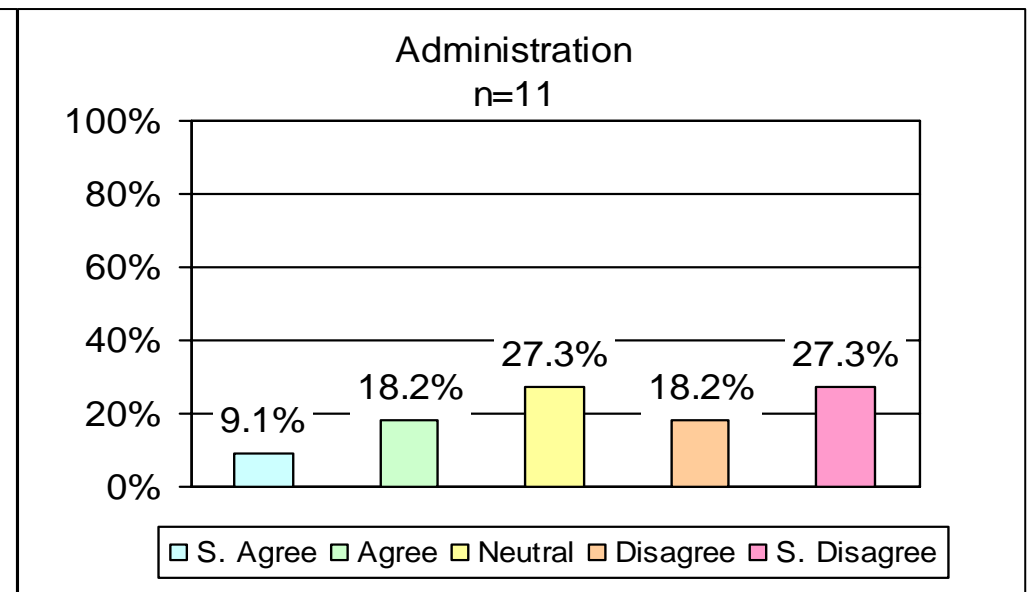
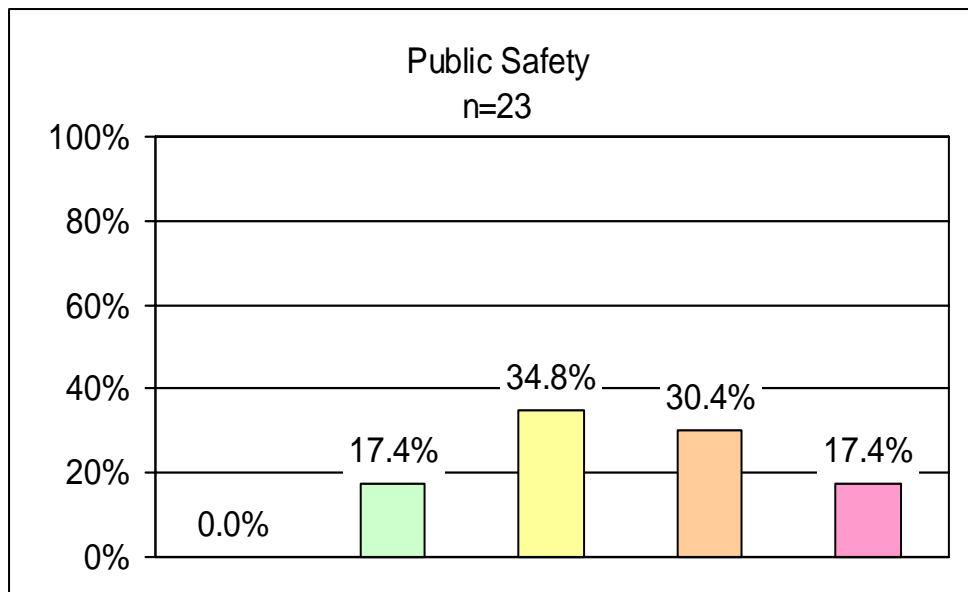
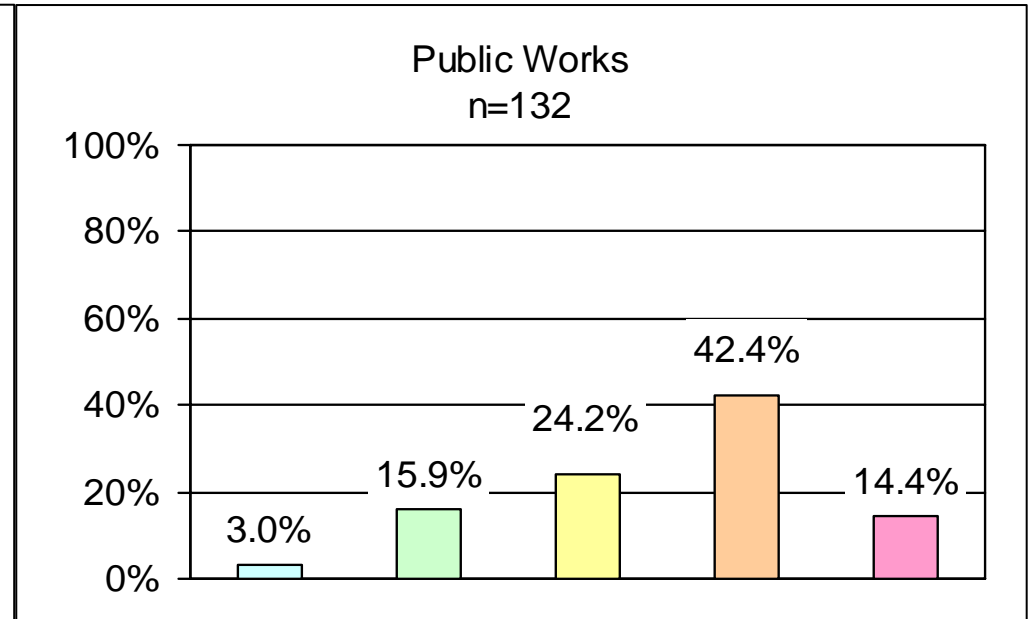
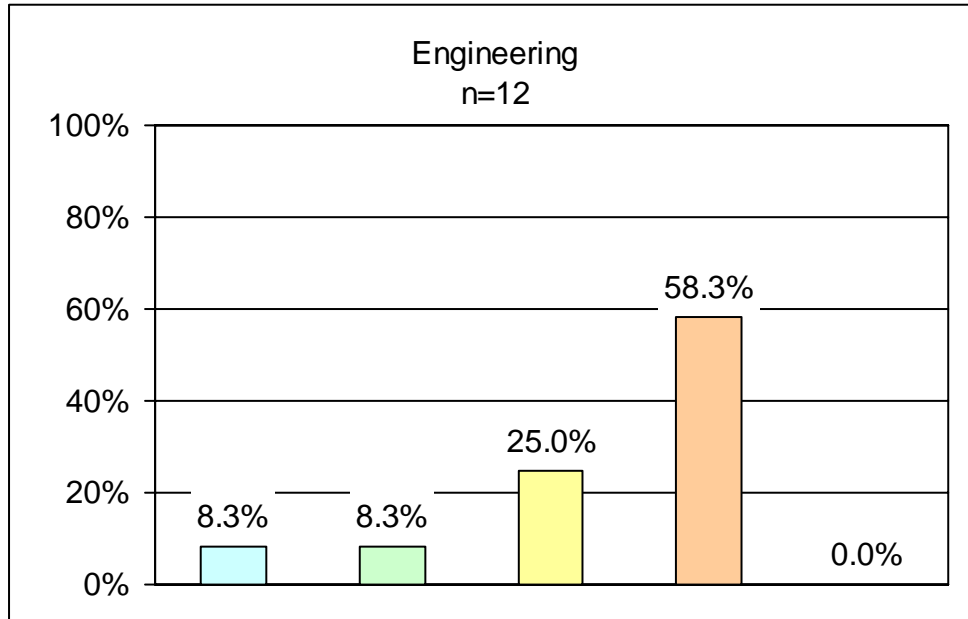


# Question 4f – Measurement, Analysis, and Knowledge Management

n=457 (81%)

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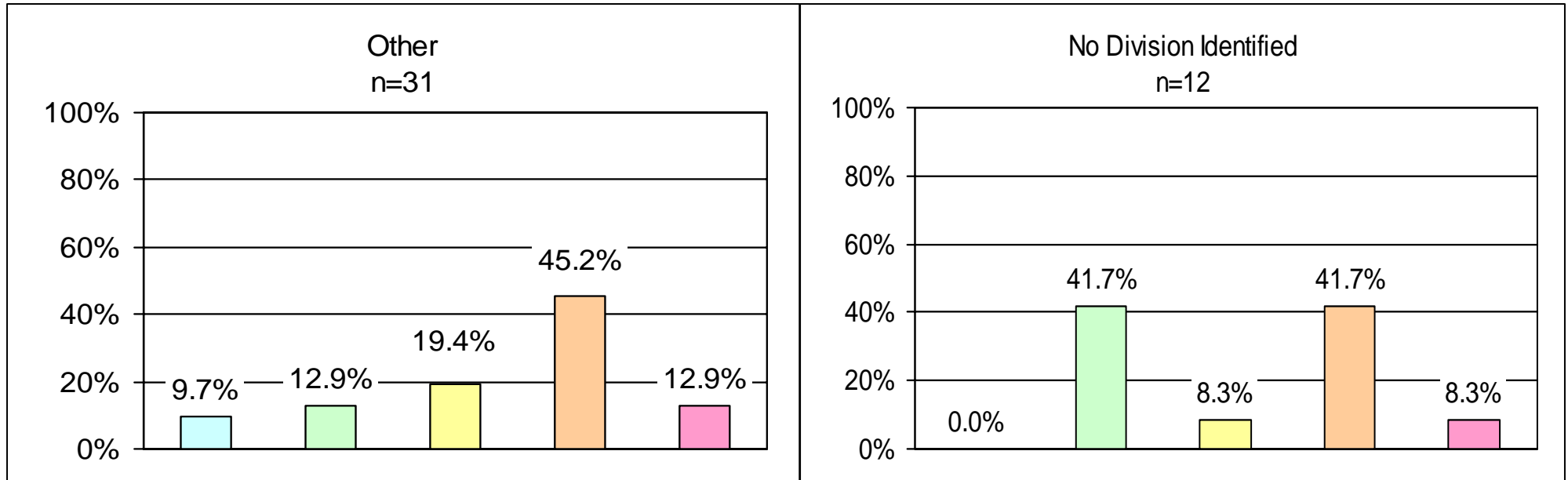


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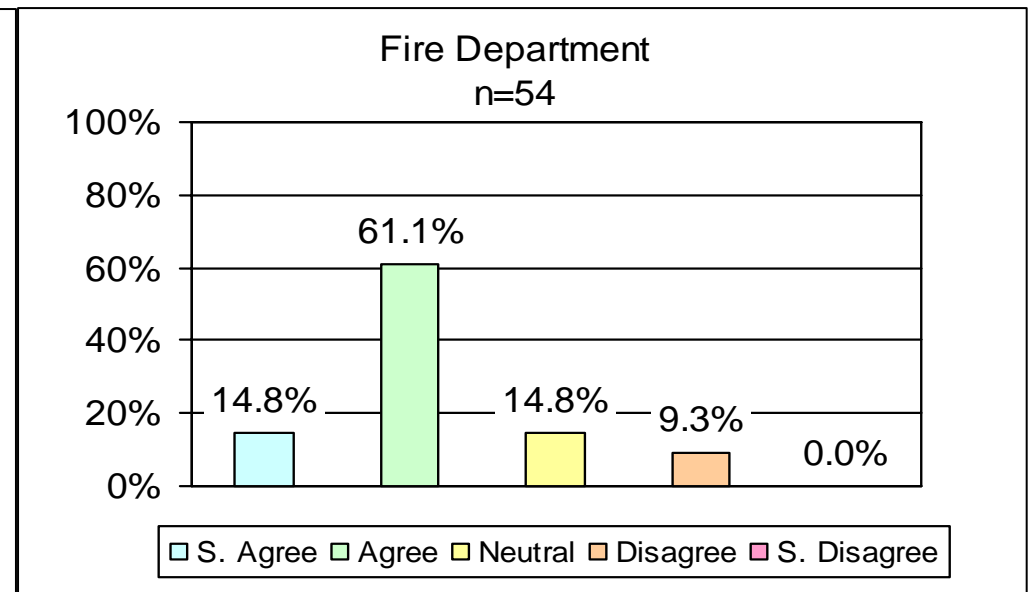
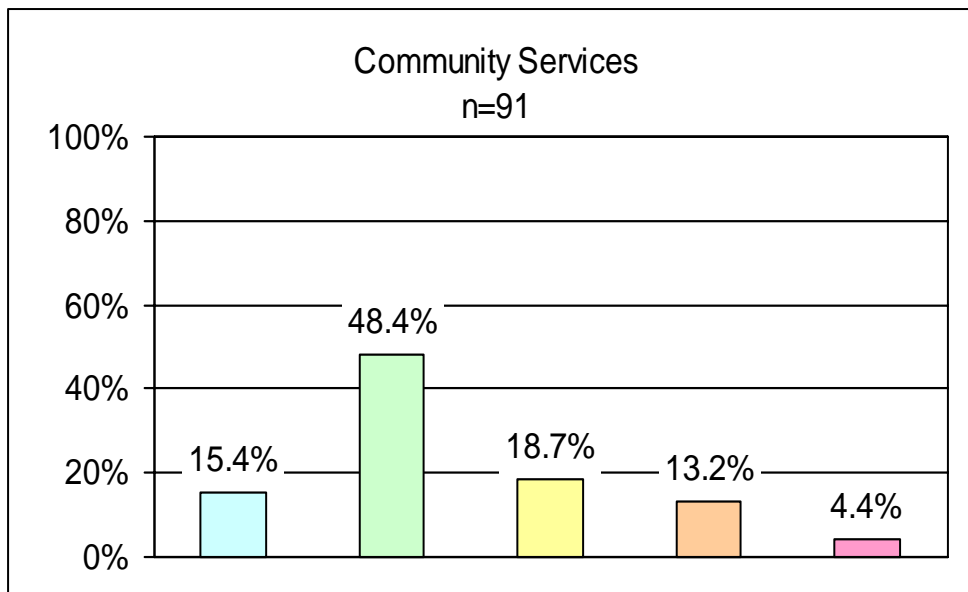
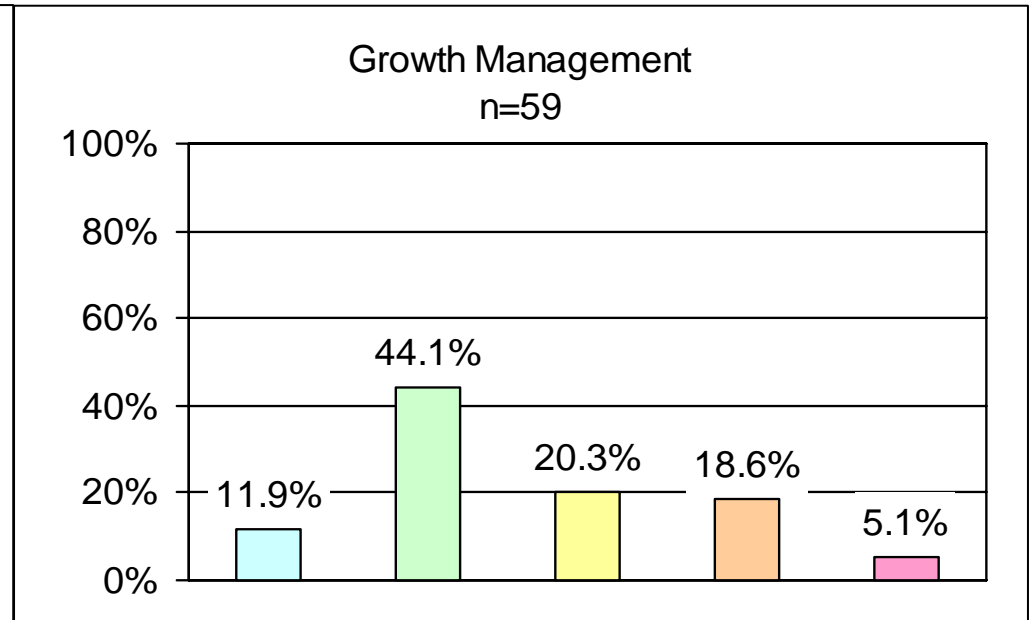
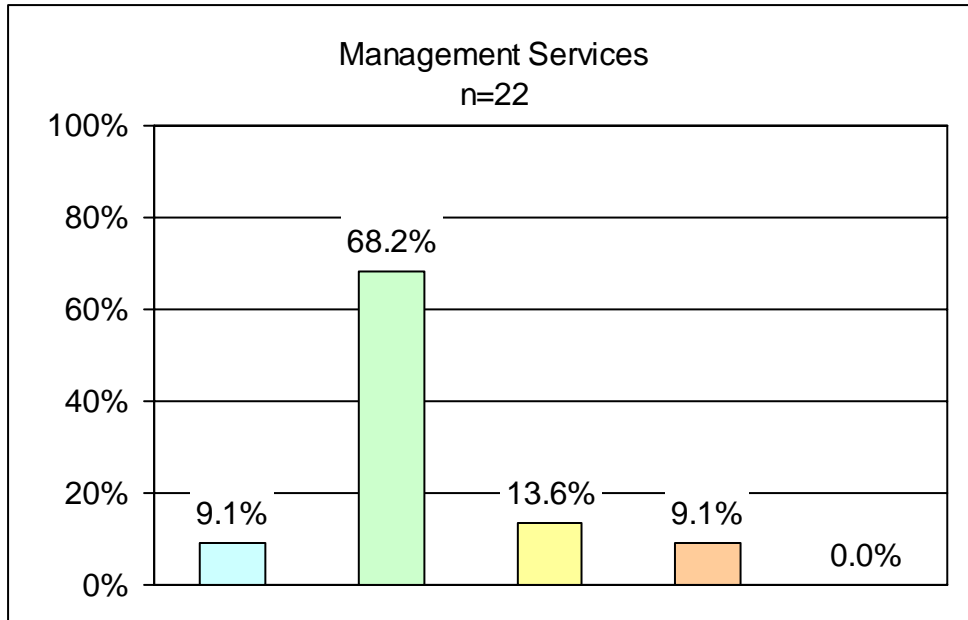


# Question 5a – Human Resource Focus

n=454 (80%)

Our employees can make changes that will improve their work.

I can make changes that will improve my work.



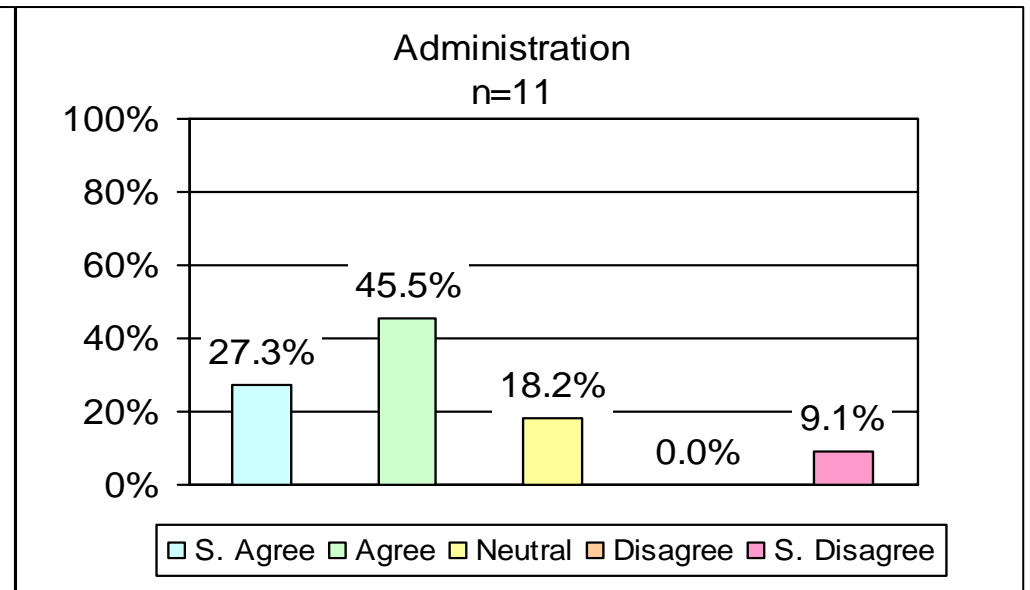
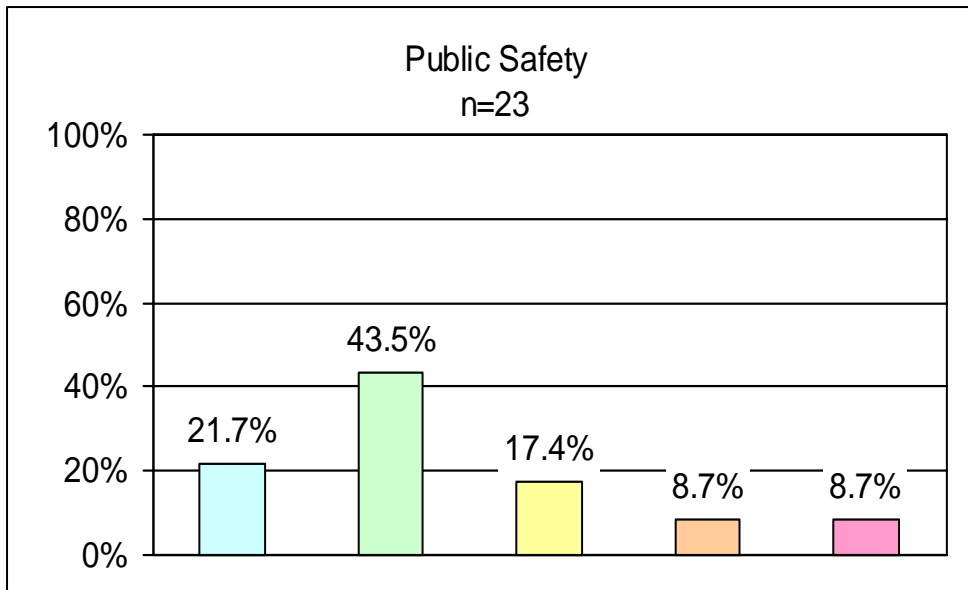
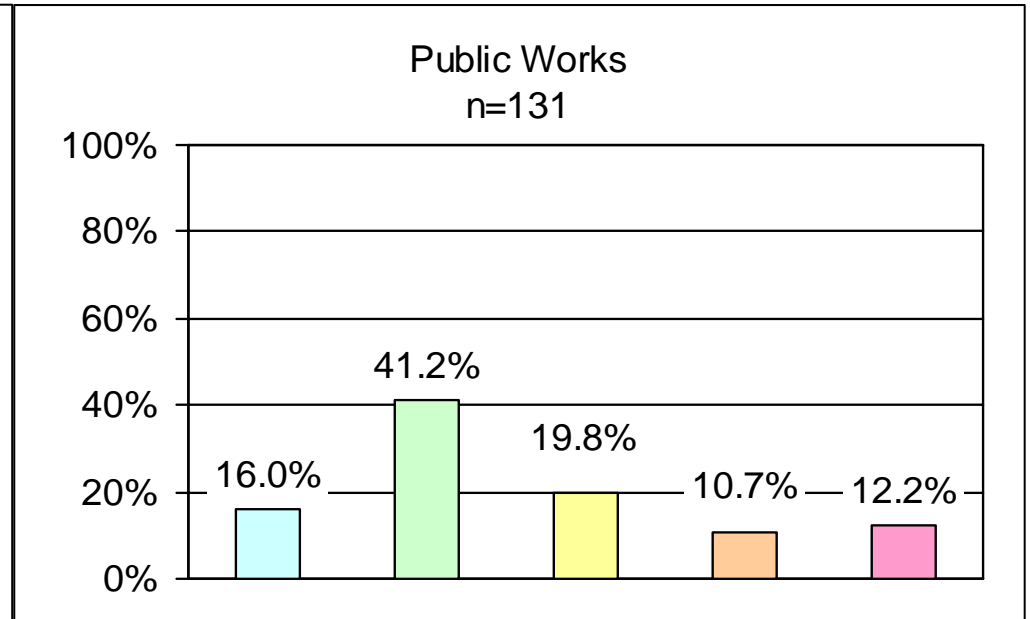
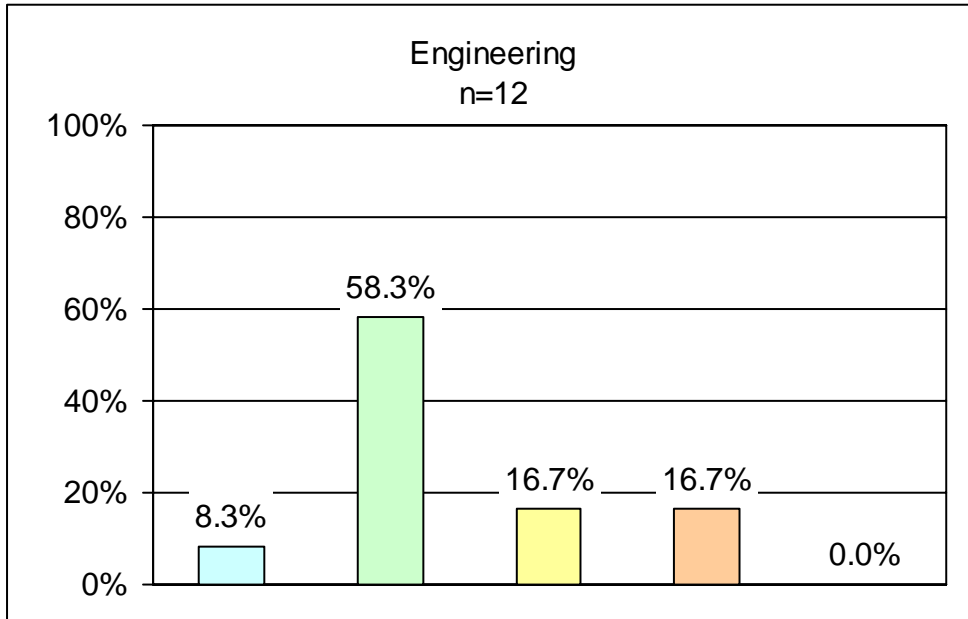
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 5a – Human Resource Focus

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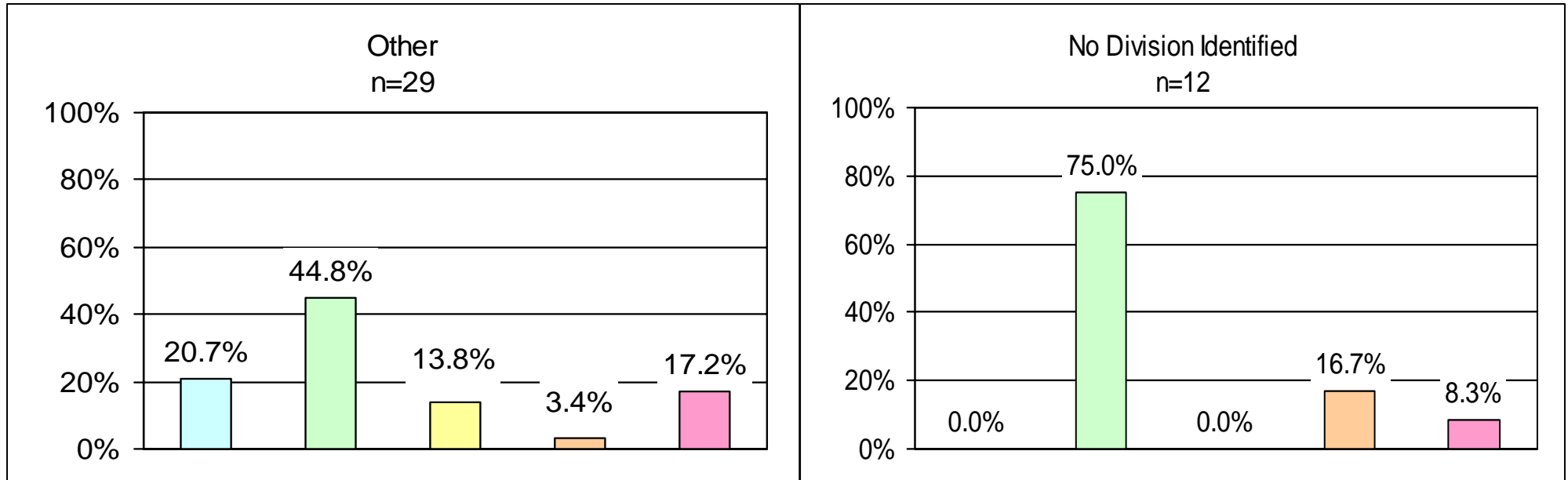


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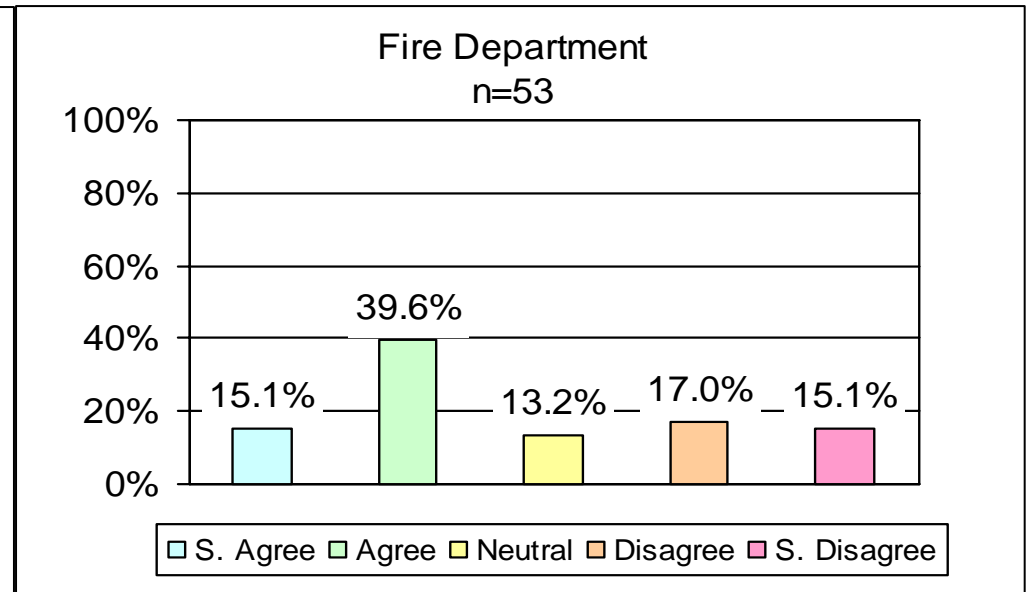
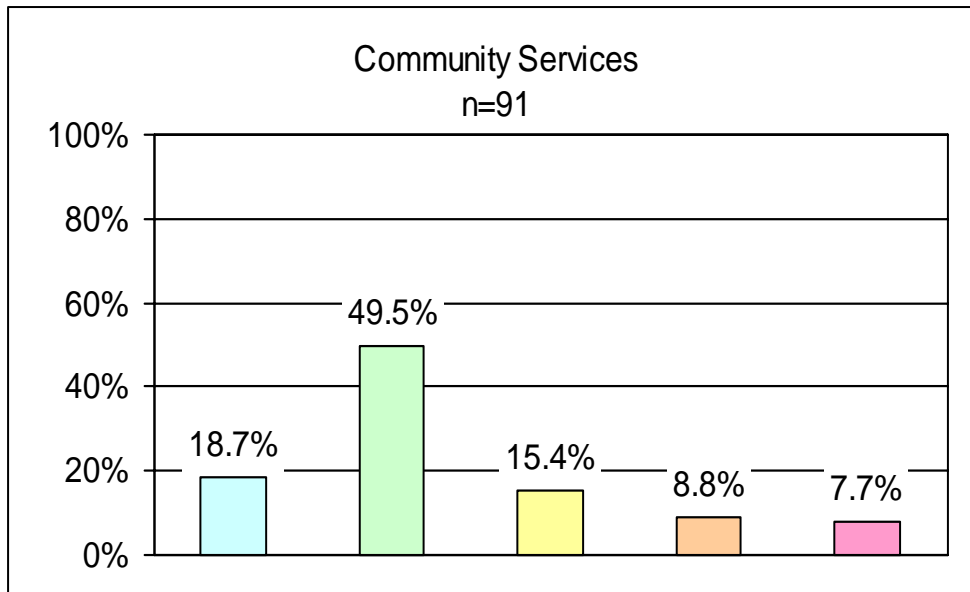
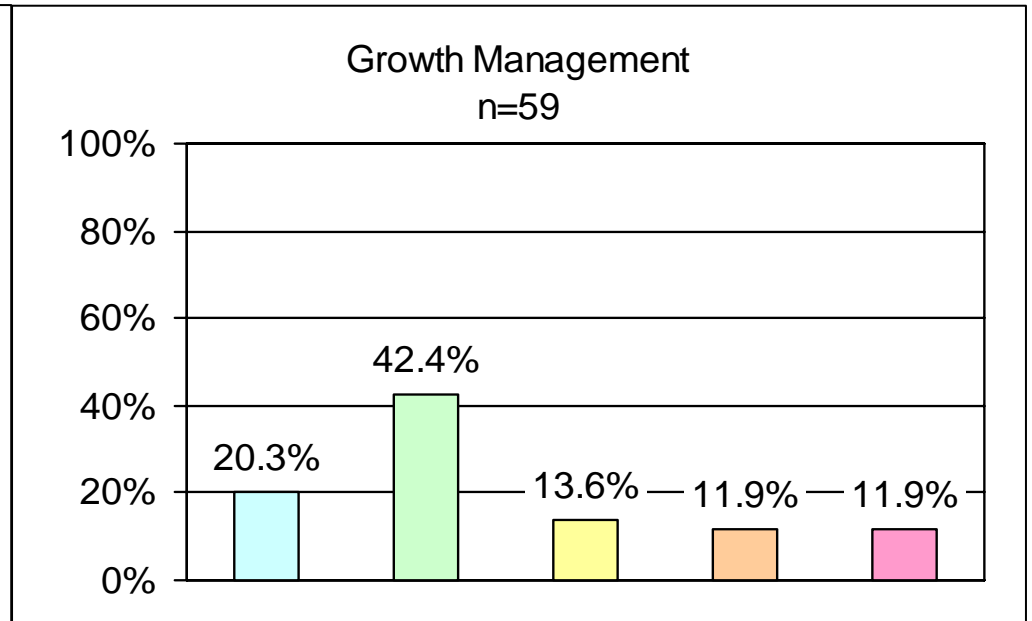
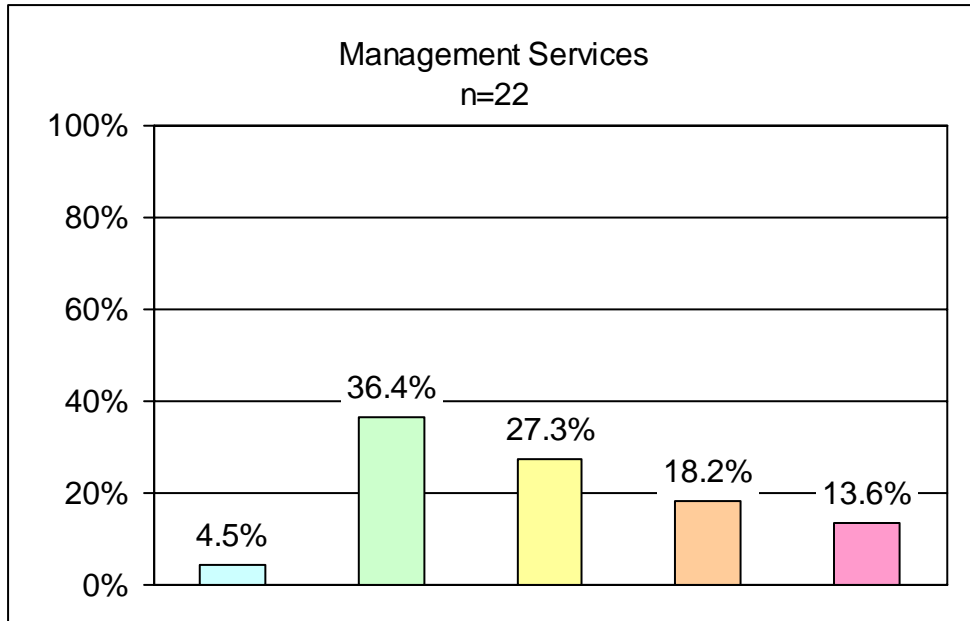


# Question 5b – Human Resource Focus

n=454 (80%)

Our employees cooperate and work as a team.

The people I work with cooperate and work as a team.



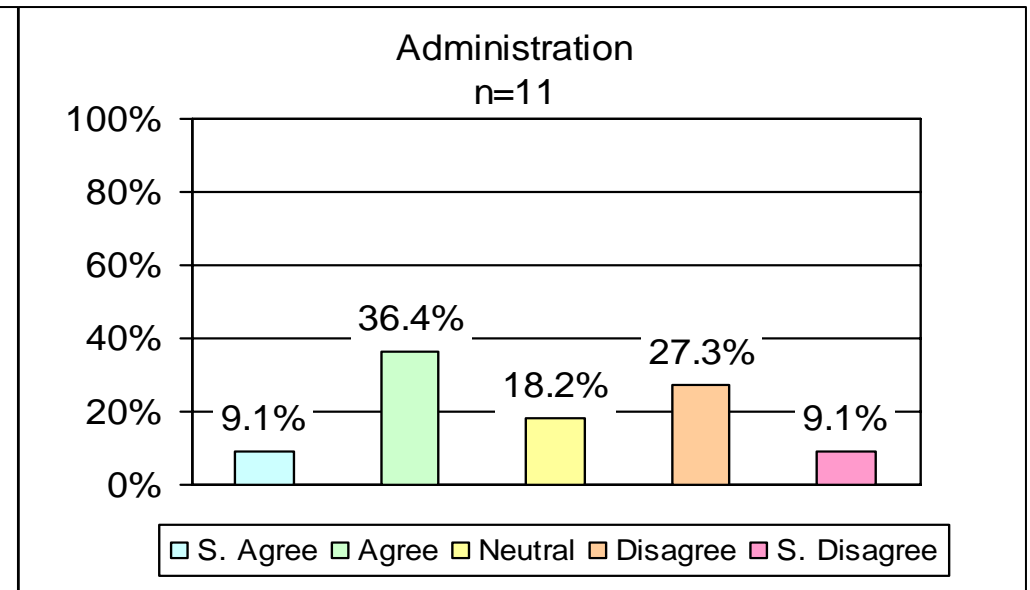
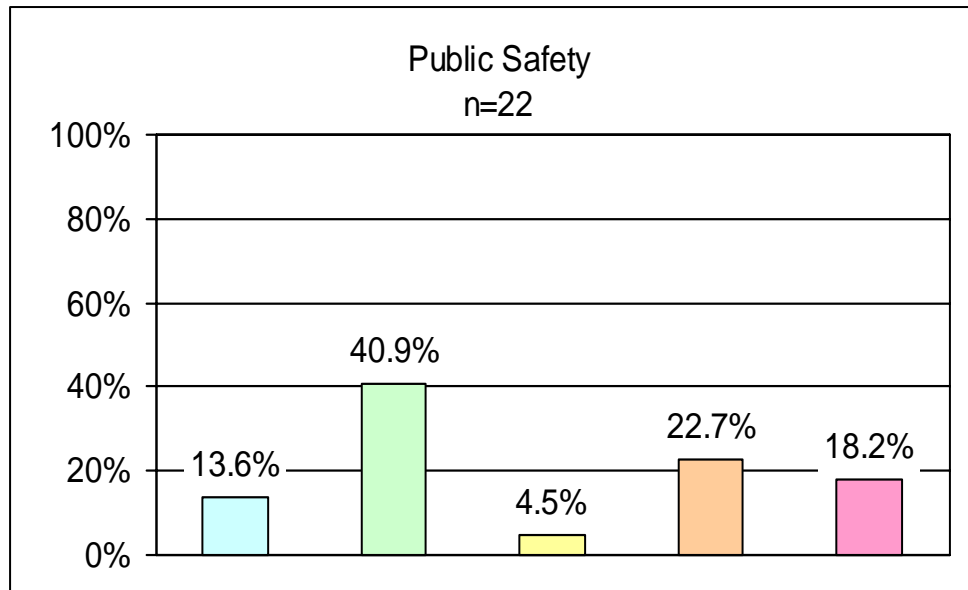
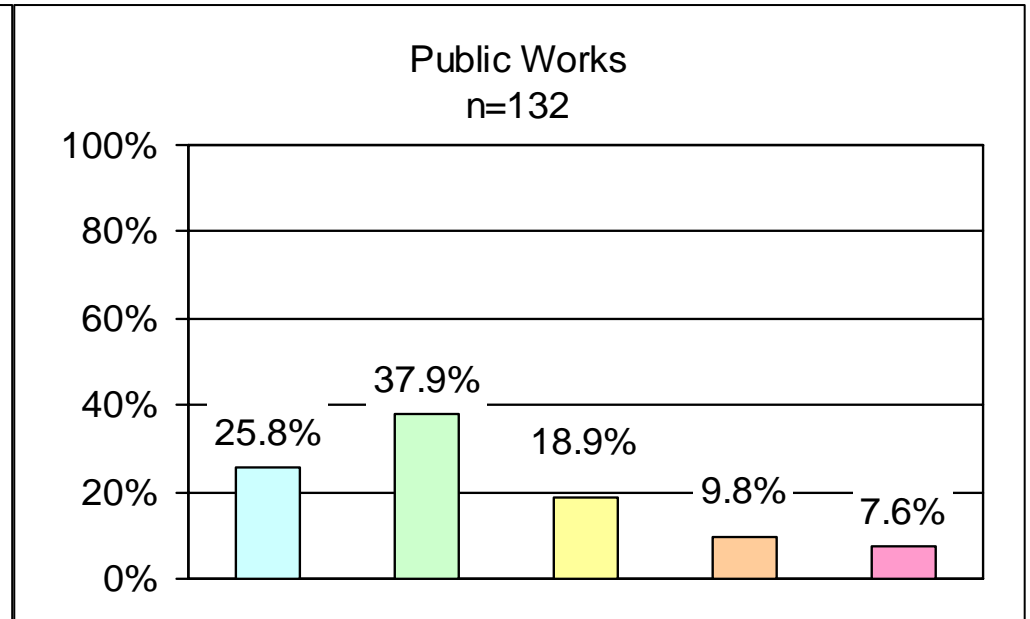
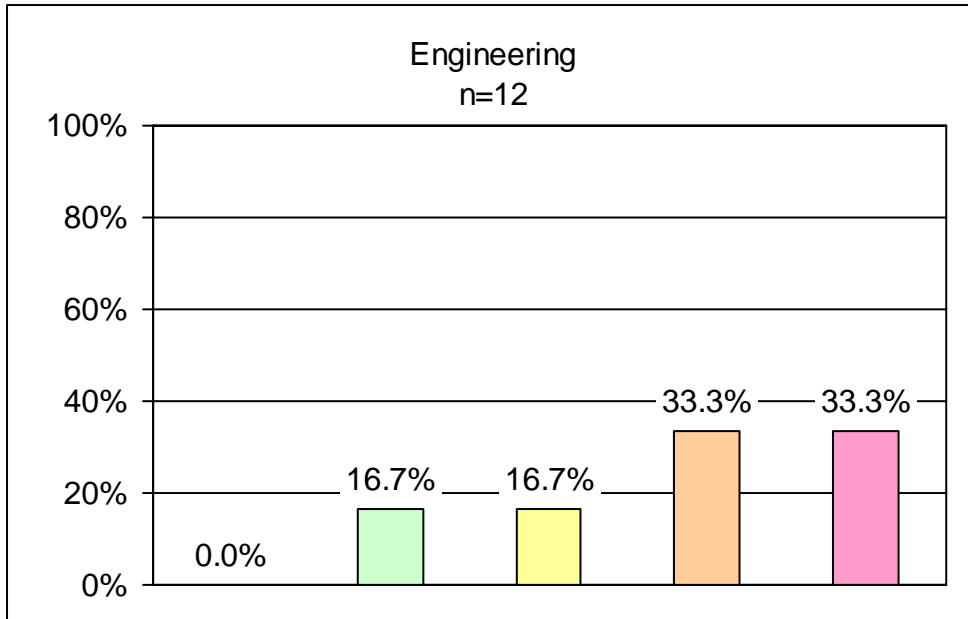
Legend: S. Agree (Cyan), Agree (Green), Neutral (Yellow), Disagree (Orange), S. Disagree (Pink)

# Question 5b – Human Resource Focus

n=454 (80%)

Our employees cooperate and work as a team.

The people I work with cooperate and work as a team.



