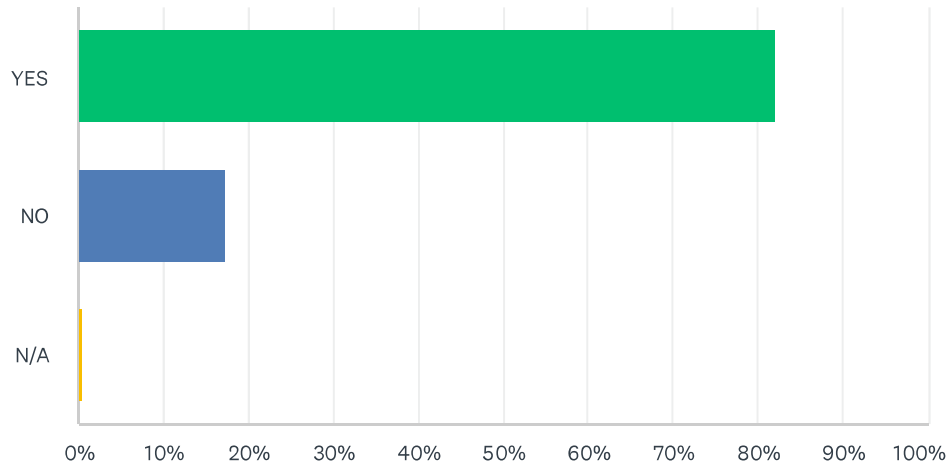


Q2 I know the purpose and mission of Santa Clara County Behavioral Health Department.

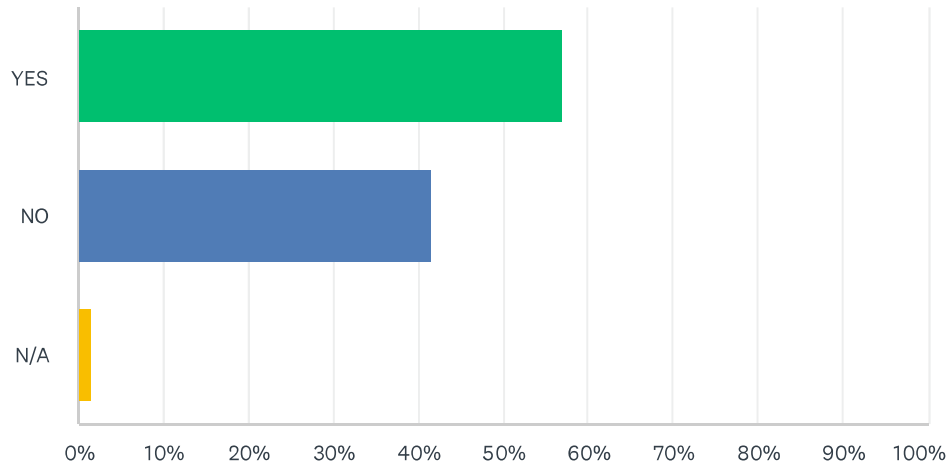
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	82.11% 156
NO	17.37% 33
N/A	0.53% 1
TOTAL	190

Q3 My supervisor has carried out the department’s mission that motivates me.

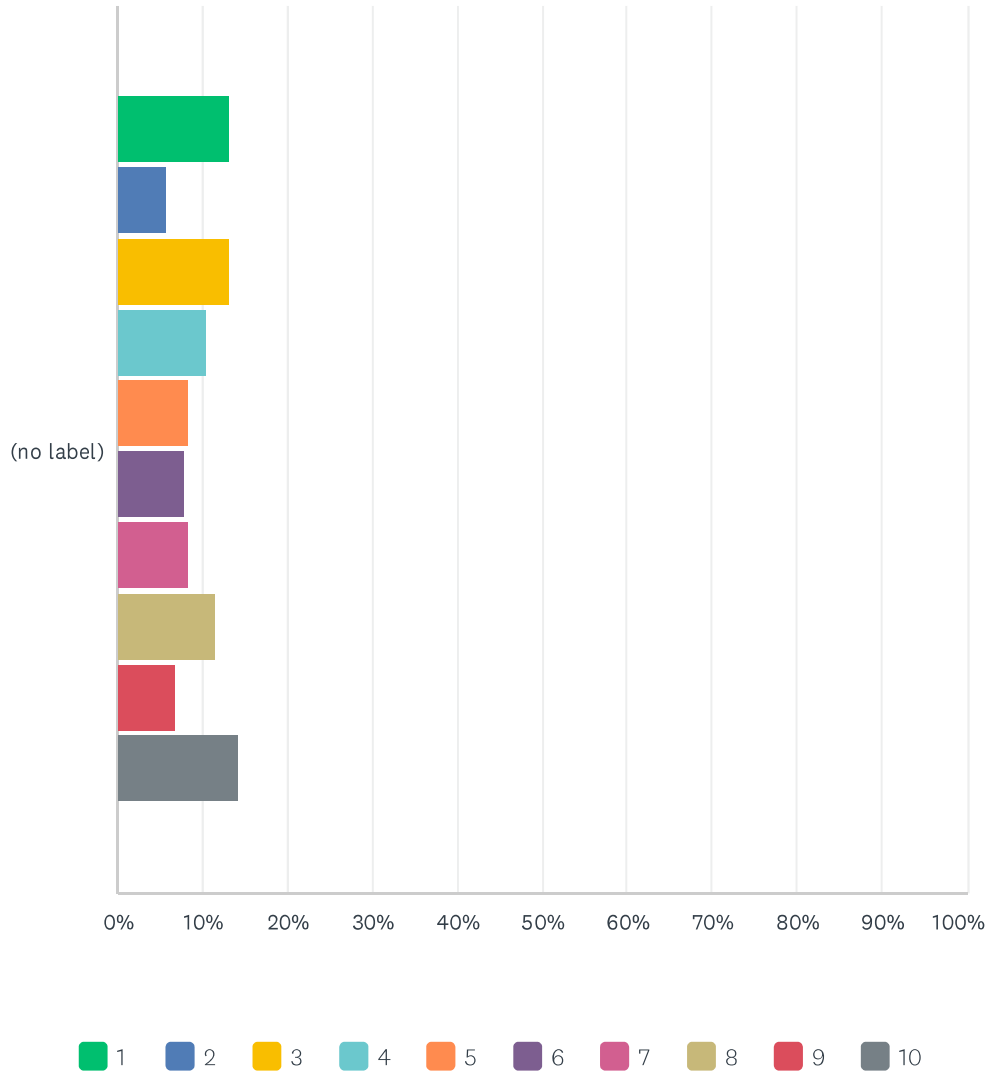
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	56.84%	108
NO	41.58%	79
N/A	1.58%	3
TOTAL		190

Q4 On a scale from 1-10 with 1 being the lowest score: generally speaking, how would you rate your level of happiness at your current work environment?

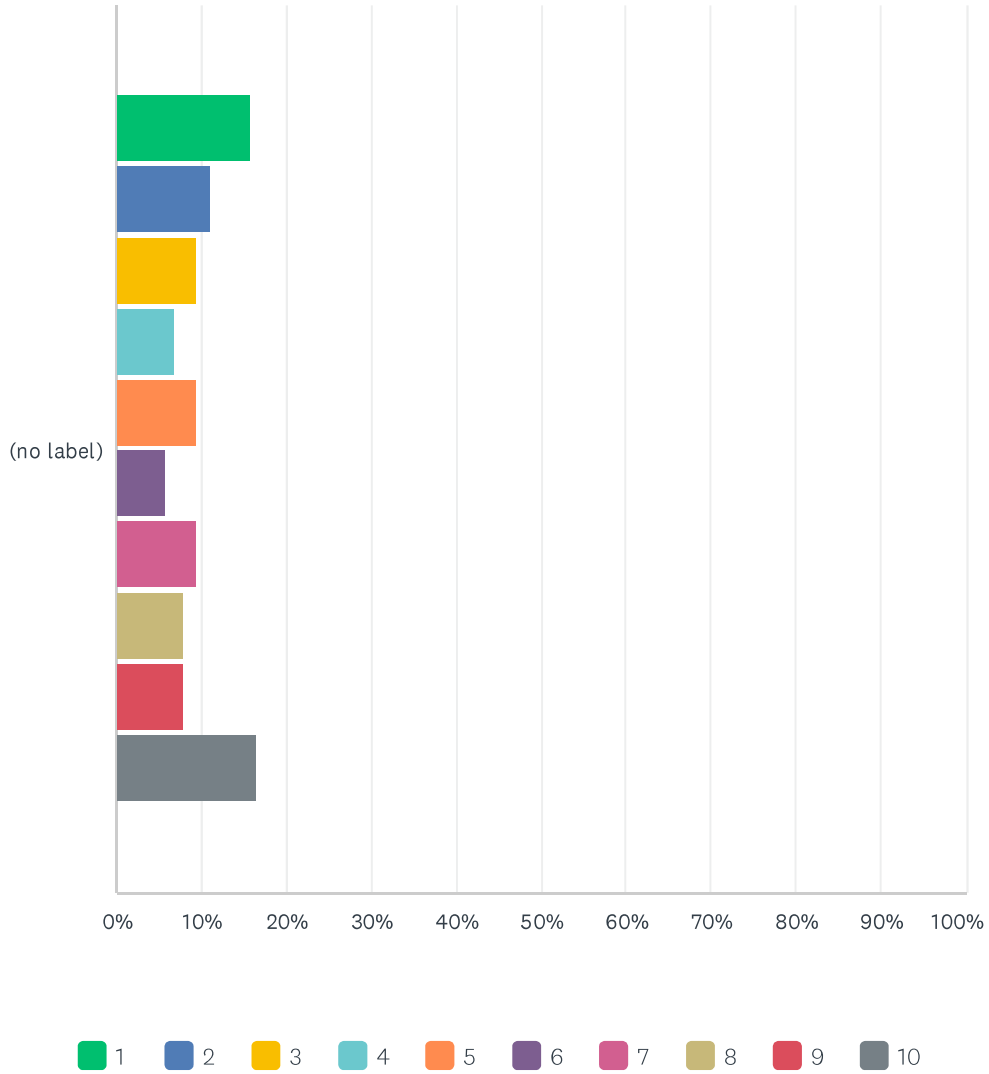
Answered: 190 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	TOTAL	WEIGHTED AVERAGE
(no label)	13.16% 25	5.79% 11	13.16% 25	10.53% 20	8.42% 16	7.89% 15	8.42% 16	11.58% 22	6.84% 13	14.21% 27	190	5.51

Q5 On a scale from 1-10 with 1 being the lowest score, how likely are you to recommend your unit as a good place to work?