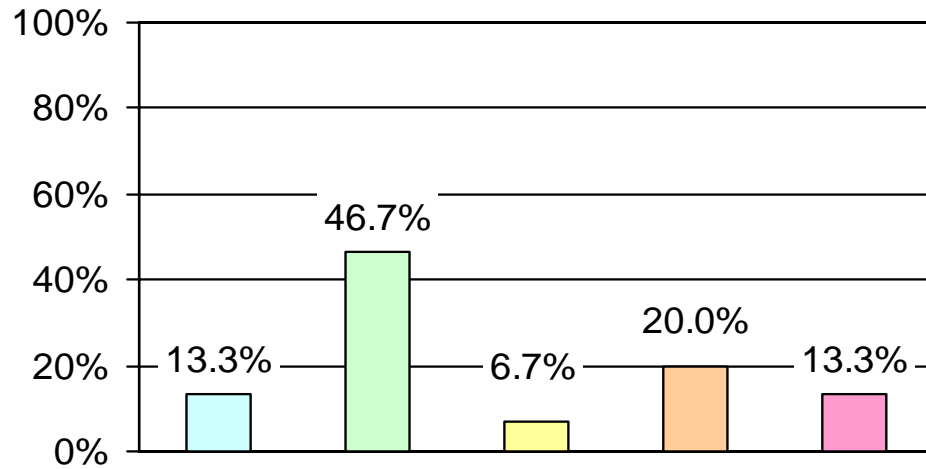
# Question 5b – Human Resource Focus

n=454 (80%)

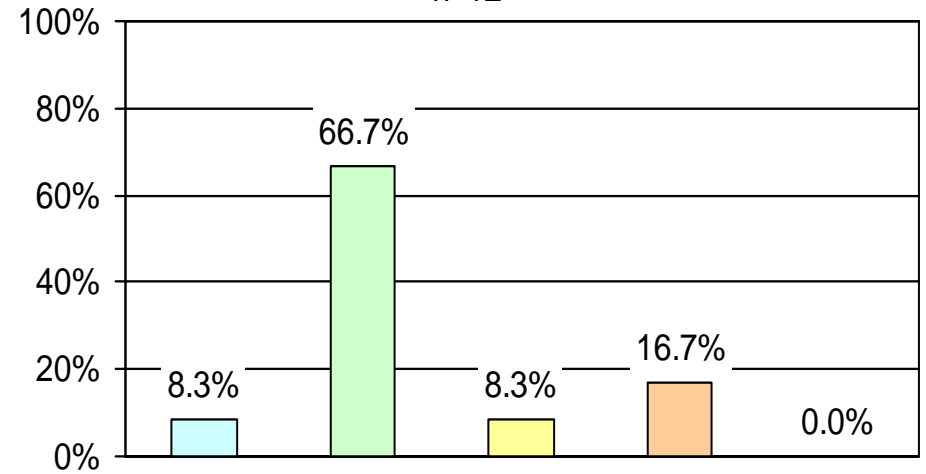
Our employees cooperate and work as a team.

The people I work with cooperate and work as a team.

Other  
n=30



No Division Identified  
n=12

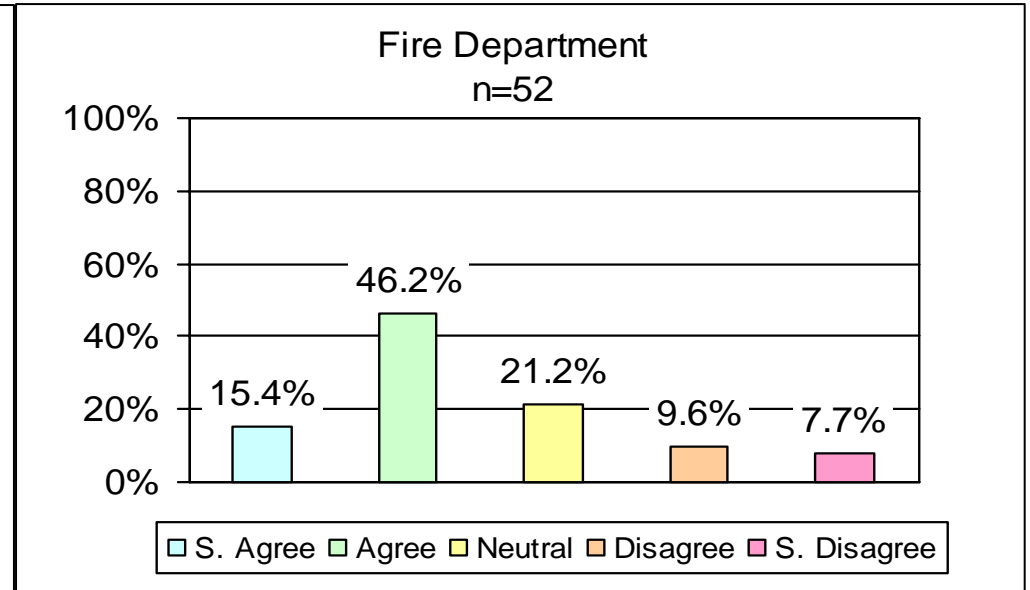
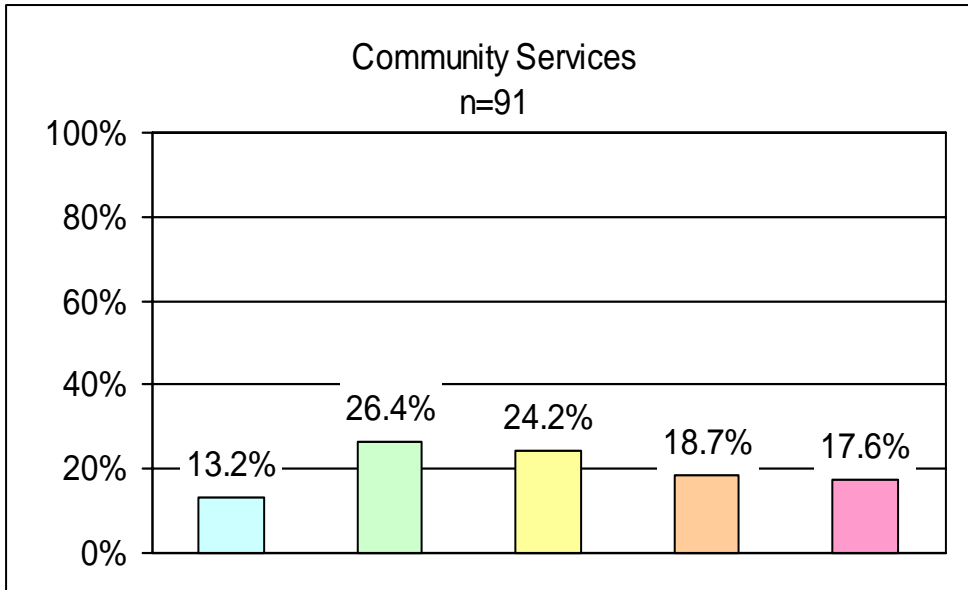
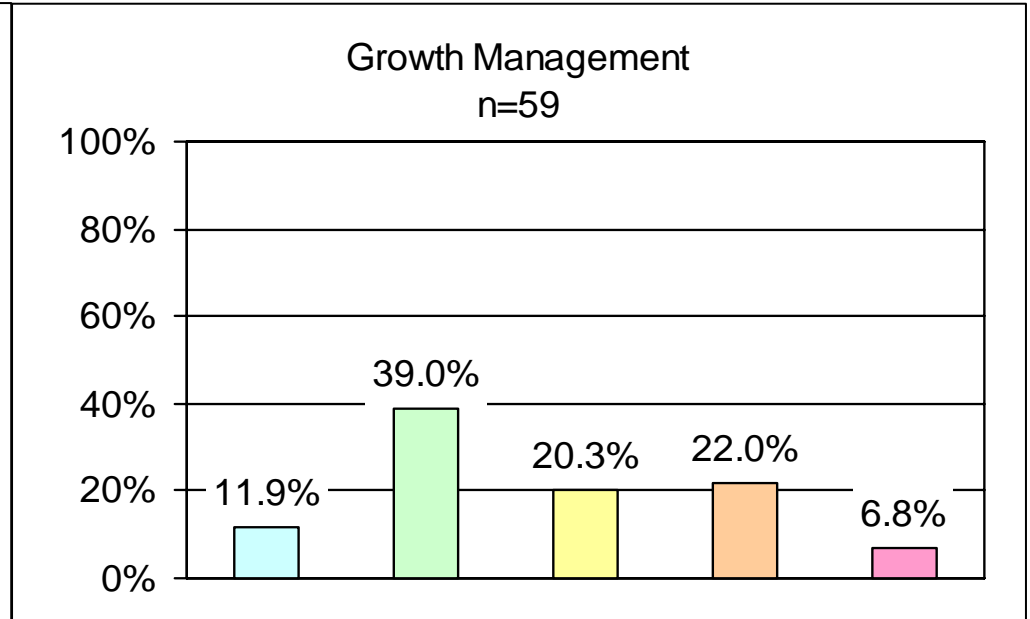
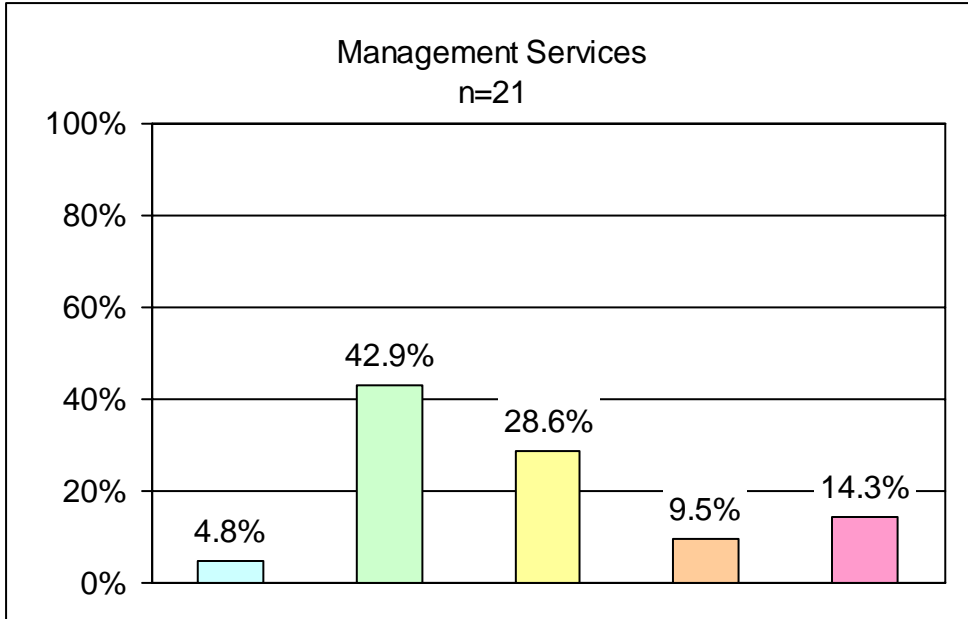


# Question 5c - Human Resource Focus

n=451 (80%)

We encourage and enable our employees to develop their job skills so they can advance their careers.

My boss encourages me to develop my job skills so I can advance in my career.



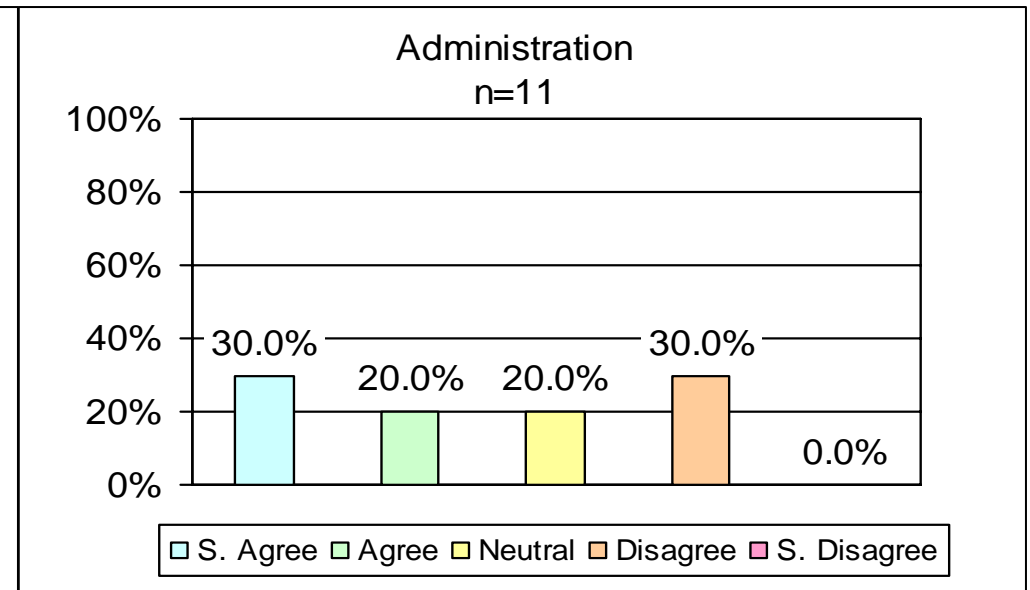
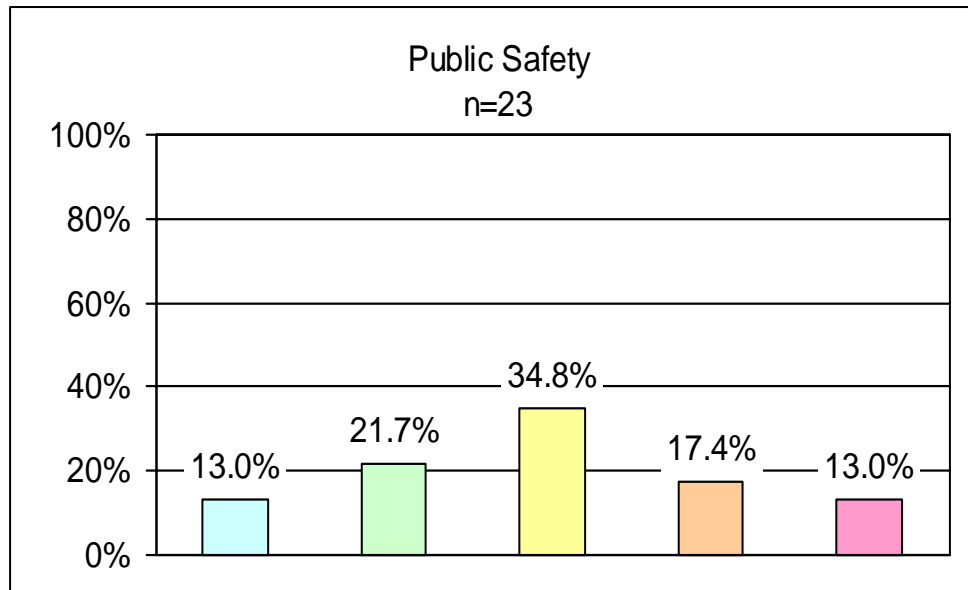
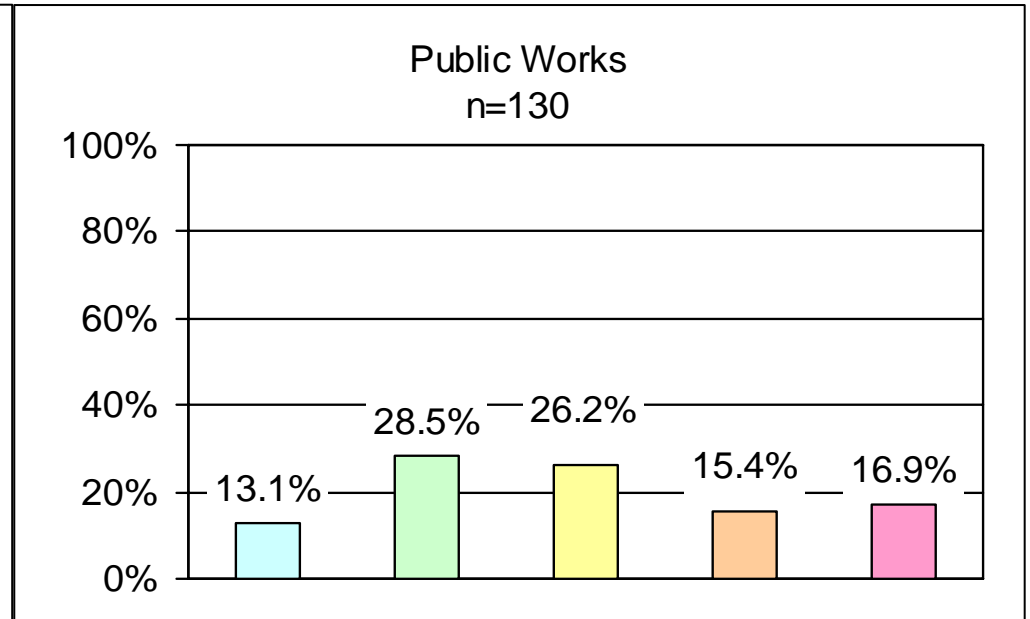
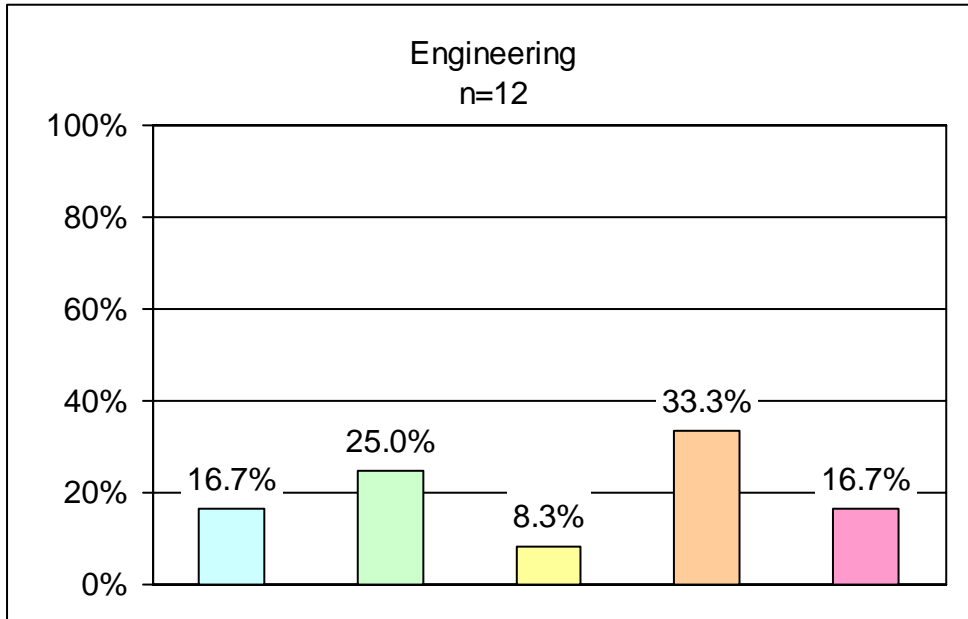
Legend: S. Agree (light blue), Agree (light green), Neutral (light yellow), Disagree (light orange), S. Disagree (light pink)

# Question 5c - Human Resource Focus

n=451 (80%)

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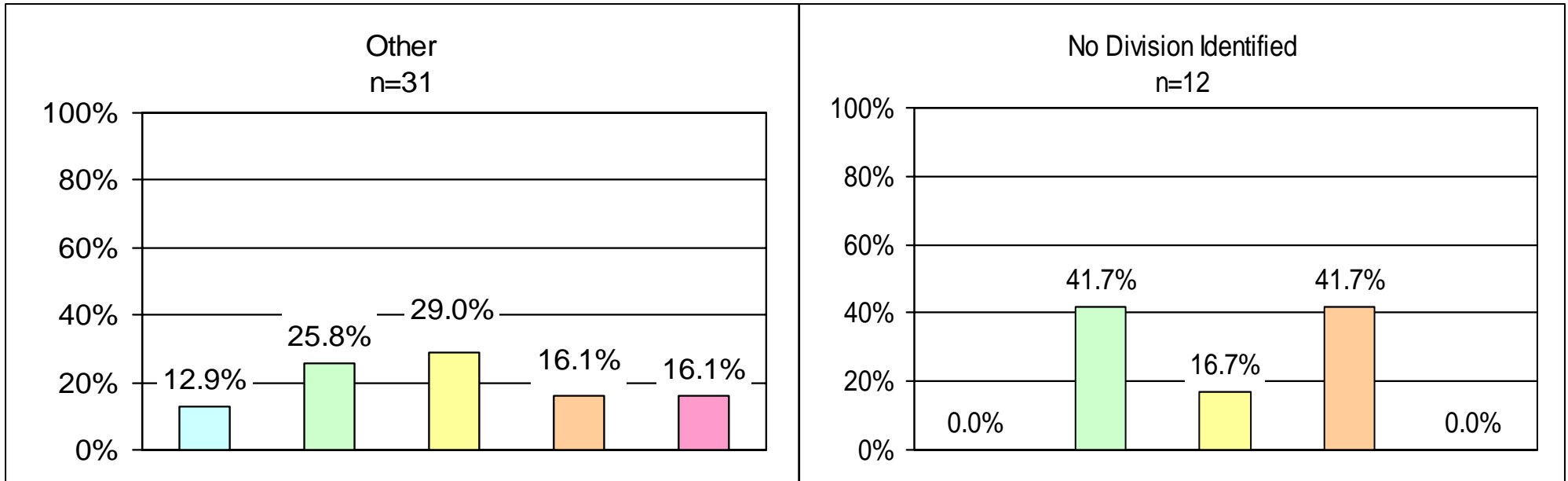
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 5c - Human Resource Focus

n=451 (80%)

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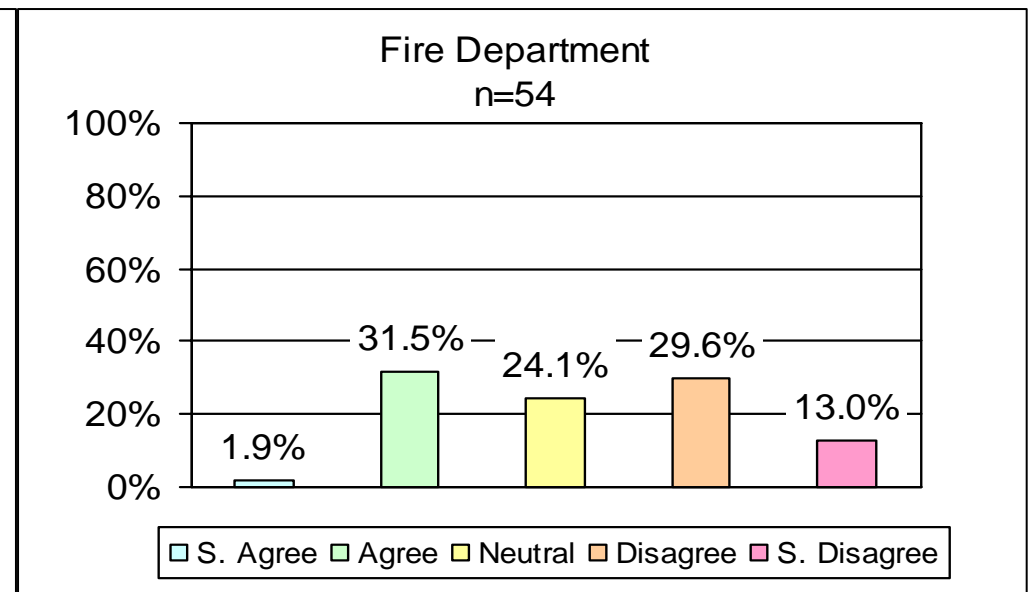
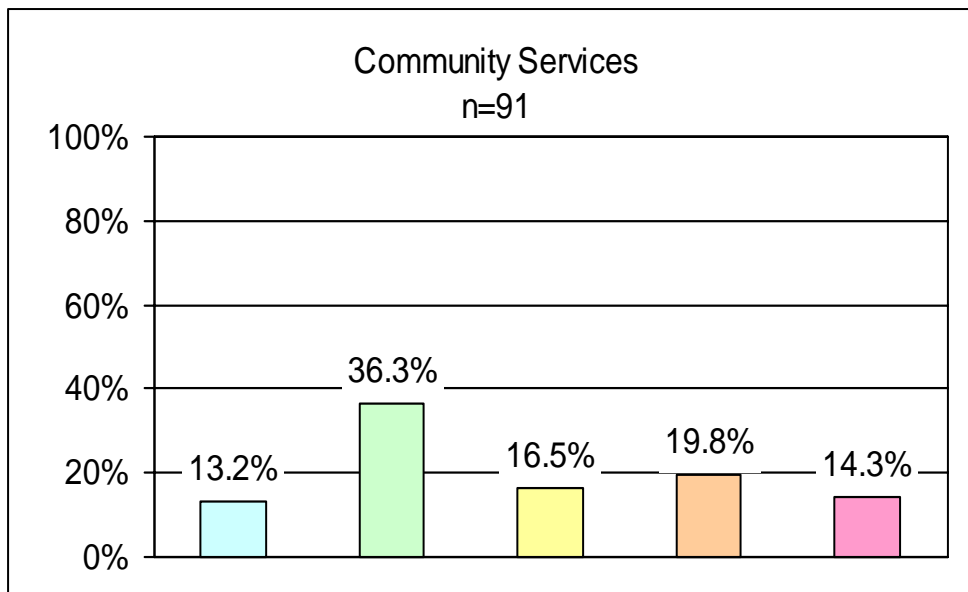
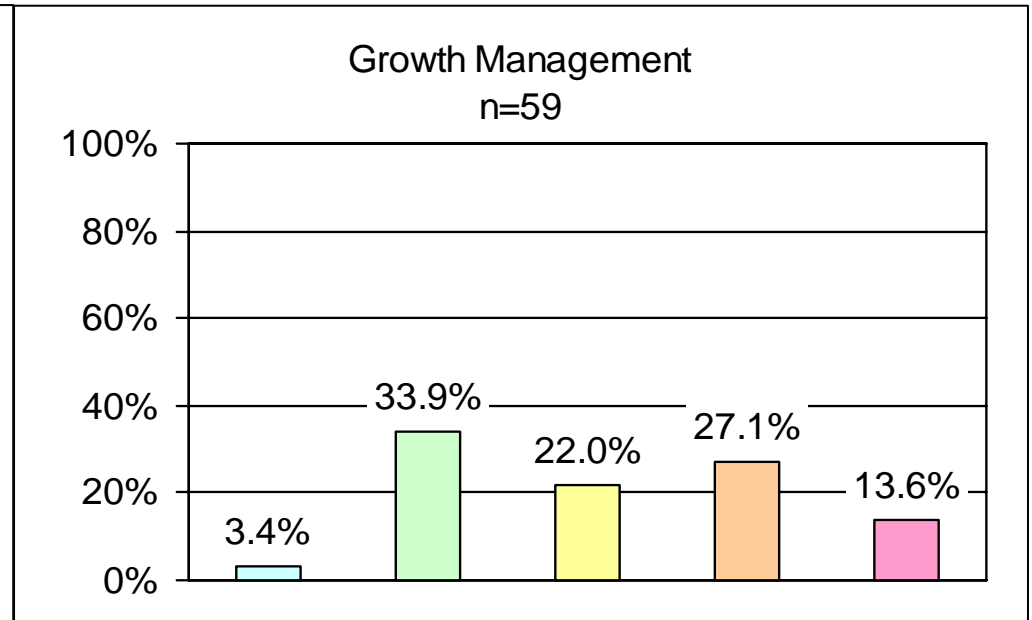
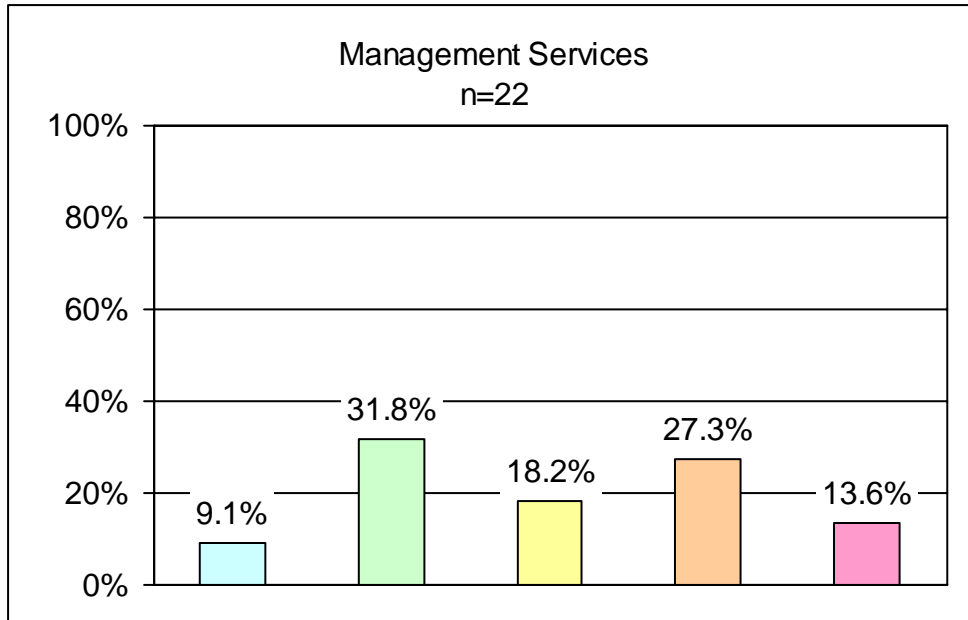


# Question 5d – Human Resource Focus

n=453 (80%)

Our employees are recognized for their work.

I am recognized for my work.

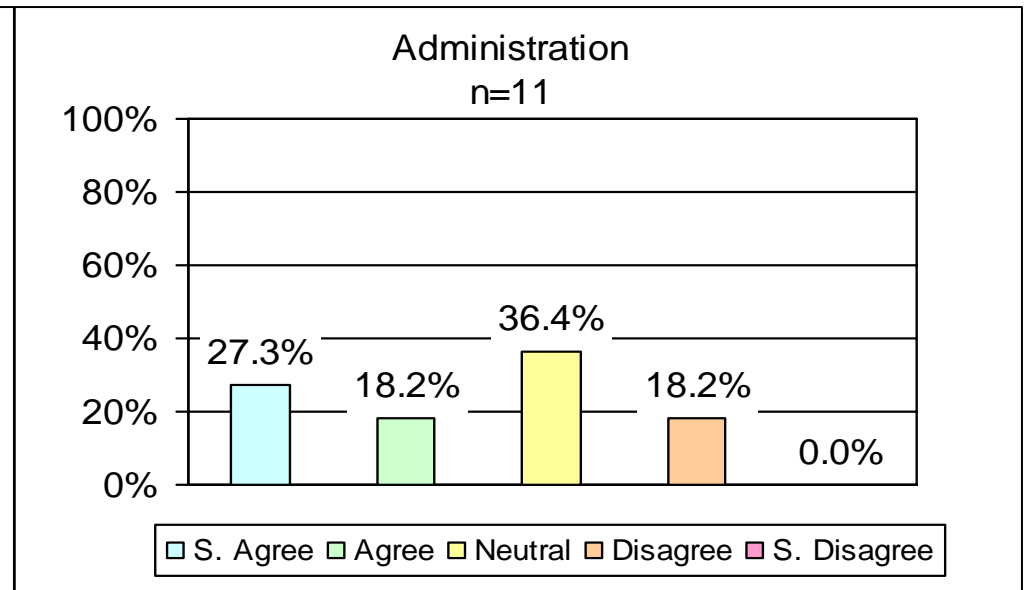
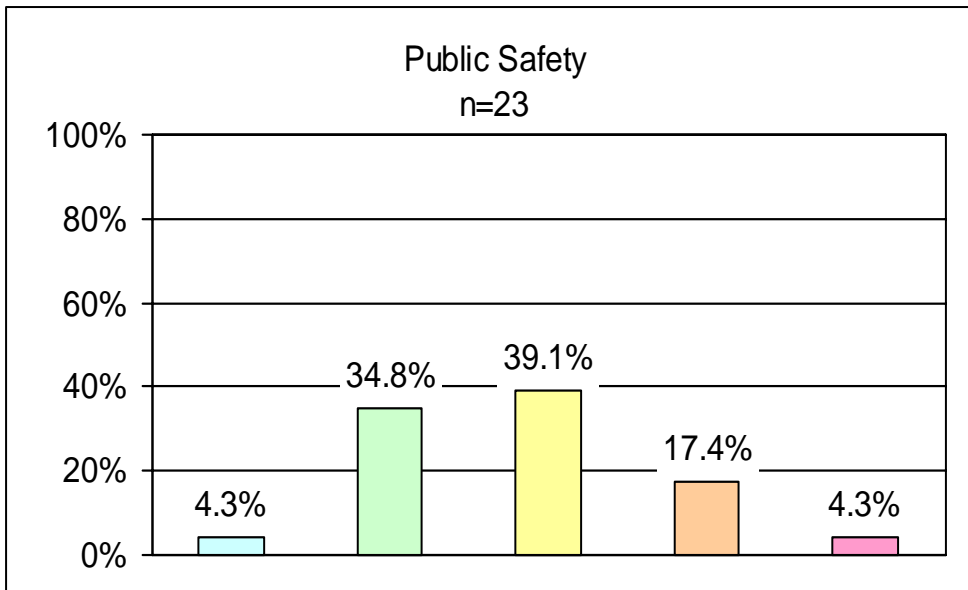
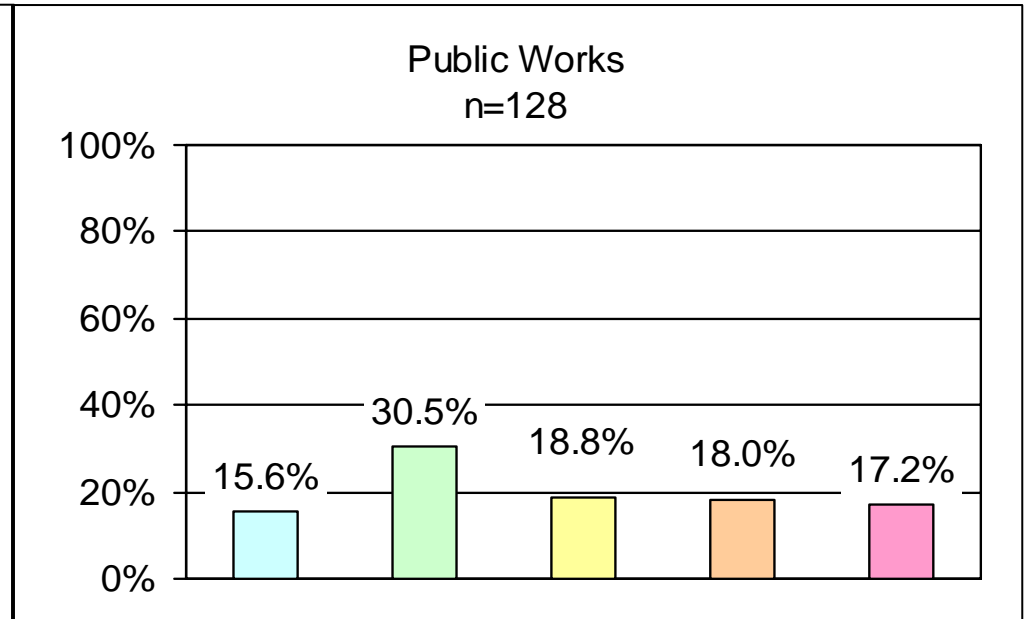
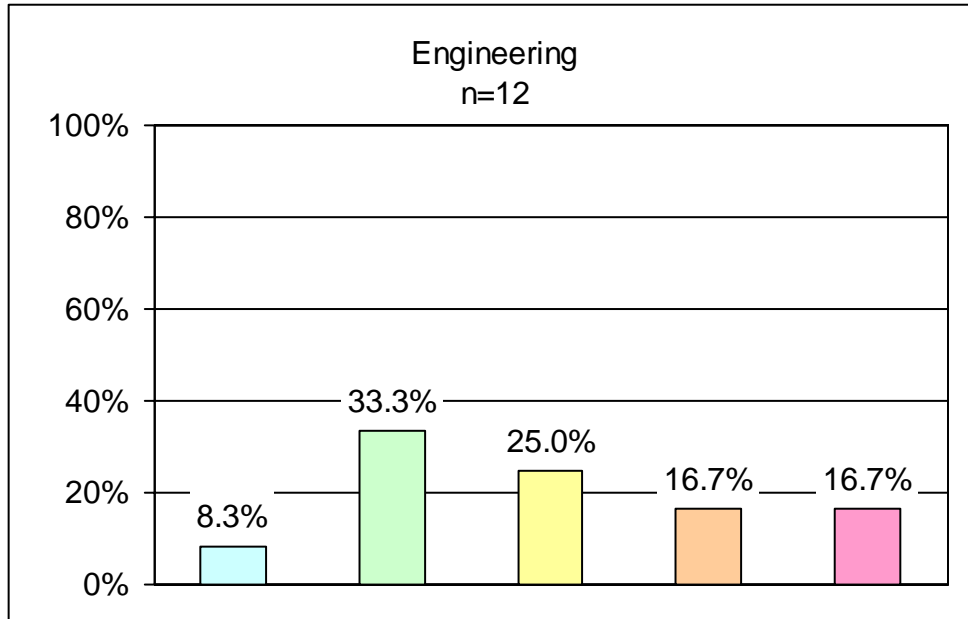


# Question 5d – Human Resource Focus

n=453 (80%)

Our employees are recognized for their work.

I am recognized for my work.



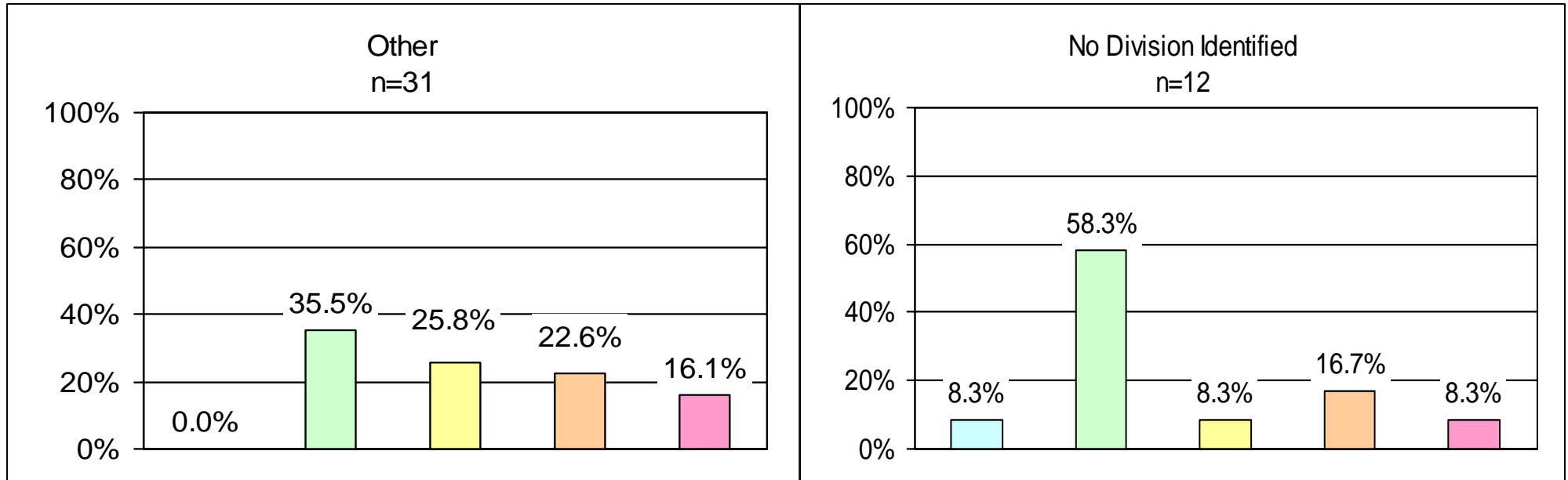
■ S. Agree  
 ■ Agree  
 ■ Neutral  
 ■ Disagree  
 ■ S. Disagree

# Question 5d – Human Resource Focus

n=453 (80%)

Our employees are recognized for their work.

I am recognized for my work.

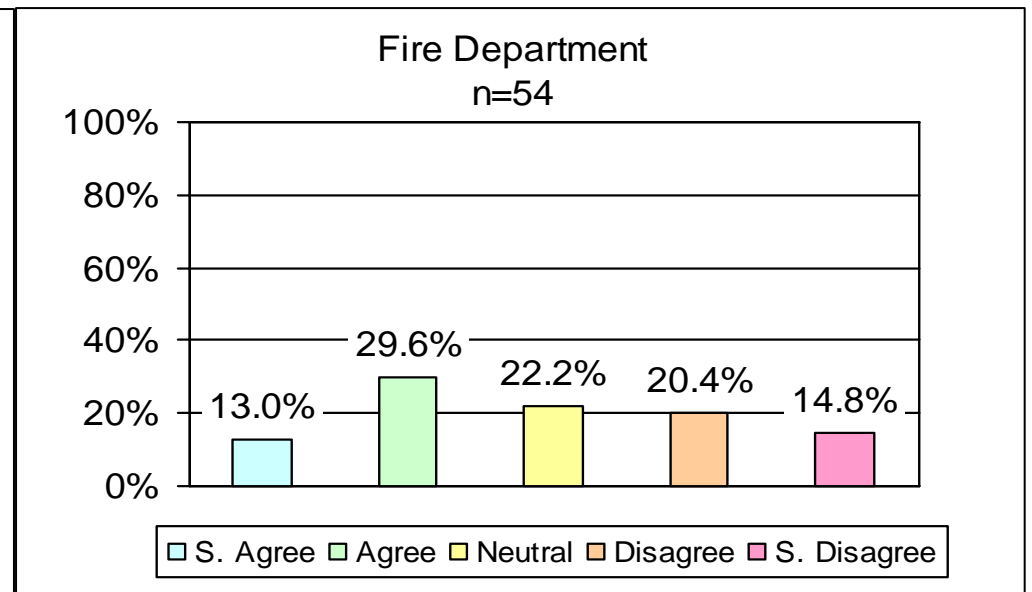
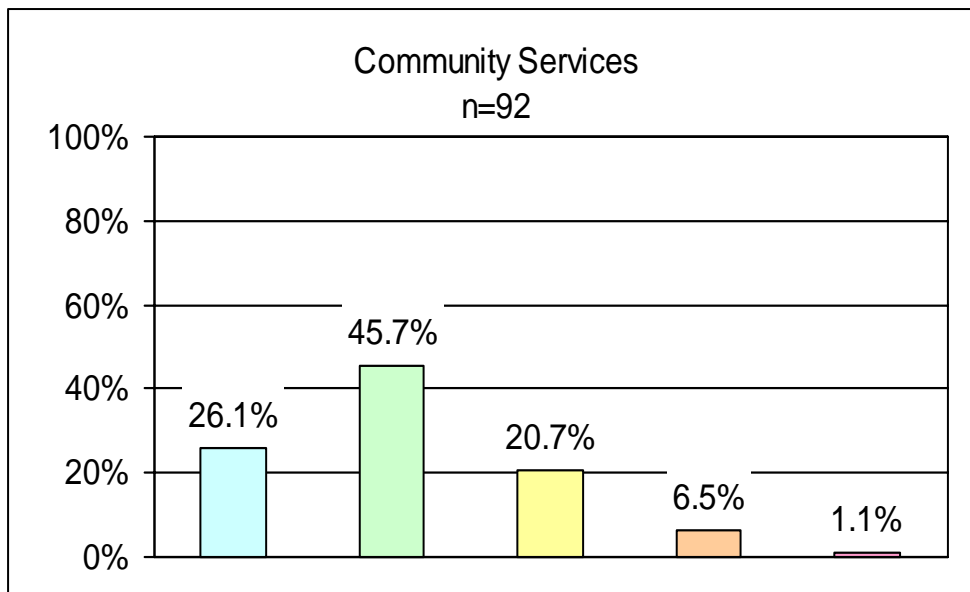
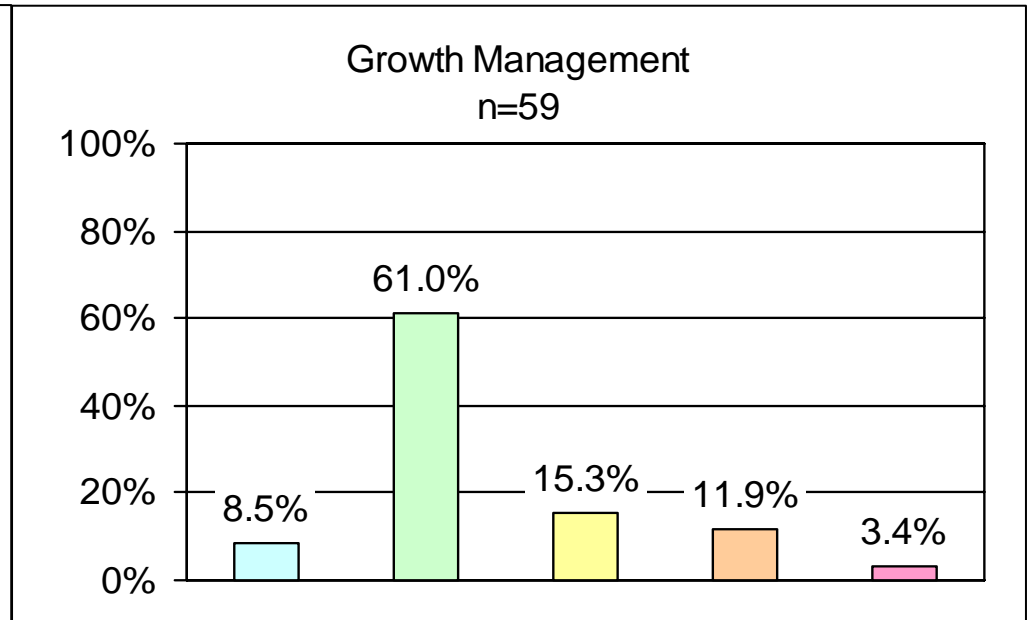
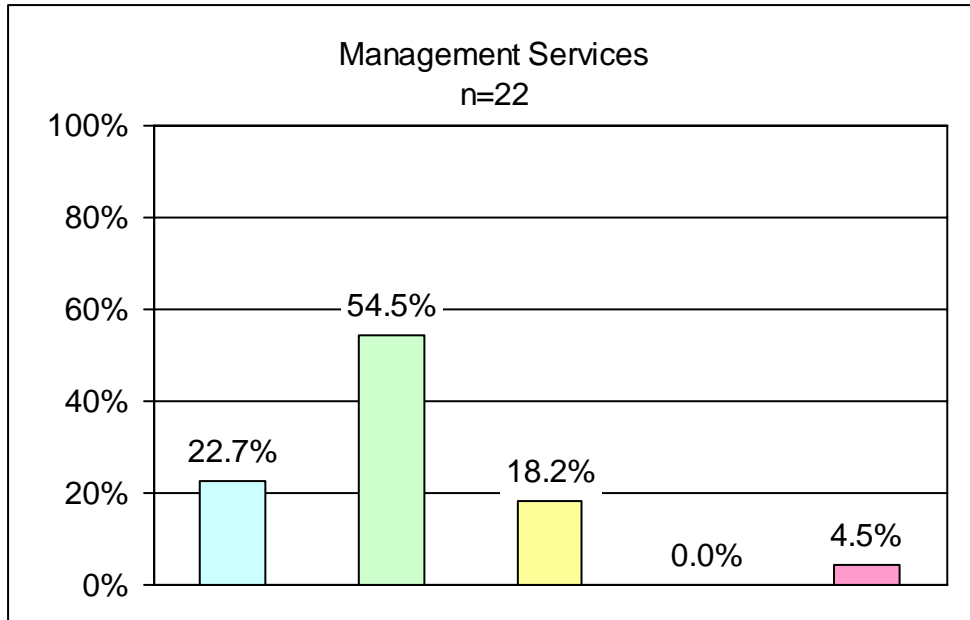


# Question 5e – Human Resource Focus

n=454 (80%)

Our employees have a safe workplace.

I have a safe workplace.

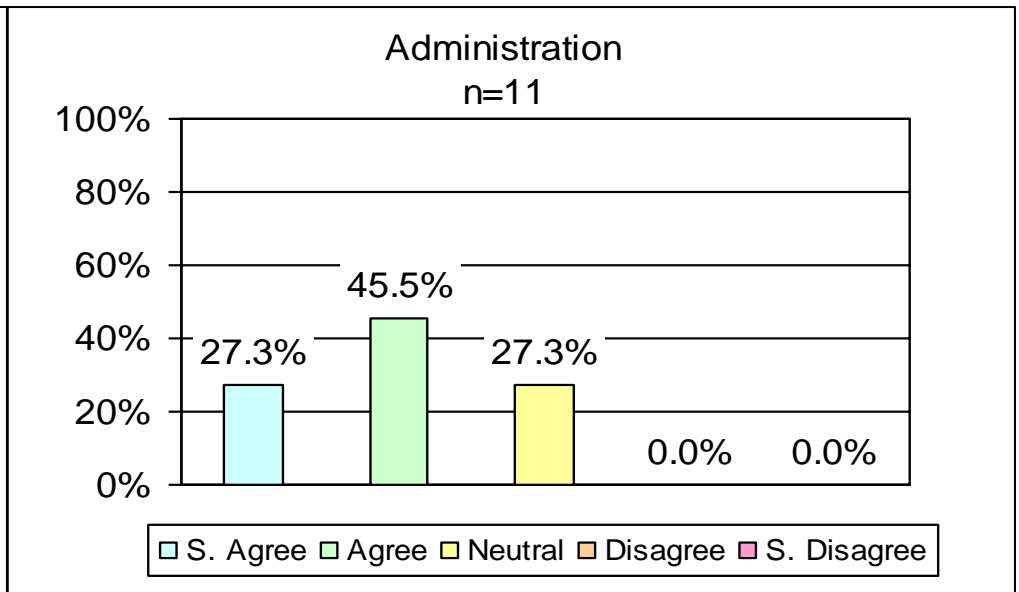
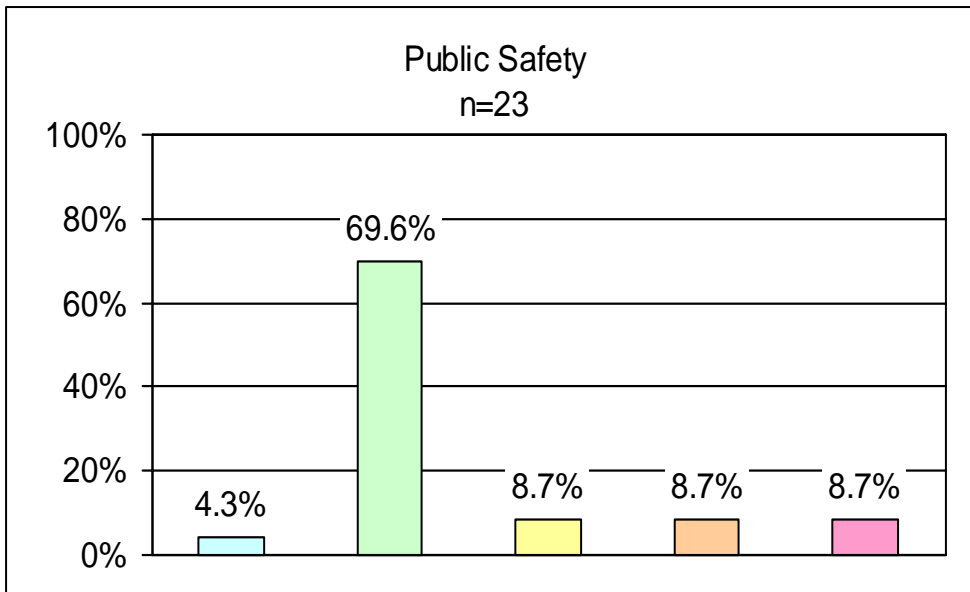
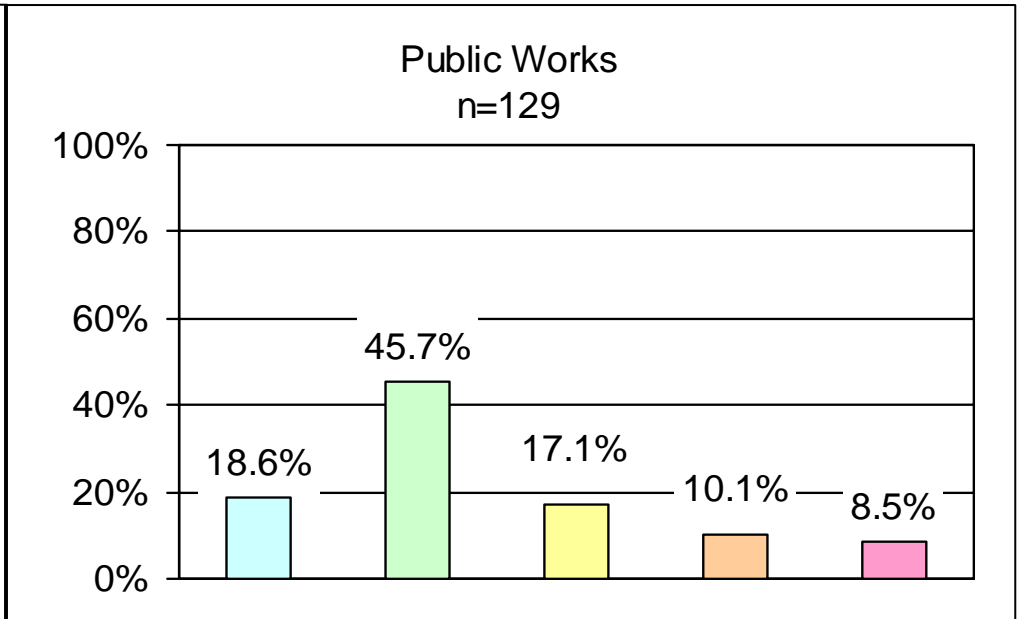
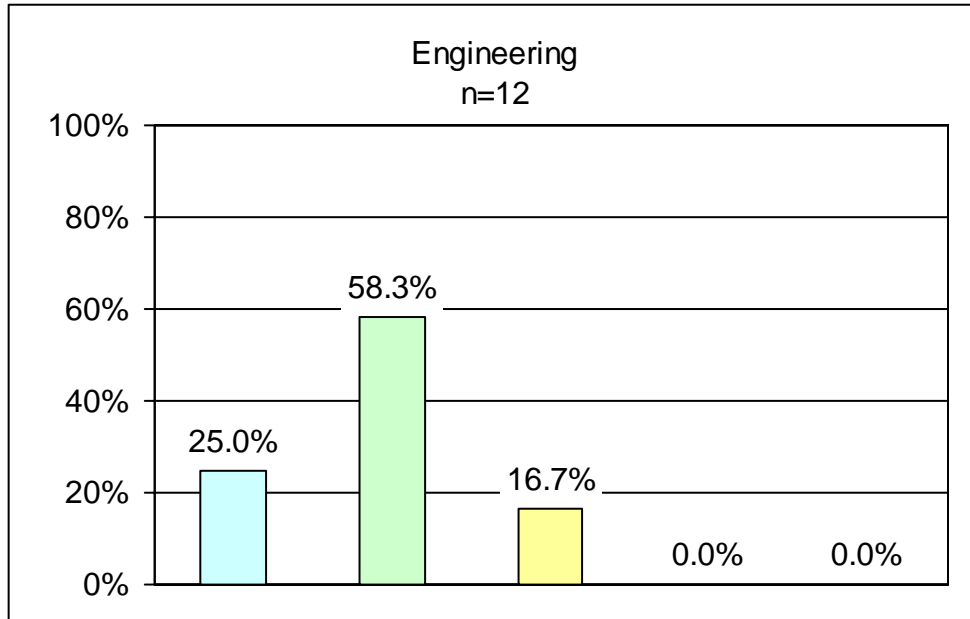


# Question 5e – Human Resource Focus

n=454 (80%)

Our employees have a safe workplace.

I have a safe workplace.



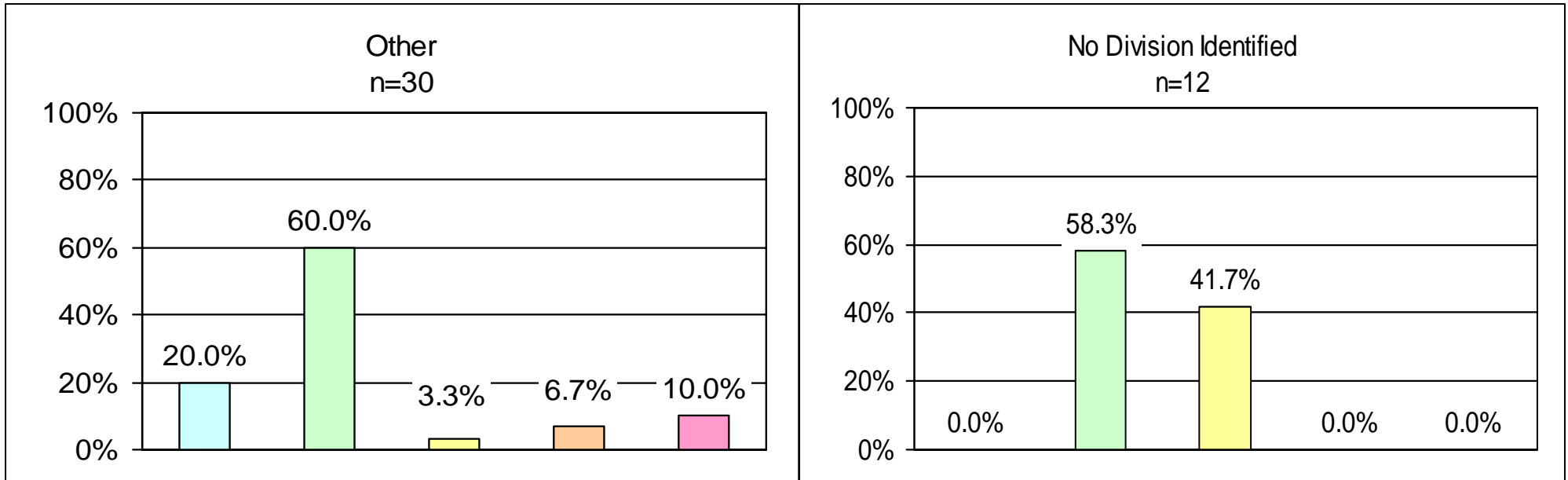
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 5e – Human Resource Focus

n=454 (80%)

Our employees have a safe workplace.

I have a safe workplace.

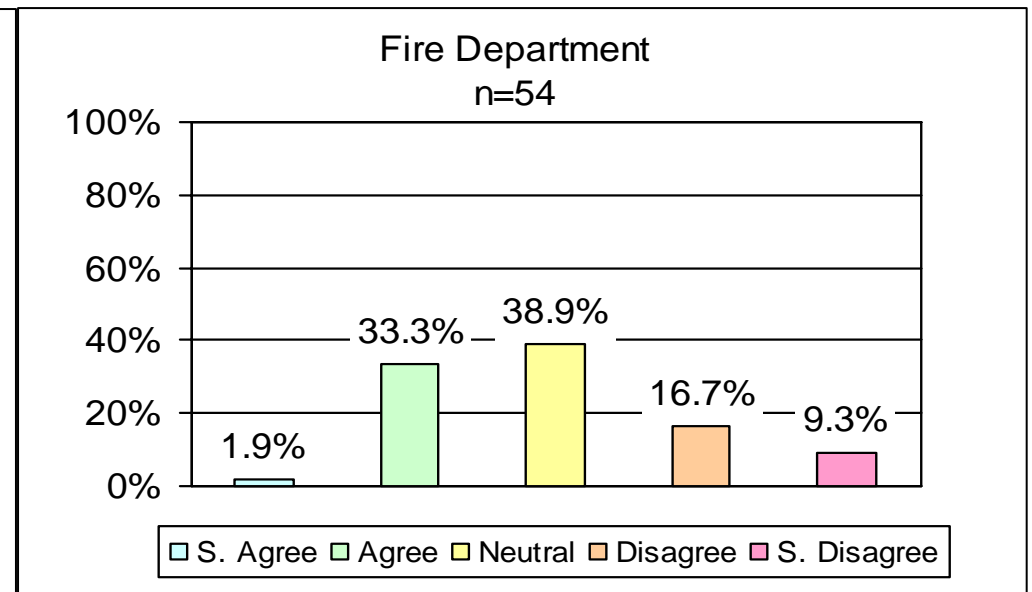
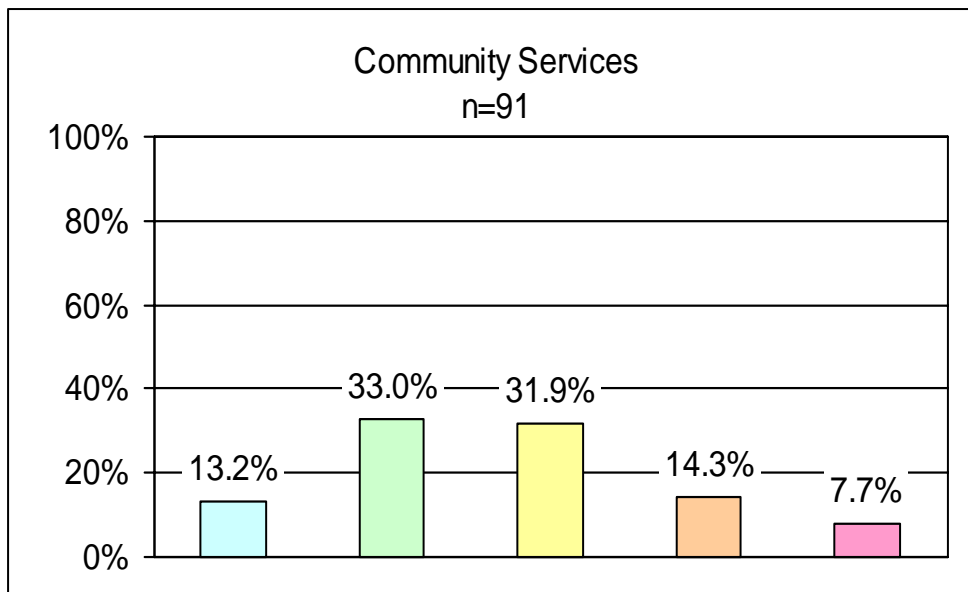
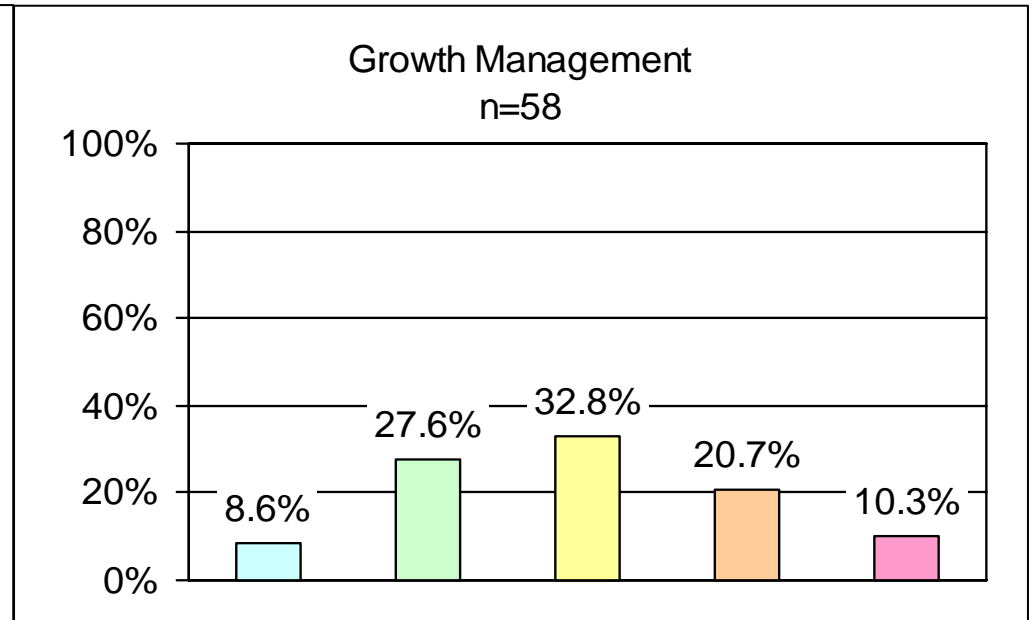
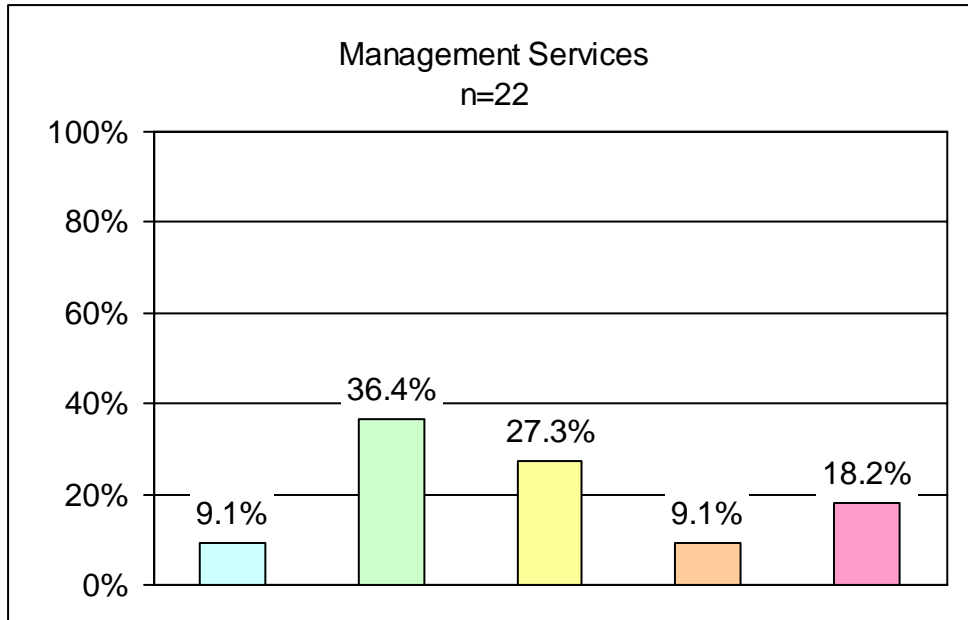


# Question 5f – Human Resource Focus

n=455 (81%)

Our managers and our organization care about our employees.

My boss and my organization care about me.

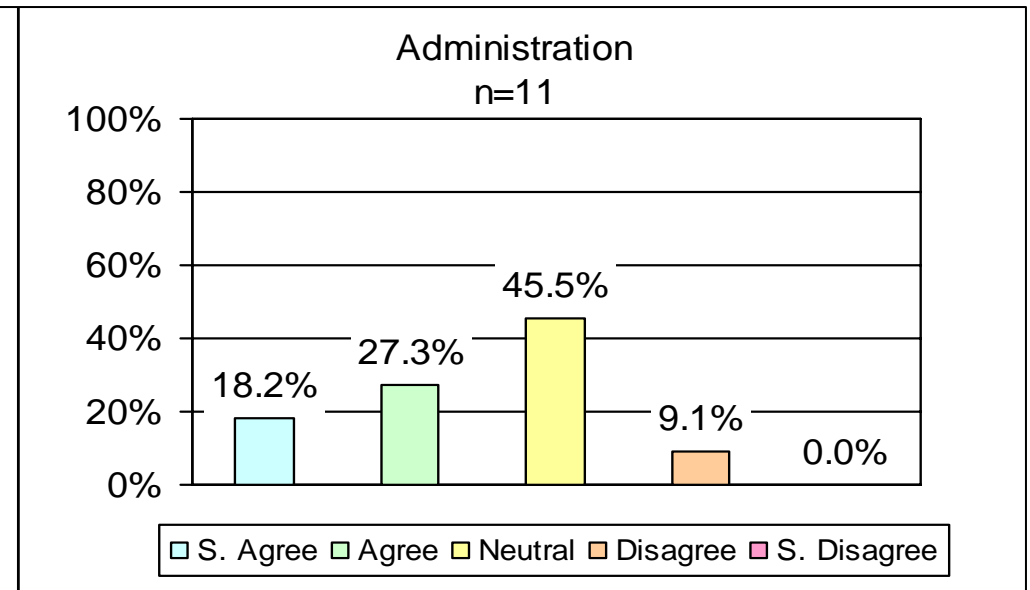
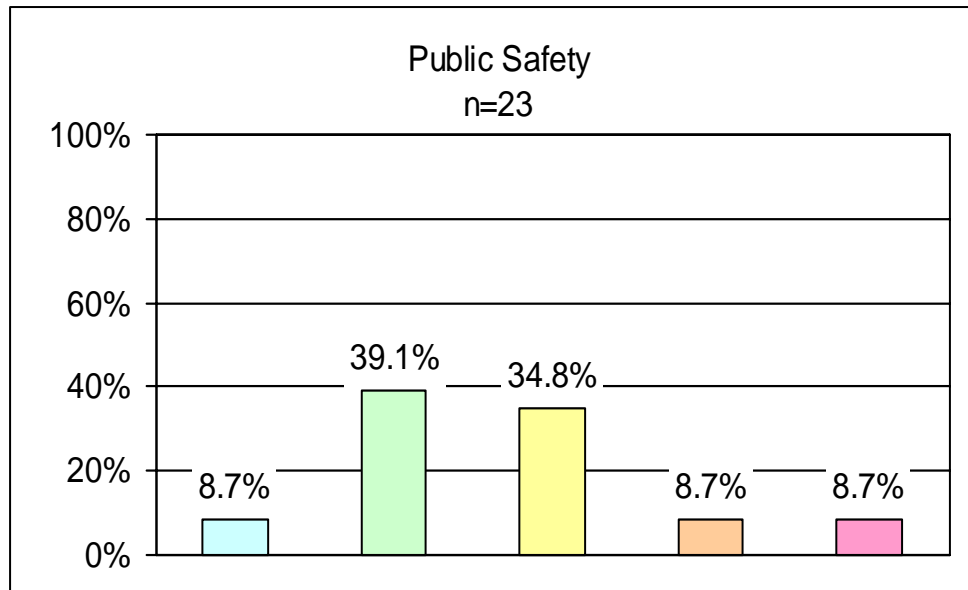
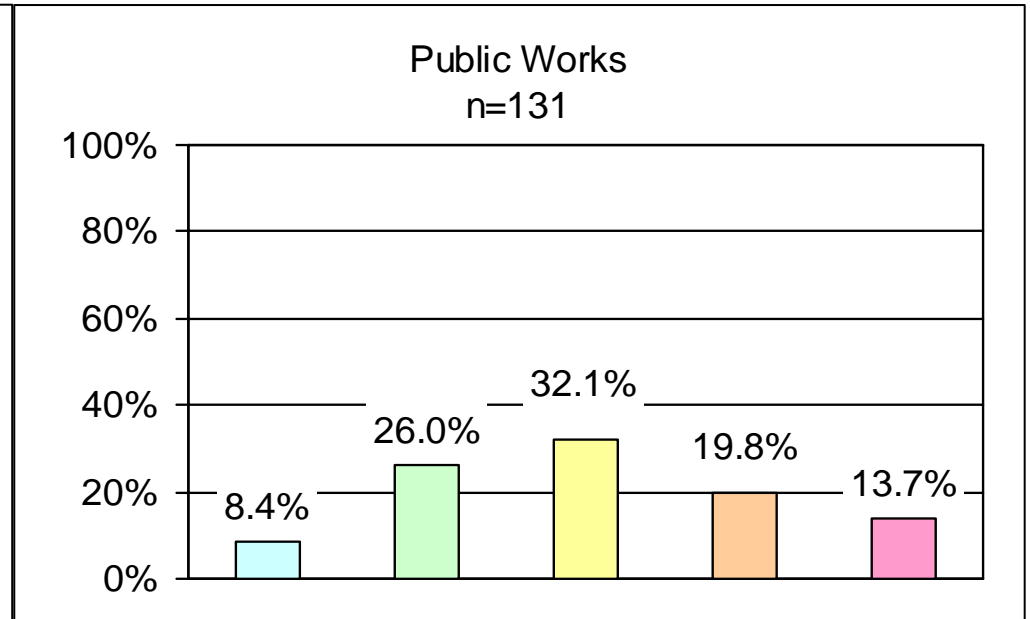
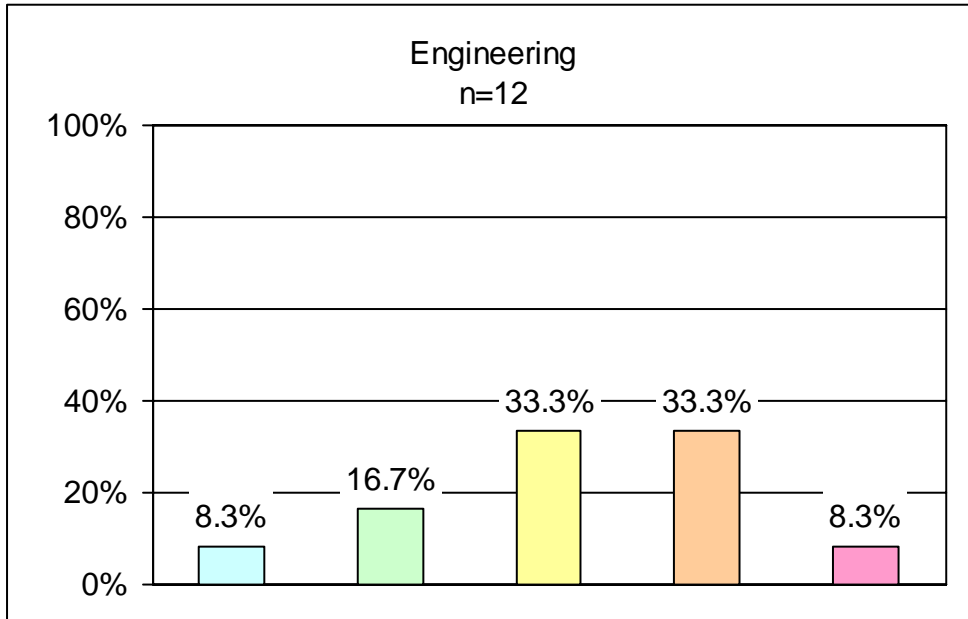


# Question 5f – Human Resource Focus

n=455 (81%)

Our managers and our organization care about our employees.

My boss and my organization care about me.

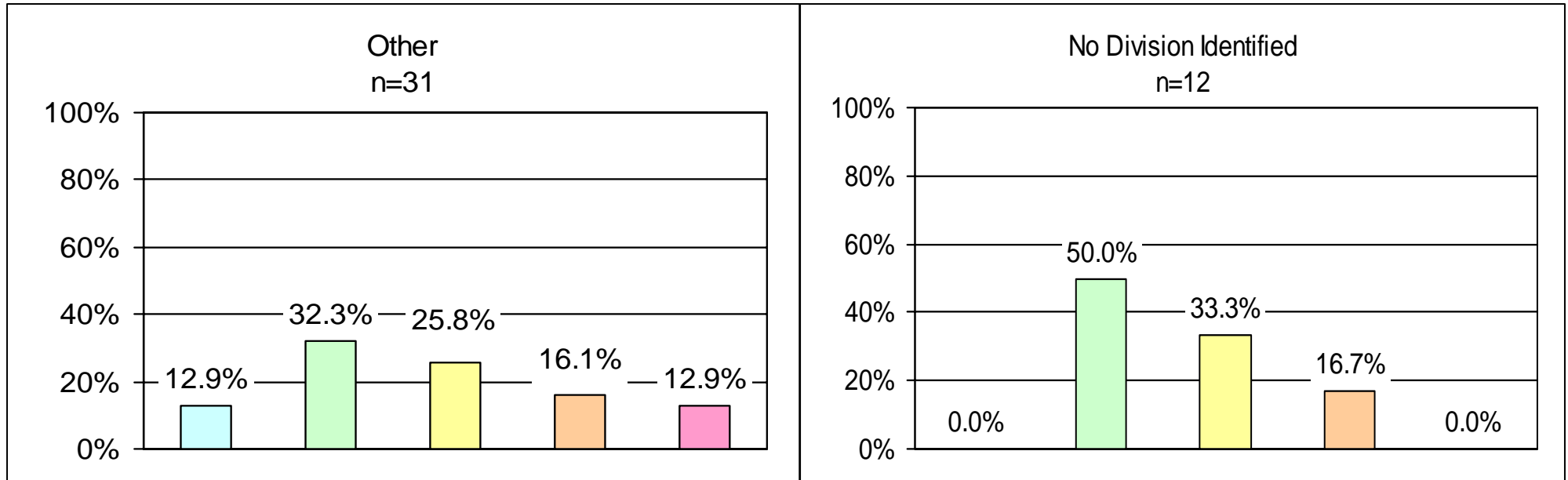


# Question 5f – Human Resource Focus

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My boss and my organization care about me.

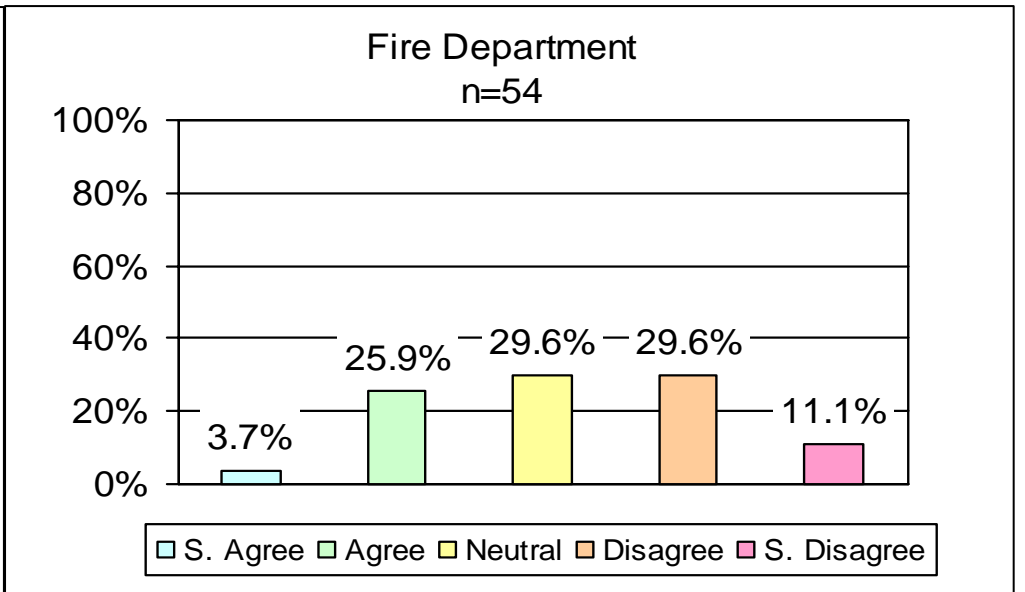
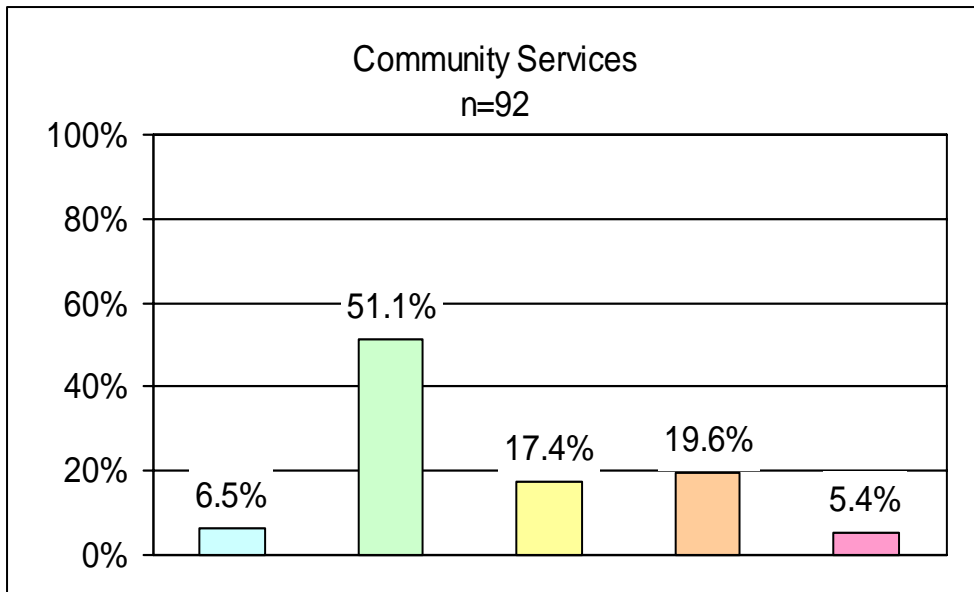
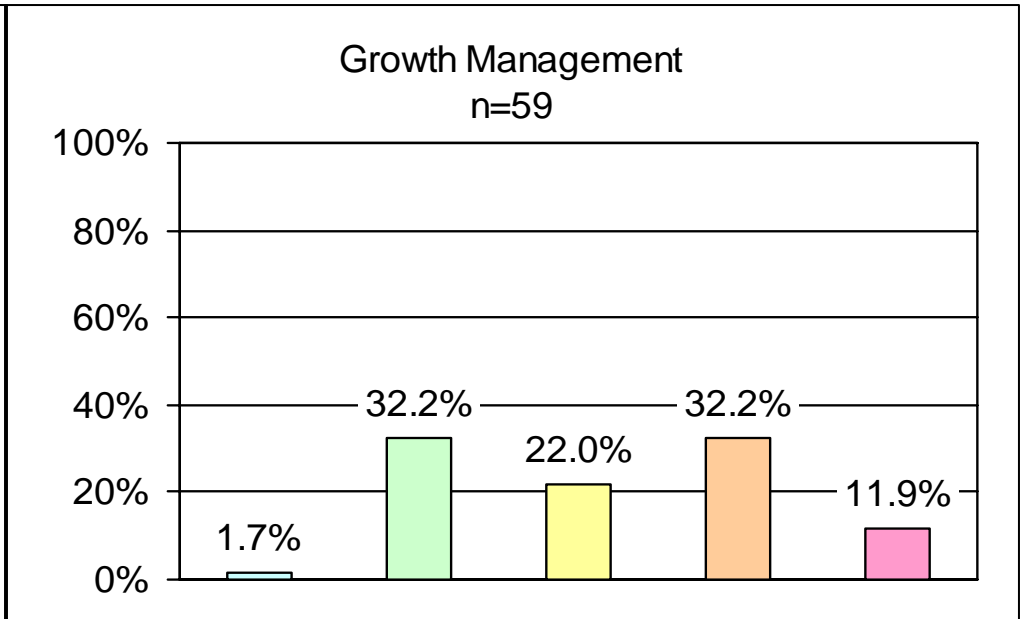
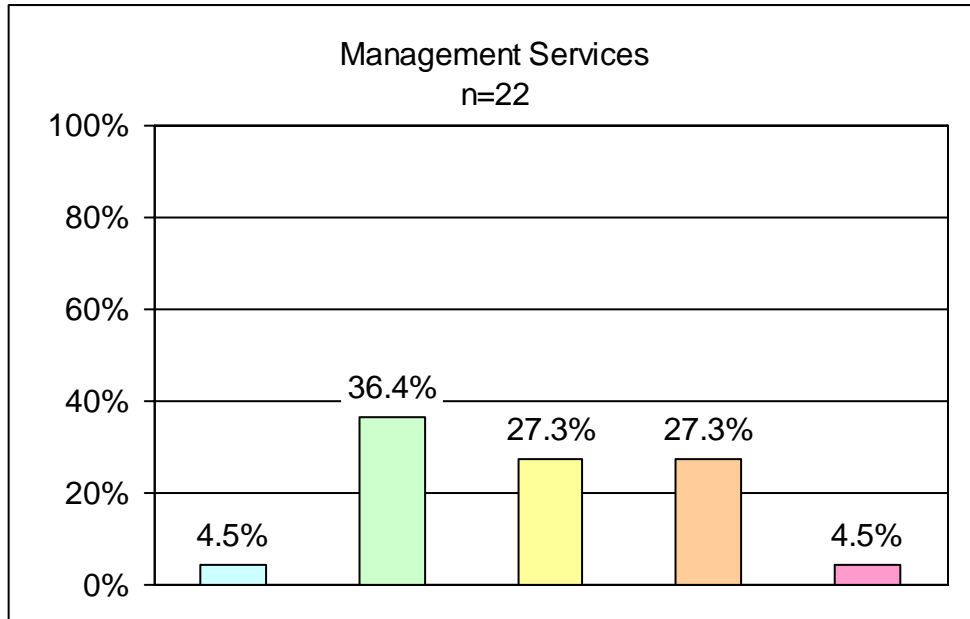


# Question 6a – Process Management

n=458 (81%)

Our employees can get everything they need to do their jobs.

I can get everything I need to do my job.



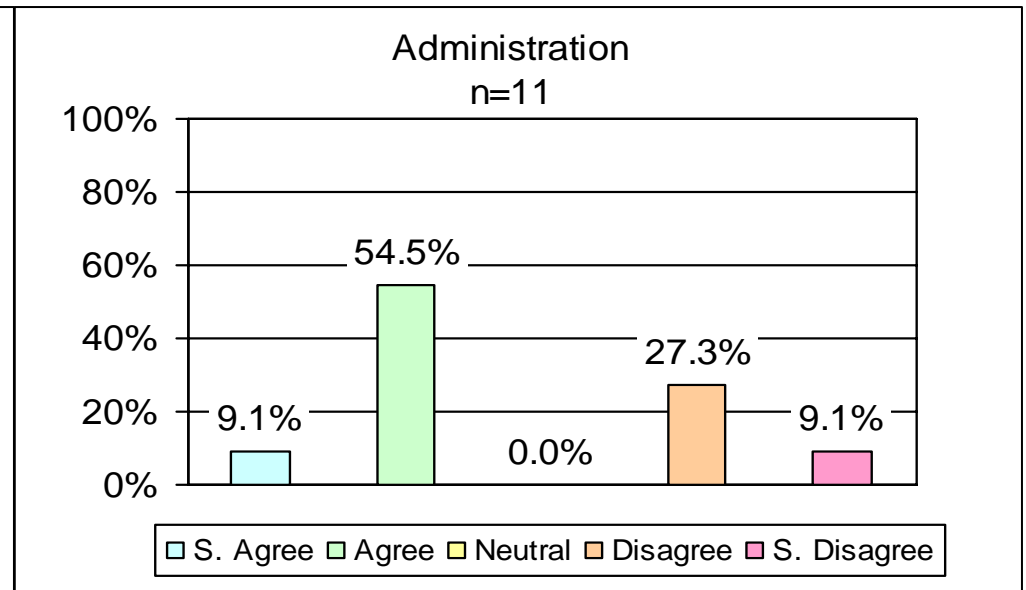
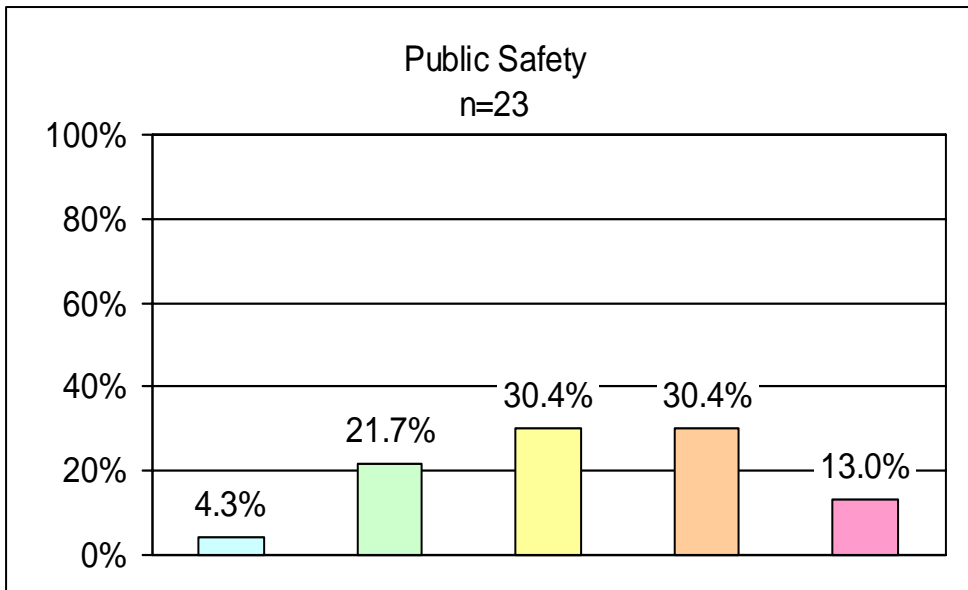
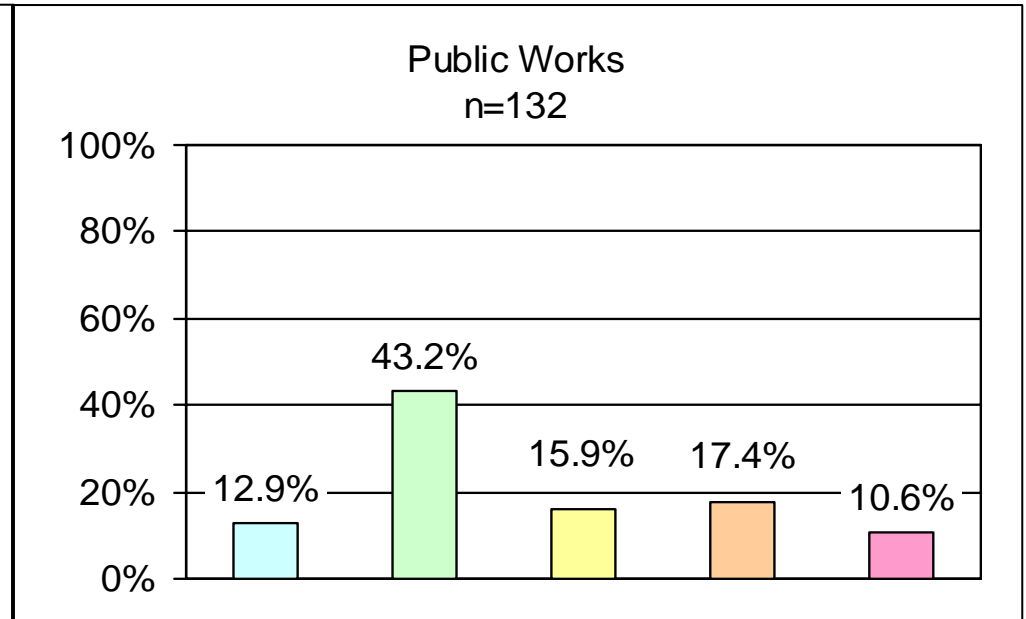
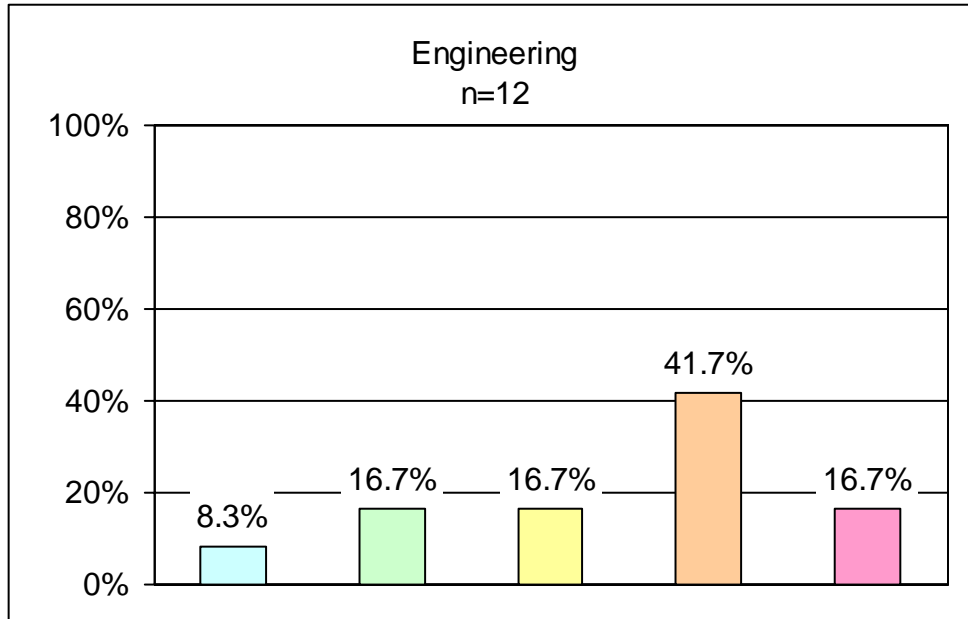
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 6a – Process Management

n=458 (81%)

Our employees can get everything they need to do their jobs.