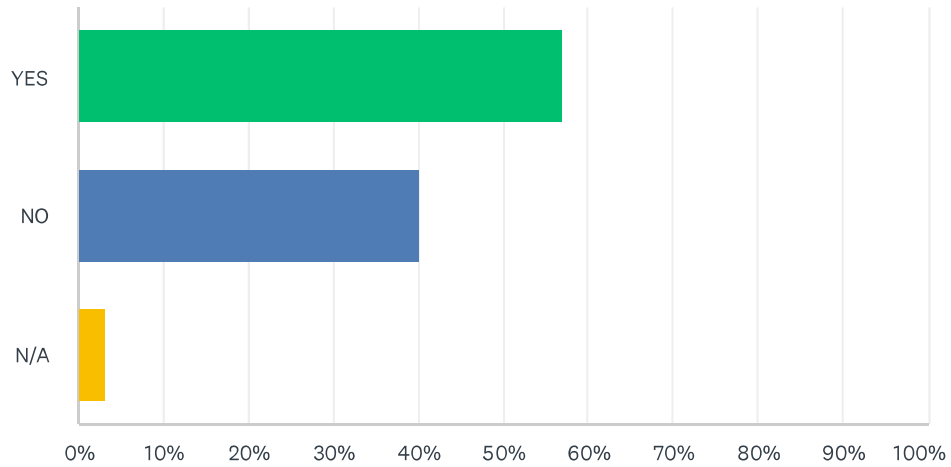
Answered: 190 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	TOTAL	WEIGHTED AVERAGE
(no label)	15.79% 30	11.05% 21	9.47% 18	6.84% 13	9.47% 18	5.79% 11	9.47% 18	7.89% 15	7.89% 15	16.32% 31	190	5.39

Q6 My unit provides an environment for the free and open expression of ideas, opinions and beliefs.

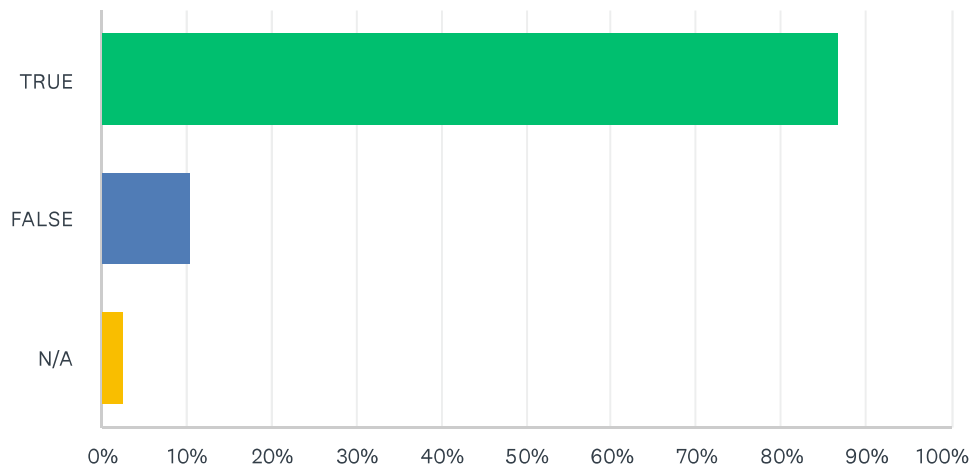
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	56.84%	108
NO	40.00%	76
N/A	3.16%	6
TOTAL		190

Q7 Racial, ethnic, and gender-based jokes are not tolerated at my unit.

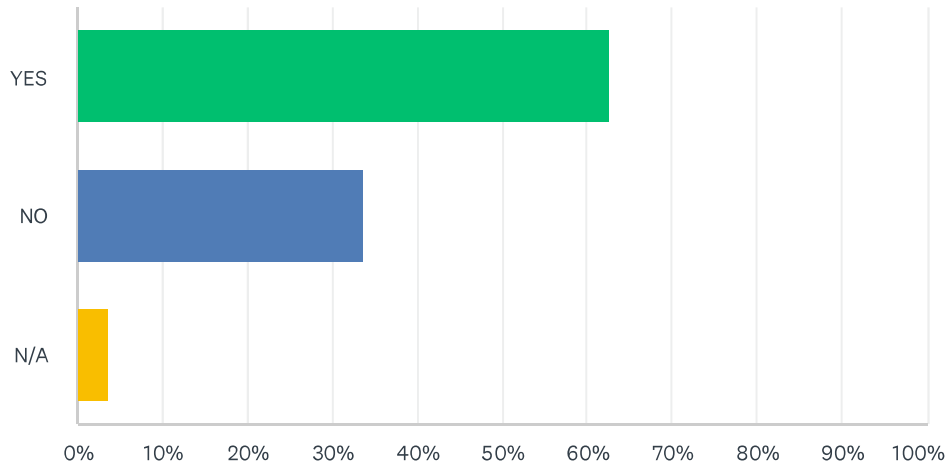
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
TRUE	86.84%	165
FALSE	10.53%	20
N/A	2.63%	5
TOTAL		190

Q8 Management demonstrates a commitment to meeting the needs of employees with different culture.

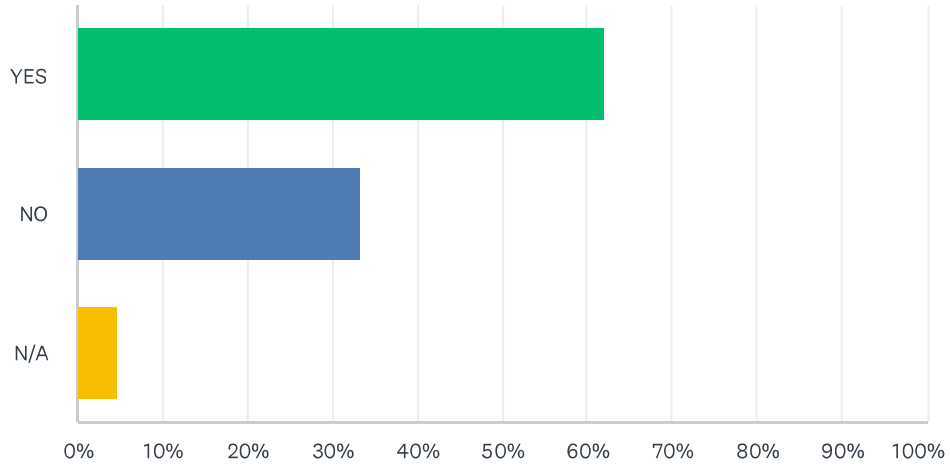
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	62.63% 119
NO	33.68% 64
N/A	3.68% 7
TOTAL	190

Q9 Diversity & Inclusion is one of my unit's stated values and/or priority areas.

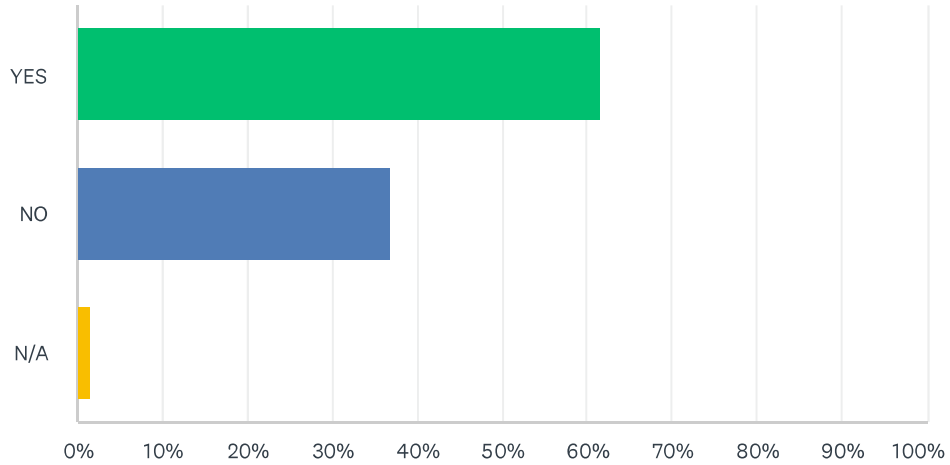
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	62.11% 118
NO	33.16% 63
N/A	4.74% 9
TOTAL	190

Q10 I feel overwhelmed with all the changes that took place at my worksite since the COVID-19 pandemic.

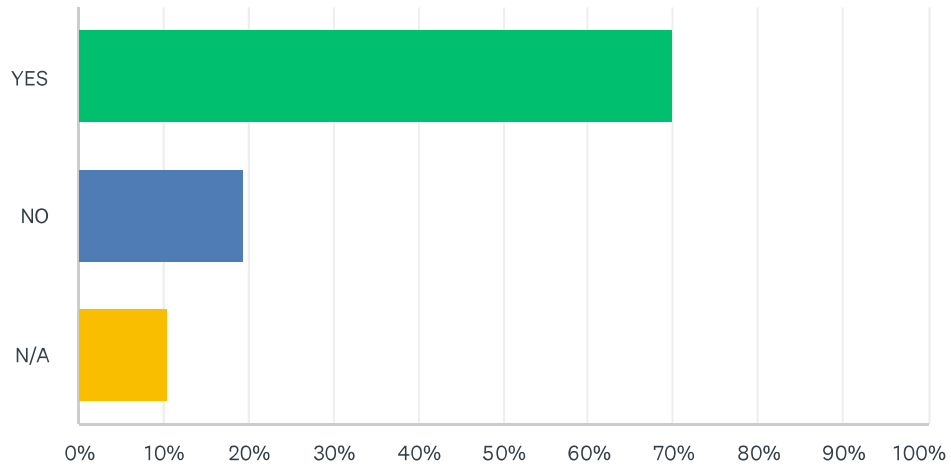
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	61.58%	117
NO	36.84%	70
N/A	1.58%	3
TOTAL		190

Q11 There is sufficient and accessible Personal Protective Equipment (PPE) at my worksite.

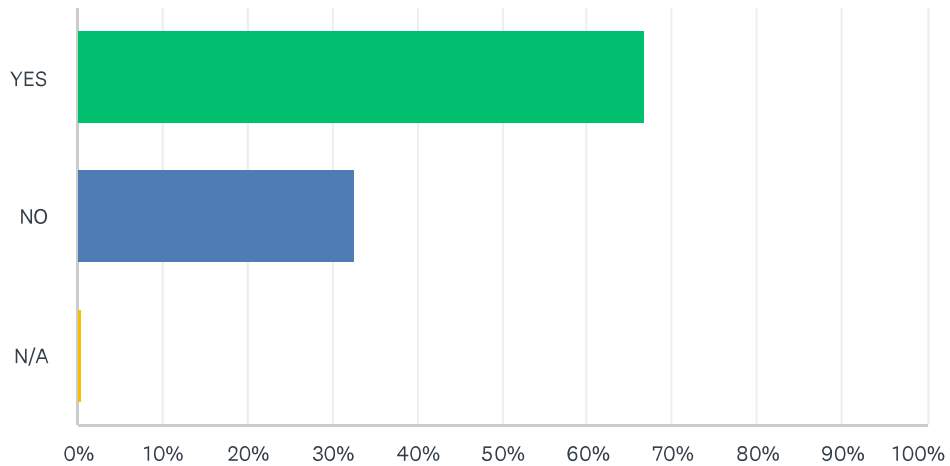
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	70.00%	133
NO	19.47%	37
N/A	10.53%	20
TOTAL		190

Q12 My unit has provided up-to-date safety guidelines and protocols that I can follow including interacting with clients and/or colleagues who may have been exposed to COVID-19.