I can get everything I need to do my job.



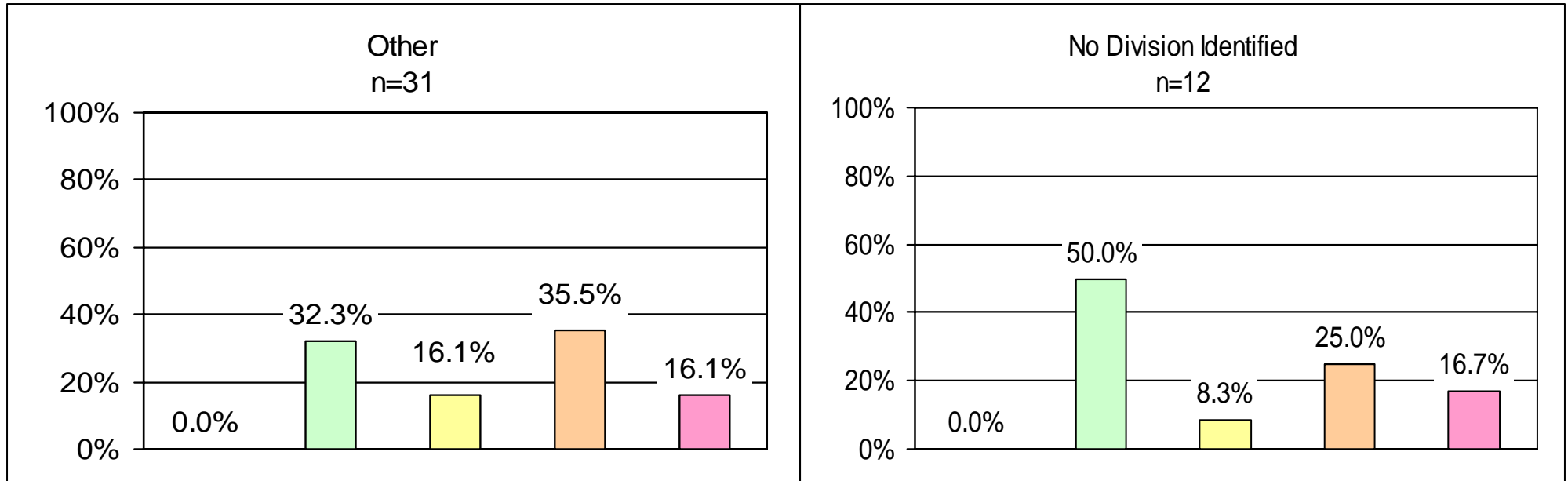
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 6a – Process Management

n=458 (81%)

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I can get everything I need to do my job.

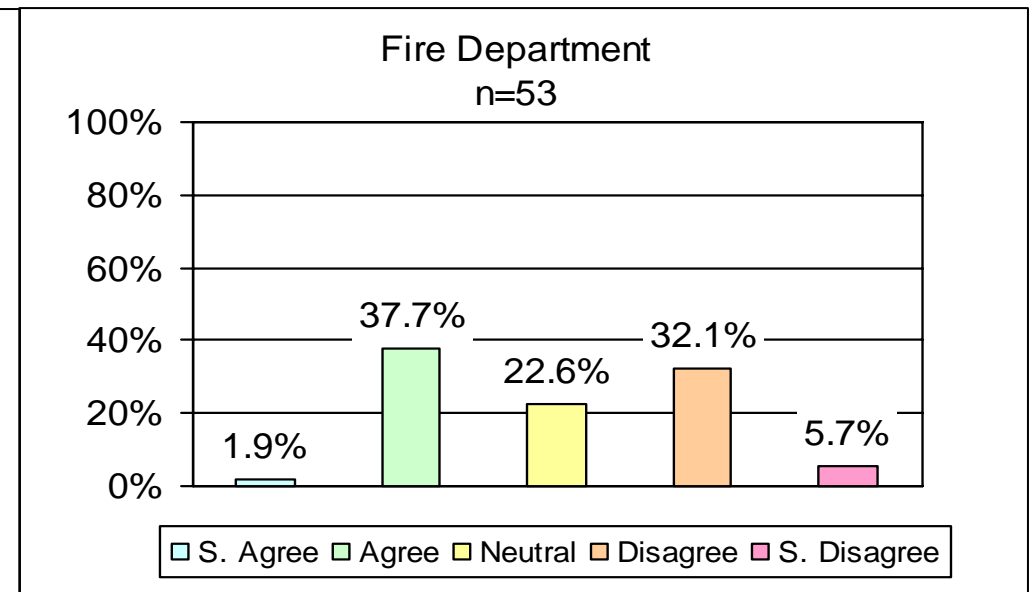
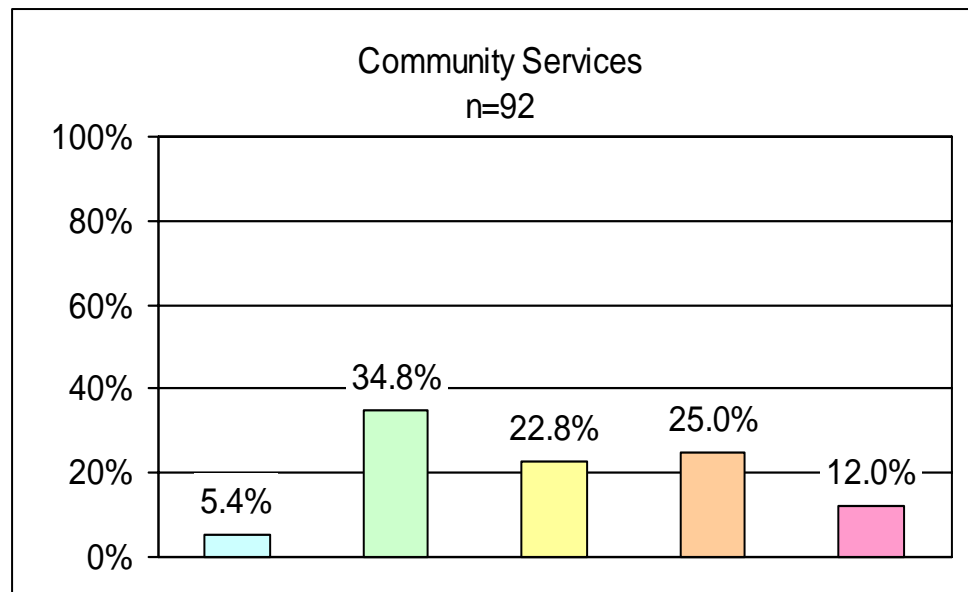
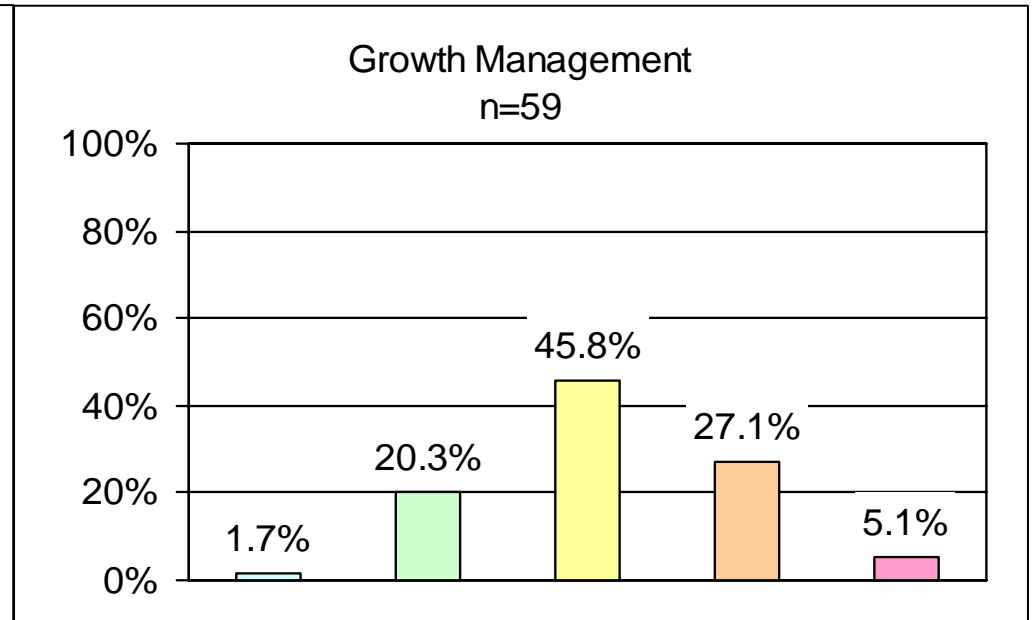
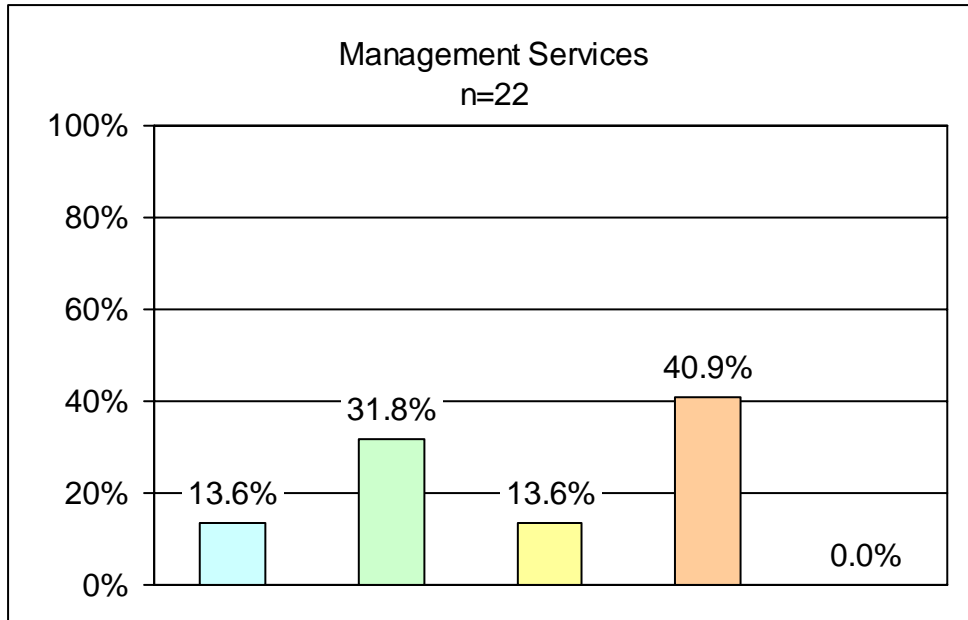


# Question 6b - Process Management

n=456 (81%)

Our employees collect information (data) about the quality of their work.

I collect information (data) about the quality of my work.

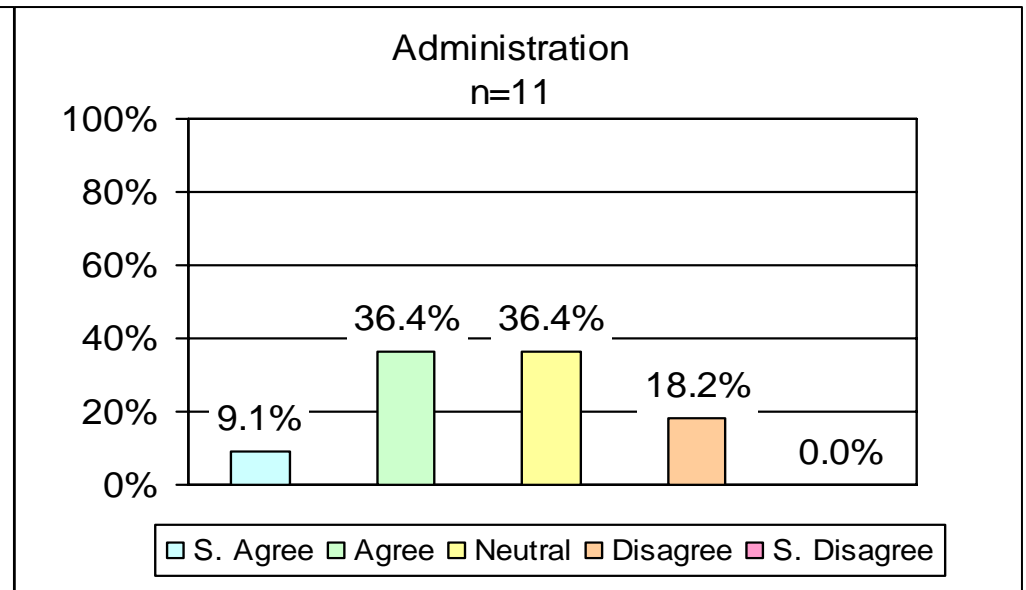
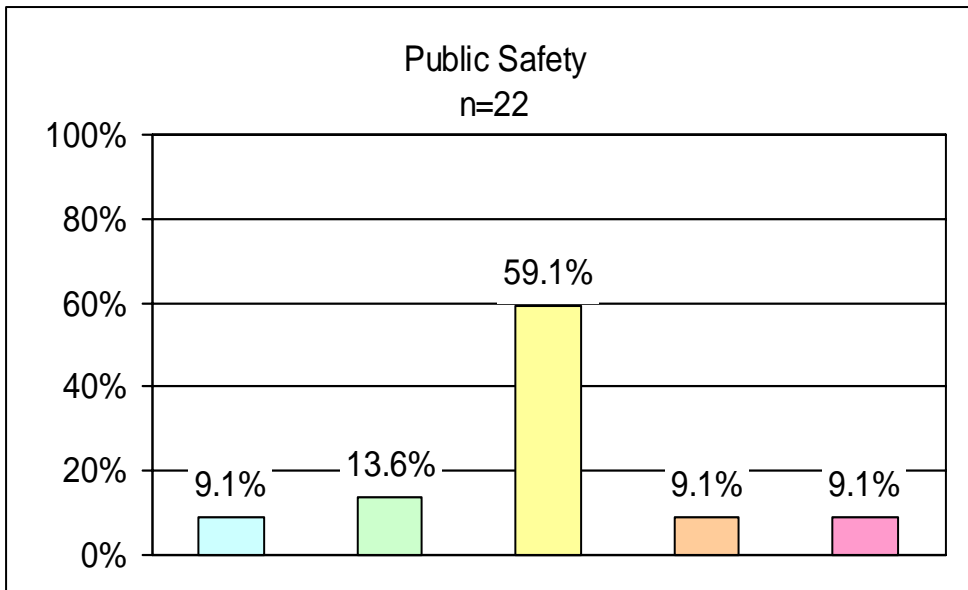
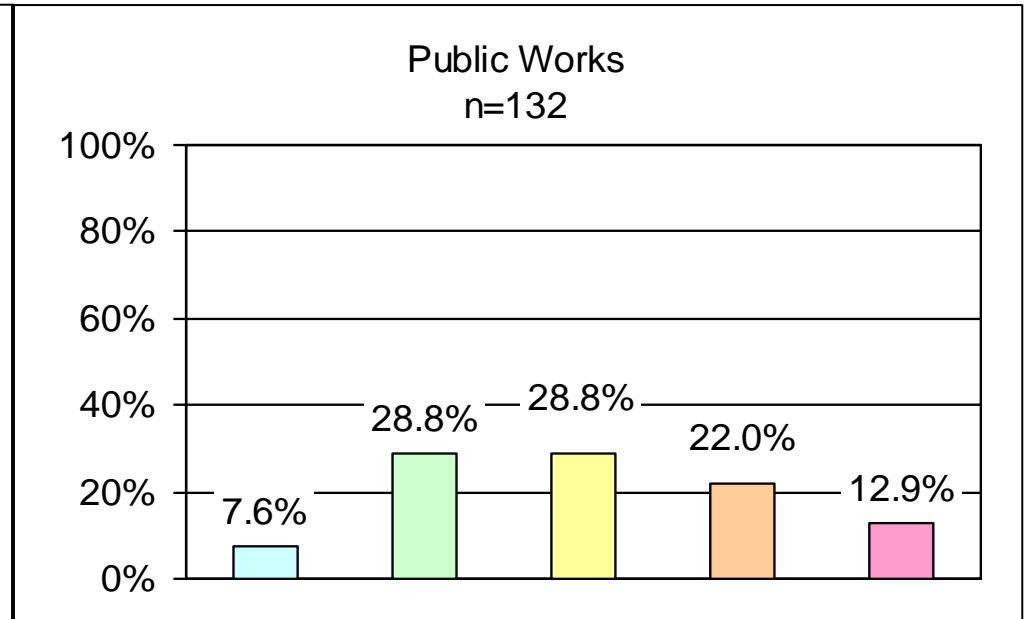
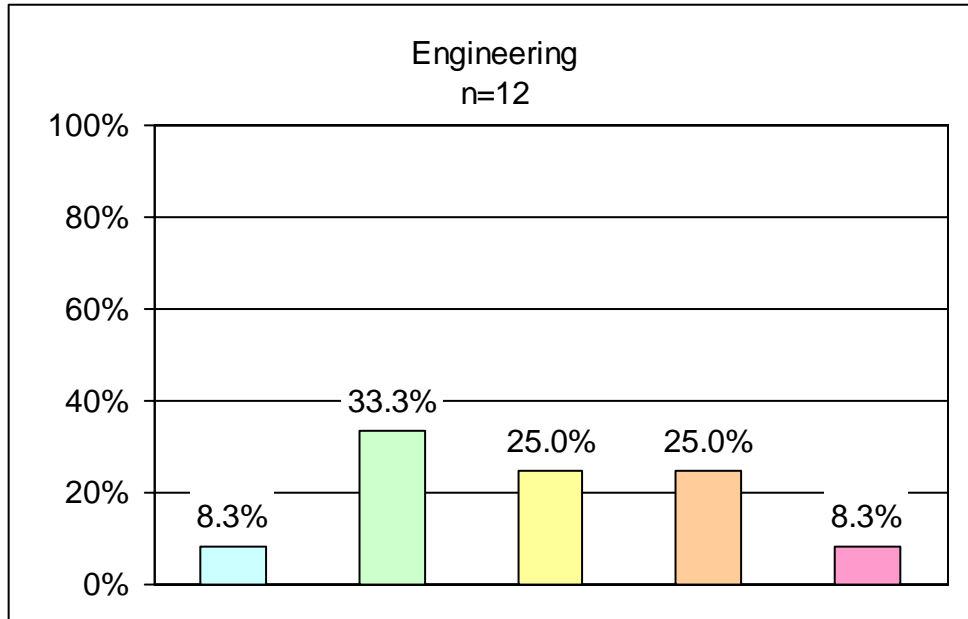


# Question 6b - Process Management

n=456 (81%)

Our employees collect information (data) about the quality of their work.

I collect information (data) about the quality of my work.

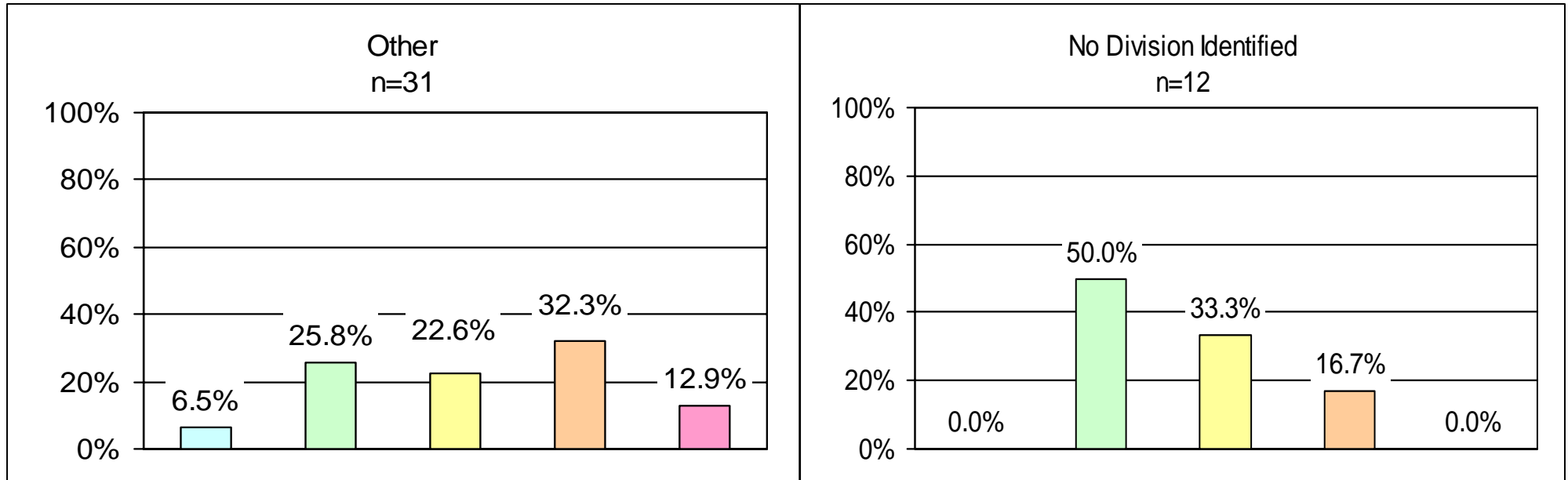


## Question 6b - Process Management

n=456 (81%)

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I collect information (data) about the quality of my work.

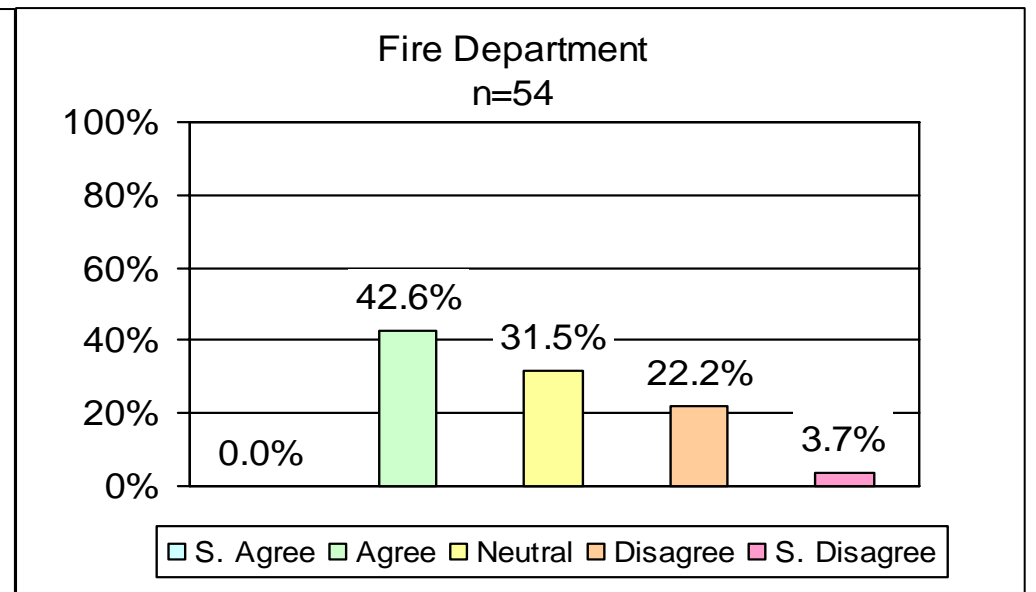
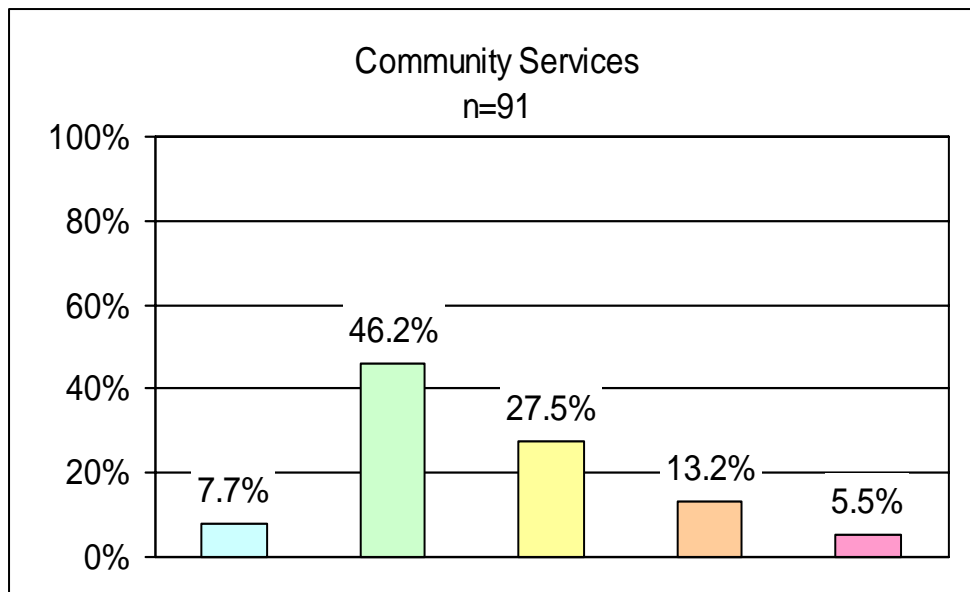
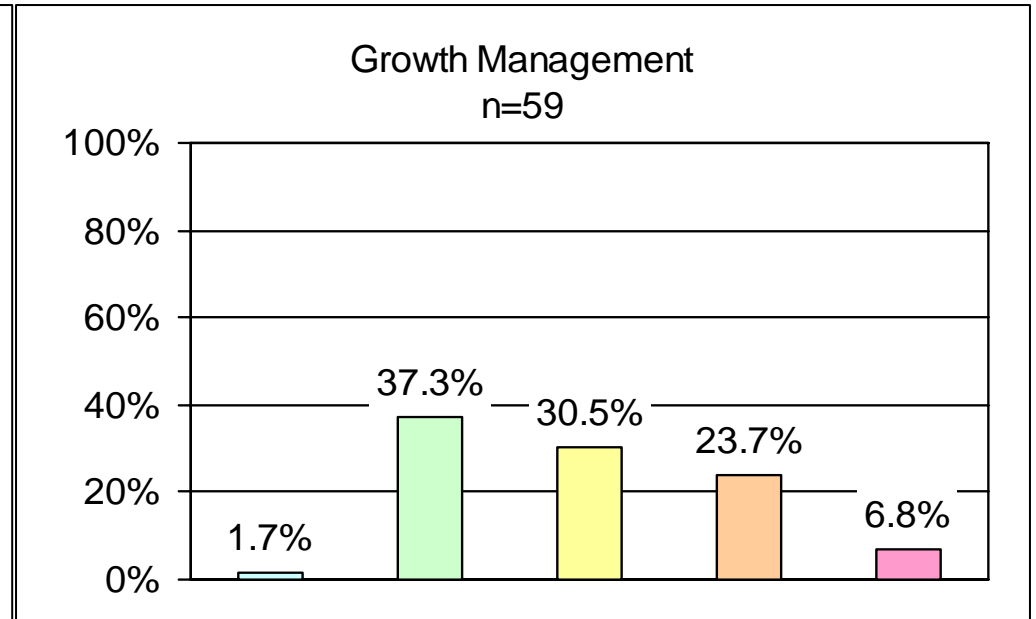
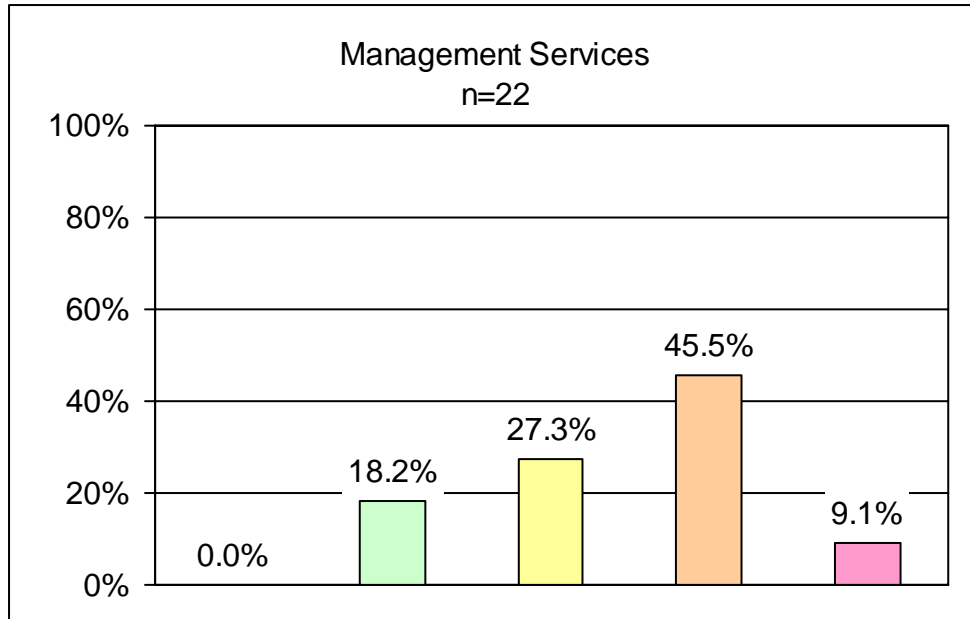


# Question 6c - Process Management

n=456 (81%)

Our organization has good processes for doing our work.

We have good processes for doing our work.



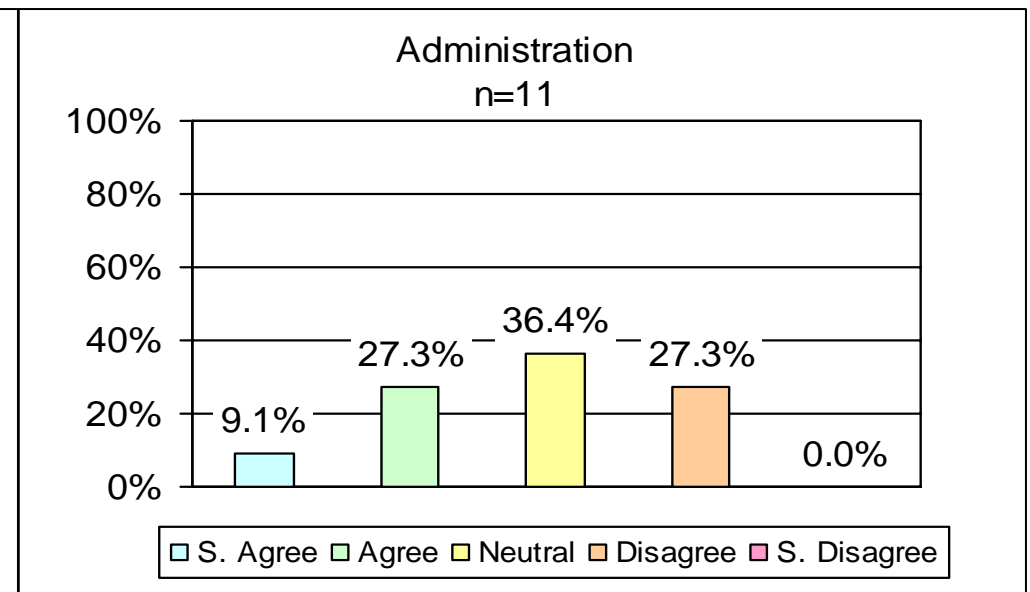
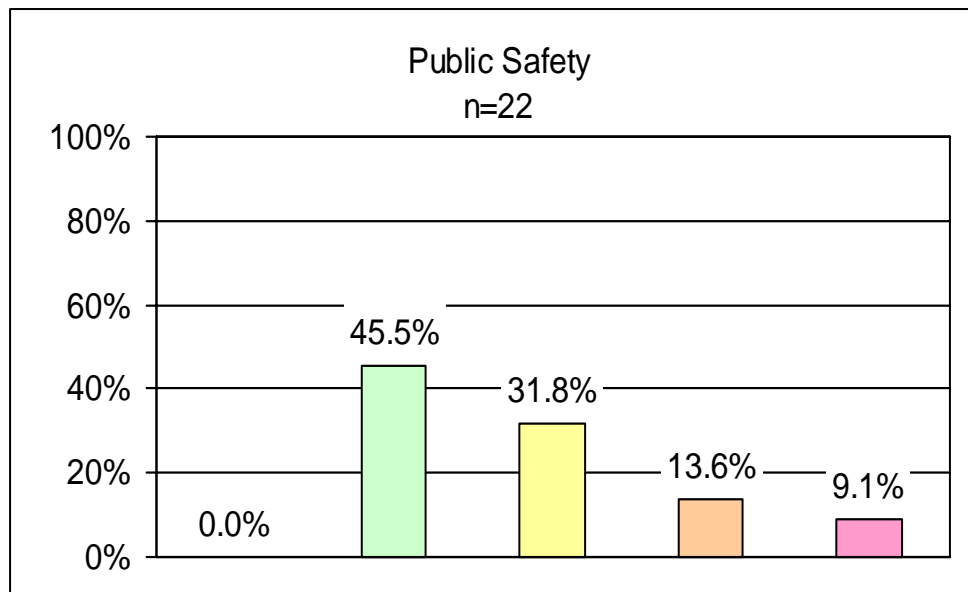
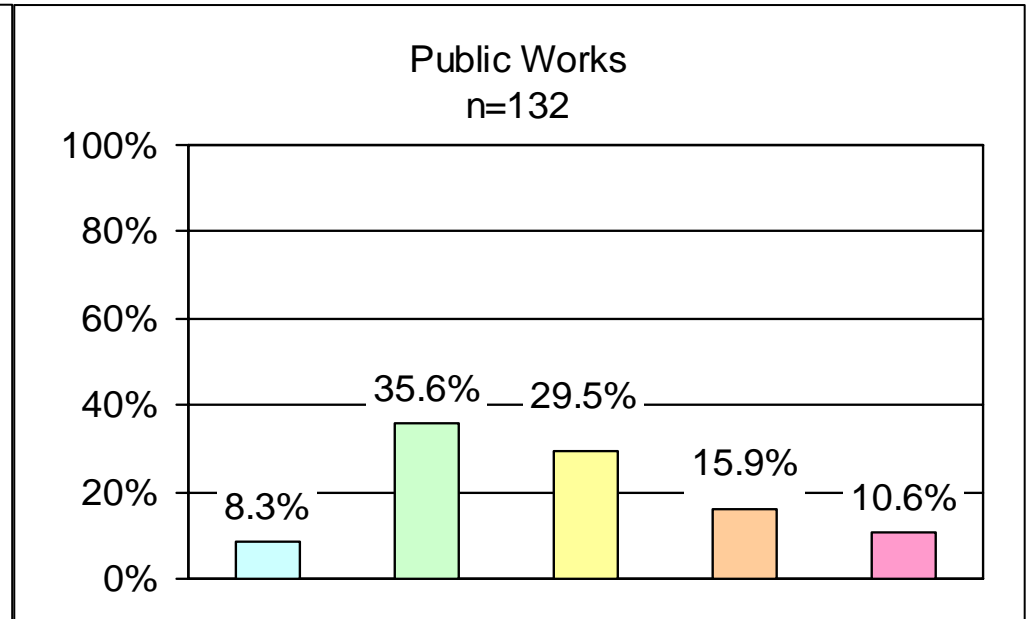
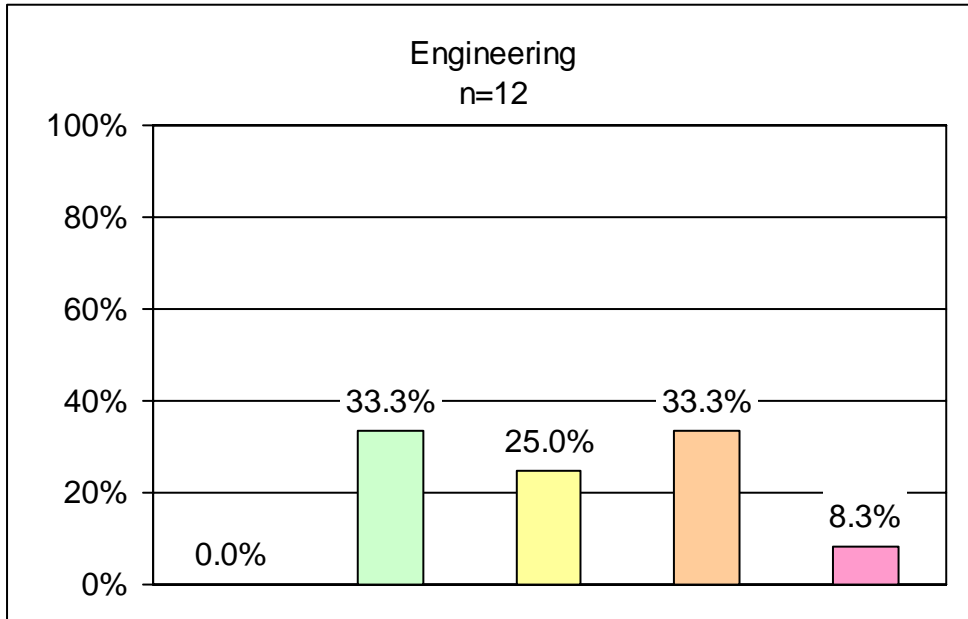
Legend: S. Agree (light blue), Agree (light green), Neutral (light yellow), Disagree (light orange), S. Disagree (pink)

# Question 6c - Process Management

n=456 (81%)

Our organization has good processes for doing our work.