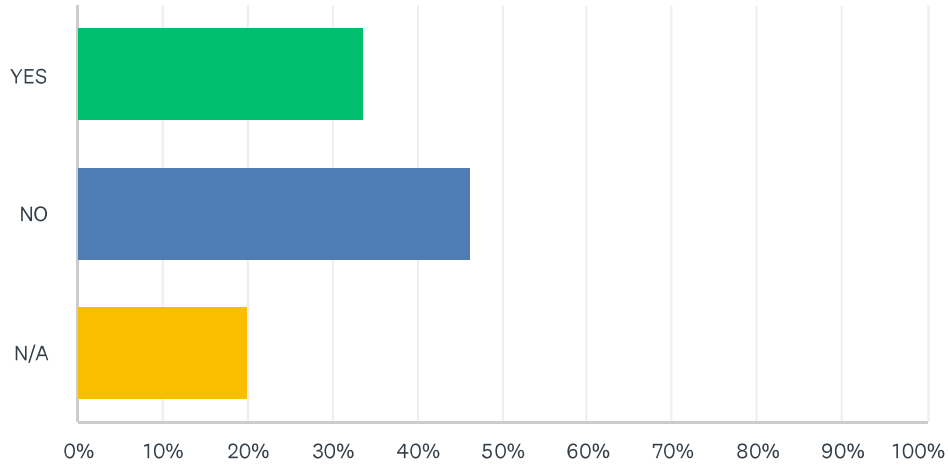
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	66.84%	127
NO	32.63%	62
N/A	0.53%	1
TOTAL		190

Q13 I received proper support and training on how to handle emergency situations at work including activated to DSW (Disaster Service Work).

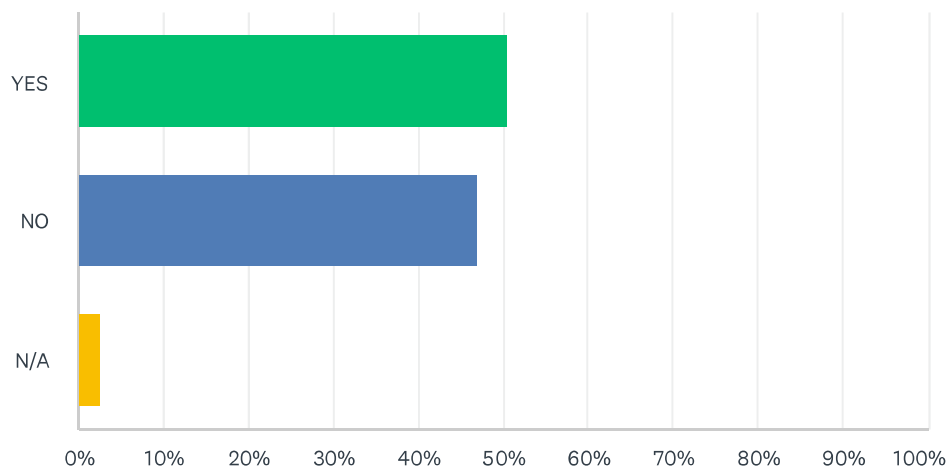
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	33.68%	64
NO	46.32%	88
N/A	20.00%	38
TOTAL		190

Q14 Management always acknowledges my contribution at work.

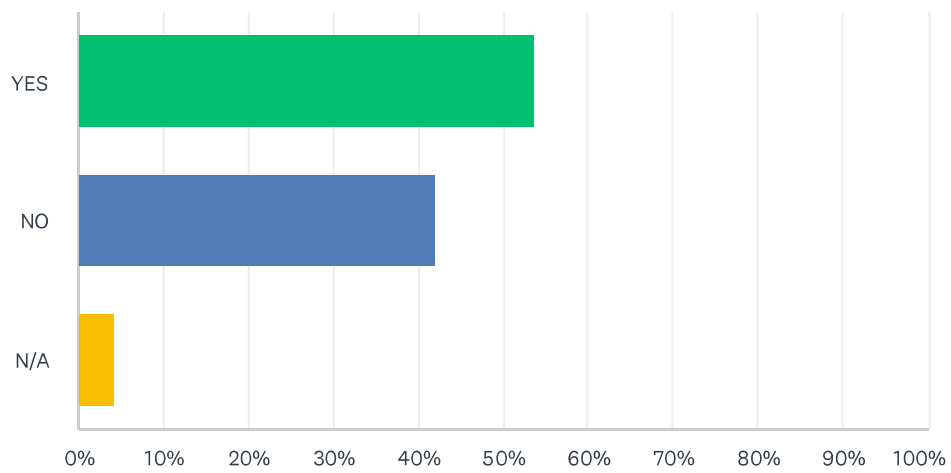
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	50.53%	96
NO	46.84%	89
N/A	2.63%	5
TOTAL		190

Q15 My unit encourages employees to give recognition to one another.

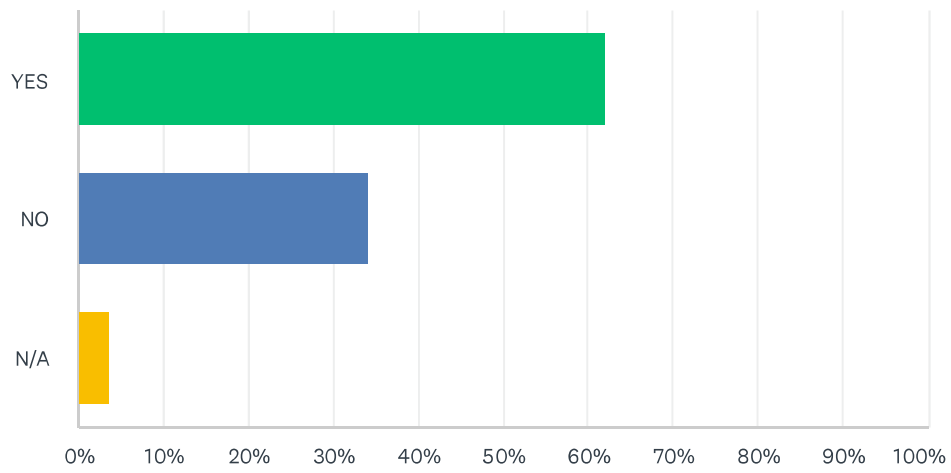
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	53.68%	102
NO	42.11%	80
N/A	4.21%	8
TOTAL		190

Q16 Is stress in your workplace affecting your life outside the unit?

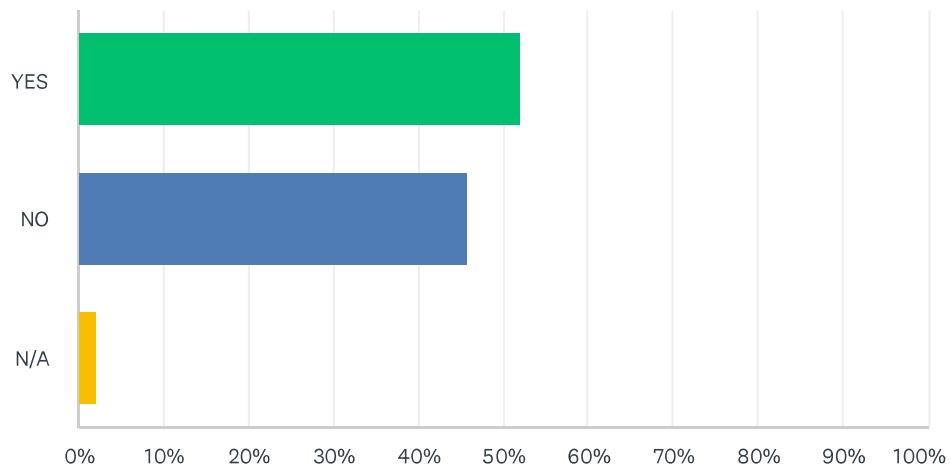
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	62.11%	118
NO	34.21%	65
N/A	3.68%	7
TOTAL		190

Q17 Do you feel respected and supported at the workplace?

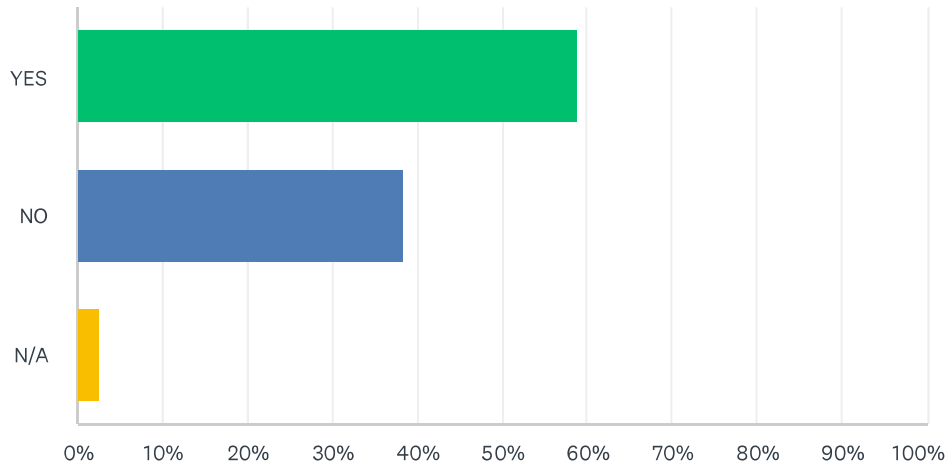
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	52.11%	99
NO	45.79%	87
N/A	2.11%	4
TOTAL		190

Q18 Are you satisfied with the frequency of feedback coming from your direct manager?

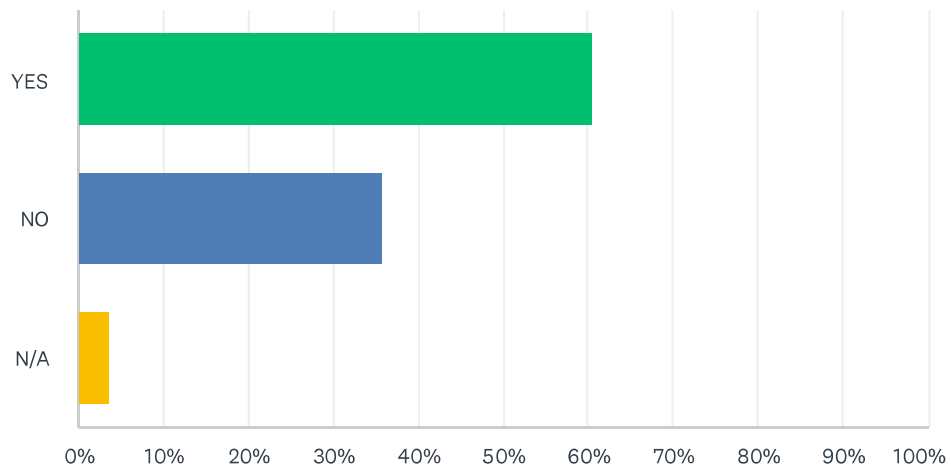
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	58.95%	112
NO	38.42%	73
N/A	2.63%	5
TOTAL		190

Q19 Is the feedback you get specific and positive?

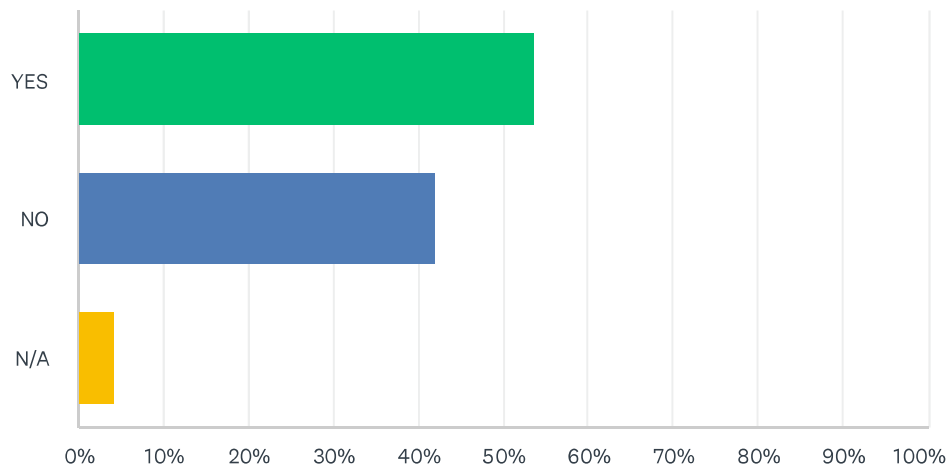
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	60.53%	115
NO	35.79%	68
N/A	3.68%	7
TOTAL		190

Q20 The feedback I receive helps me grow and develop.

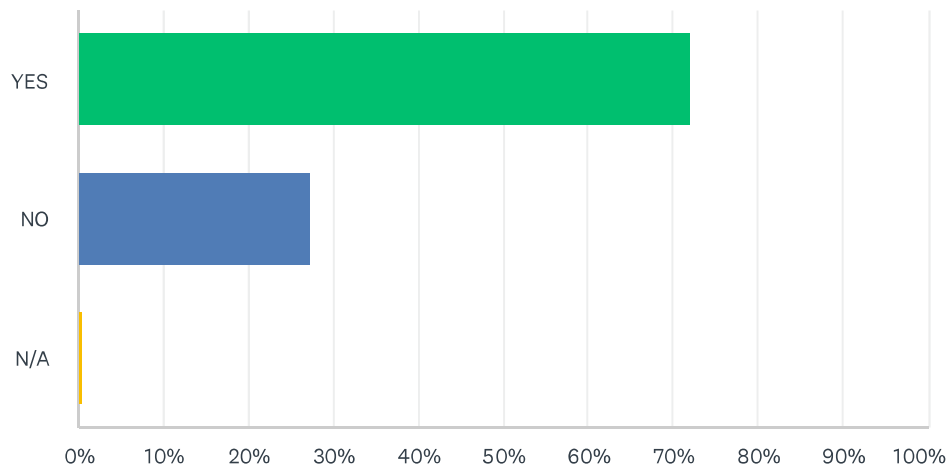
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	53.68%	102
NO	42.11%	80
N/A	4.21%	8
TOTAL		190

Q21 Are you able to manage your workload effectively?

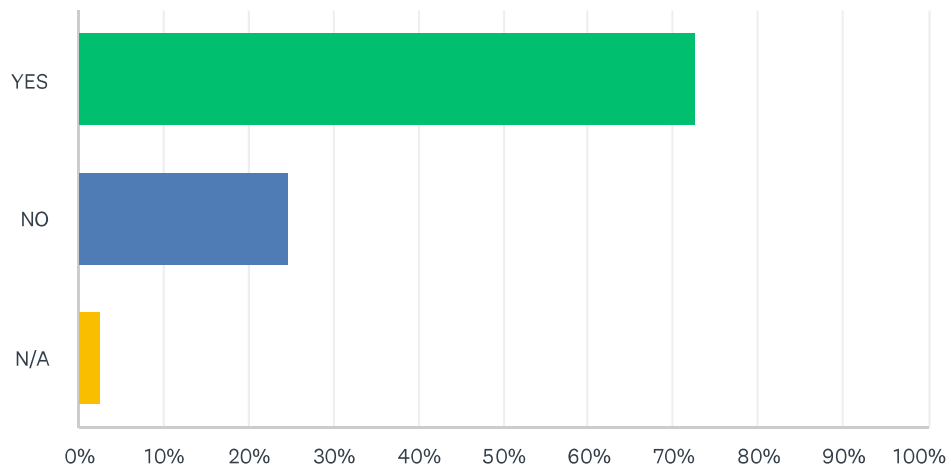
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	72.11%	137
NO	27.37%	52
N/A	0.53%	1
TOTAL		190

Q22 Do you enjoy the assignments that you receive?

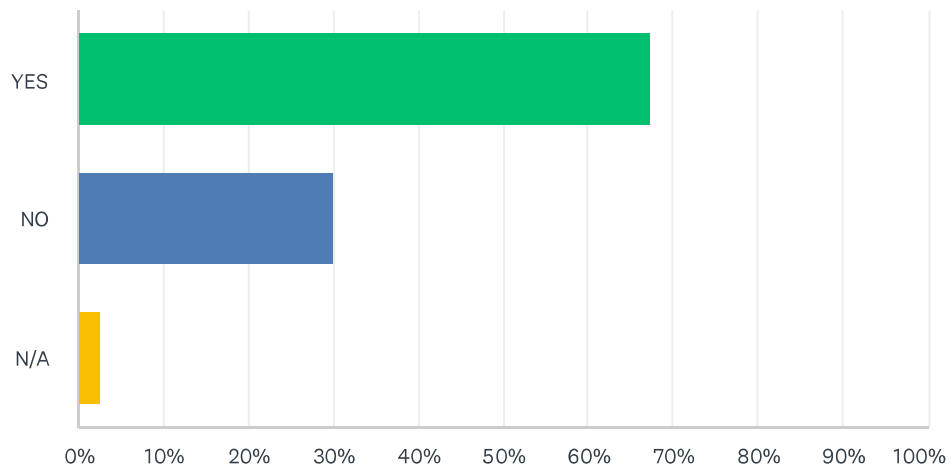
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	72.63%	138
NO	24.74%	47
N/A	2.63%	5
TOTAL		190

Q23 My direct manager cares about my well-being.

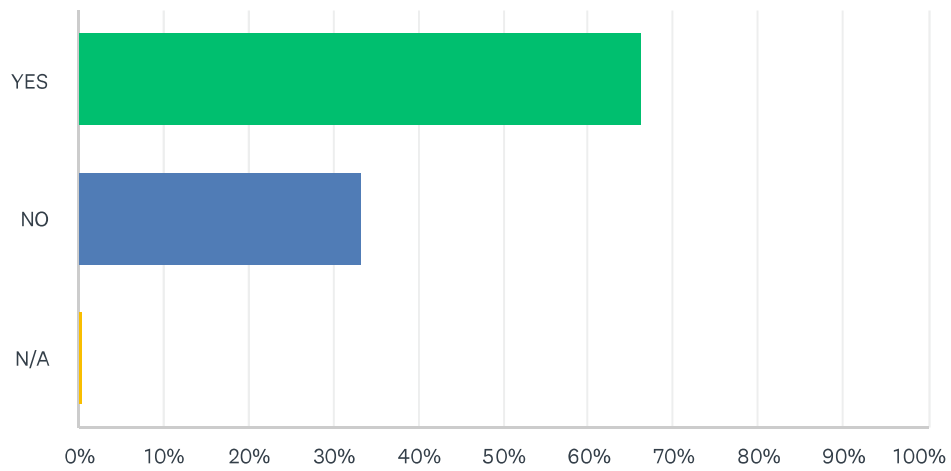
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	67.37%	128
NO	30.00%	57
N/A	2.63%	5
TOTAL		190

Q24 Are your responsibilities and expectation clear?

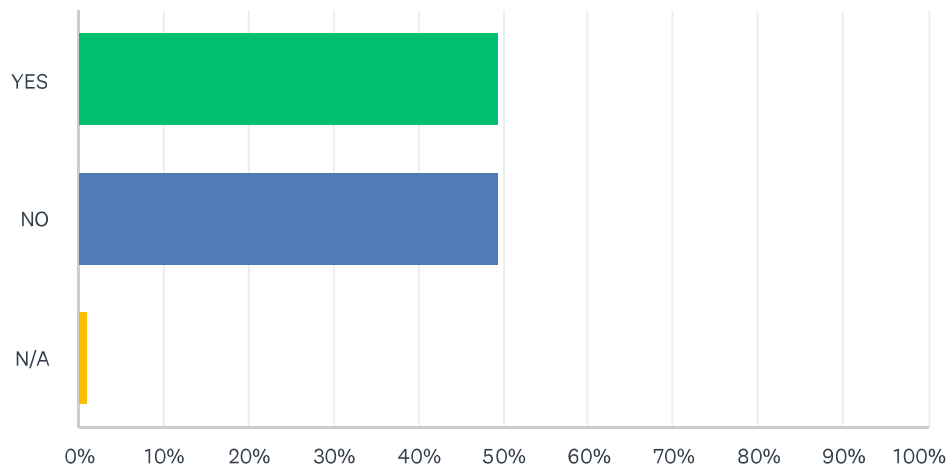
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	66.32%	126
NO	33.16%	63
N/A	0.53%	1
TOTAL		190

Q25 Do you think your opinion matters to your team and management?