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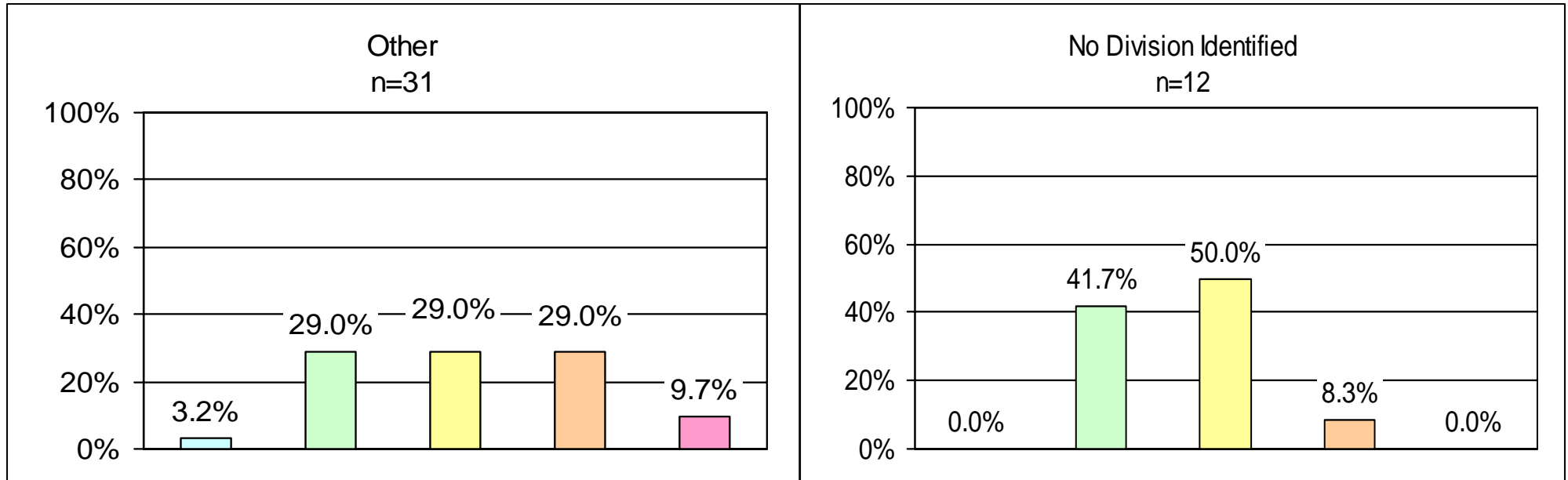


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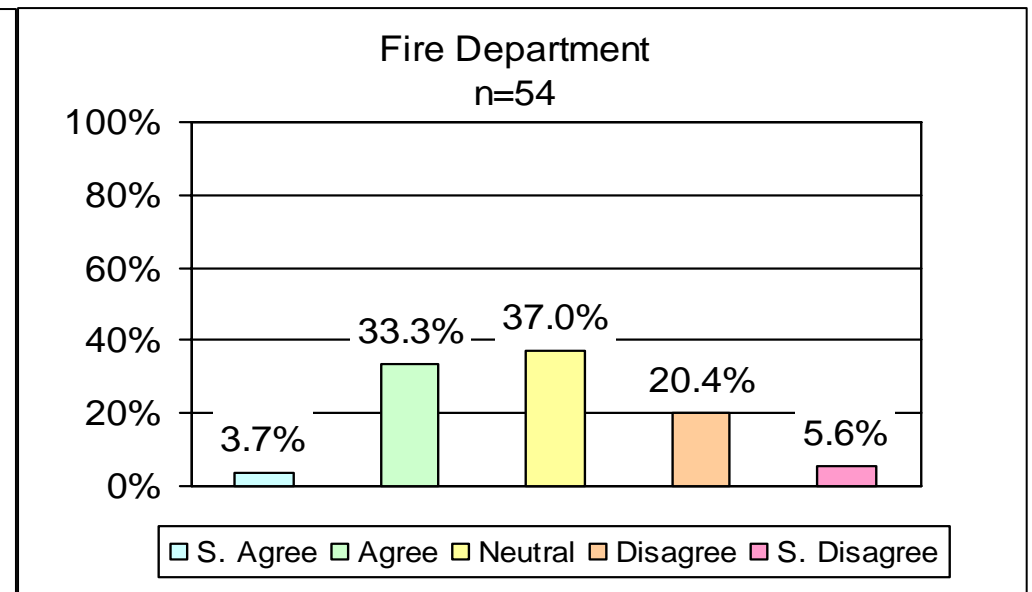
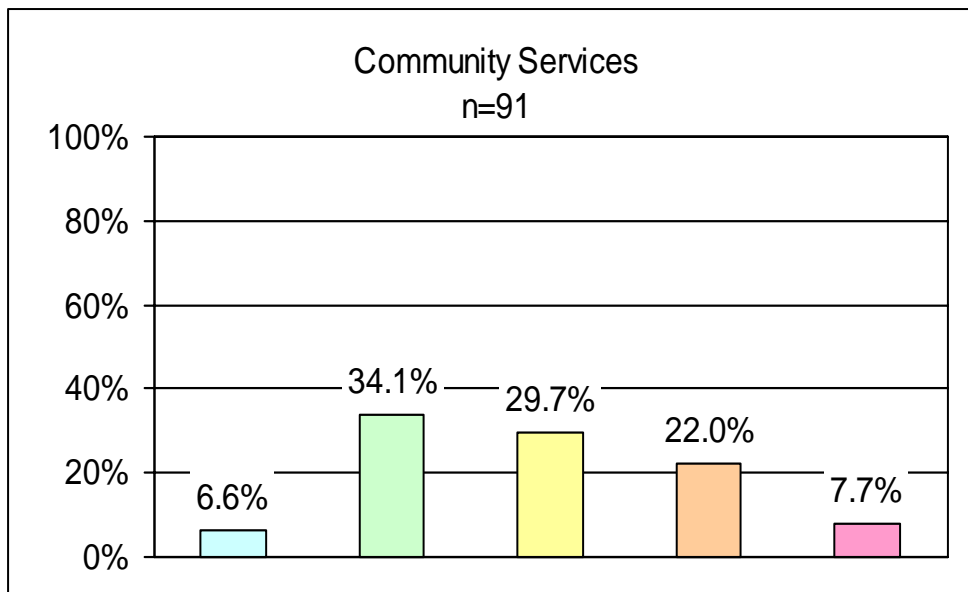
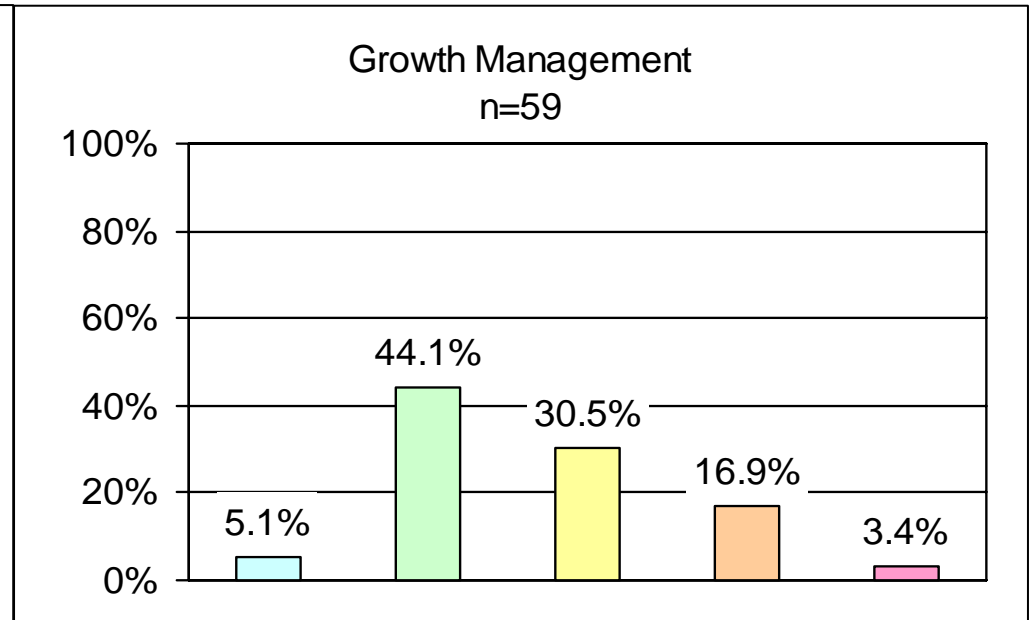
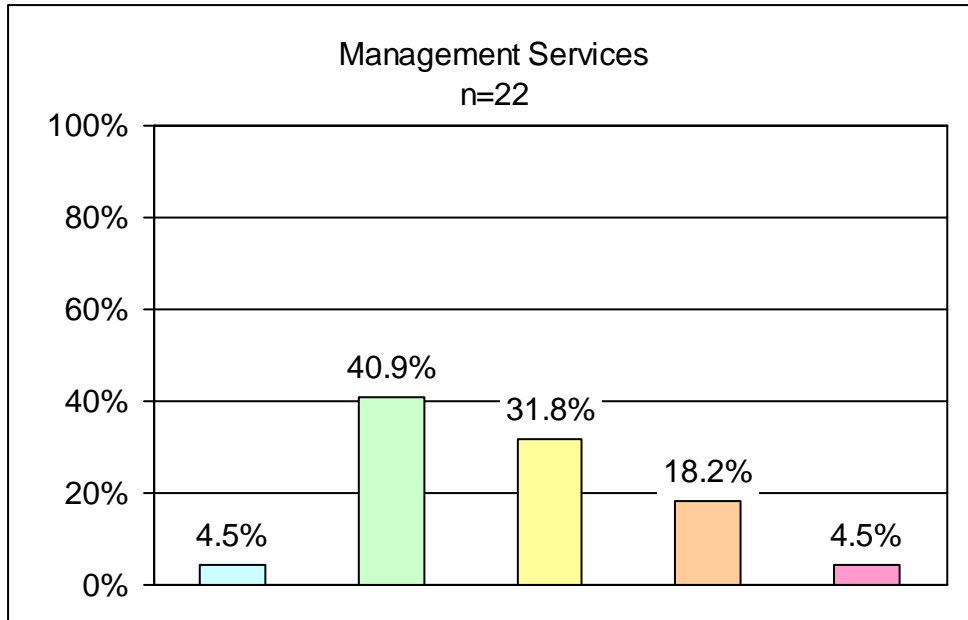


# Question 6d - Process Management

n=456 (81%)

Our employees have control over their personal work processes.

I have control over my work processes.

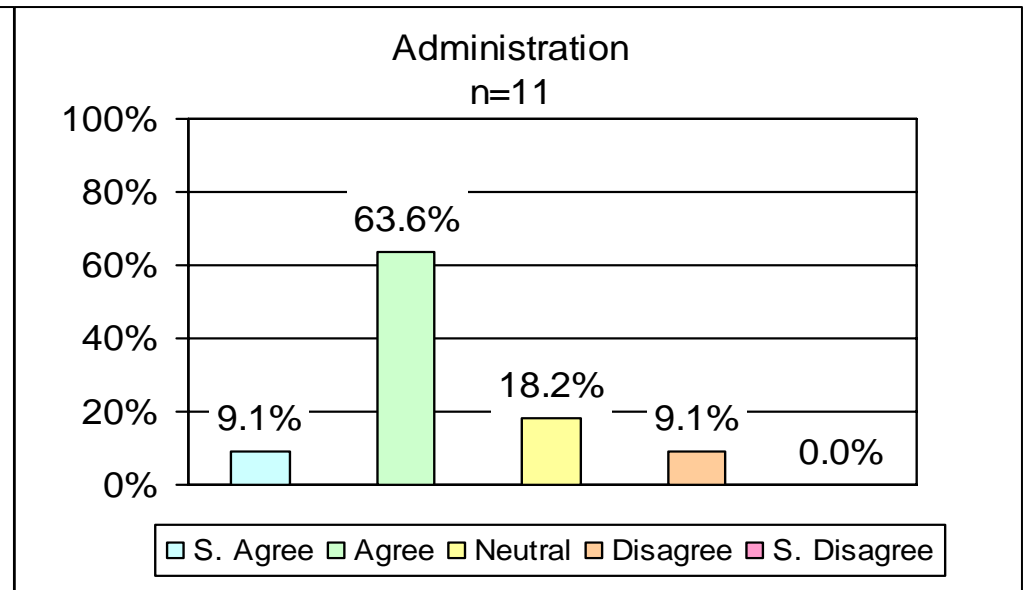
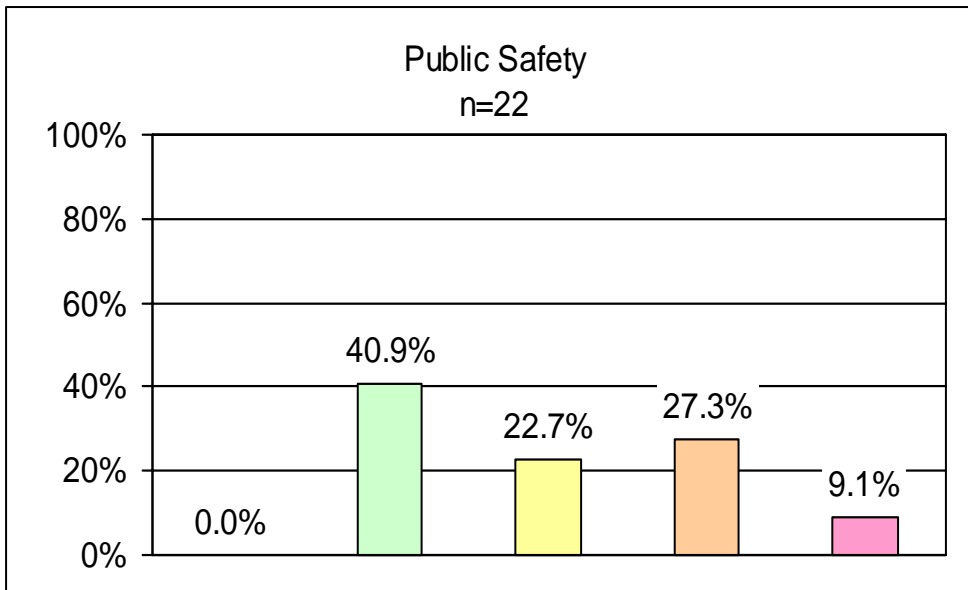
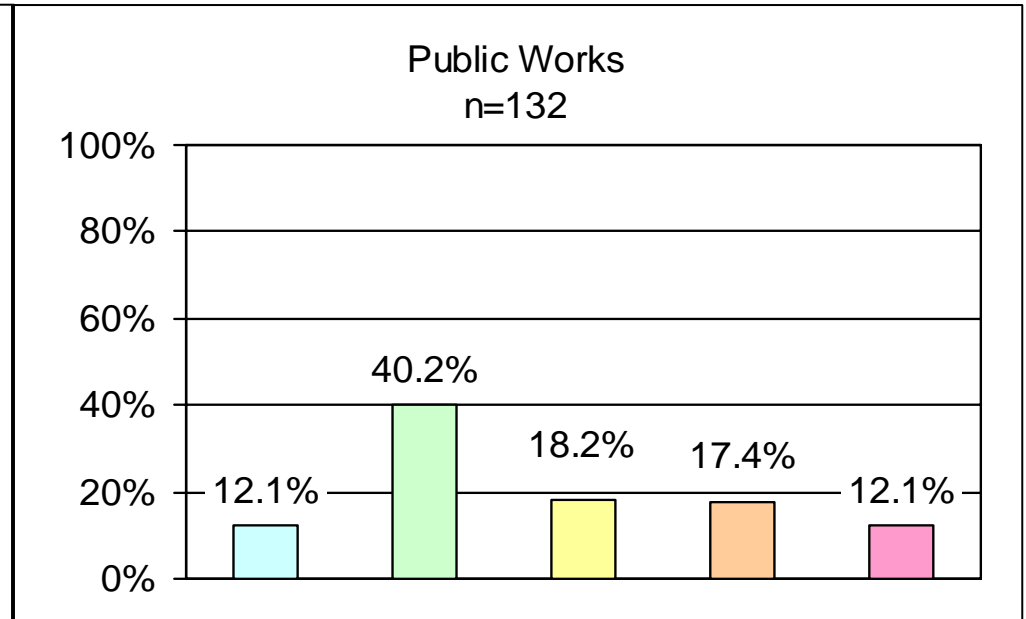
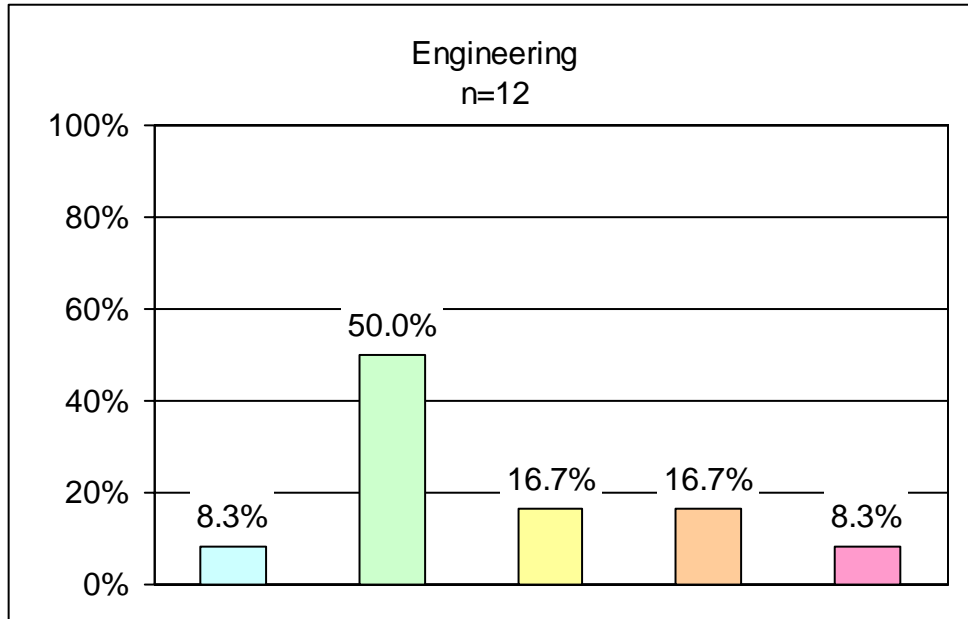


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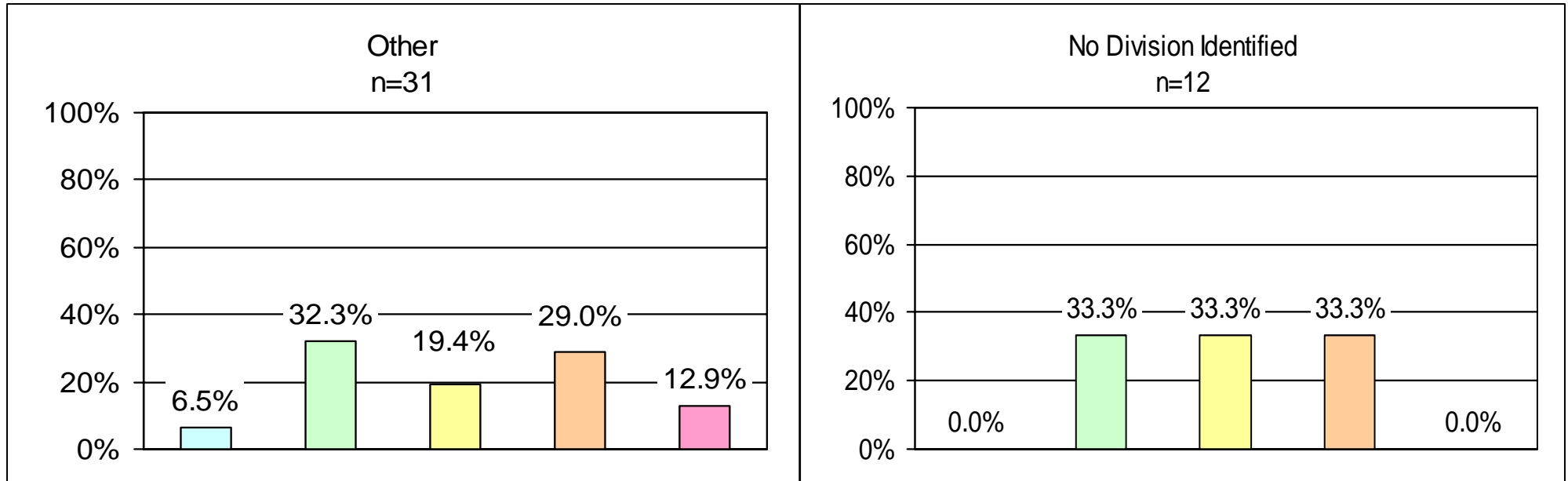


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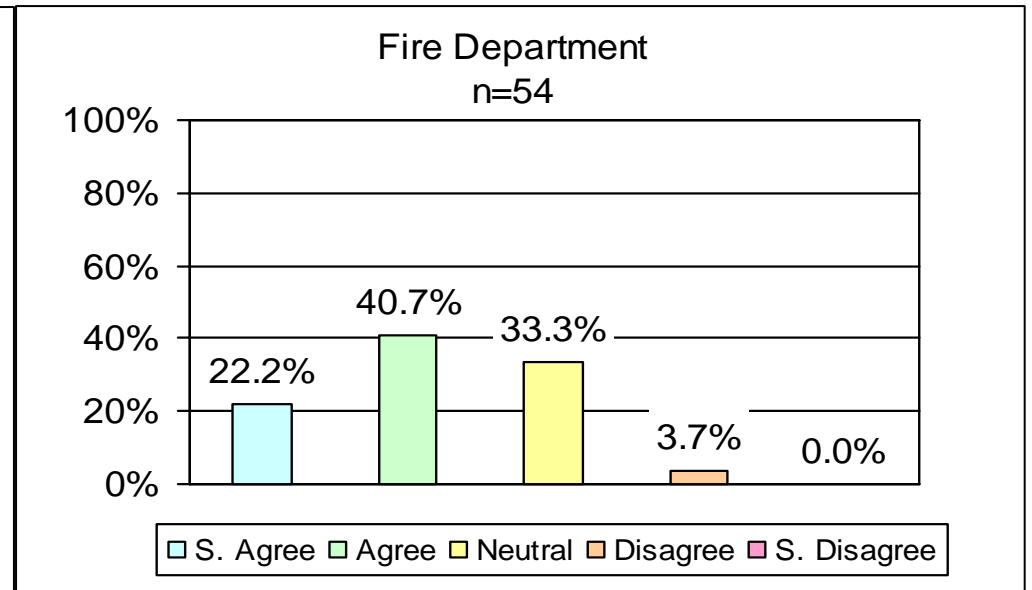
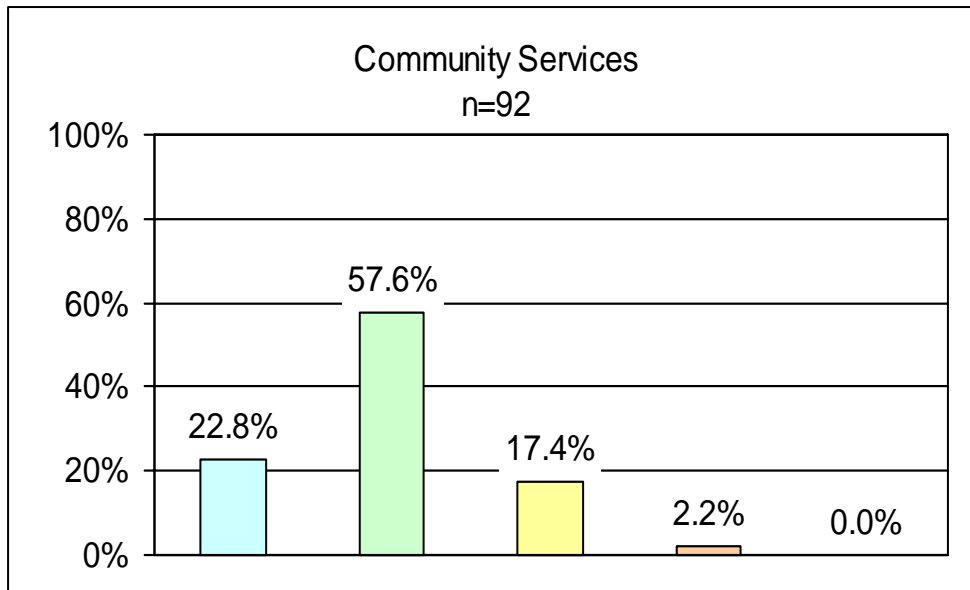
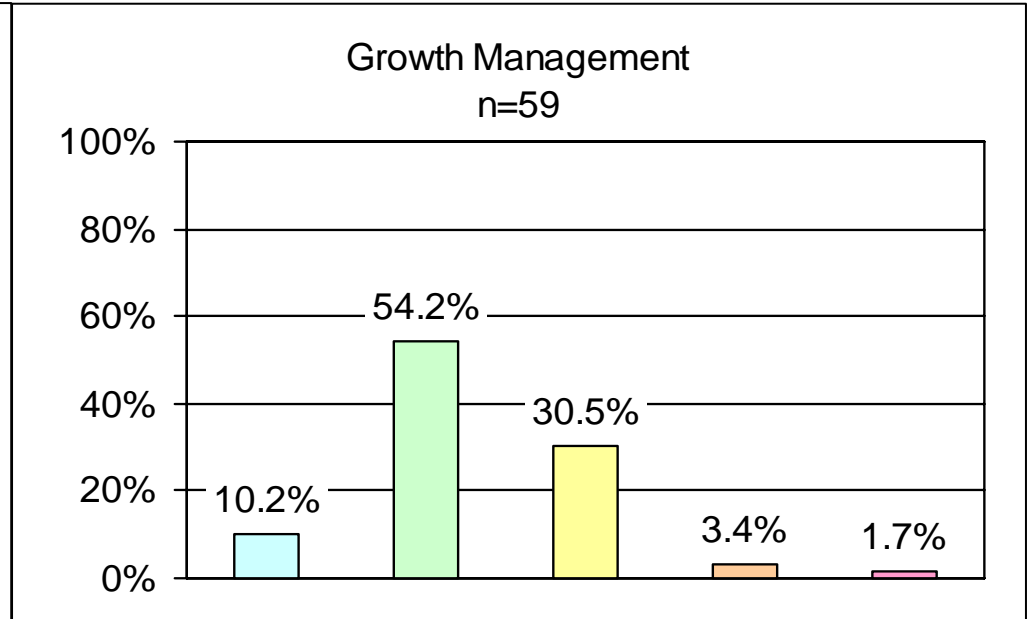
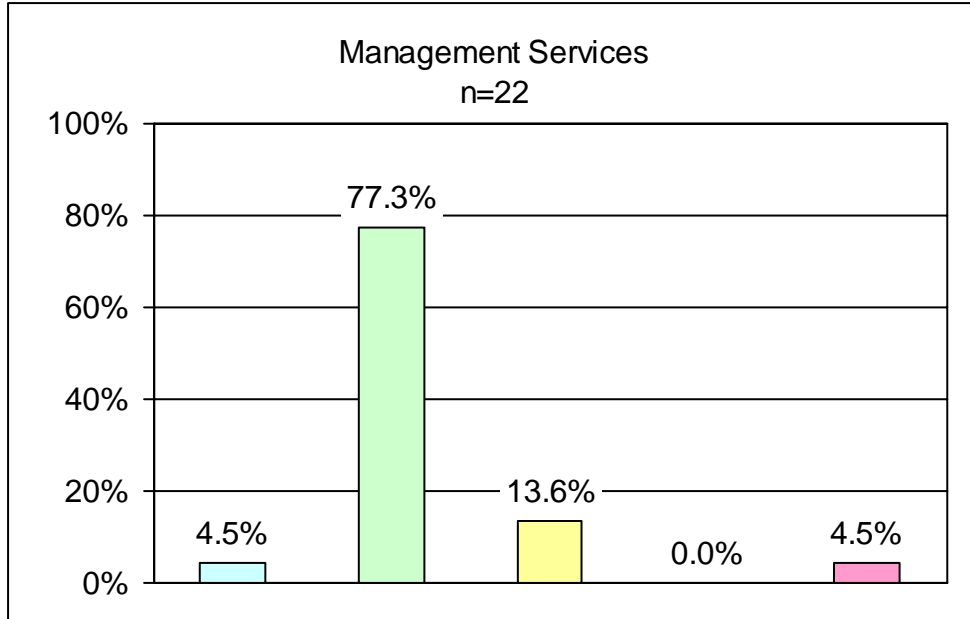


# Question 7a – Business Results

n=456 (81%)

Our employees' customers are satisfied with their work.

My customers are satisfied with my work.



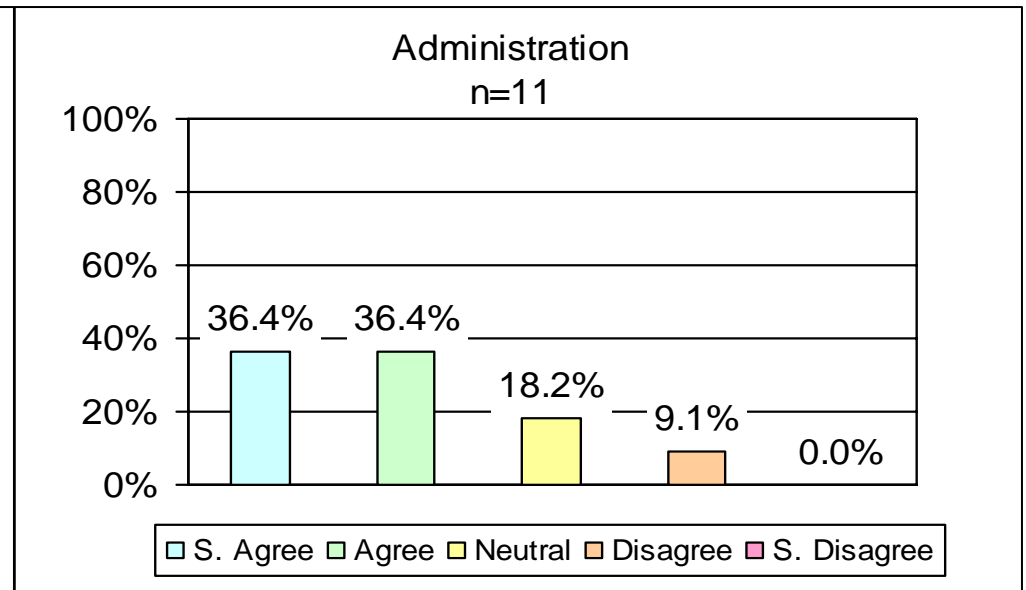
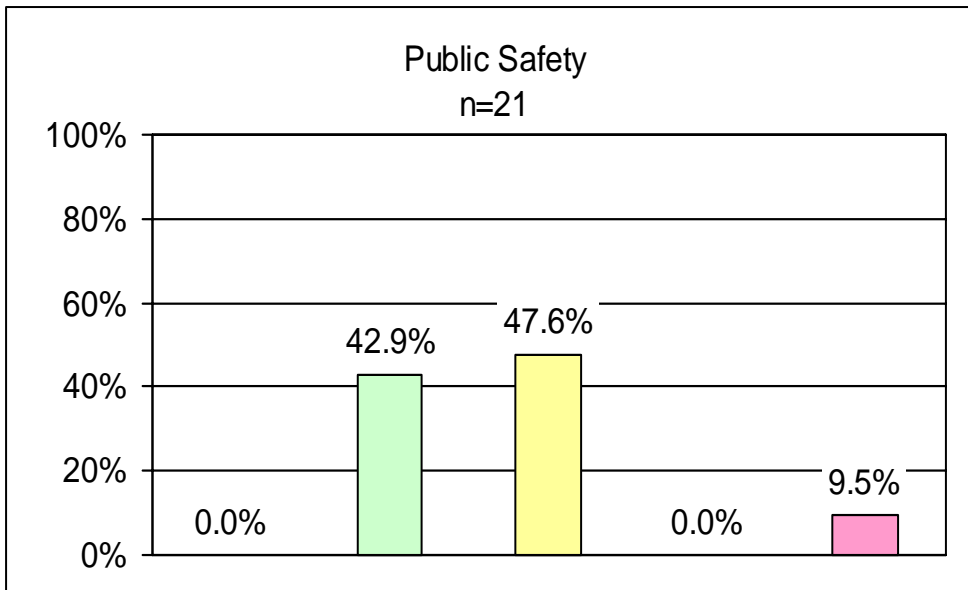
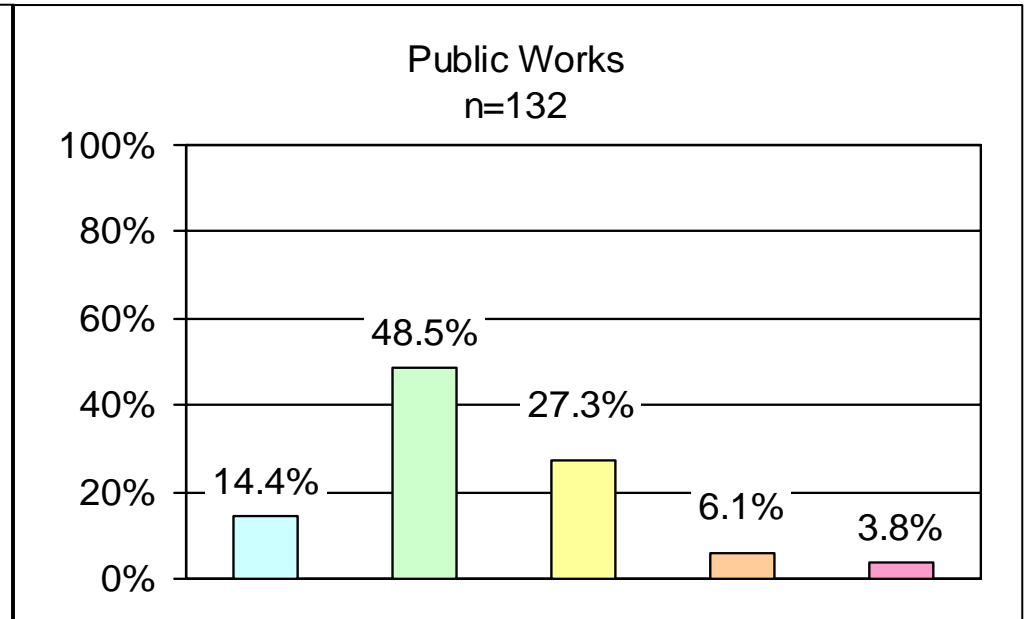
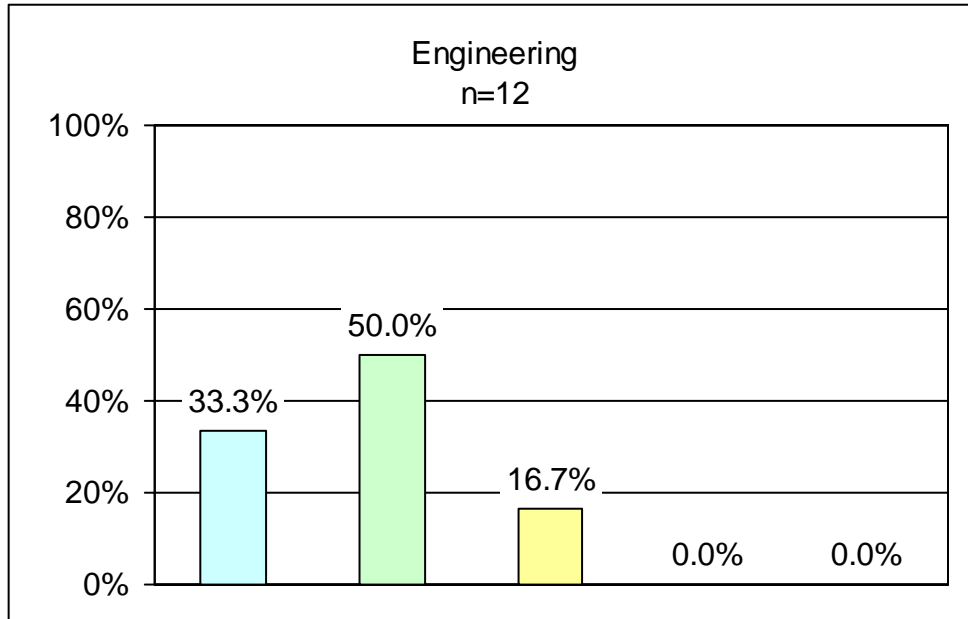
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 7a – Business Results

n=456 (81%)

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My customers are satisfied with my work.



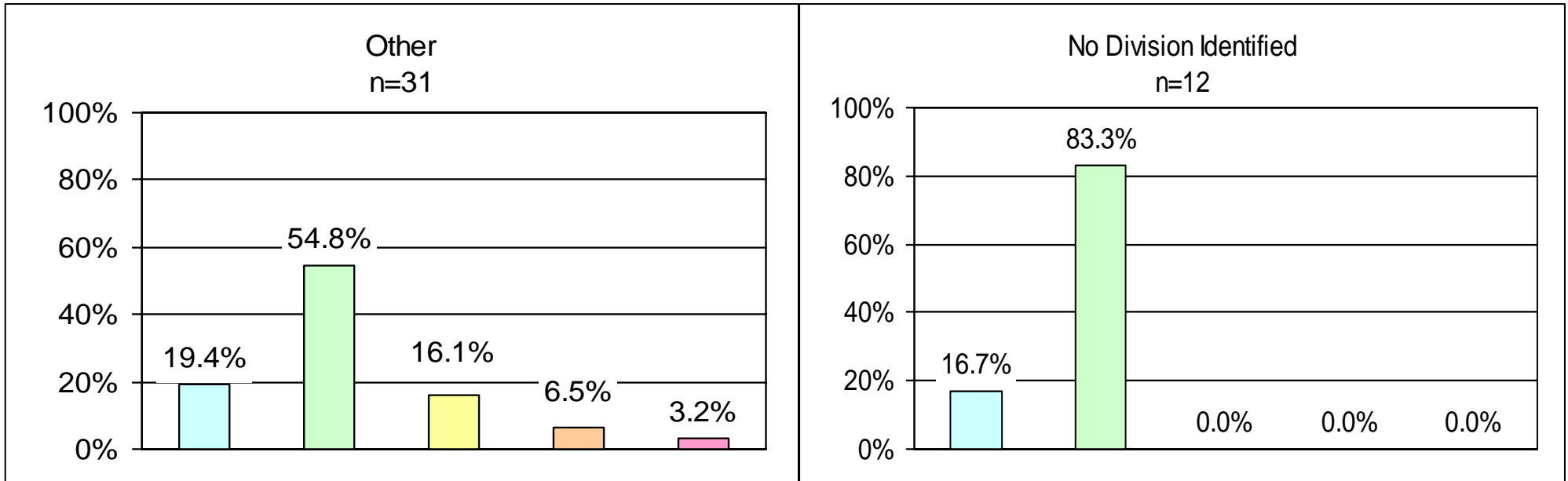
Legend: S. Agree (Cyan), Agree (Light Green), Neutral (Yellow), Disagree (Orange), S. Disagree (Pink)

# Question 7a – Business Results

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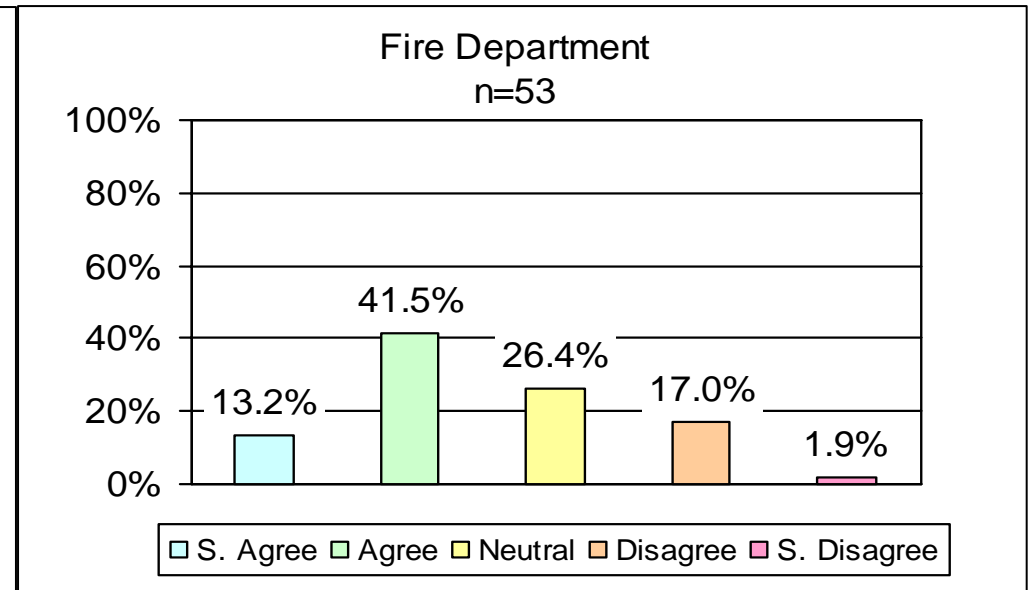
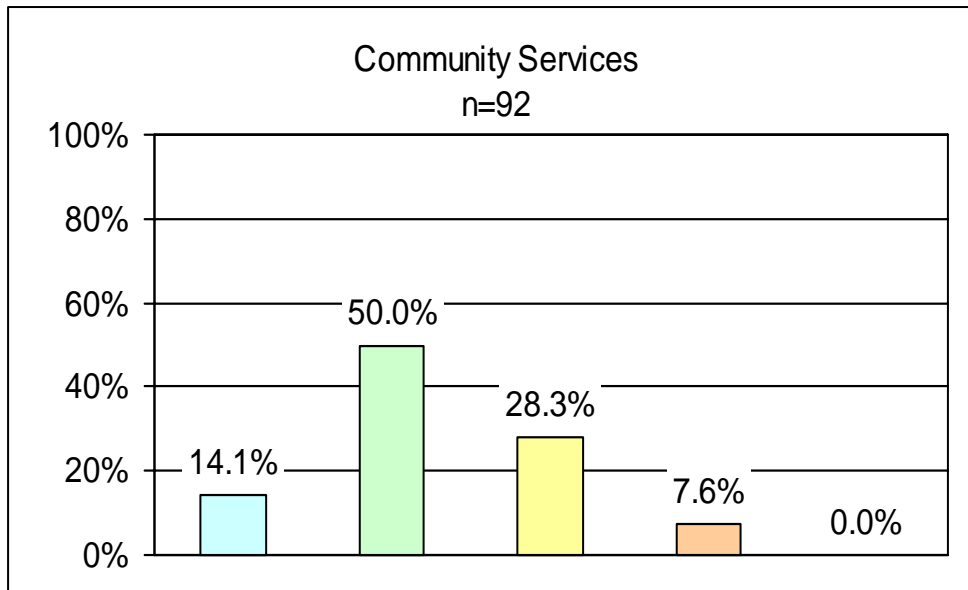
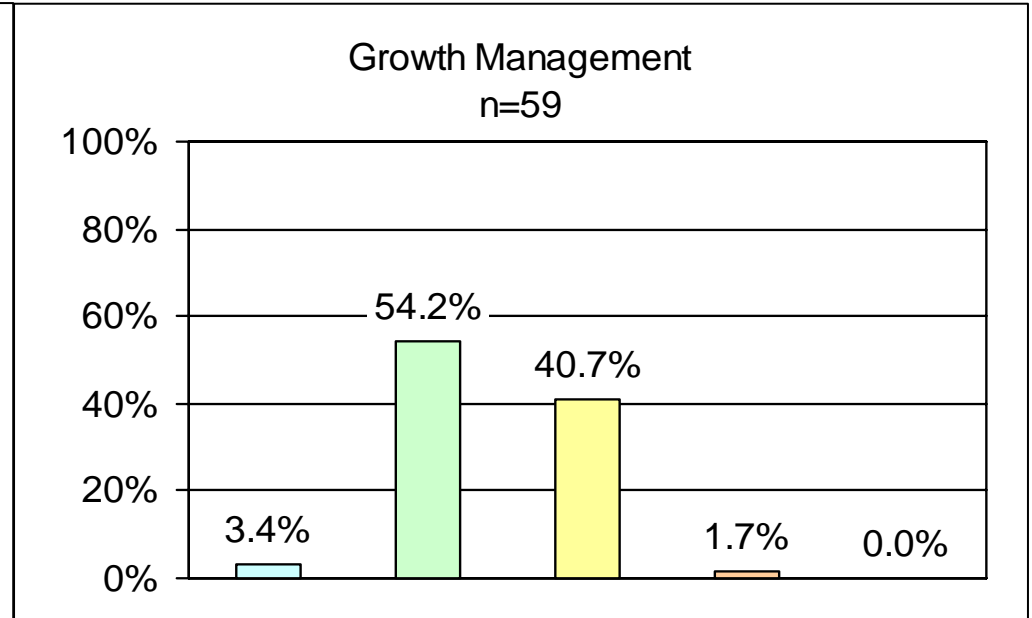
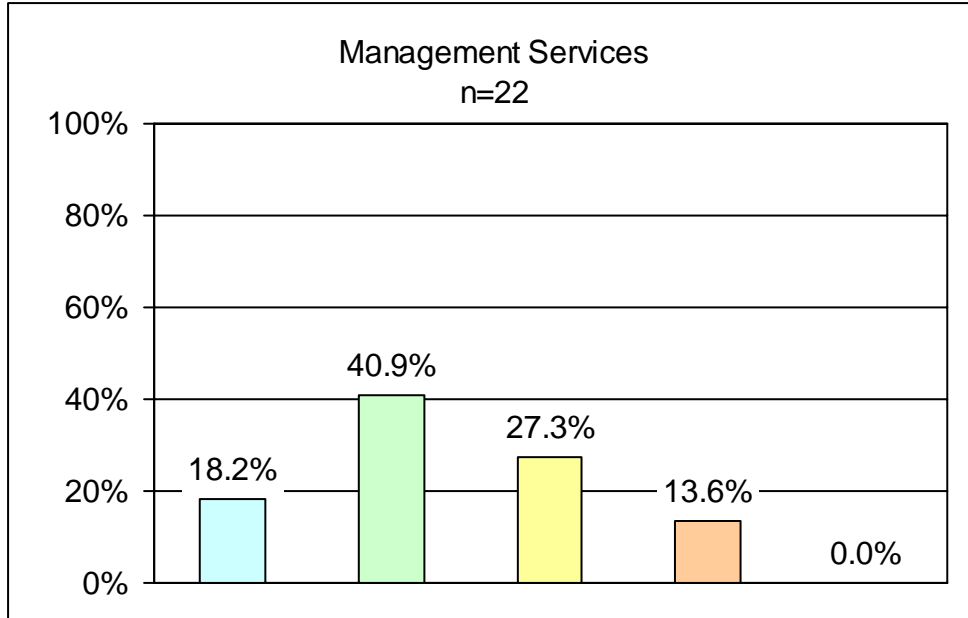


# Question 7b – Business Results

n=455 (81%)

Our employees' work products meet all requirements.

My work products meet all requirements.