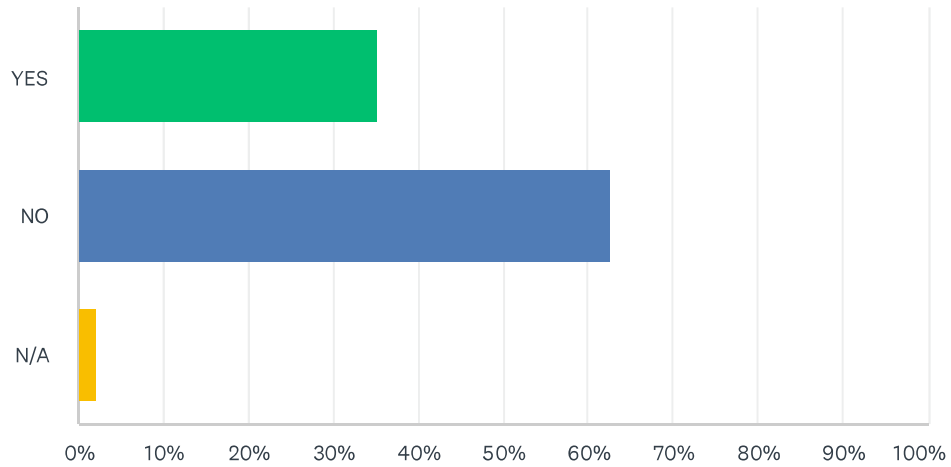
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	49.47% 94
NO	49.47% 94
N/A	1.05% 2
TOTAL	190

Q26 My career path is clear to me and is regularly discussed with my supervisor.

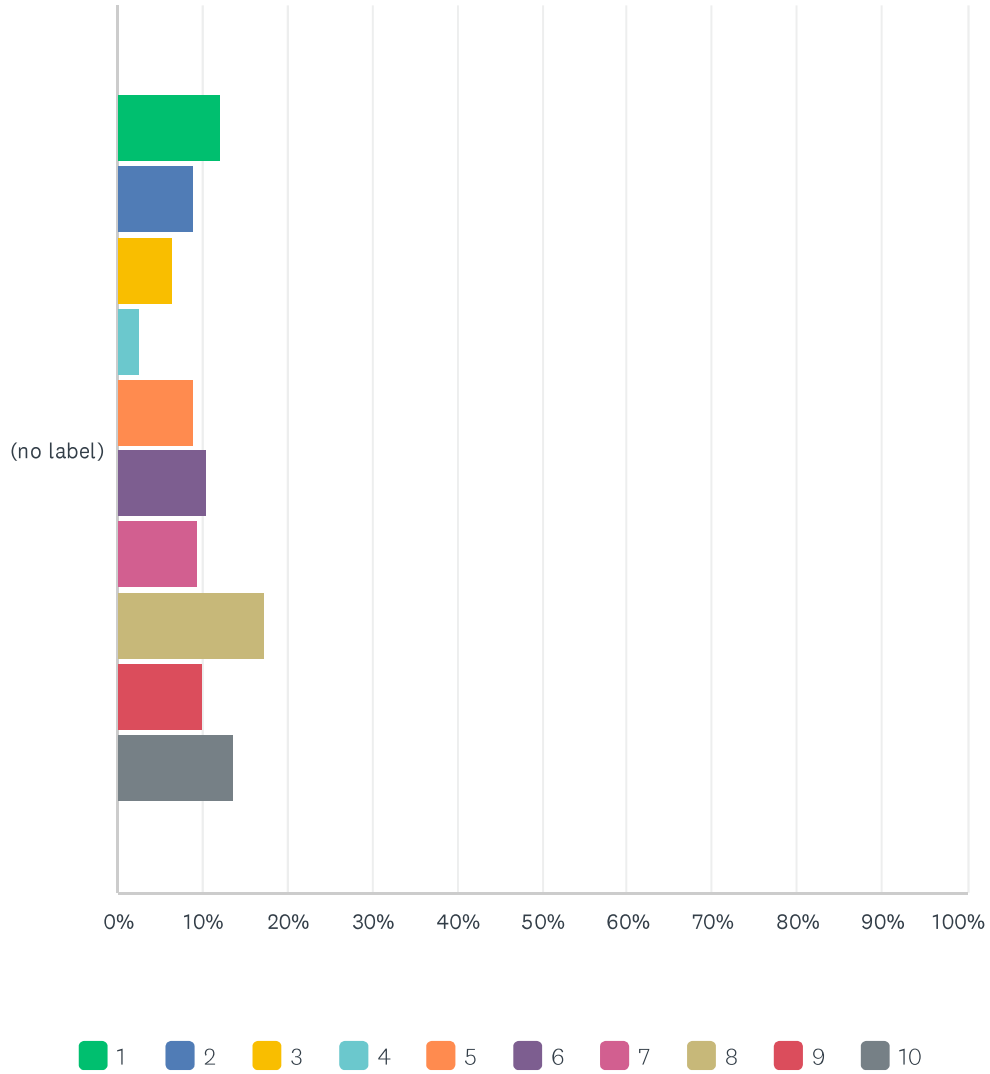
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	35.26%	67
NO	62.63%	119
N/A	2.11%	4
TOTAL		190

Q27 On a scale from 1-10 with 1 being the lowest score, how would you rate the way your unit makes use of your strengths?

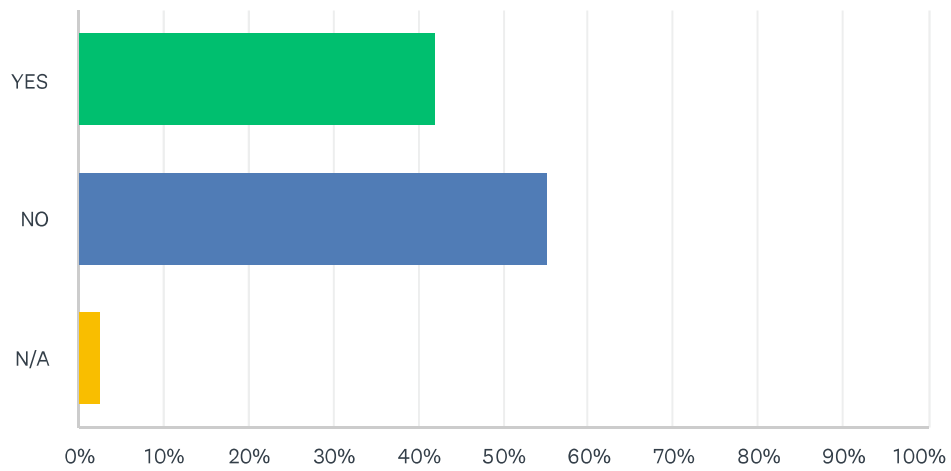
Answered: 190 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	TOTAL	WEIGHTED AVERAGE
(no label)	12.11% 23	8.95% 17	6.32% 12	2.63% 5	8.95% 17	10.53% 20	9.47% 18	17.37% 33	10.00% 19	13.68% 26	190	5.99

Q28 I am appropriately involved in decisions that affect my work.

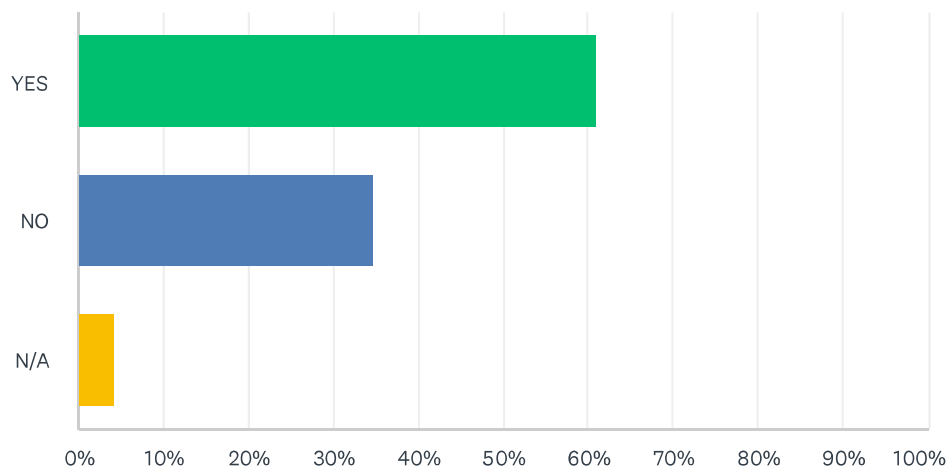
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	42.11%	80
NO	55.26%	105
N/A	2.63%	5
TOTAL		190

Q29 My direct manager is someone I can trust.

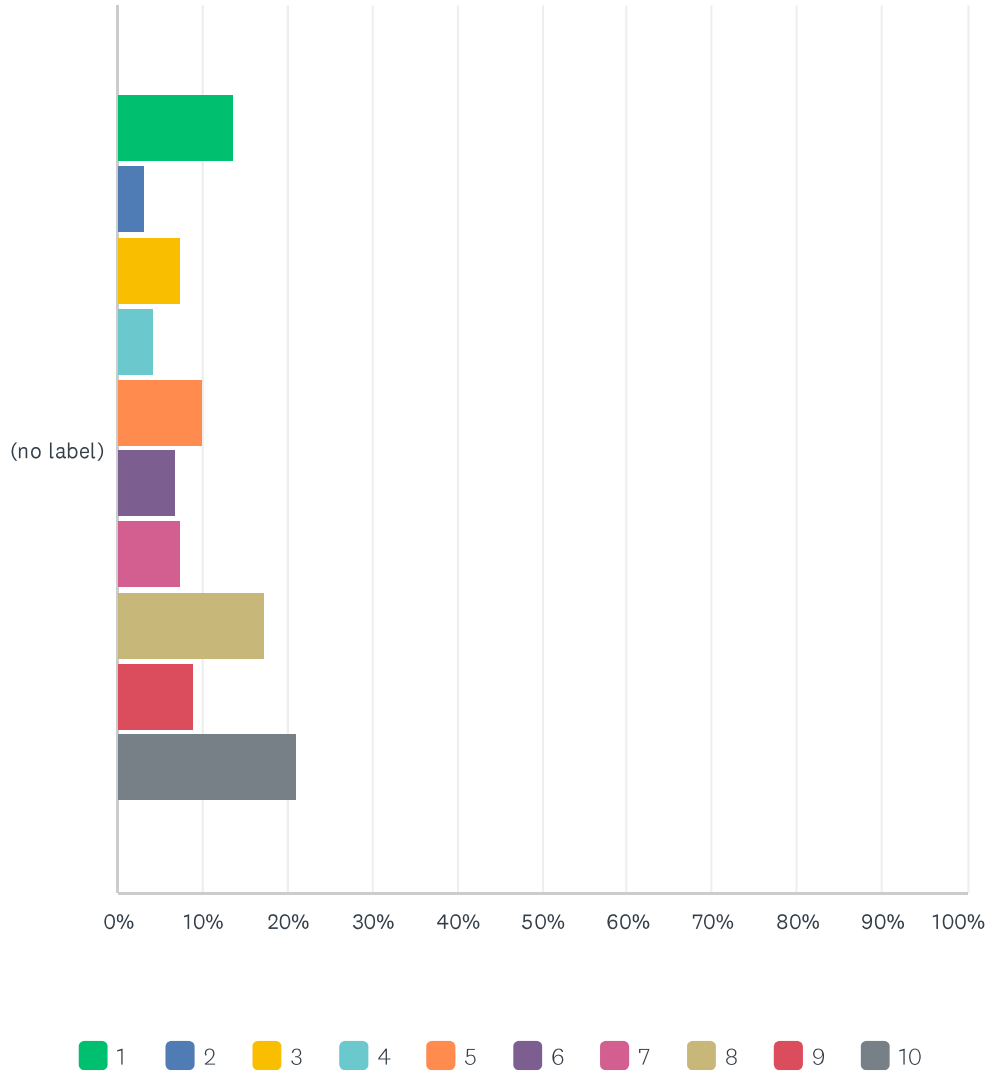
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	61.05%	116
NO	34.74%	66
N/A	4.21%	8
TOTAL		190

Q30 On a scale from 1-10 with 1 being the lowest score, how would you rate your direct manager's management skills?