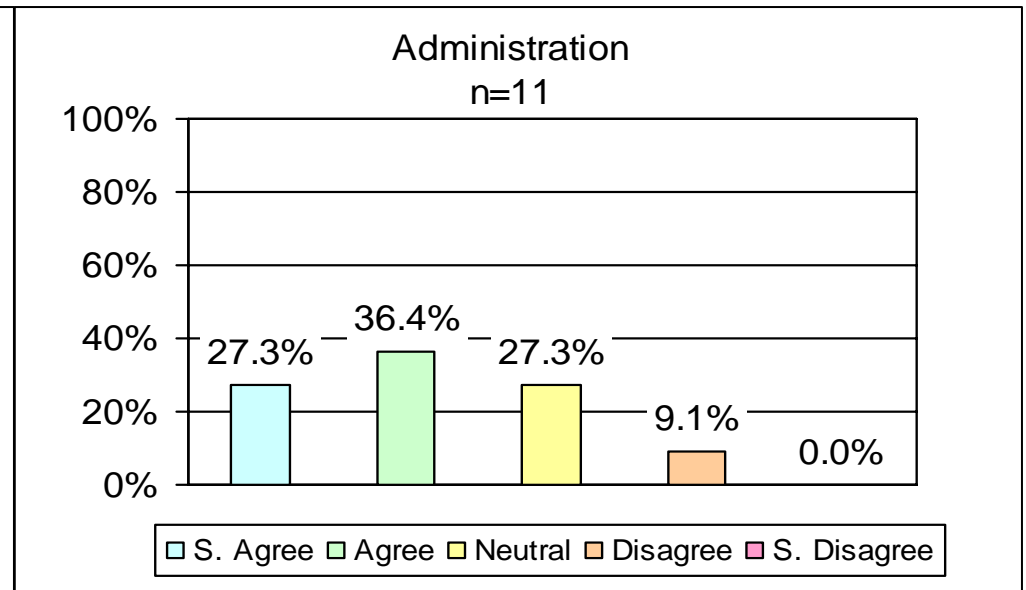
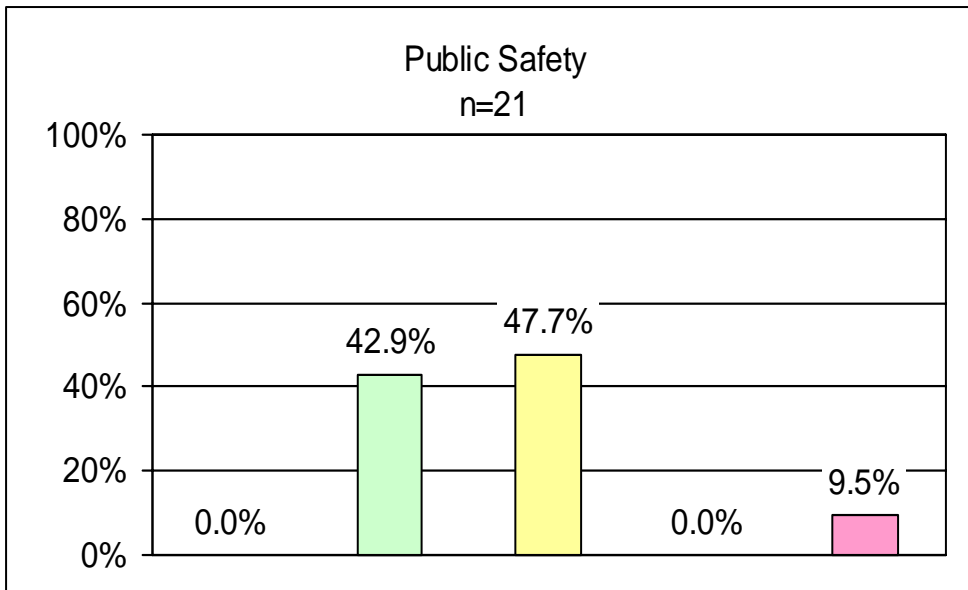
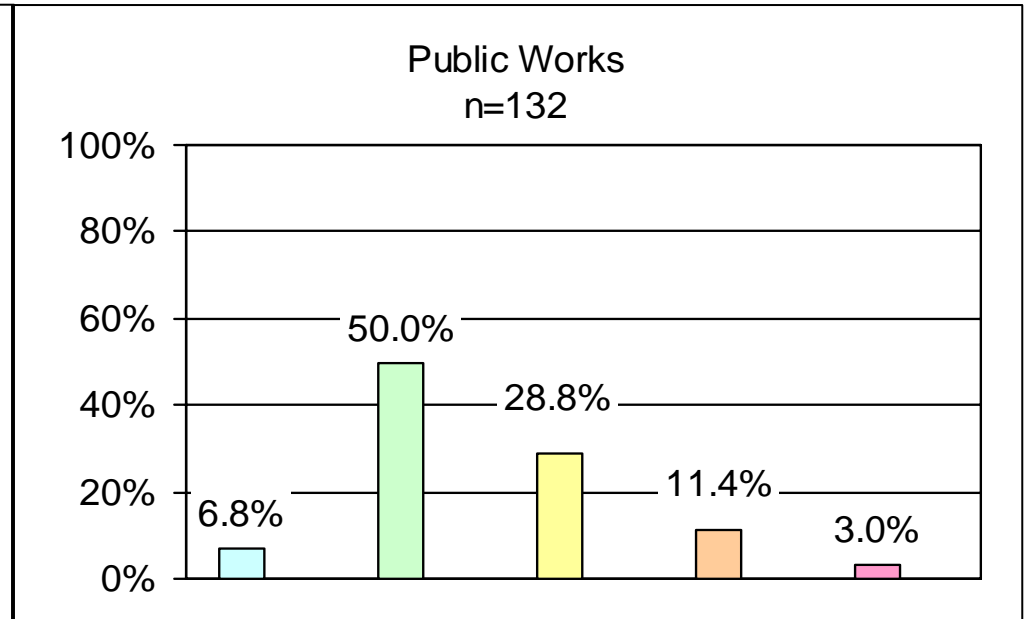
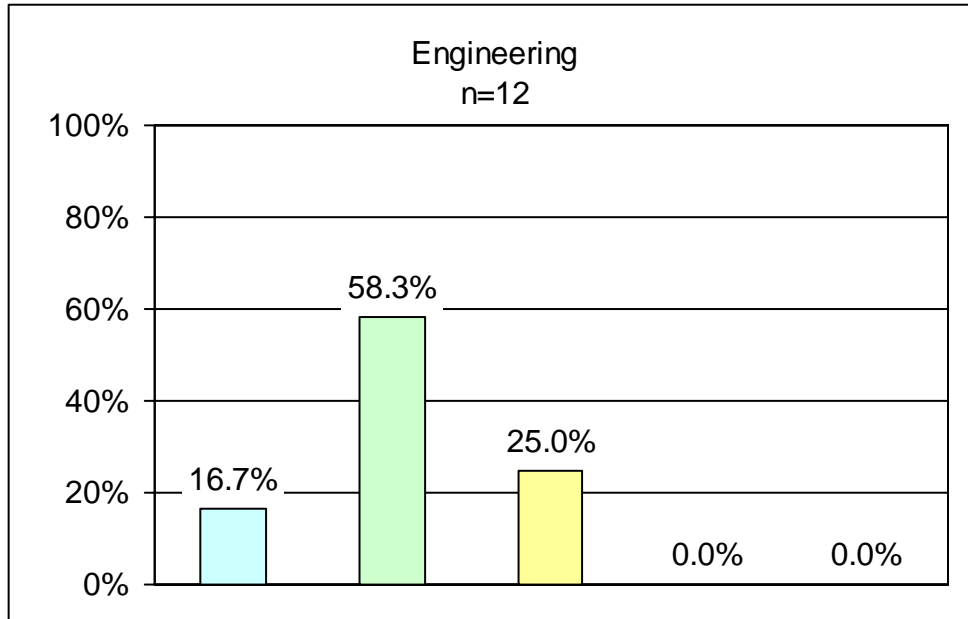
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 7b – Business Results

n=455 (81%)

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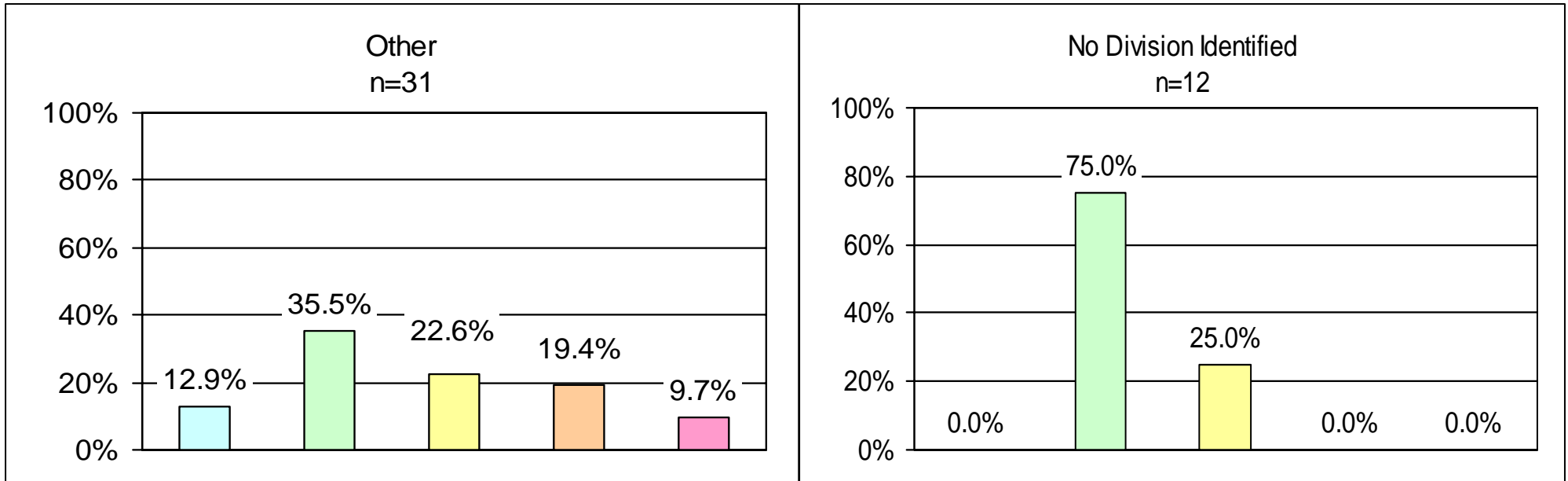


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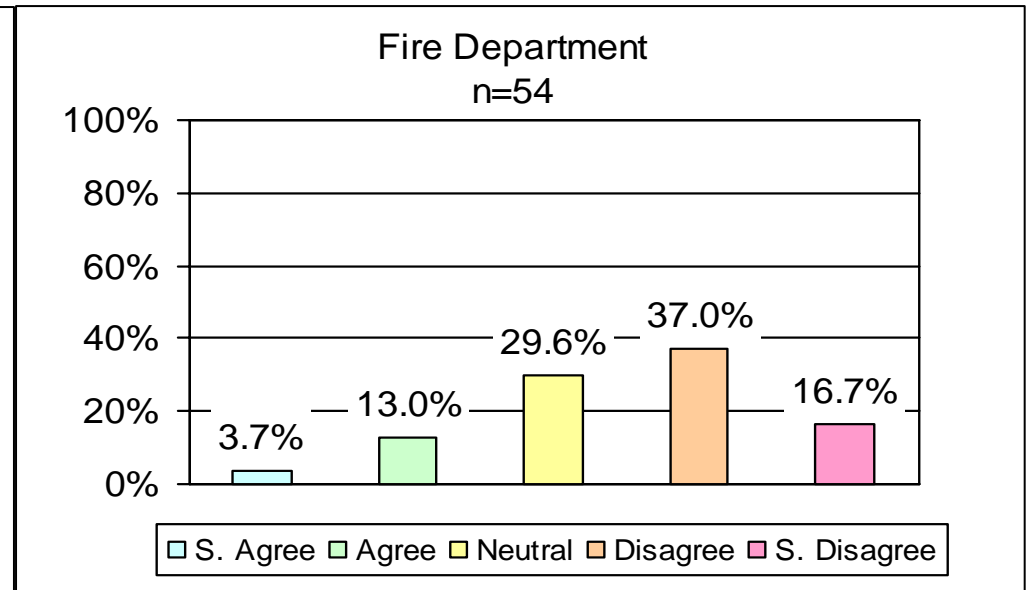
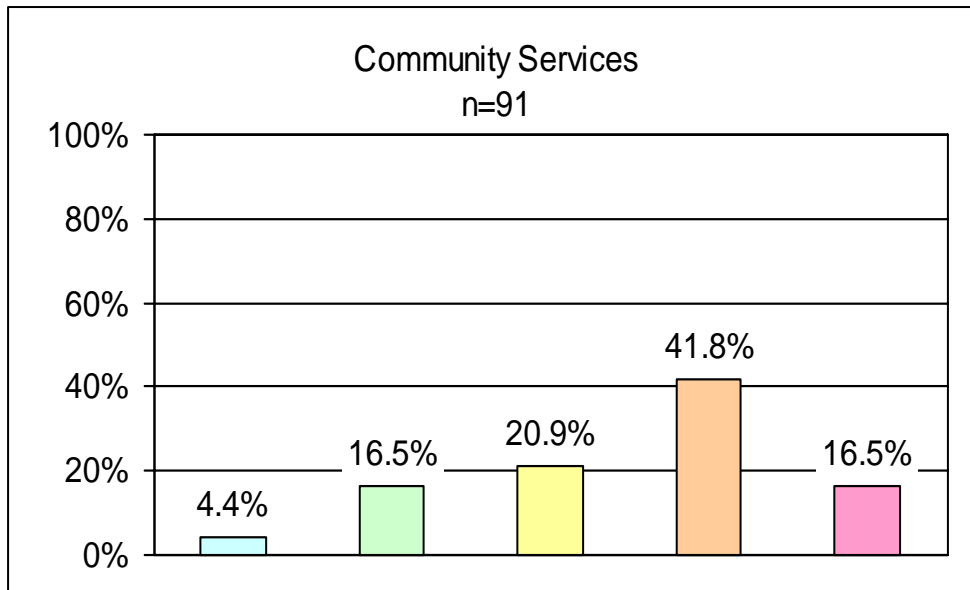
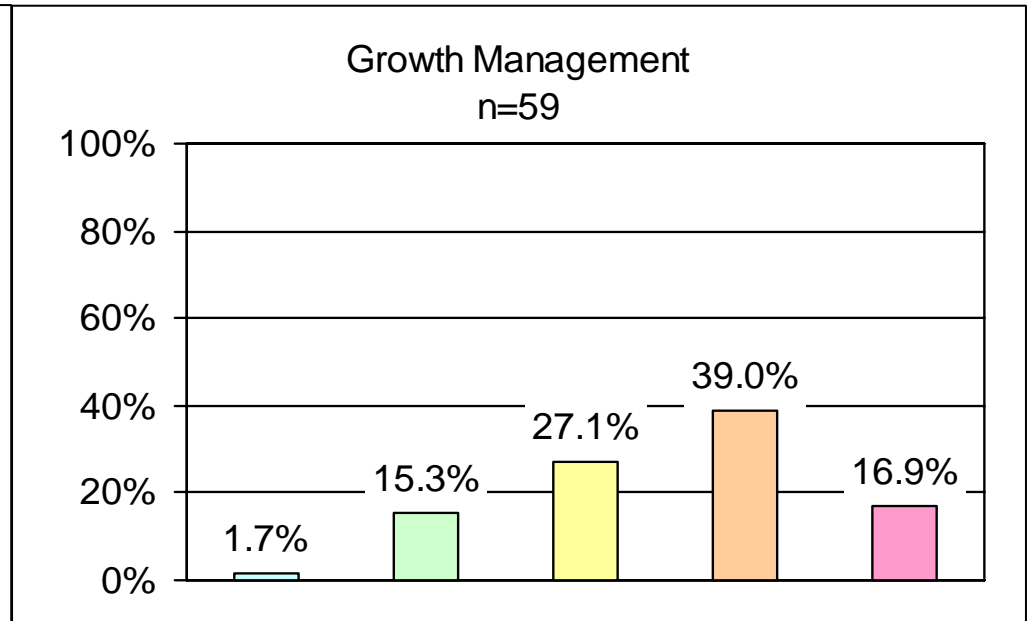
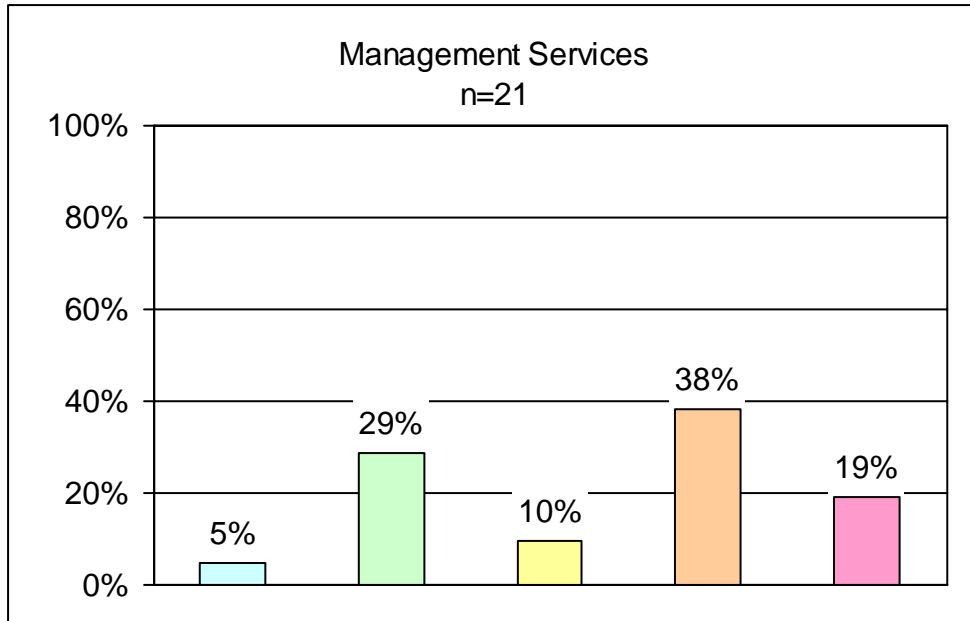


# Question 7c – Business Results

n=454 (80%)

Our employees know how well our organization is doing financially.

I know how well my organization is doing financially.

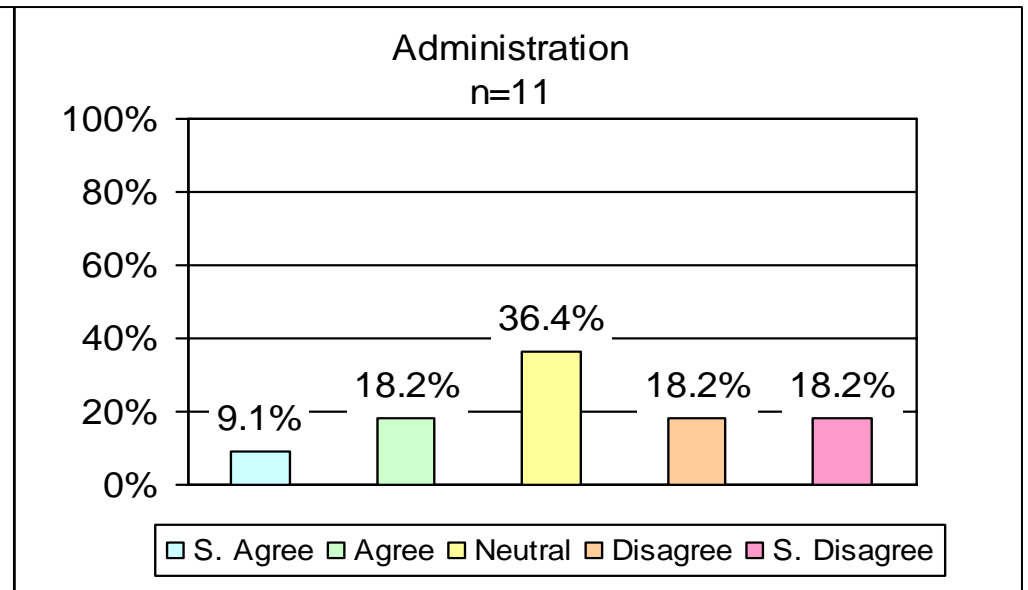
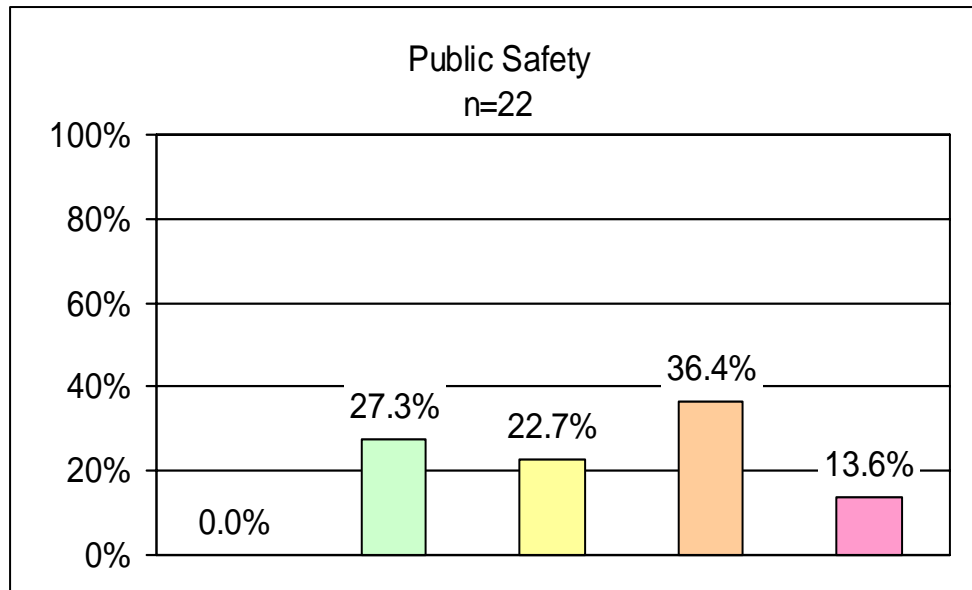
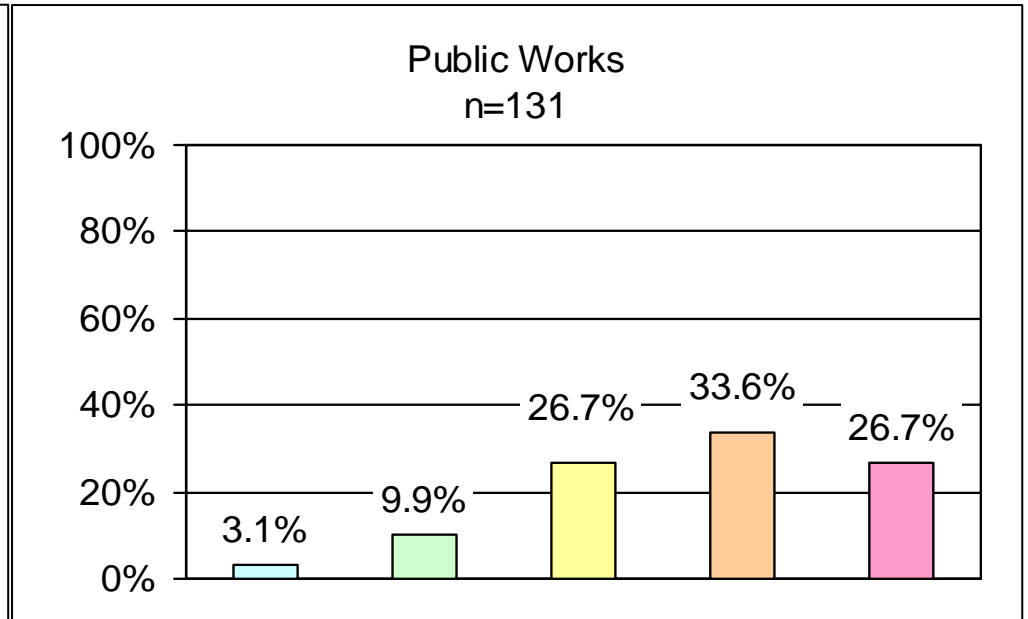
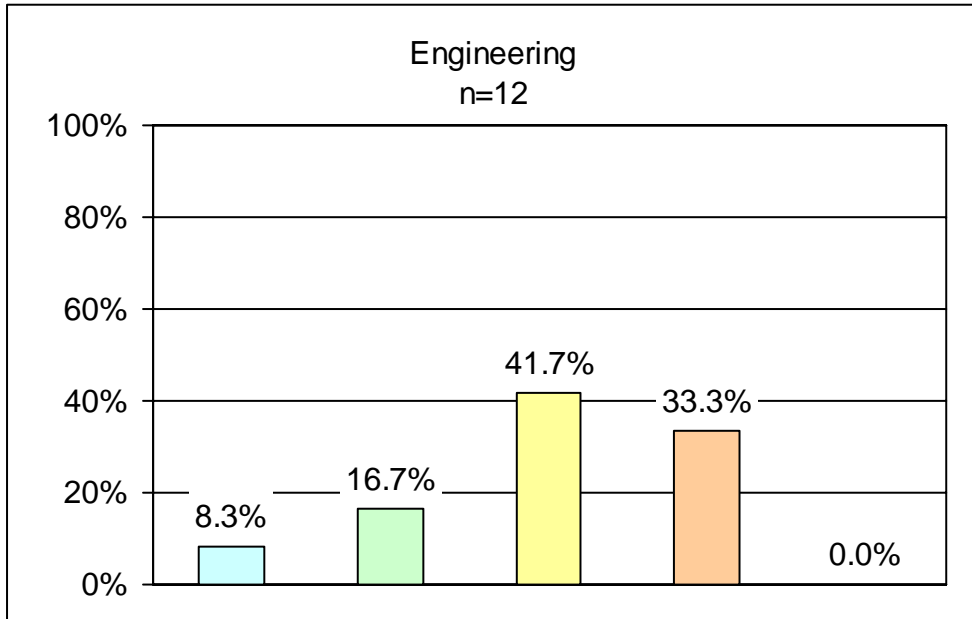


# Question 7c – Business Results

n=454 (80%)

Our employees know how well our organization is doing financially.

I know how well my organization is doing financially.



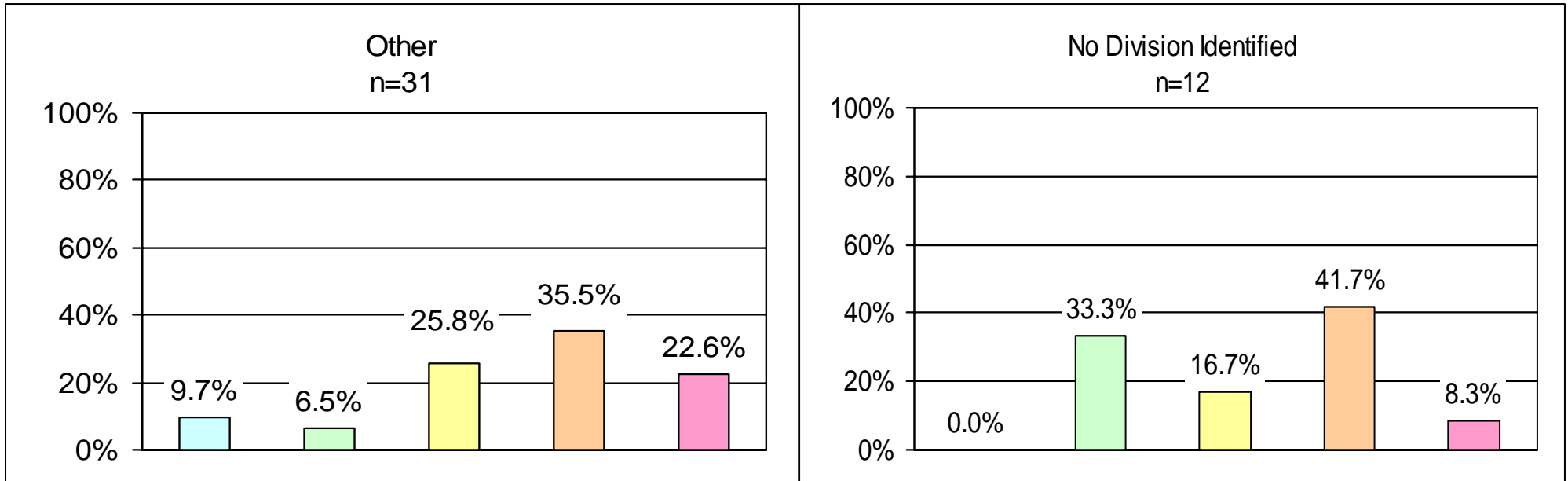
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 7c – Business Results

n=454 (80%)

Our employees know how well our organization is doing financially.

I know how well my organization is doing financially.

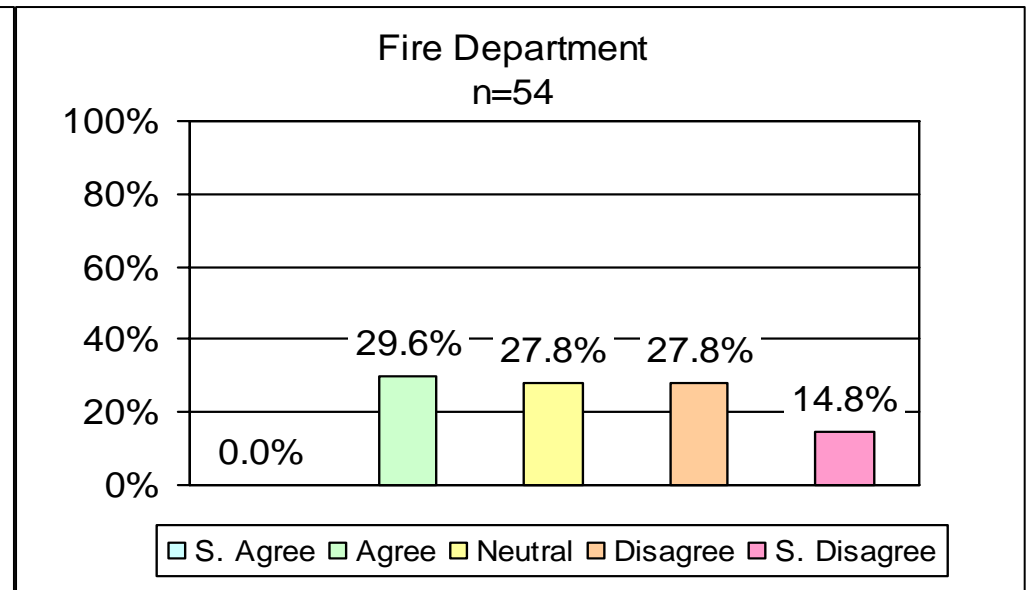
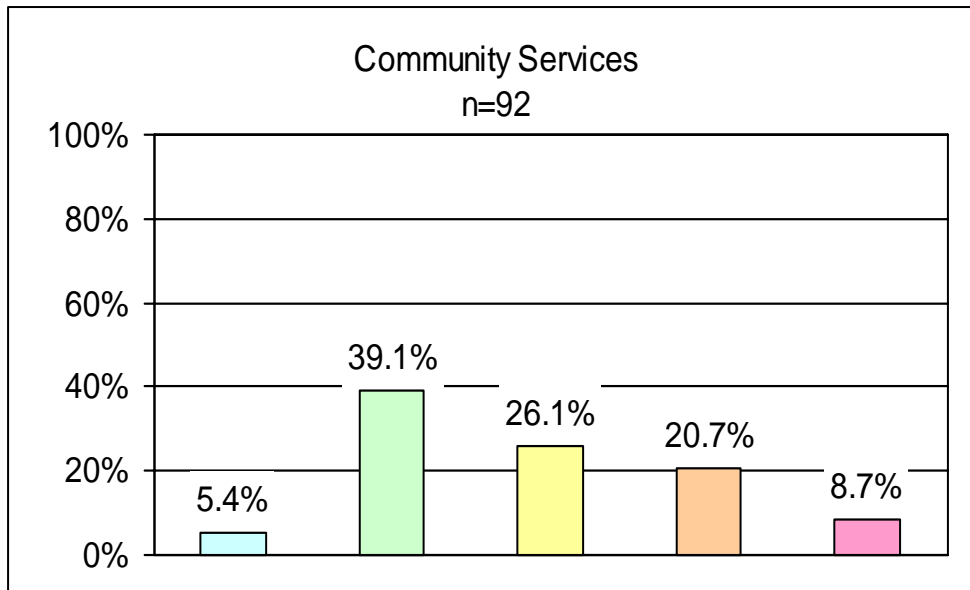
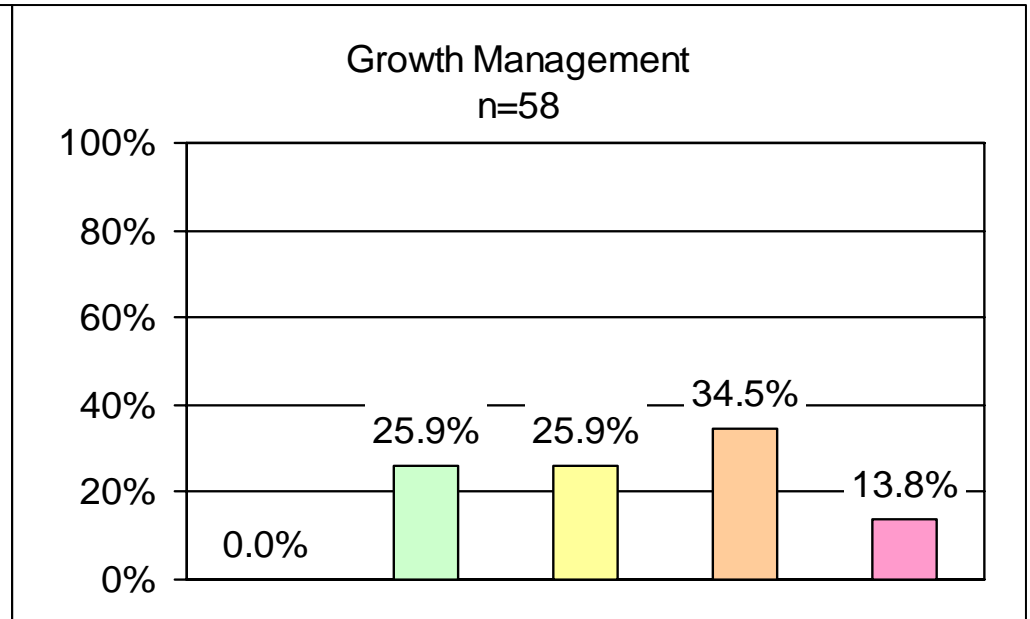
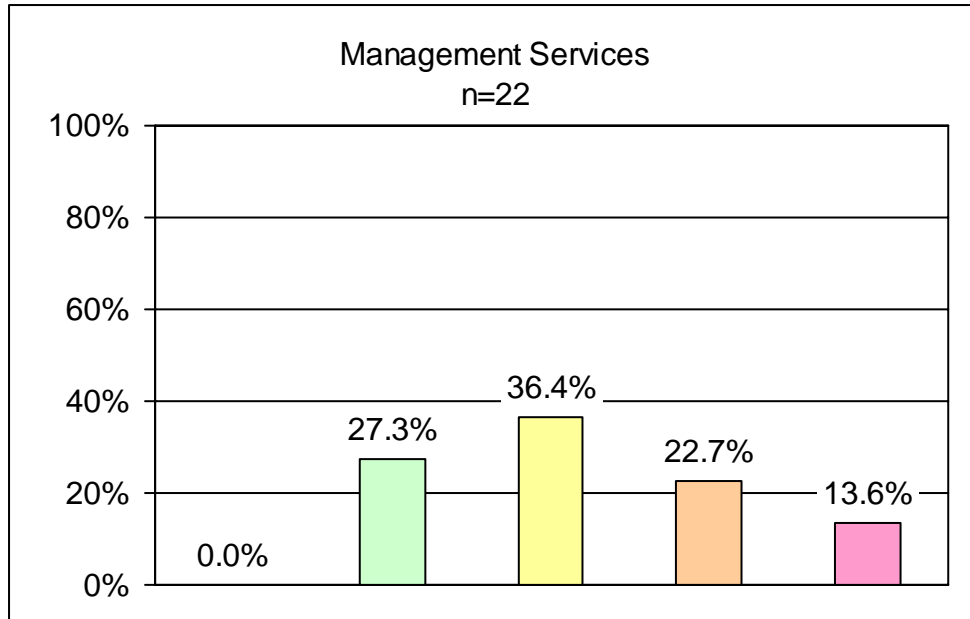


# Question 7d – Business Results

n=453 (80%)

Our organization uses our employees' time and talents well.

My organization uses my time and talents well.



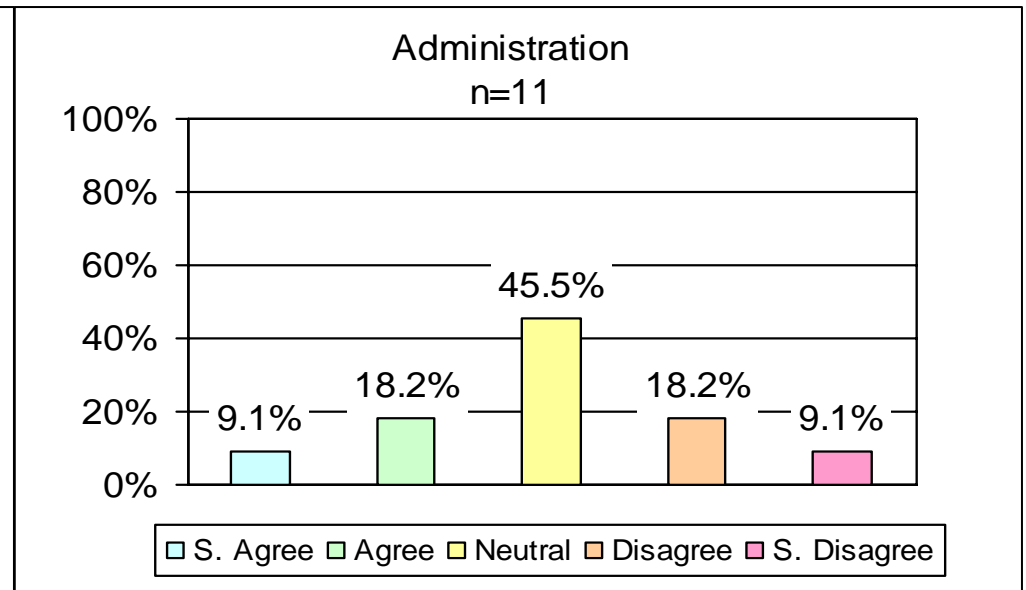
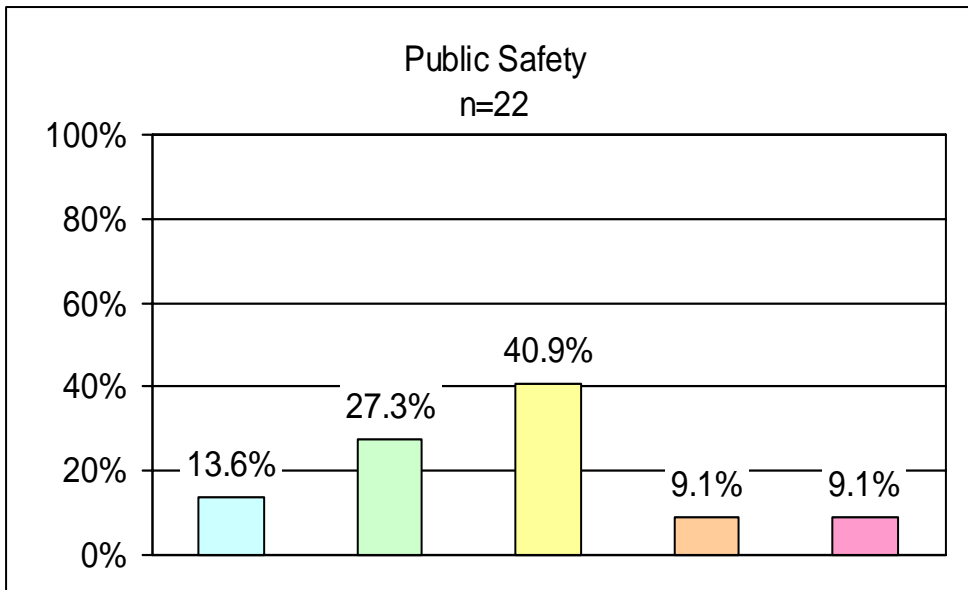
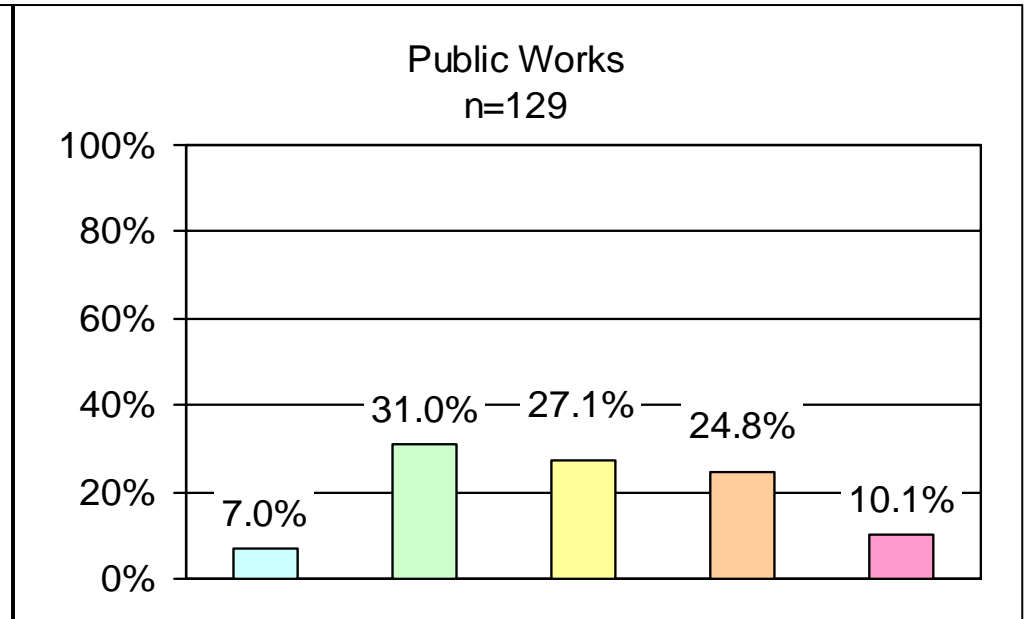
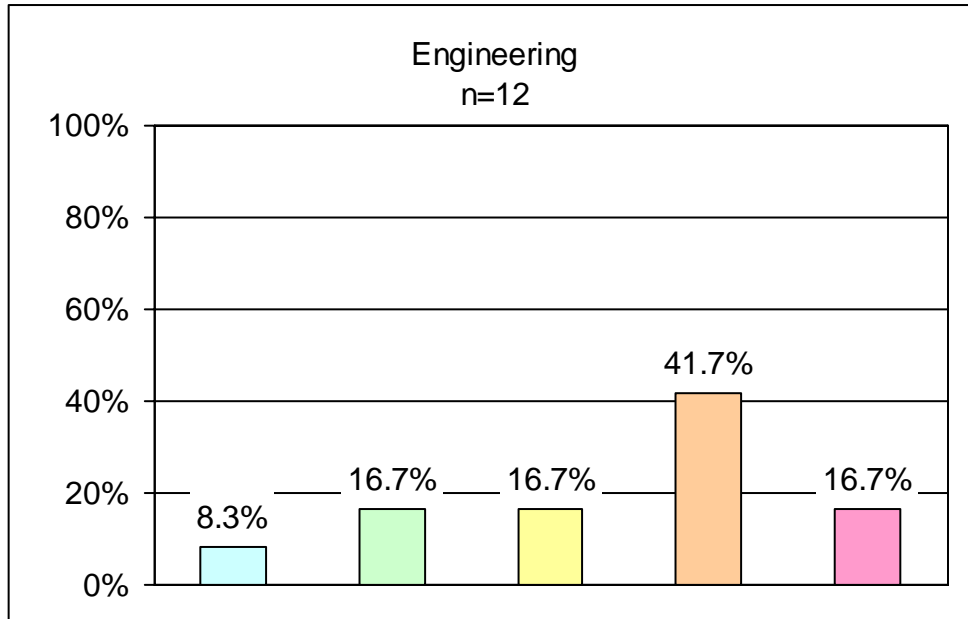
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 7d – Business Results

n=453 (80%)

Our organization uses our employees' time and talents well.

My organization uses my time and talents well.

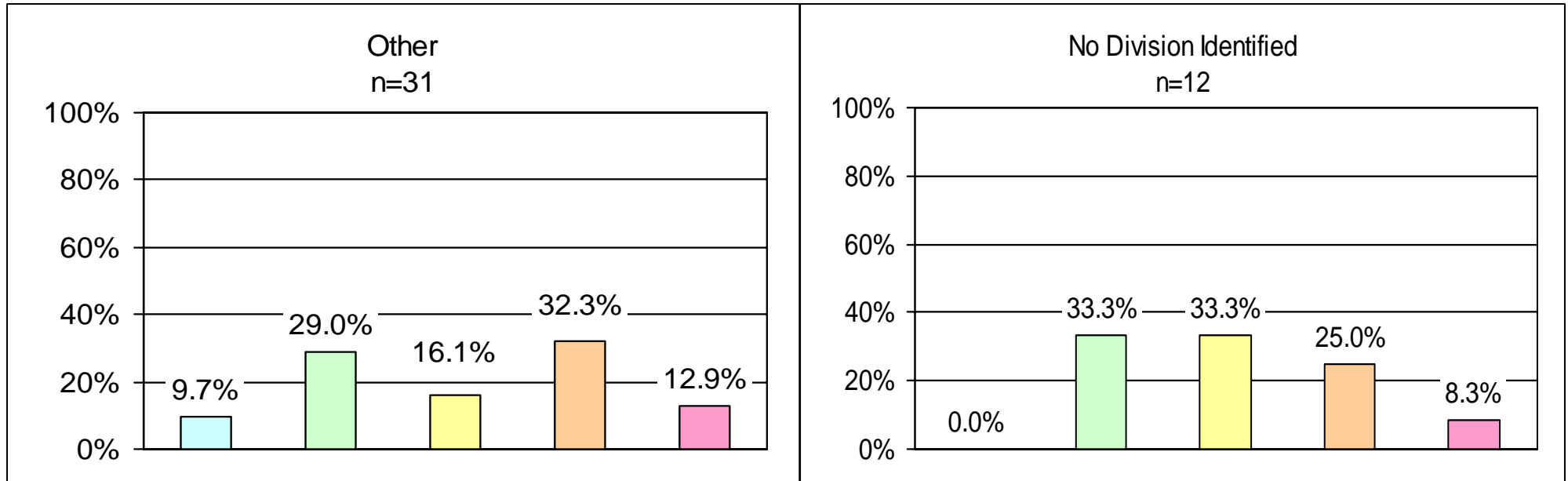


# Question 7d – Business Results

n=453 (80%)

Our organization uses our employees' time and talents well.

My organization uses my time and talents well.