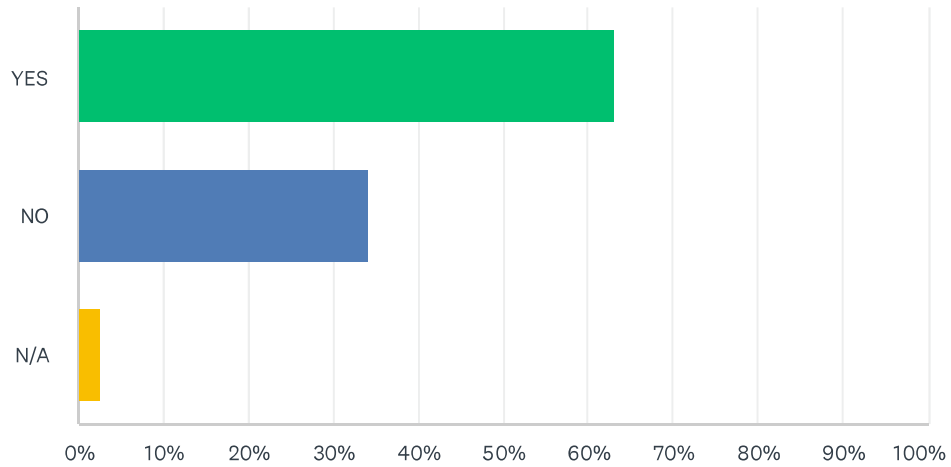
Answered: 190 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	TOTAL	WEIGHTED AVERAGE
(no label)	13.68% 26	3.16% 6	7.37% 14	4.21% 8	10.00% 19	6.84% 13	7.37% 14	17.37% 33	8.95% 17	21.05% 40	190	6.32

Q31 My direct manager is supportive and communicates frequently with me.

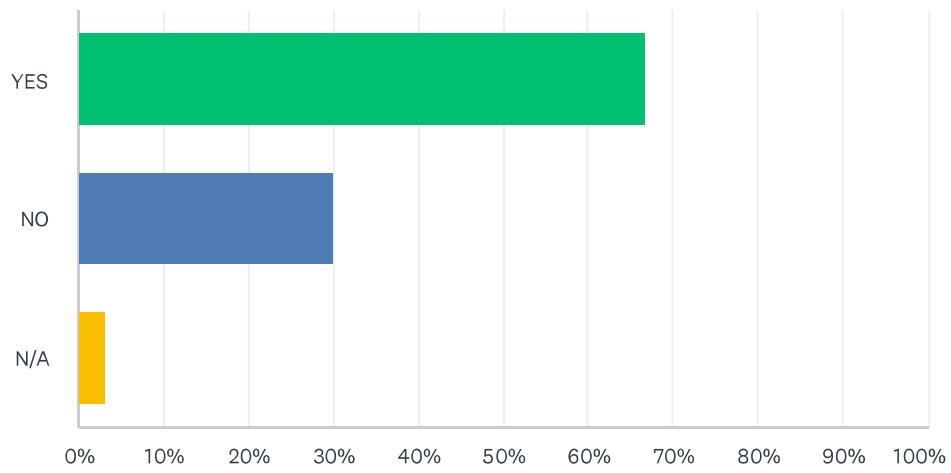
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	63.16% 120
NO	34.21% 65
N/A	2.63% 5
TOTAL	190

Q32 Employees have an open-door policy to access management.

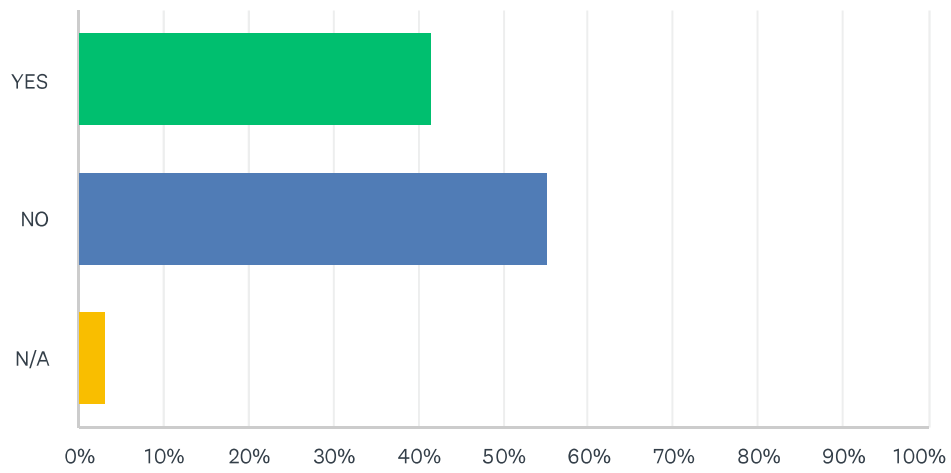
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	66.84%	127
NO	30.00%	57
N/A	3.16%	6
TOTAL		190

Q33 Management is transparent.

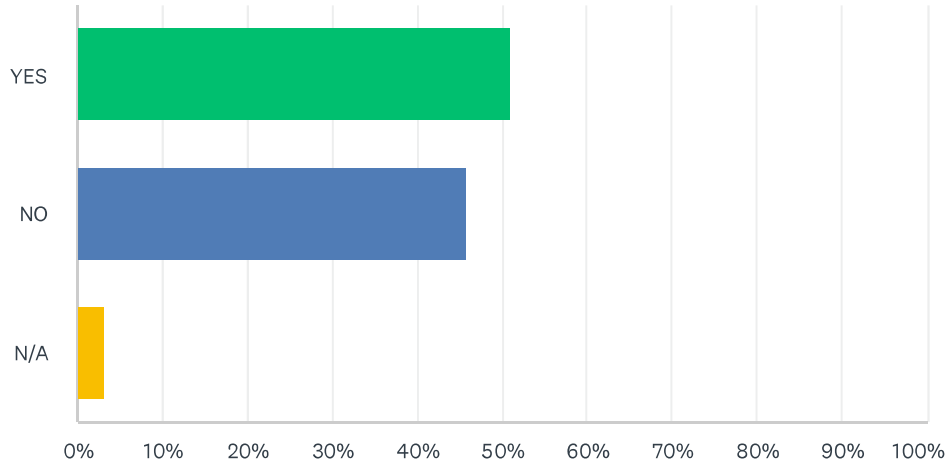
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	41.58%	79
NO	55.26%	105
N/A	3.16%	6
TOTAL		190

Q34 Flexibility including working arrangement is allowed at work by management.

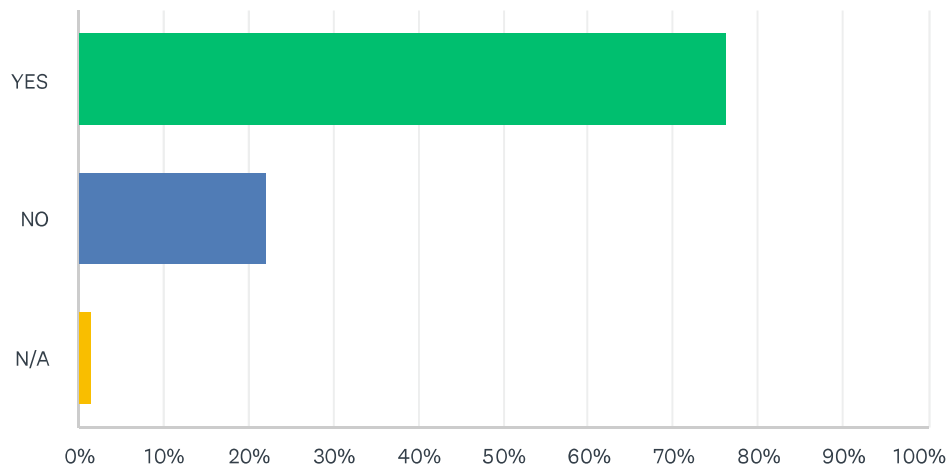
Answered: 190 Skipped: 0



ANSWER CHOICES		RESPONSES	
YES		51.05%	97
NO		45.79%	87
N/A		3.16%	6
TOTAL			190

Q35 I feel like I am part of a team.

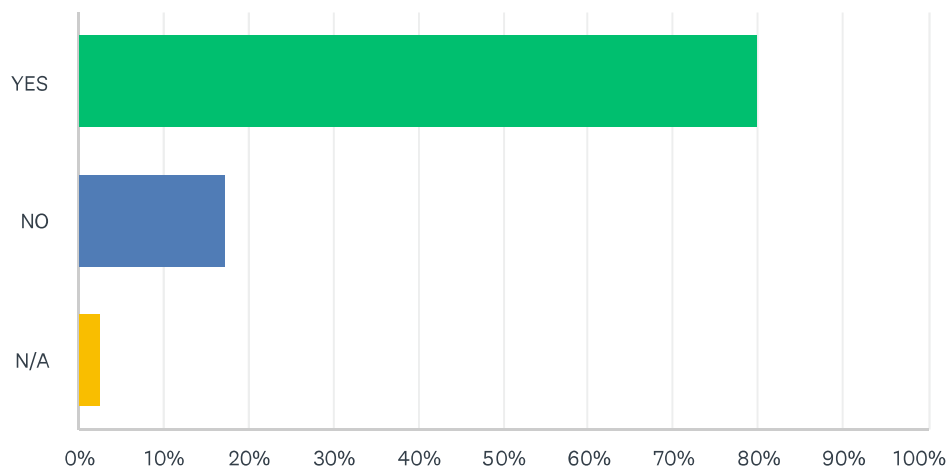
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	76.32%	145
NO	22.11%	42
N/A	1.58%	3
TOTAL		190

Q36 Do you and your peers collaborate well together?