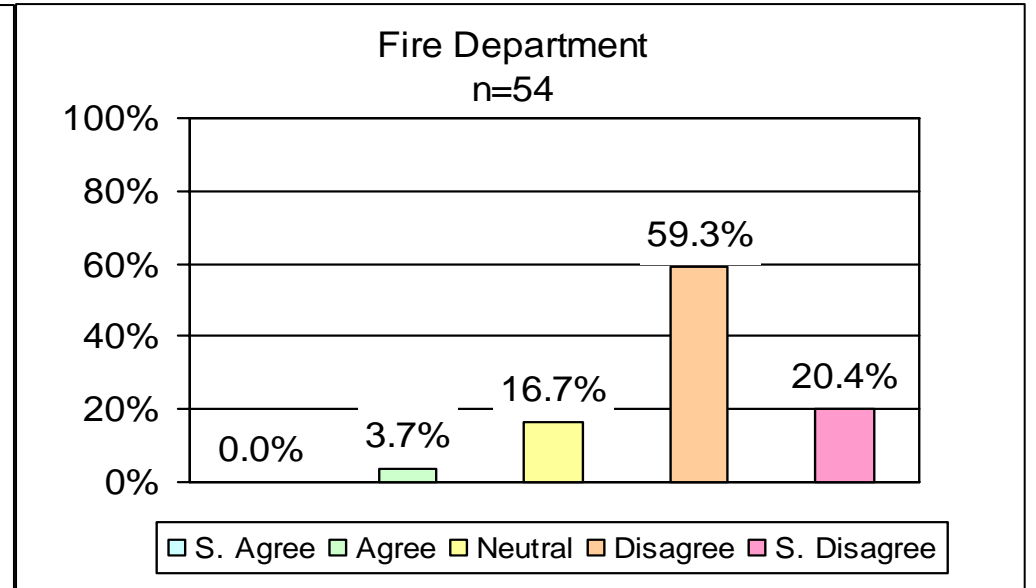
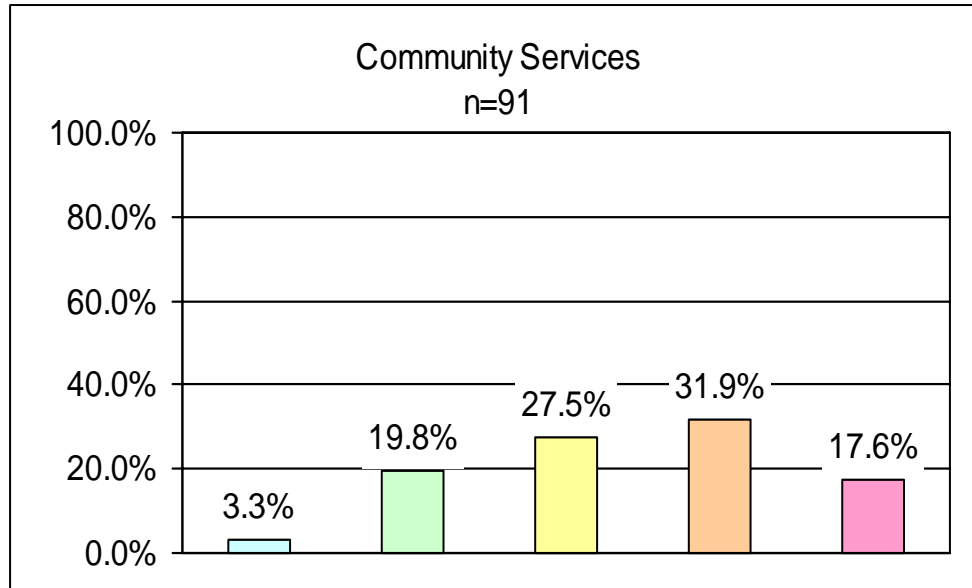
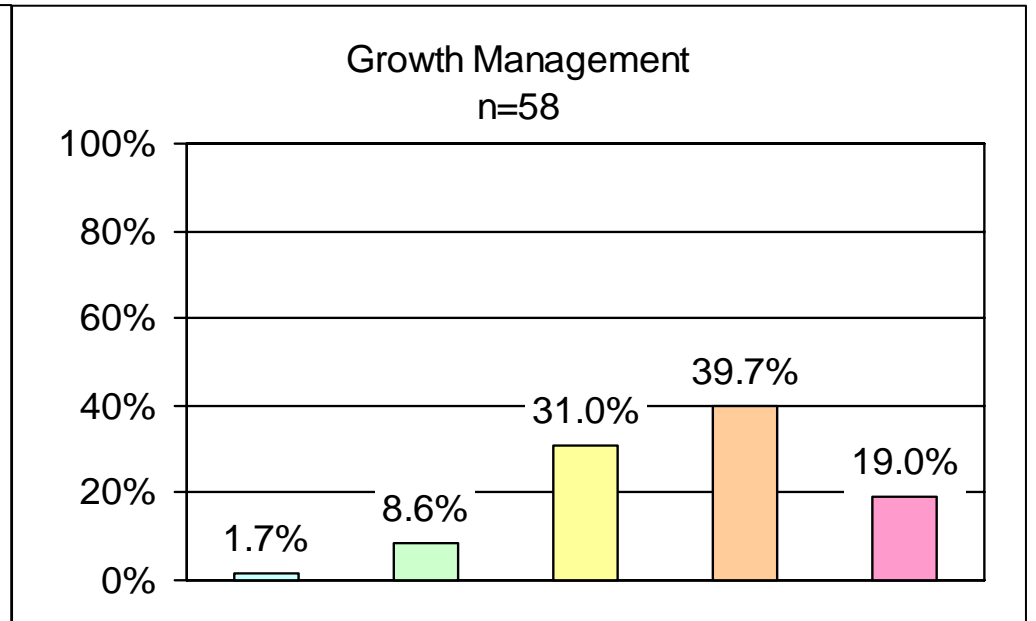
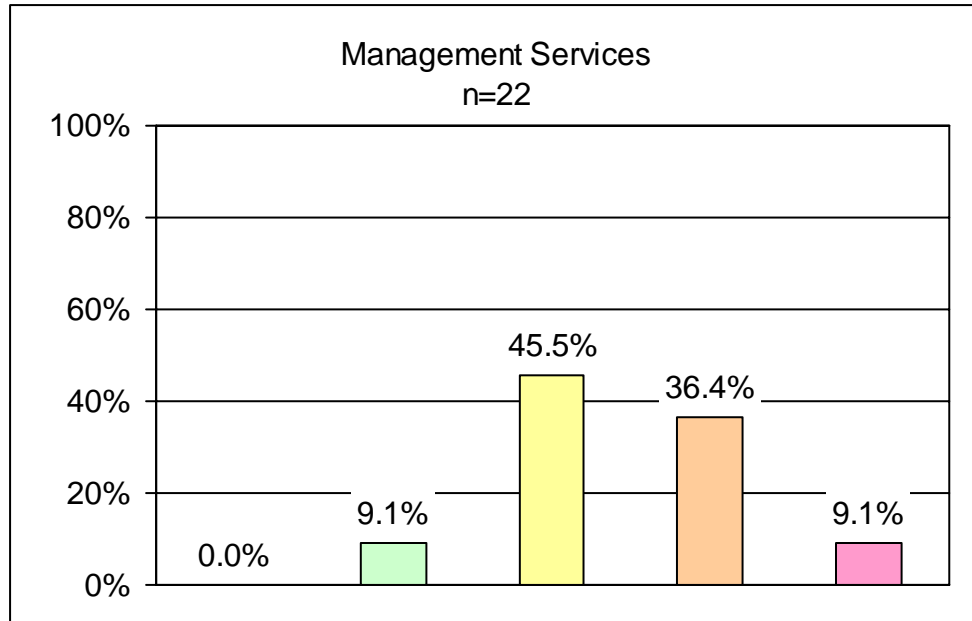


# Question 7e – Business Results

n=452 (80%)

Our organization removes things that get in the way of progress.

My organization removes things that get in the way of progress.



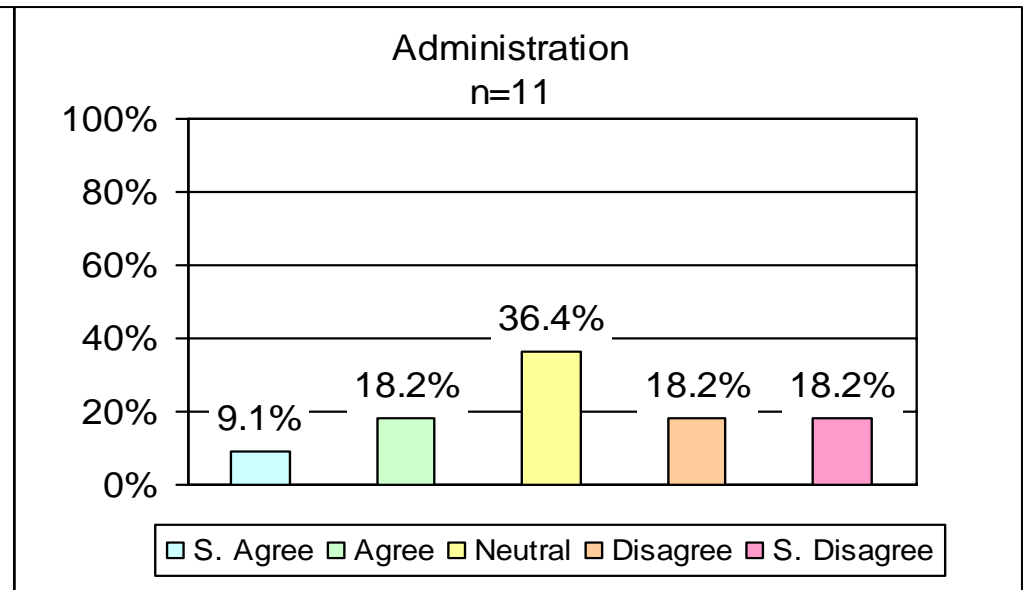
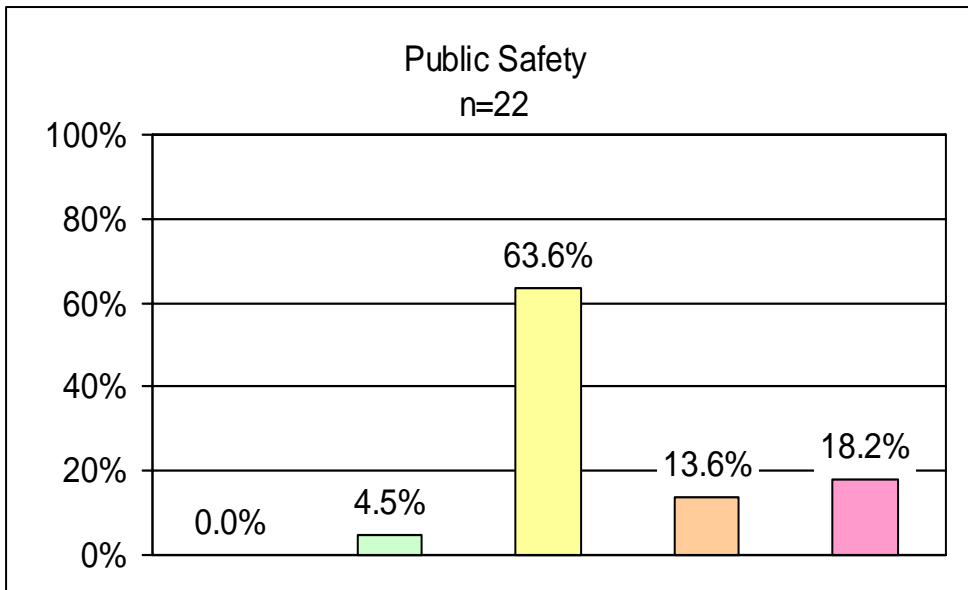
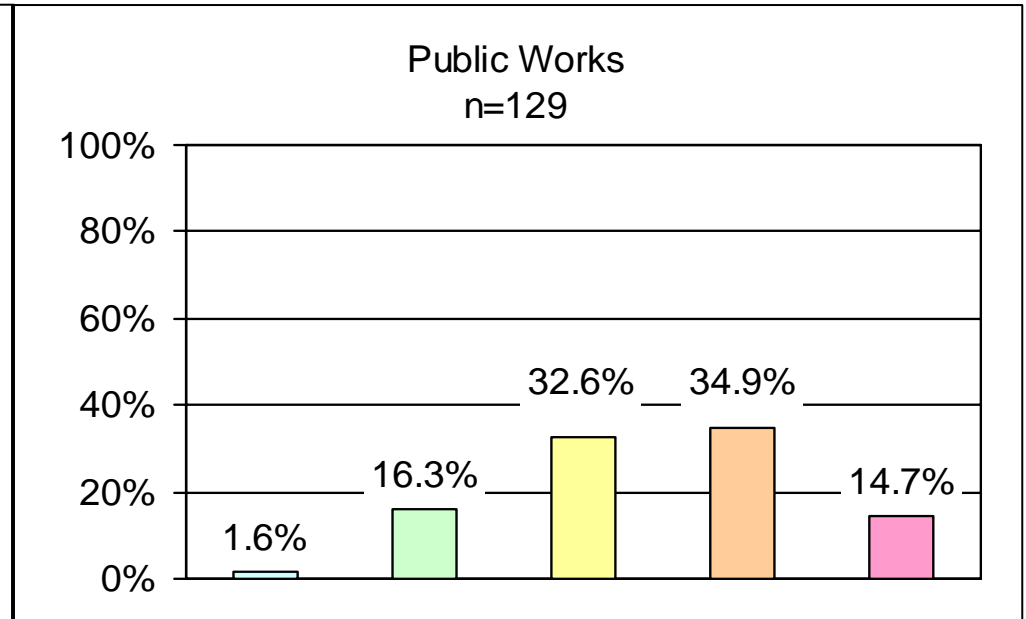
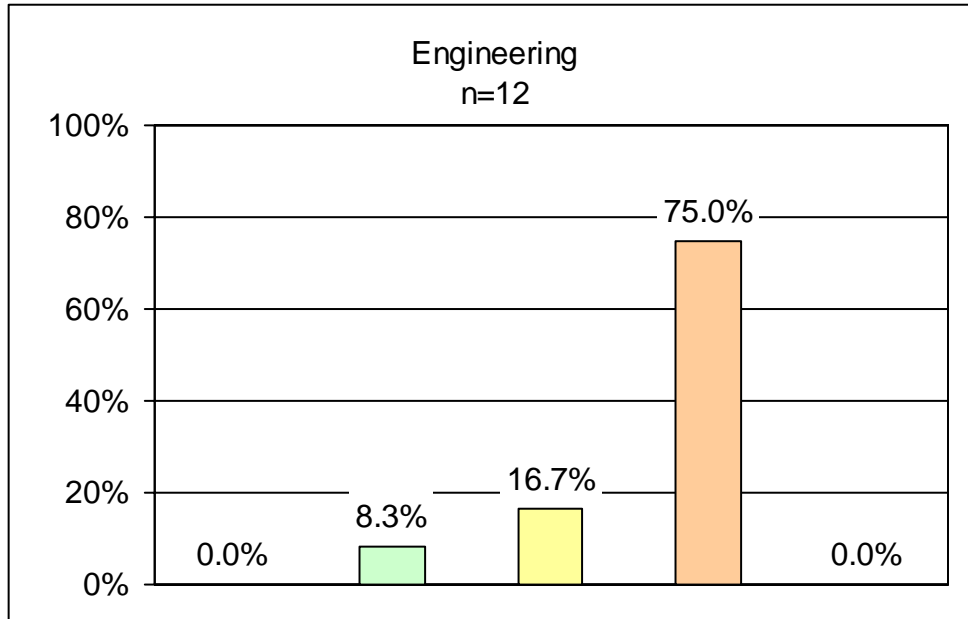
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 7e – Business Results

n=452 (80%)

Our organization removes things that get in the way of progress.

My organization removes things that get in the way of progress.

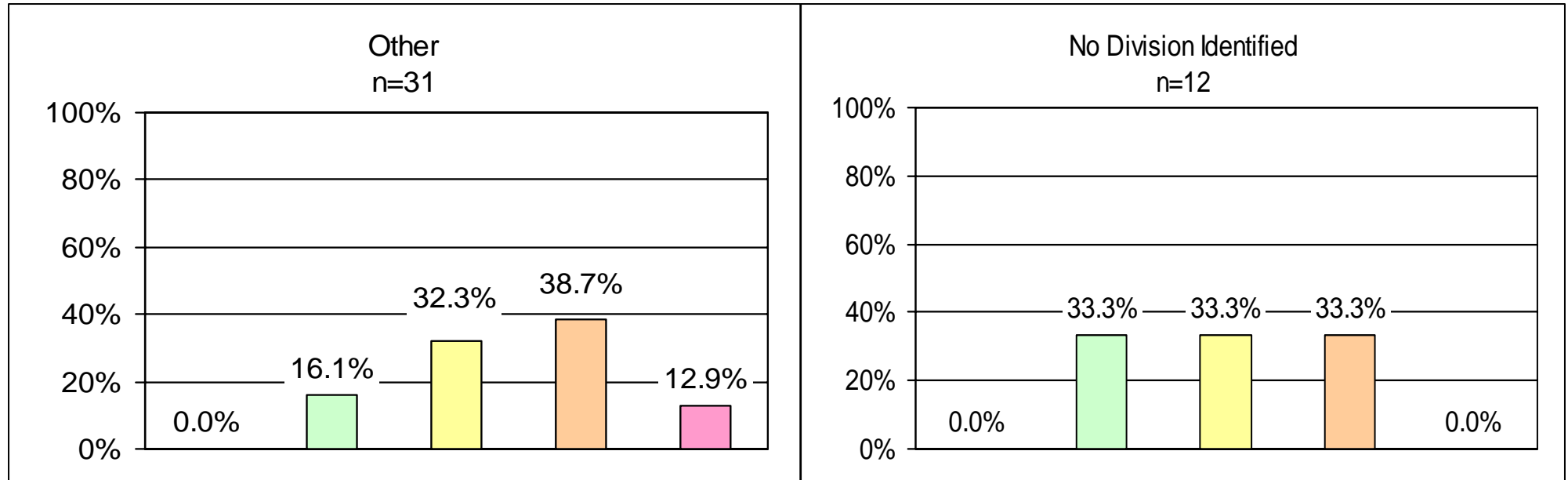


# Question 7e – Business Results

n=452 (80%)

Our organization removes things that get in the way of progress.

My organization removes things that get in the way of progress.

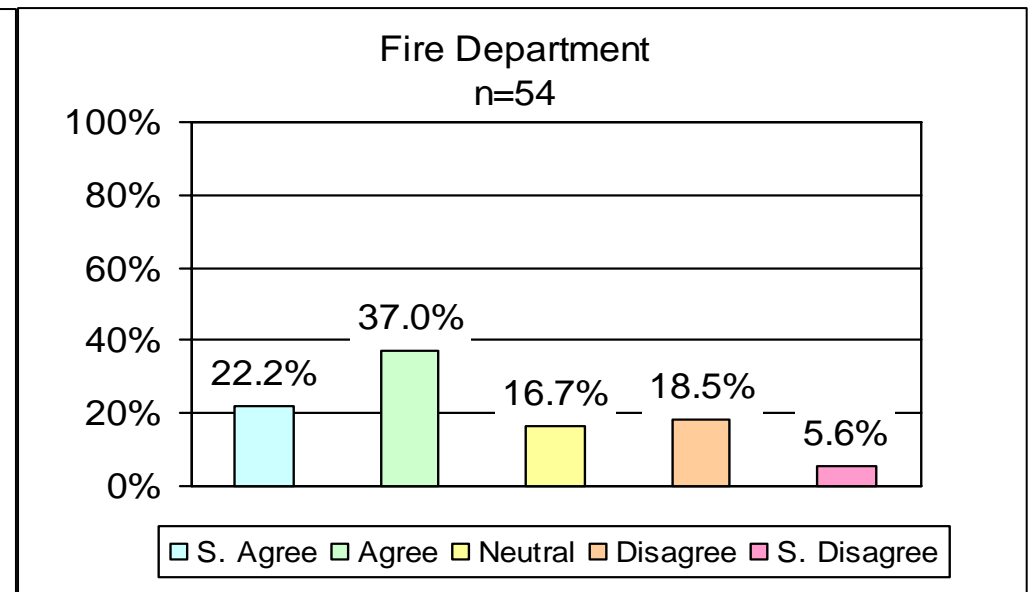
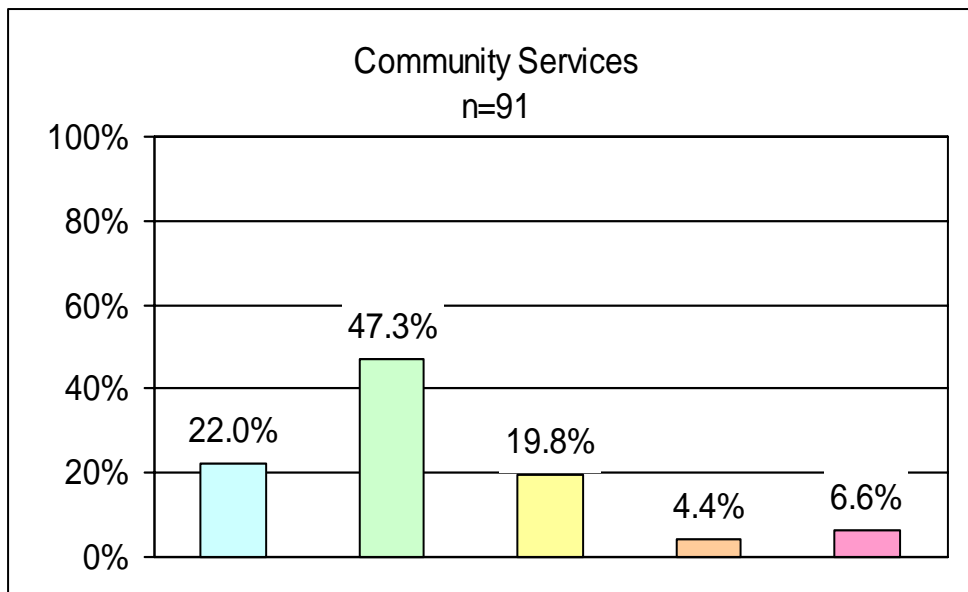
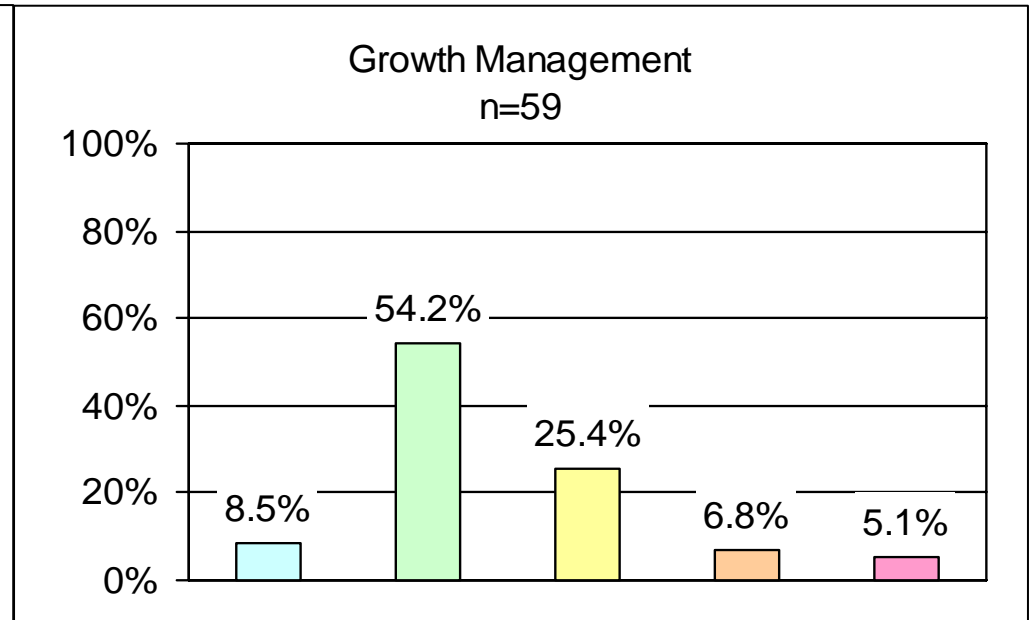
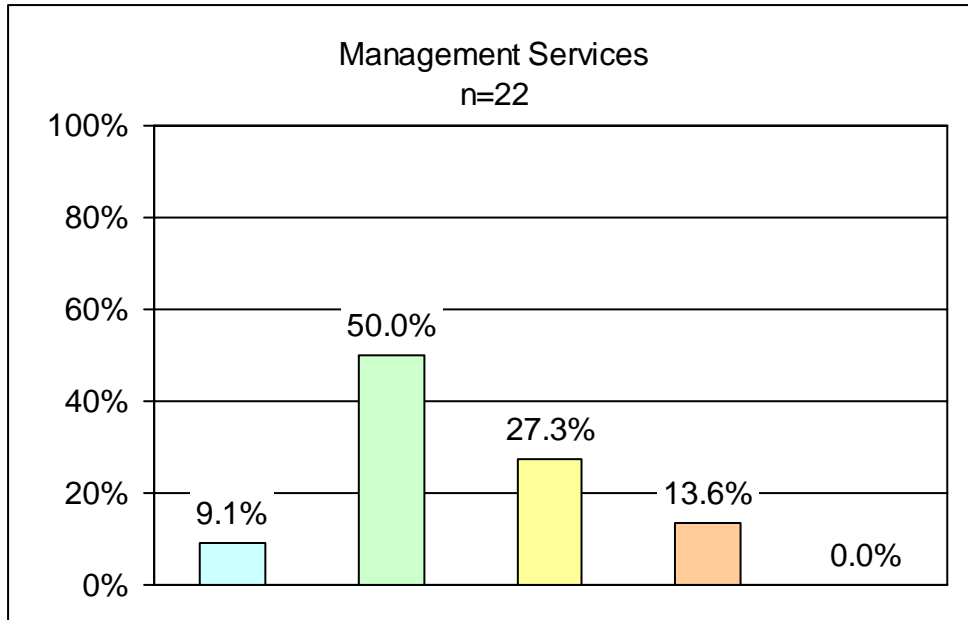


# Question 7f – Business Results

n=453 (80%)

Our organization obeys laws and regulations.

My organization obeys laws and regulations.

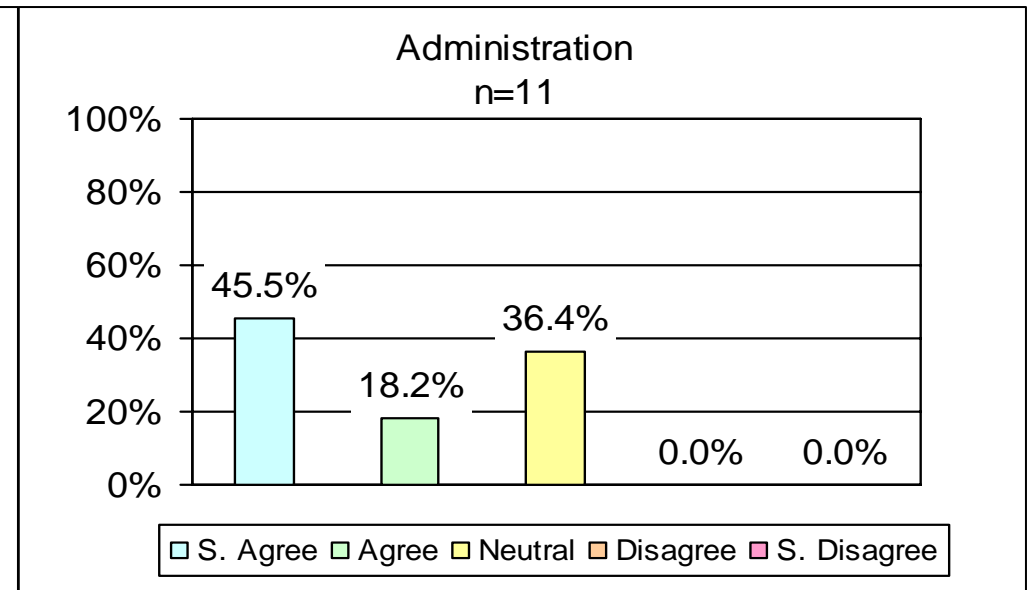
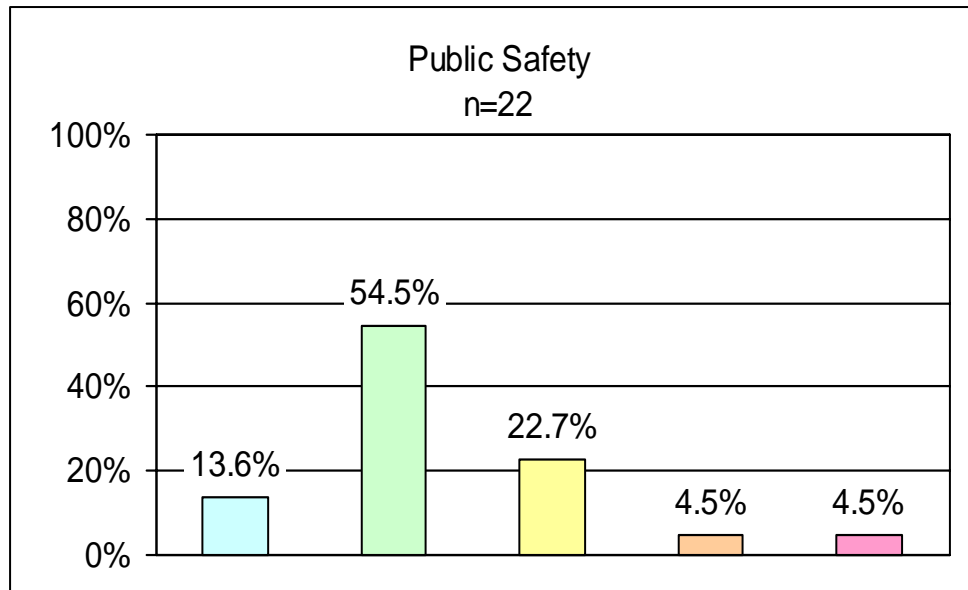
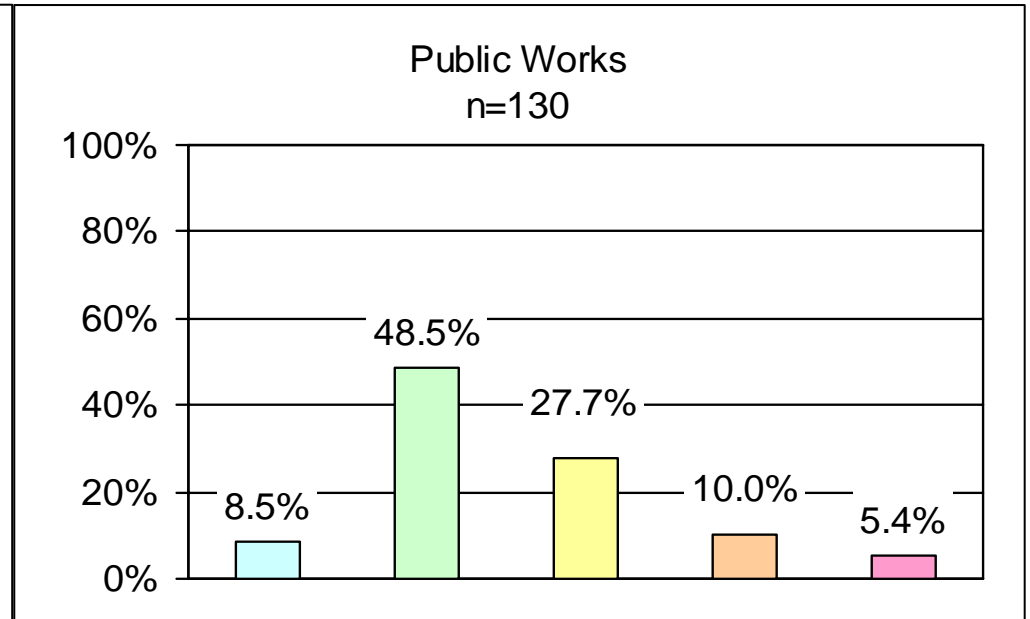
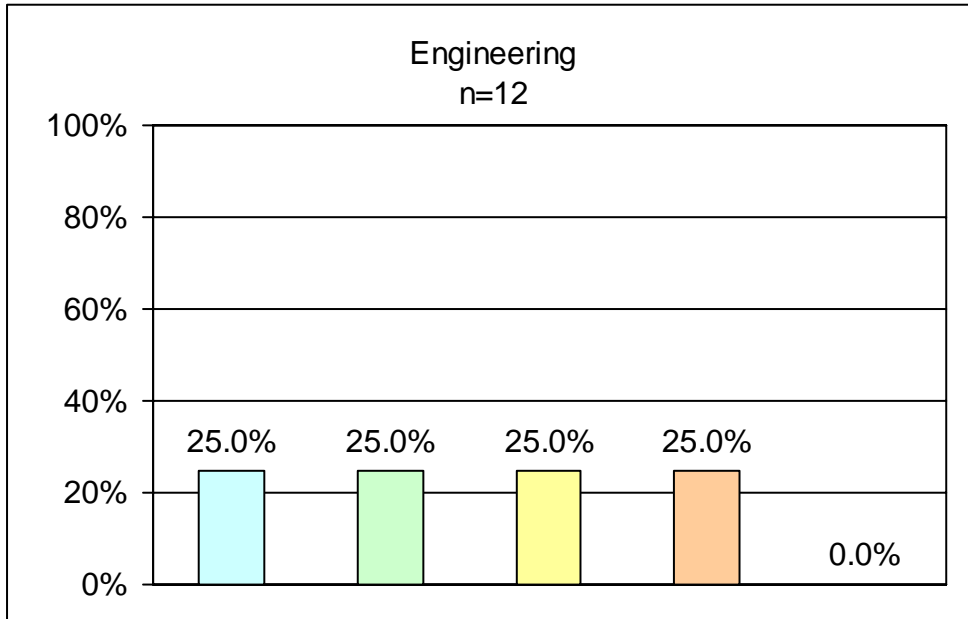


# Question 7f – Business Results

n=453 (80%)

Our organization obeys laws and regulations.

My organization obeys laws and regulations.



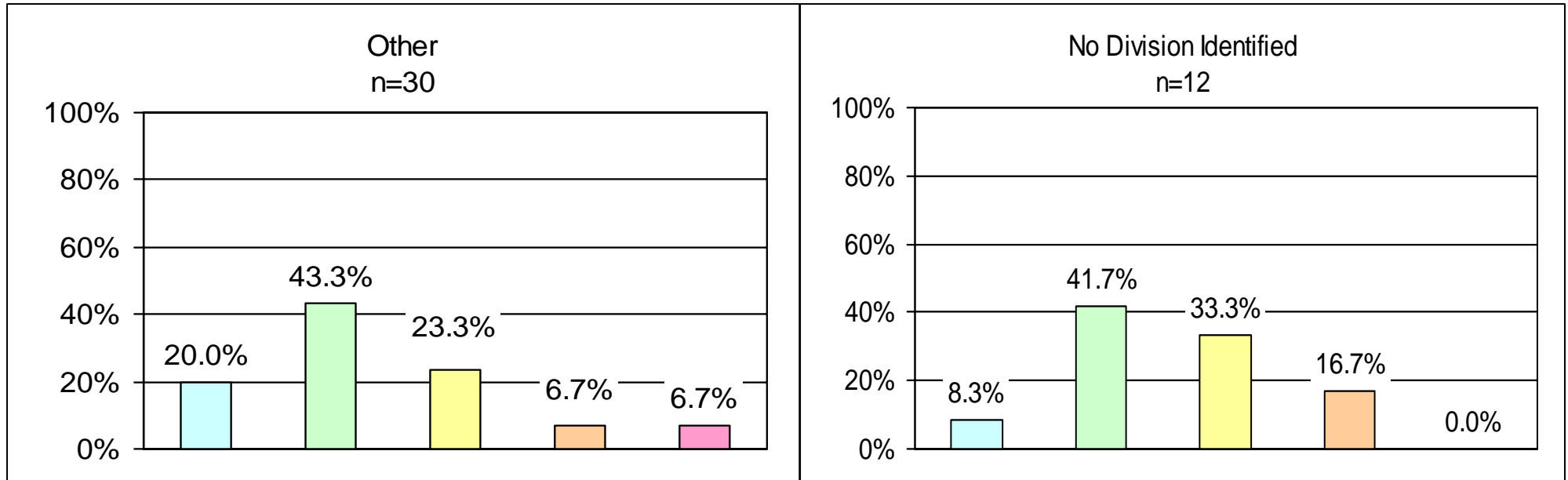
Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 7f – Business Results

n=453 (80%)

Our organization obeys laws and regulations.

My organization obeys laws and regulations.

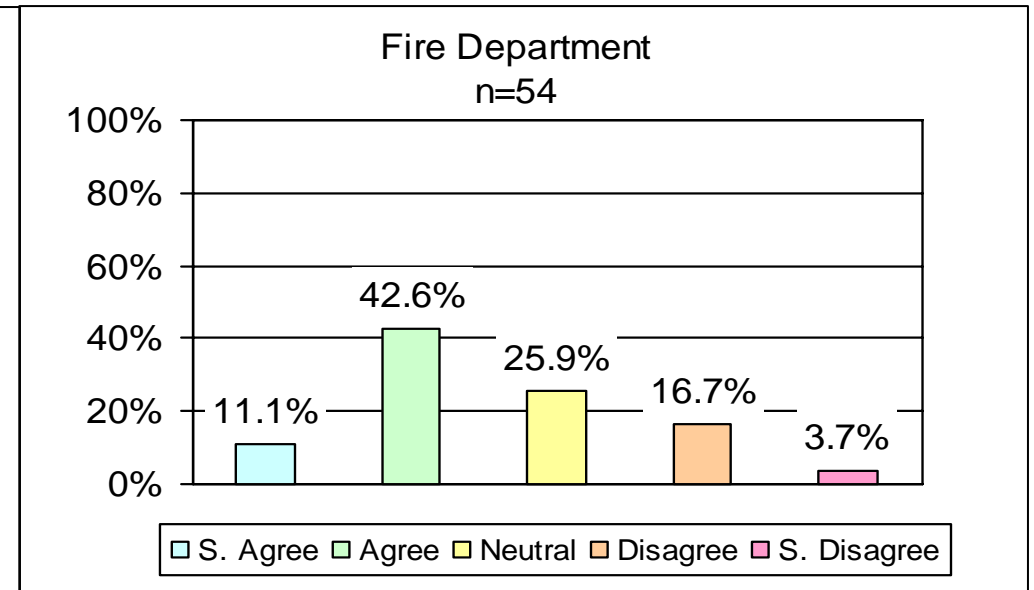
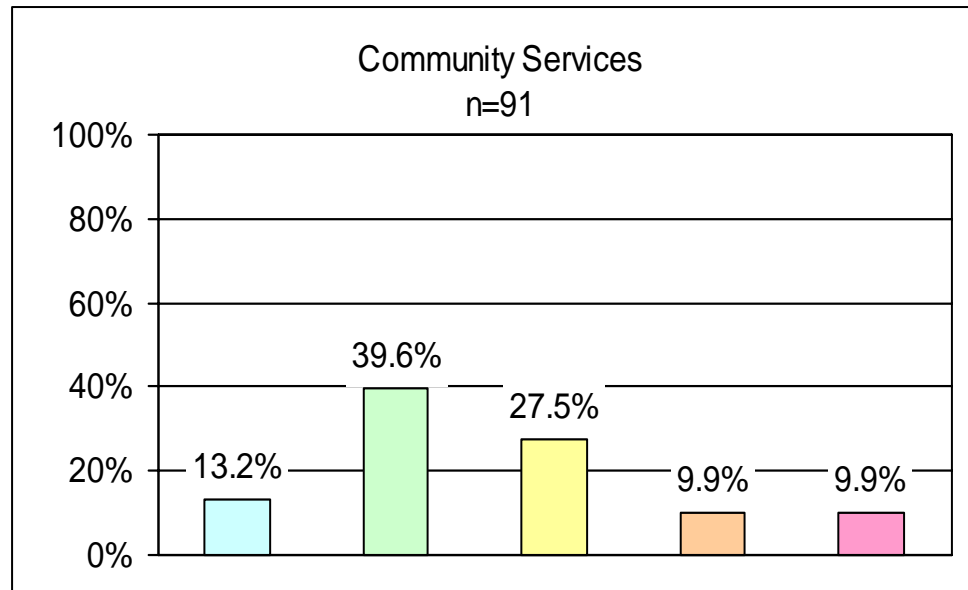
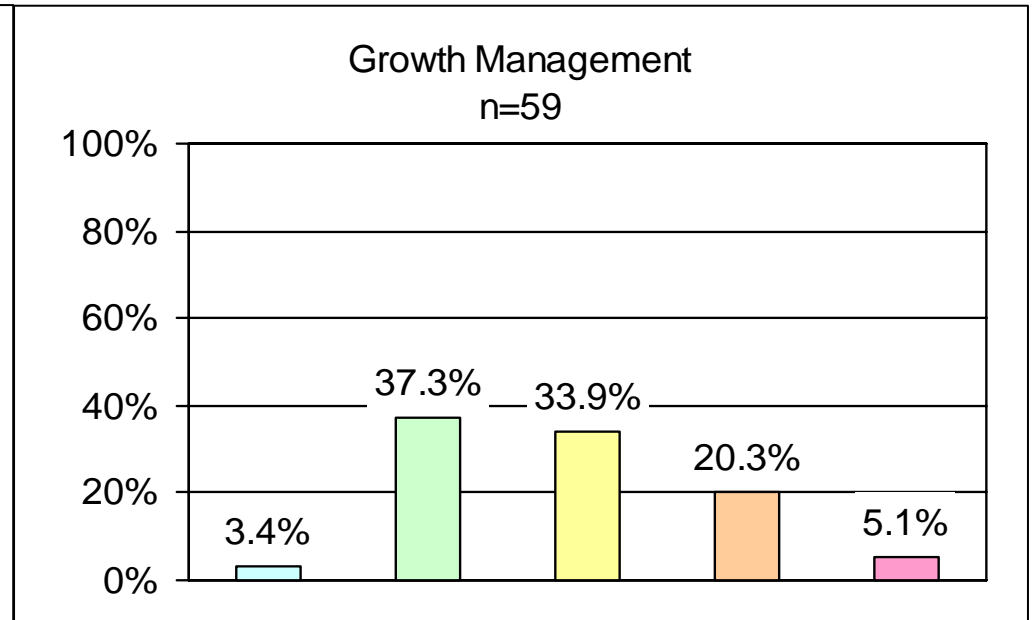
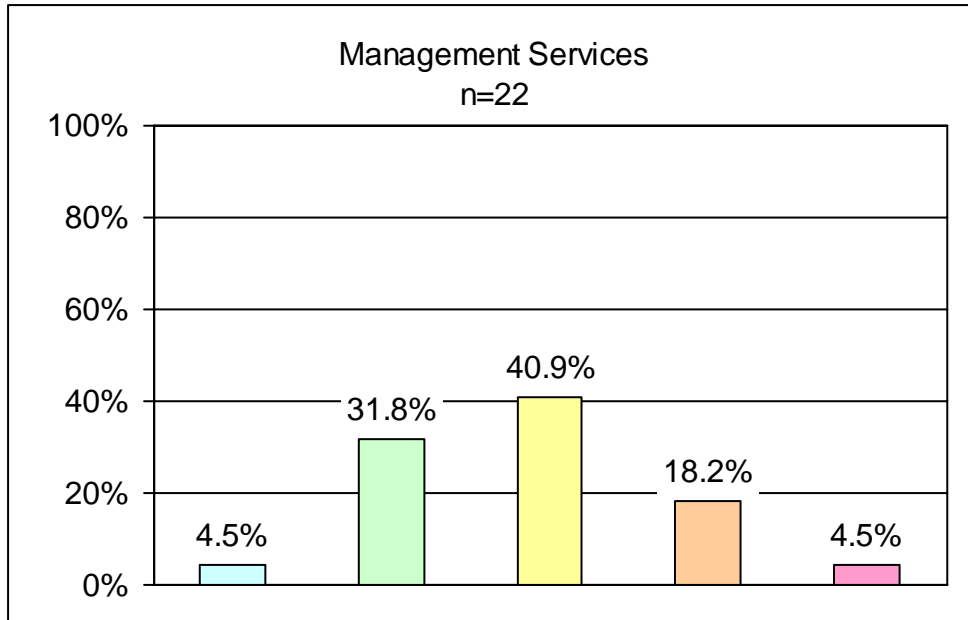


# Question 7g – Business Results

n=453 (80%)

Our organization has high standards and ethics.

My organization has high standards and ethics.