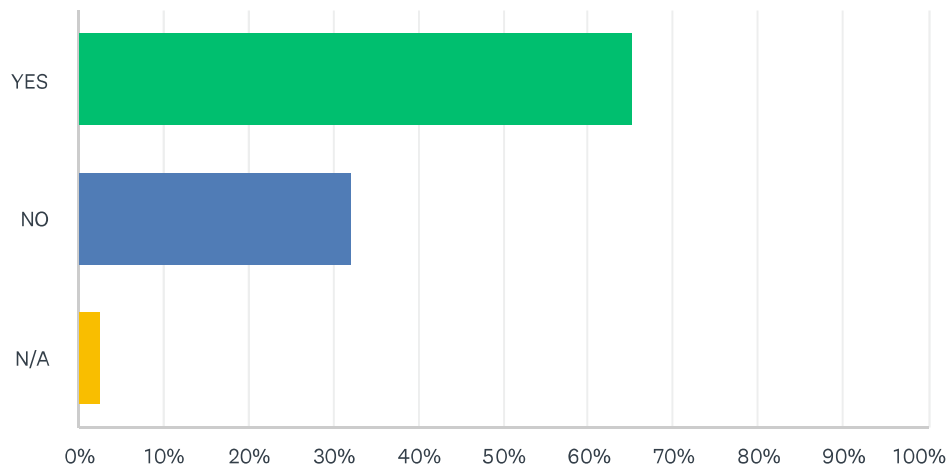
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	80.00%	152
NO	17.37%	33
N/A	2.63%	5
TOTAL		190

Q37 Do you think more team development is needed at your worksite?

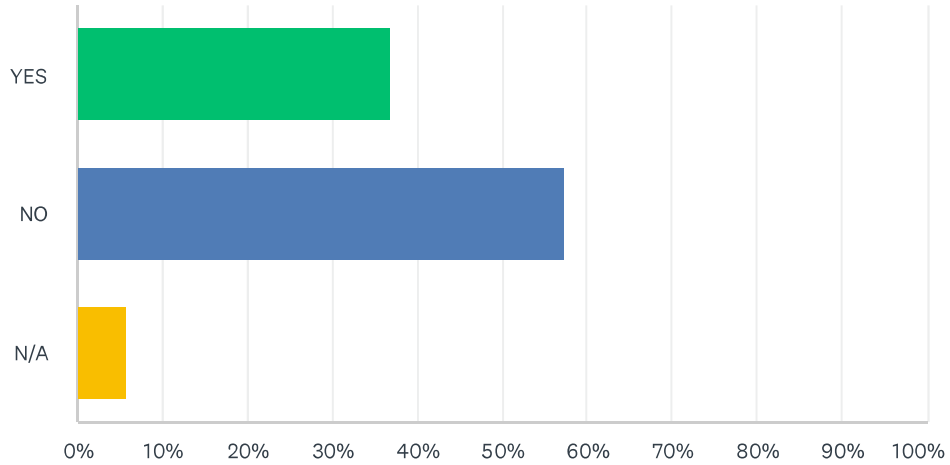
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	65.26%	124
NO	32.11%	61
N/A	2.63%	5
TOTAL		190

Q38 Has your worksite been impacted due to staff leaving on VSIP (Voluntary Separation Incentive Program)?

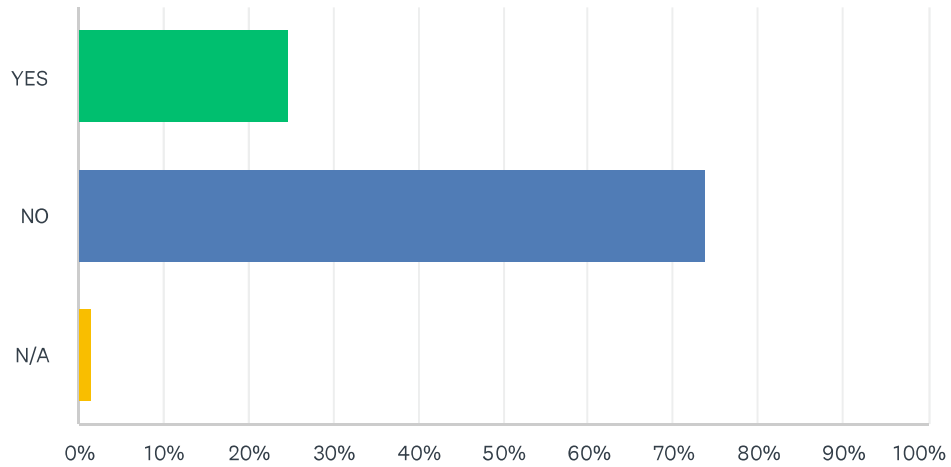
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	36.84% 70
NO	57.37% 109
N/A	5.79% 11
TOTAL	190

Q39 Do you think your unit has sufficient staffing to cover all workload and caseload?

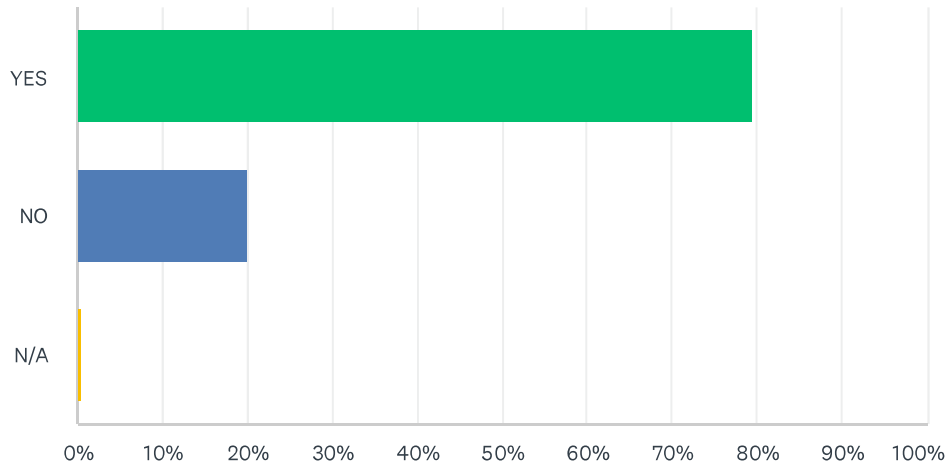
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	24.74% 47
NO	73.68% 140
N/A	1.58% 3
TOTAL	190

Q40 Do you have access to the material resources you need to do your work properly (equipment, supplies, etc.)?

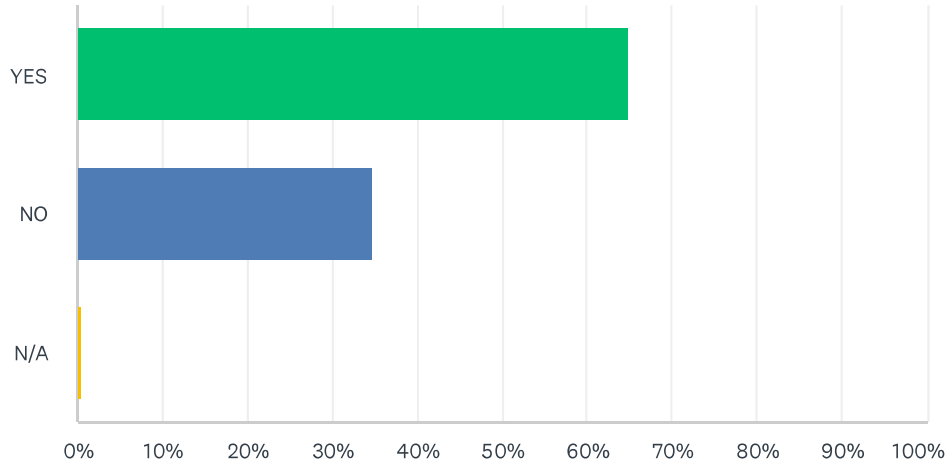
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	79.47%	151
NO	20.00%	38
N/A	0.53%	1
TOTAL		190

Q41 Do you have access to non-material resources you need to do your work properly (information, training, support, data, knowledge, etc.)?

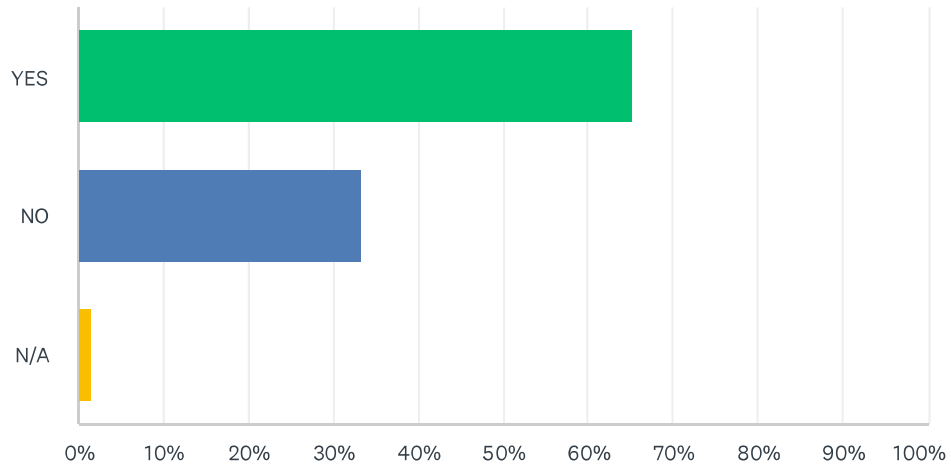
Answered: 190 Skipped: 0



ANSWER CHOICES		RESPONSES	
YES		64.74%	123
NO		34.74%	66
N/A		0.53%	1
TOTAL			190

Q42 Do you feel you have enough freedom to decide how you do your work?

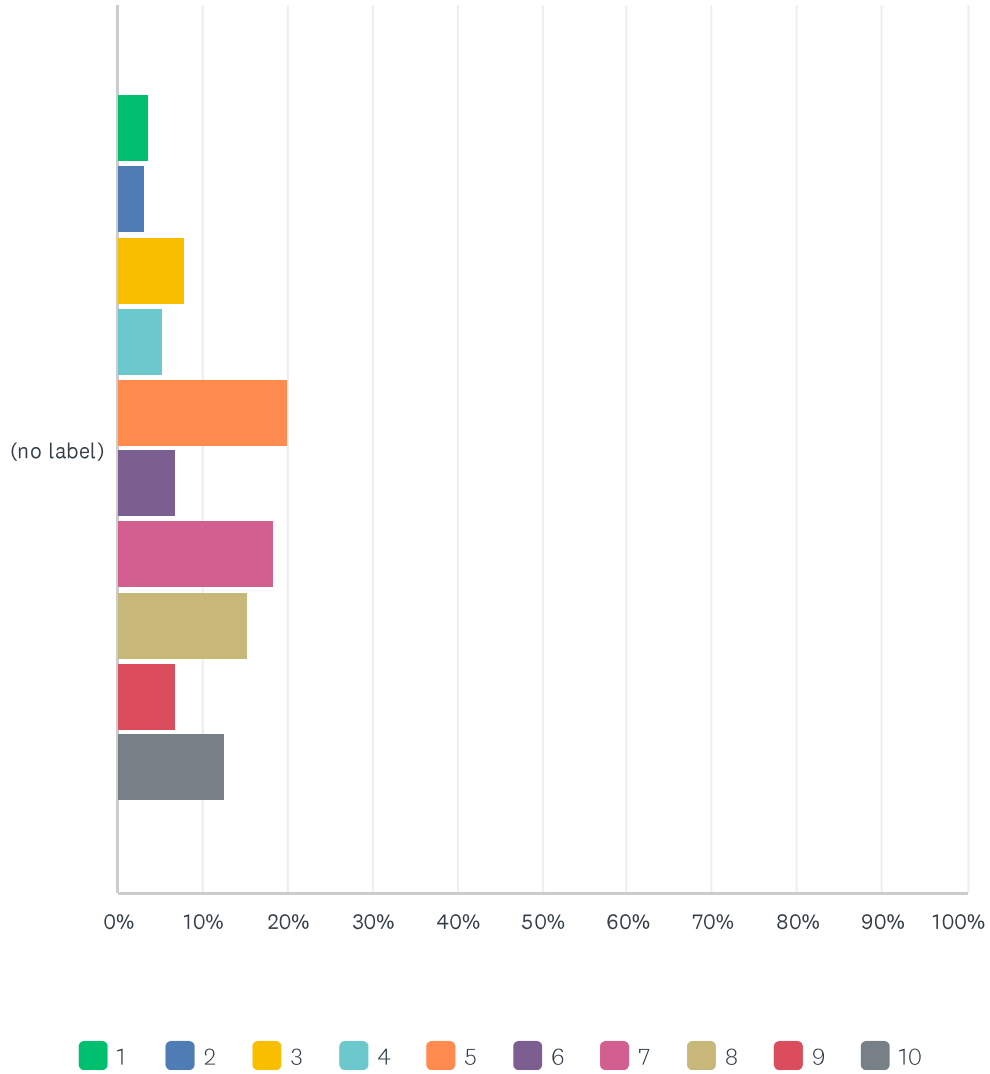
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	65.26% 124
NO	33.16% 63
N/A	1.58% 3
TOTAL	190

Q43 On a scale from 1-10 with 1 being the lowest score, how would you describe the level of challenges you face at work?

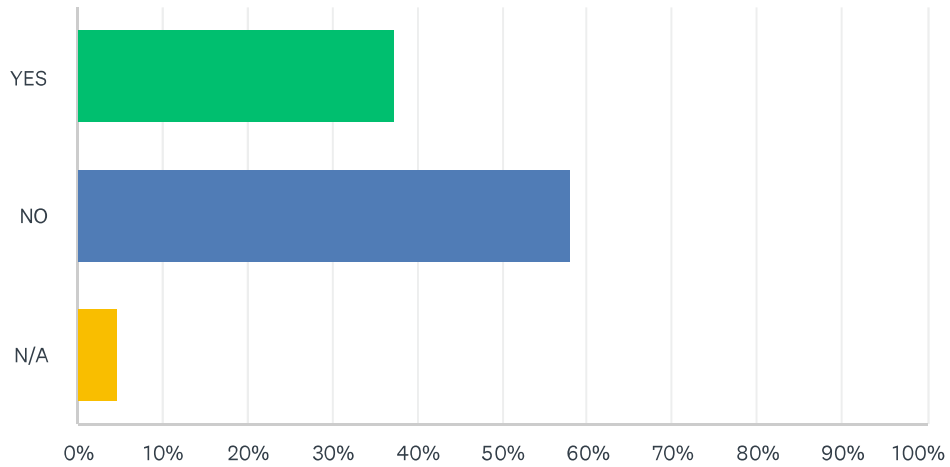
Answered: 190 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	TOTAL	WEIGHTED AVERAGE
(no label)	3.68%	3.16%	7.89%	5.26%	20.00%	6.84%	18.42%	15.26%	6.84%	12.63%	190	6.35
	7	6	15	10	38	13	35	29	13	24		

Q44 Do you believe you were treated differently by your coworker, supervisor and/or management after voicing workplace concerns?

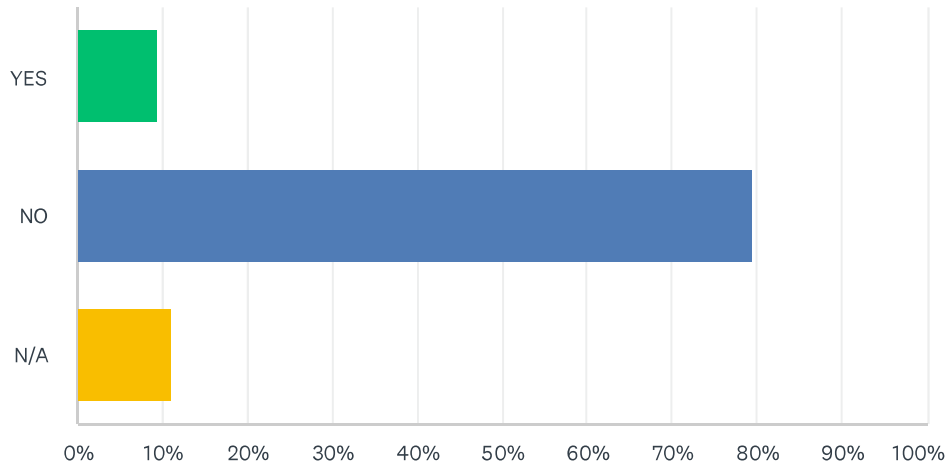
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	37.37% 71
NO	57.89% 110
N/A	4.74% 9
TOTAL	190

Q45 Do you believe you were counseled, written up and/or almost lost your job after reporting an incident of harassment or discrimination?

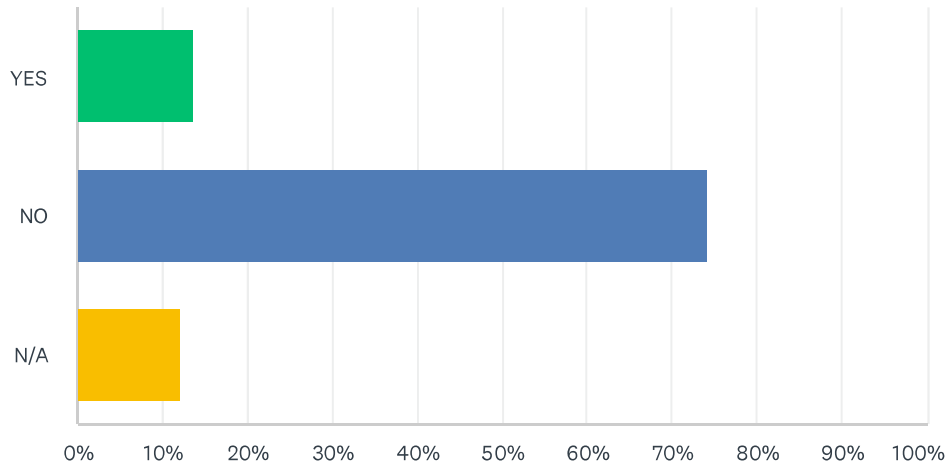
Answered: 190 Skipped: 0



ANSWER CHOICES		RESPONSES	
YES		9.47%	18
NO		79.47%	151
N/A		11.05%	21
TOTAL			190

Q46 Do you believe you have been passed over for a promotion you were qualified for after voicing or filing a complaint?

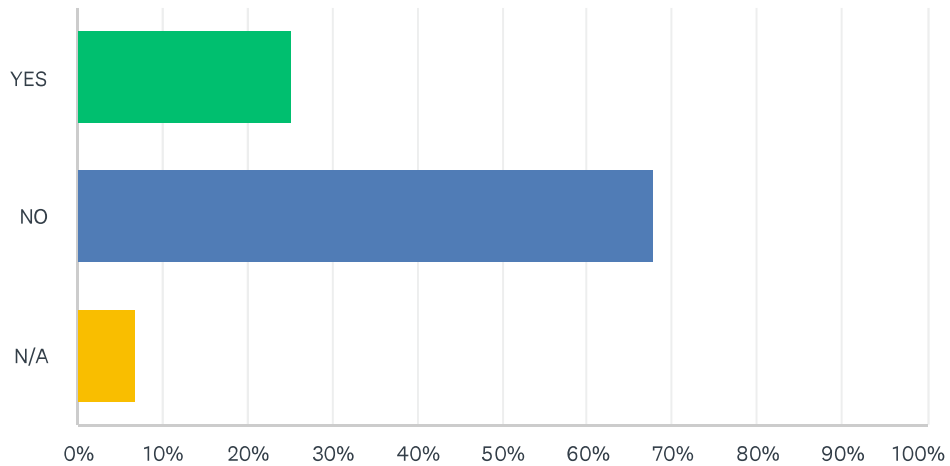
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	13.68%	26
NO	74.21%	141
N/A	12.11%	23
TOTAL		190

Q47 Do you believe you faced bullying, verbally abuse and intimidation from fellow employees and/or management after voicing or filing a complaint?

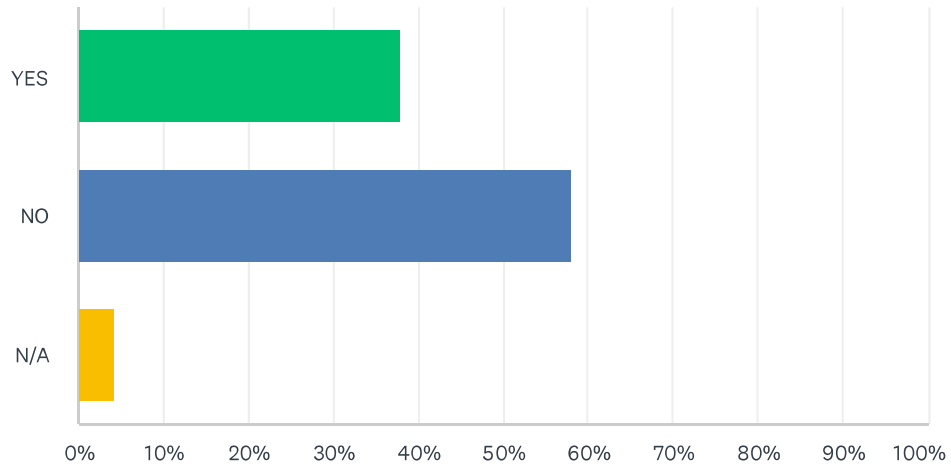
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	25.26% 48
NO	67.89% 129
N/A	6.84% 13
TOTAL	190

Q48 Do you believe the processes are fair and uniformly applied to all employees?

Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	37.89%	72
NO	57.89%	110
N/A	4.21%	8
TOTAL		190