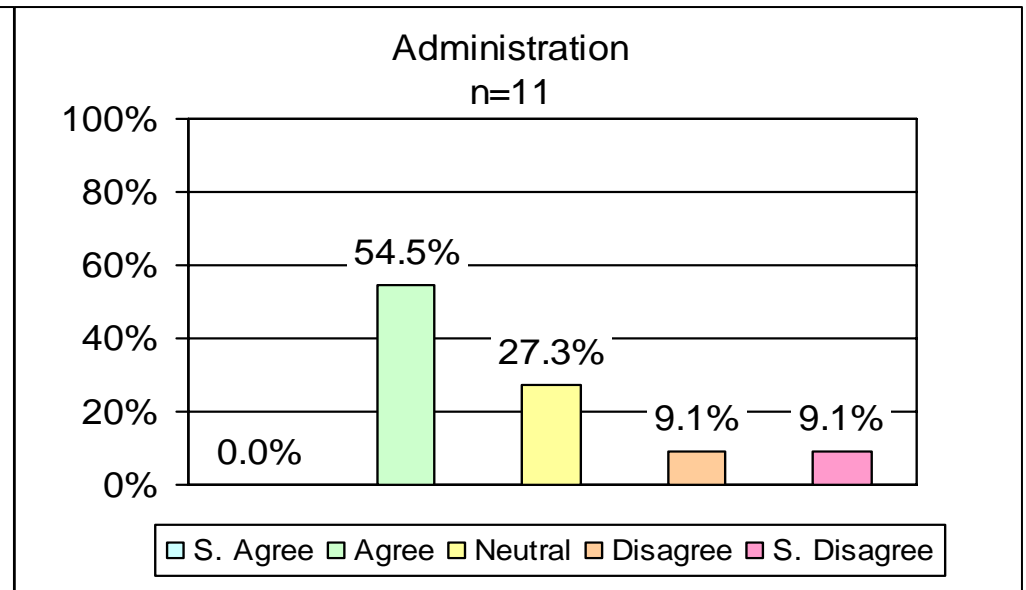
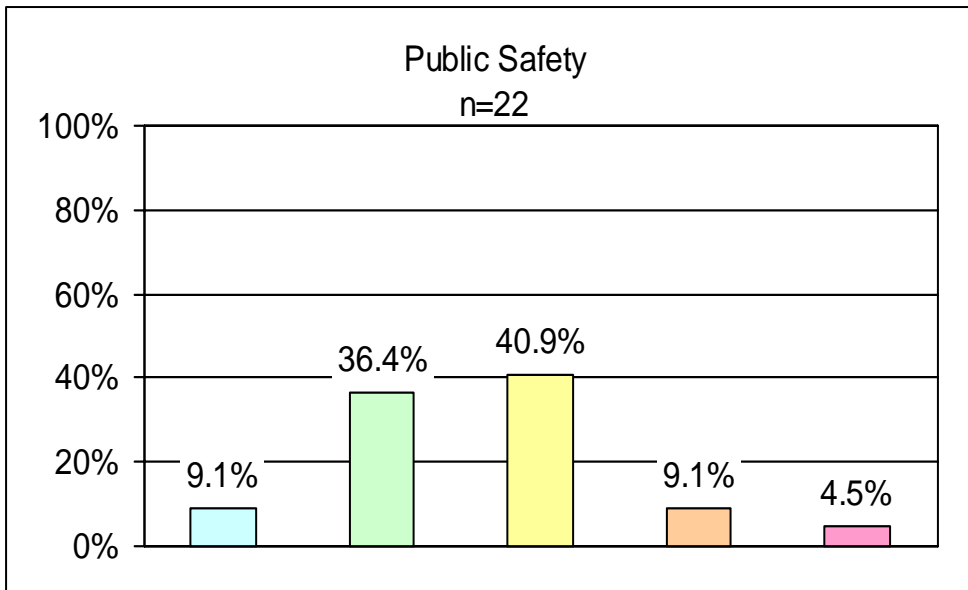
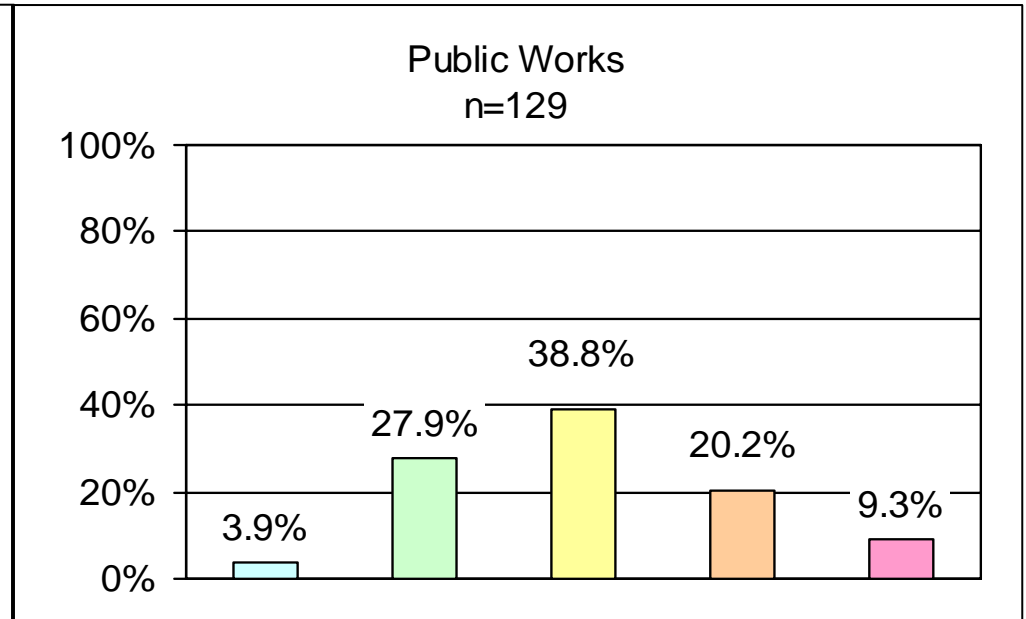
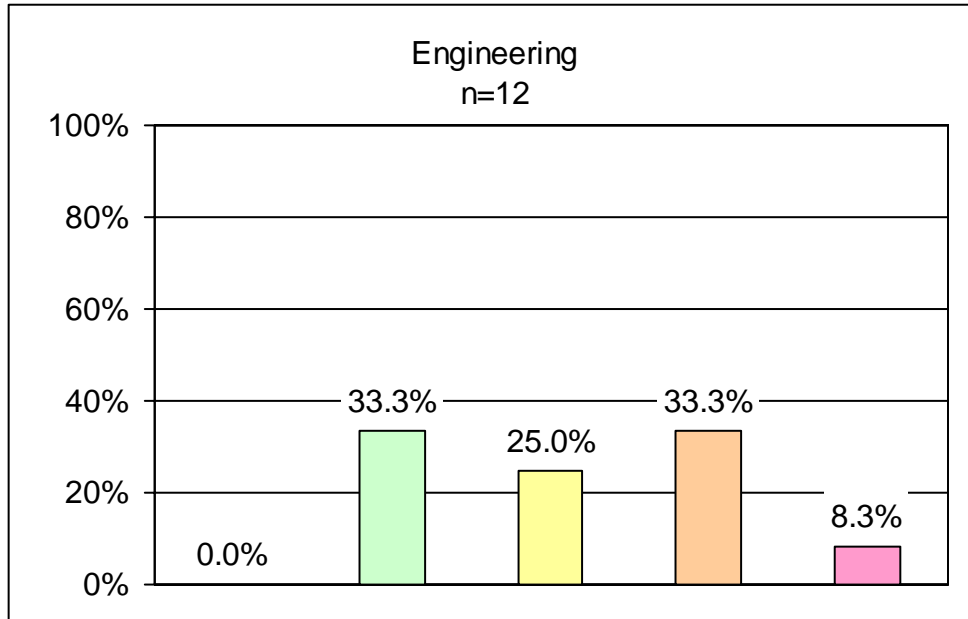


# Question 7g – Business Results

n=453 (80%)

Our organization has high standards and ethics.

My organization has high standards and ethics.

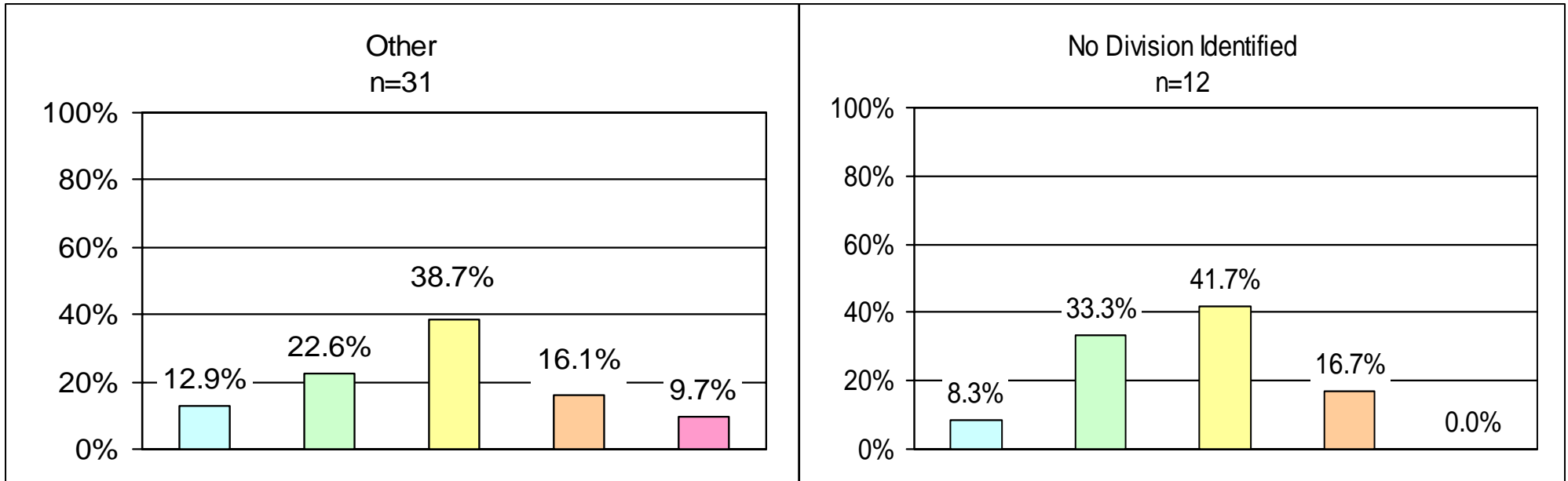


# Question 7g – Business Results

n=453 (80%)

Our organization has high standards and ethics.

My organization has high standards and ethics.

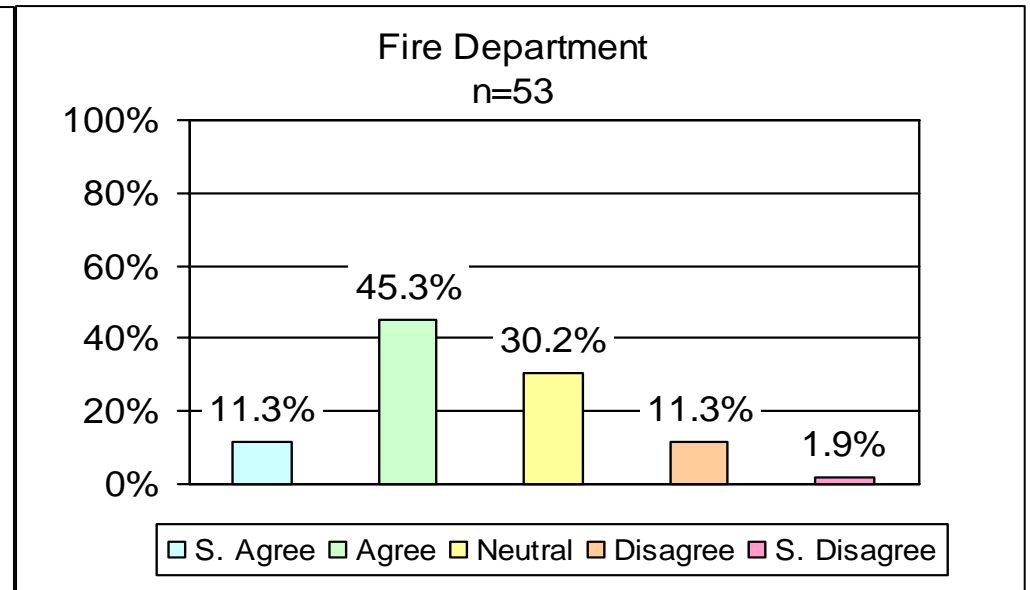
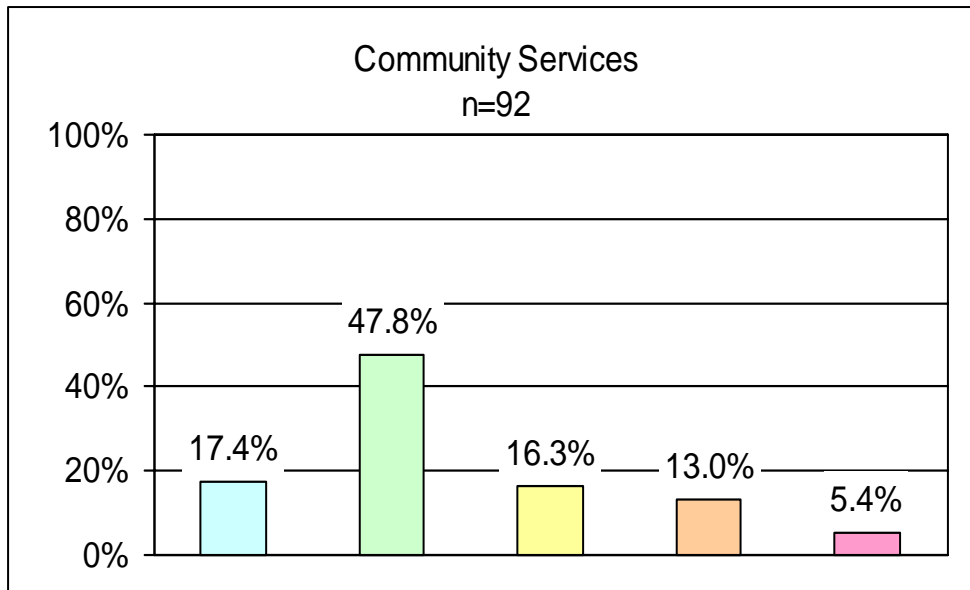
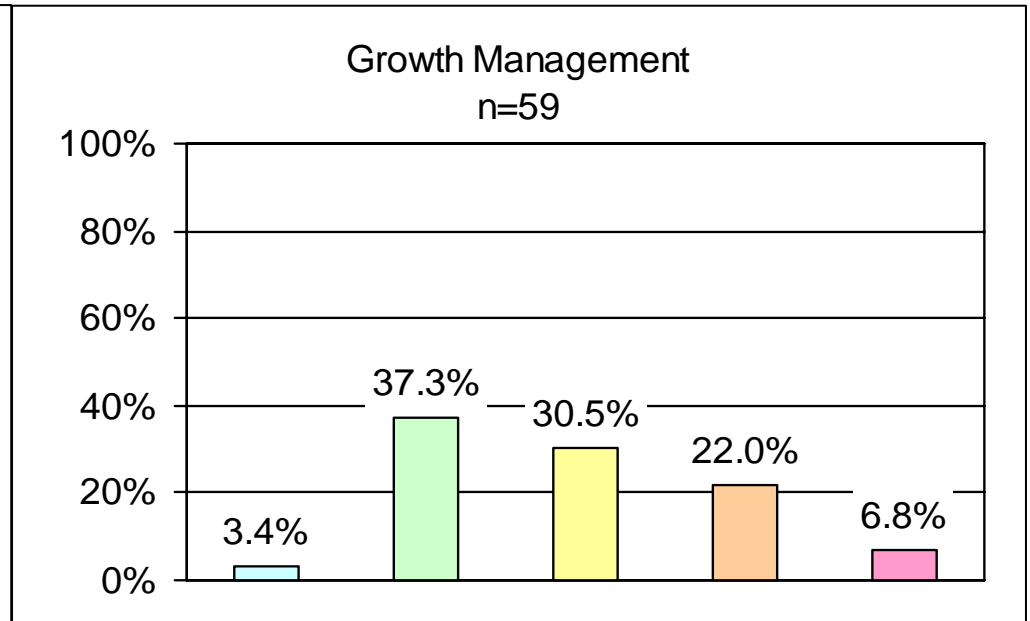
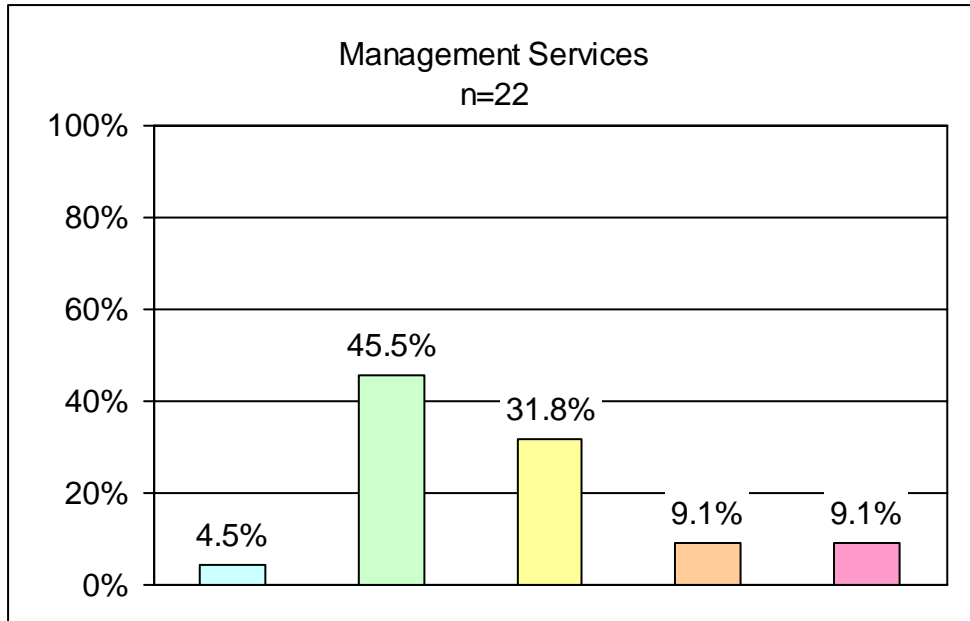


# Question 7h – Business Results

n=453 (80%)

Our organization helps our employees help their community.

My organization helps me help my community.



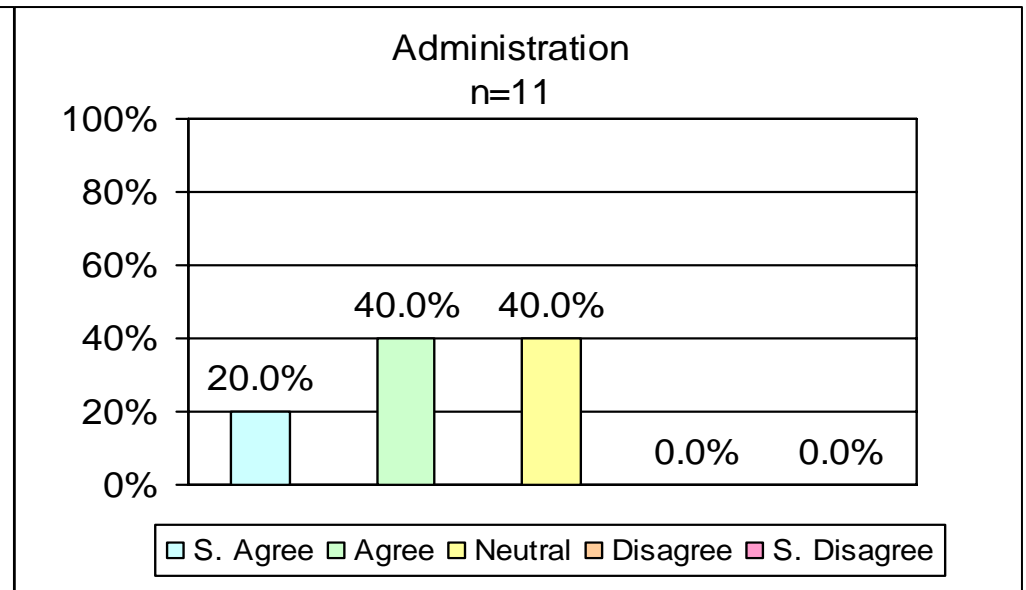
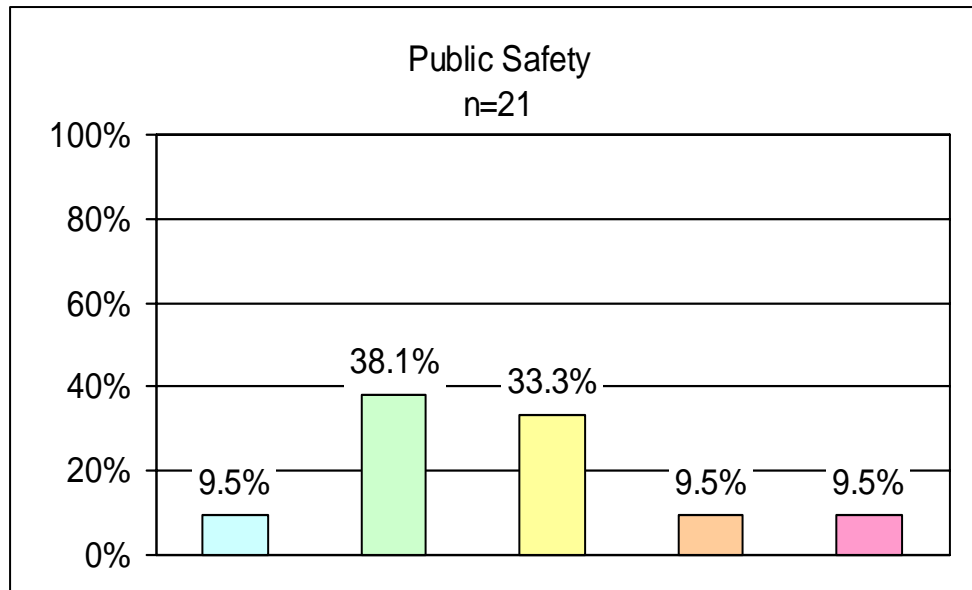
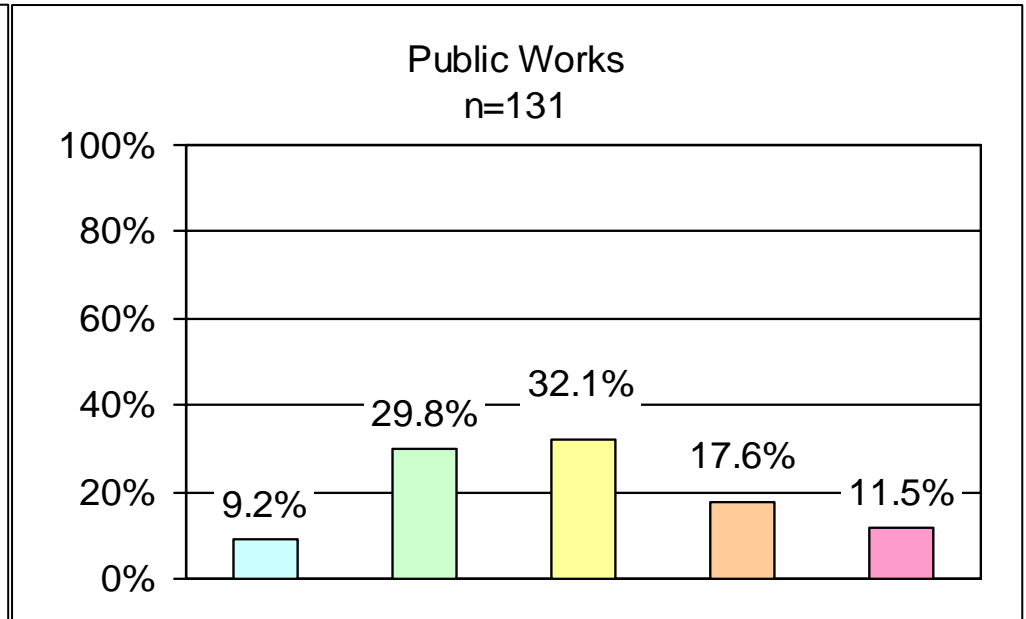
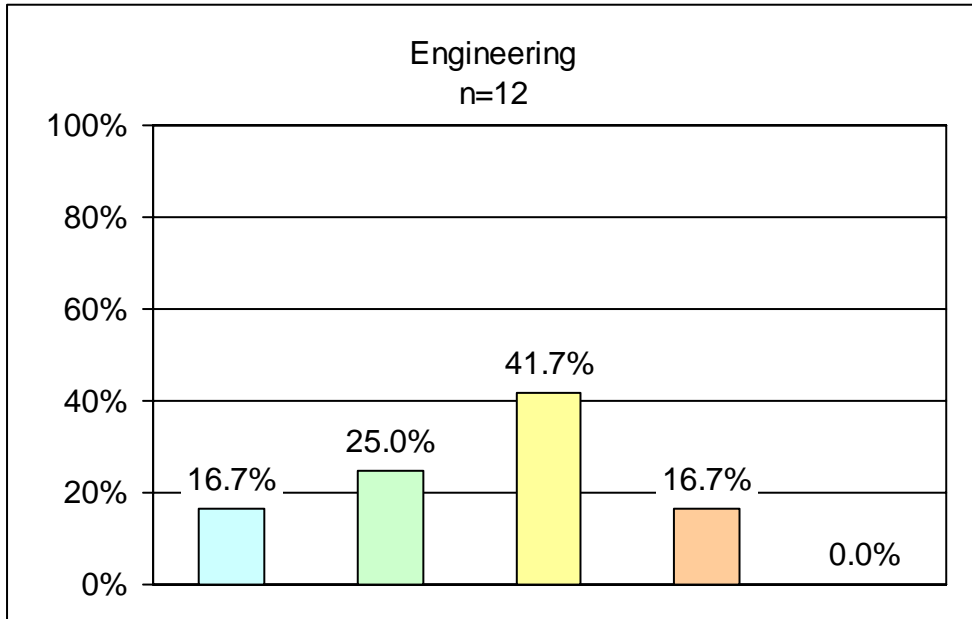
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 7h – Business Results

n=453 (80%)

Our organization helps our employees help their community.

My organization helps me help my community.



■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

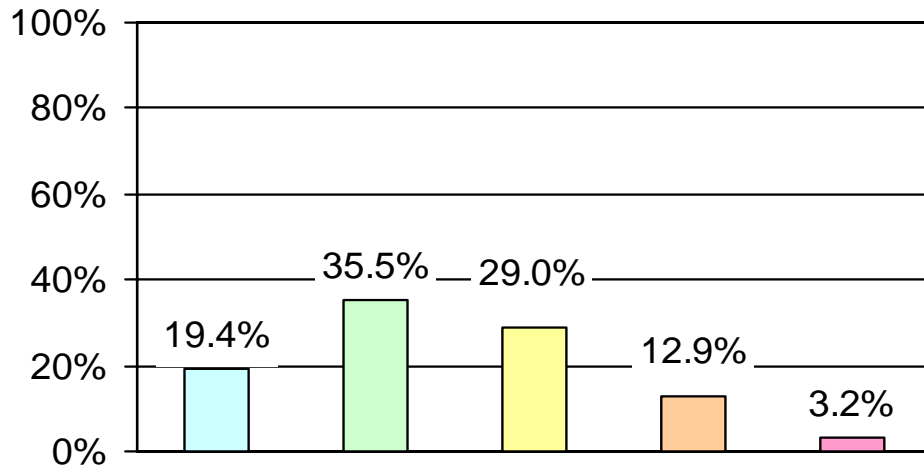
# Question 7h – Business Results

n=453 (80%)

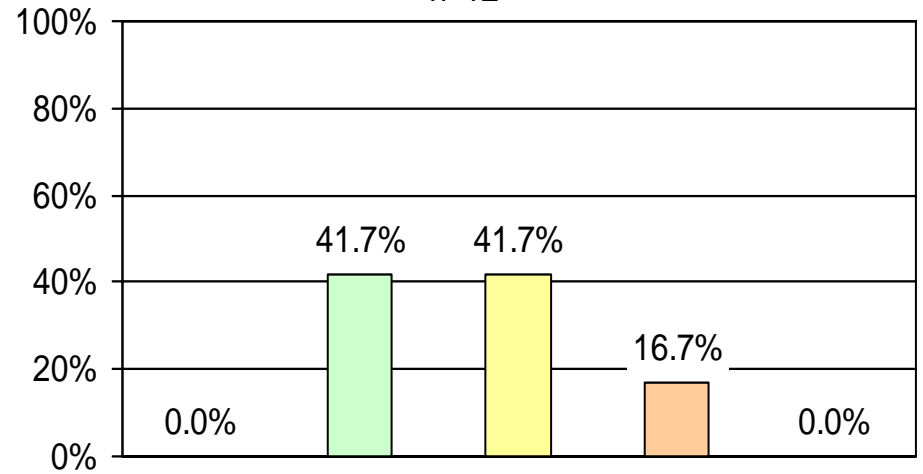
Our organization helps our employees help their community.

My organization helps me help my community.

Other  
n=31



No Division Identified  
n=12

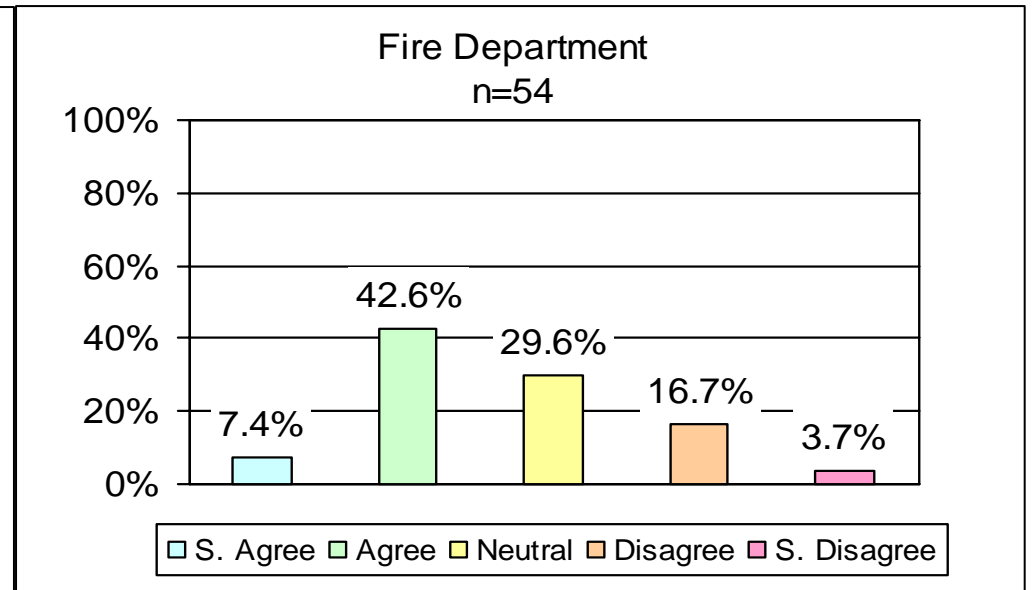
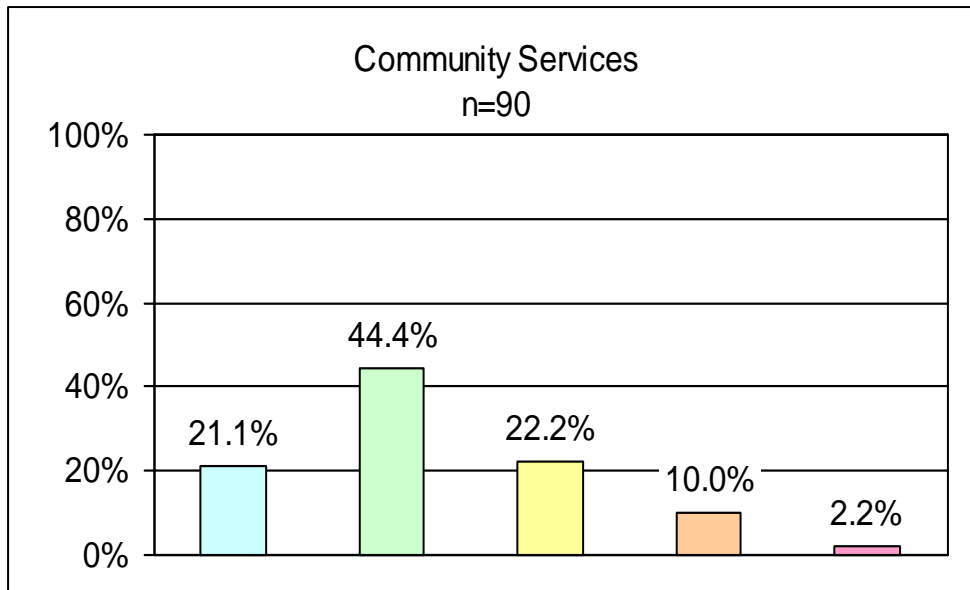
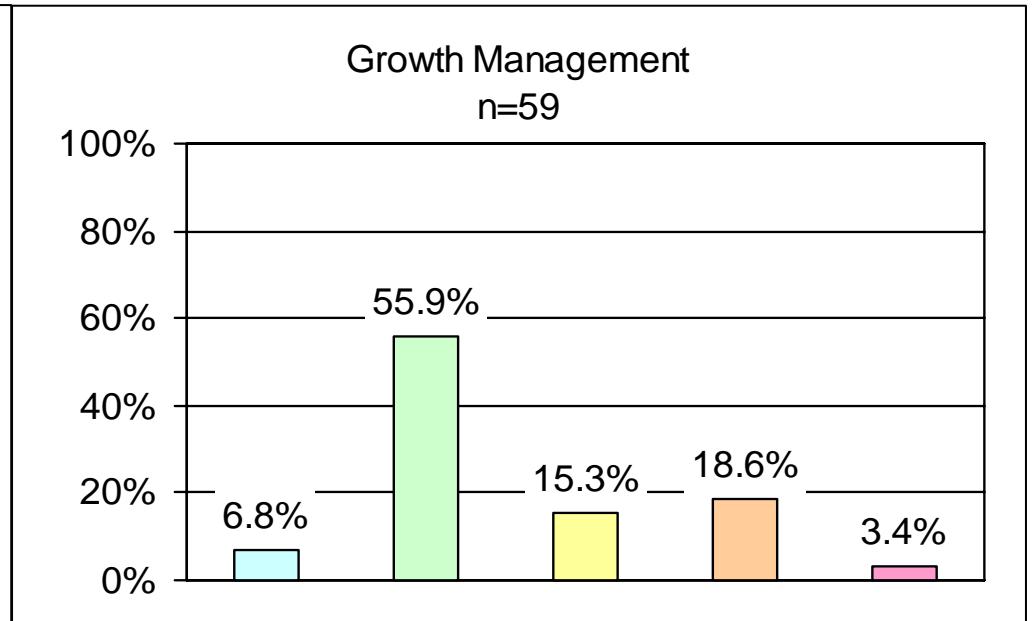
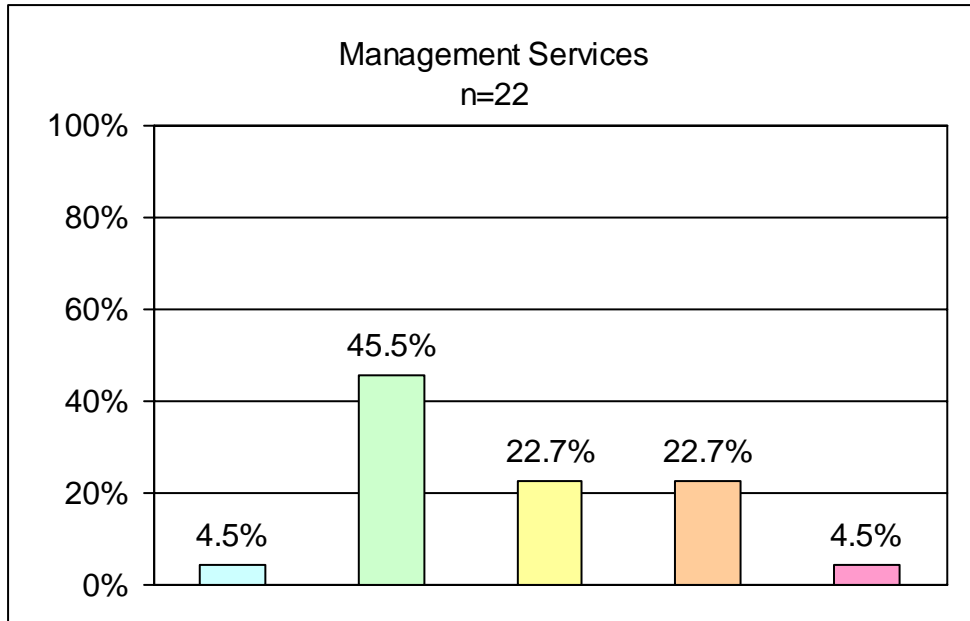


# Question 7i – Business Results

n=450 (80%)

Our employees are satisfied with their jobs.

I am satisfied with my job.



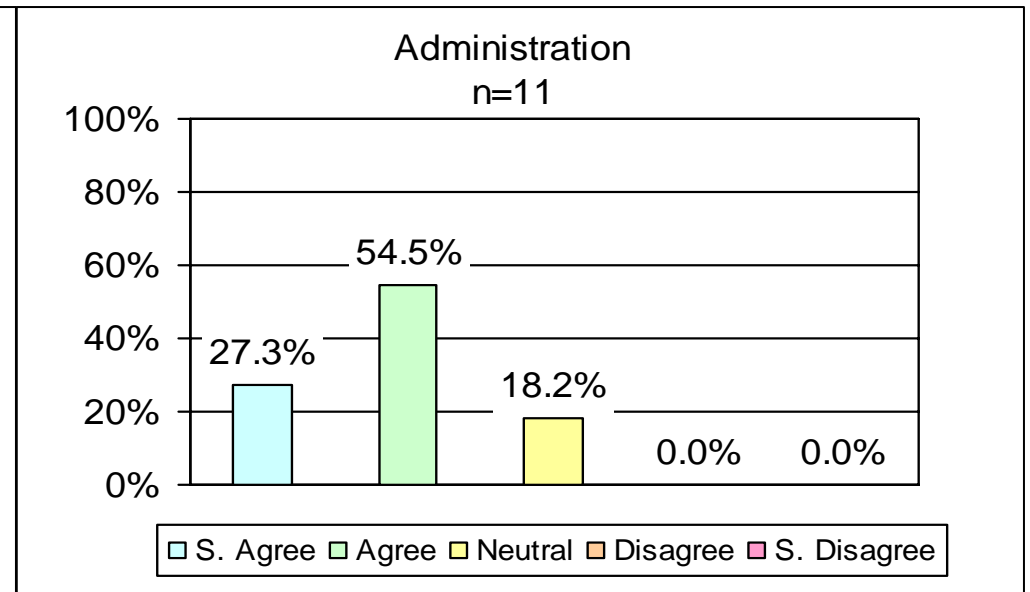
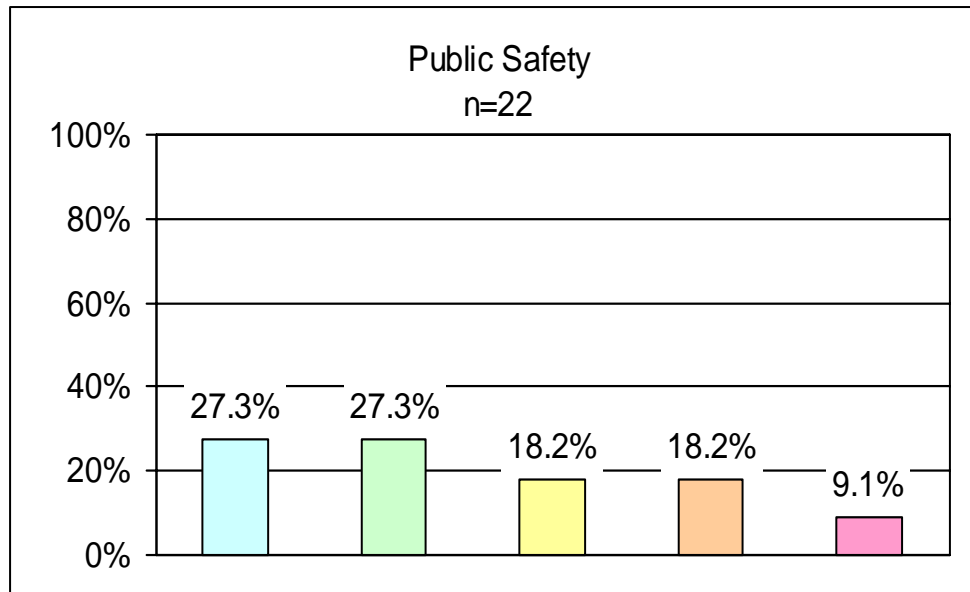
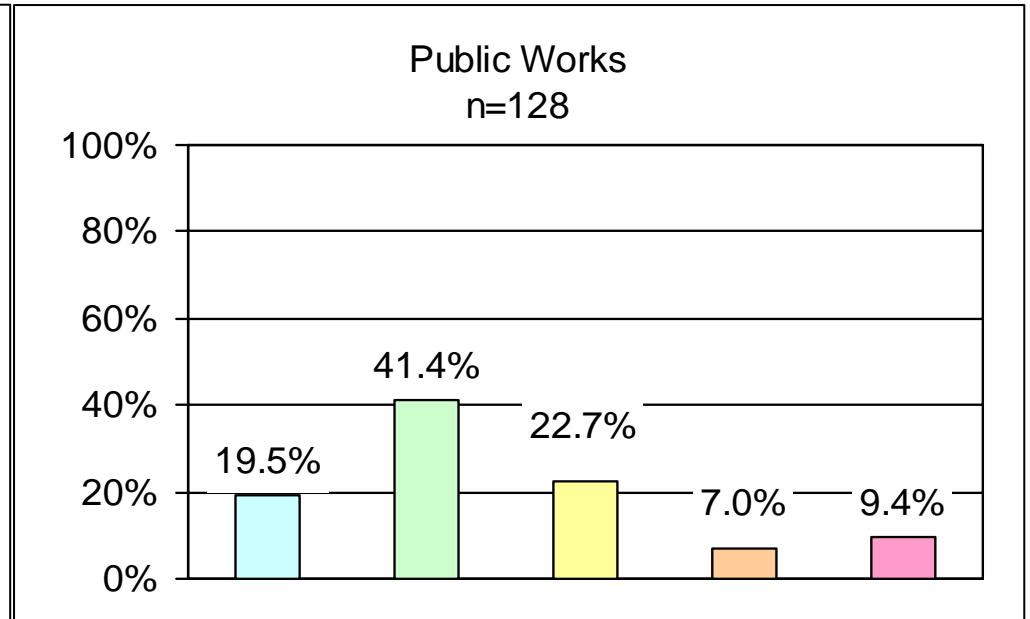
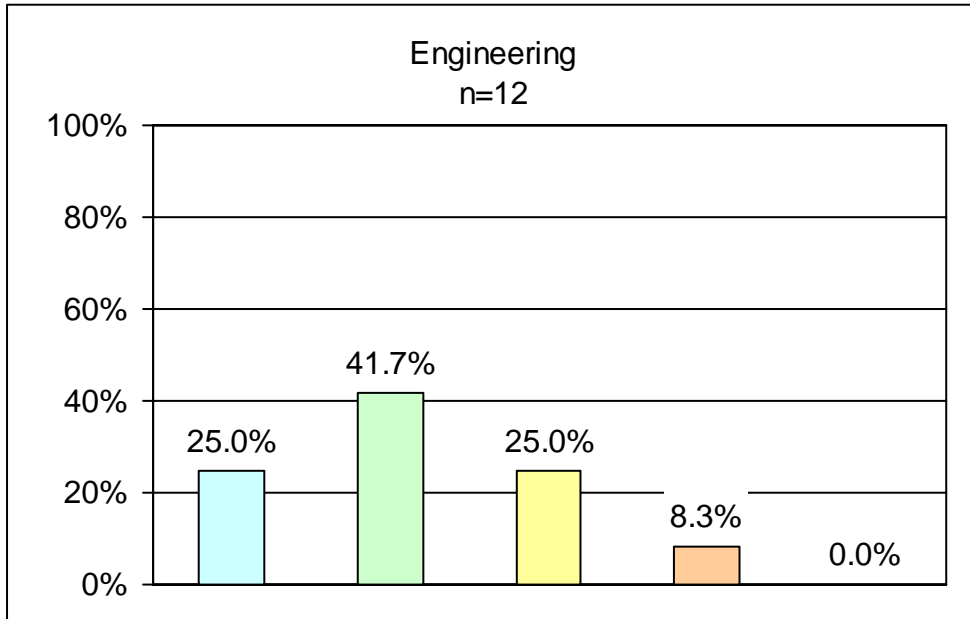
■ S. Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ S. Disagree

# Question 7i – Business Results

n=450 (80%)

Our employees are satisfied with their jobs.

I am satisfied with my job.



Legend: S. Agree (light blue), Agree (light green), Neutral (yellow), Disagree (orange), S. Disagree (pink)

# Question 7i – Business Results

n=450 (80%)

Our employees are satisfied with their jobs.

I am satisfied with my job.

