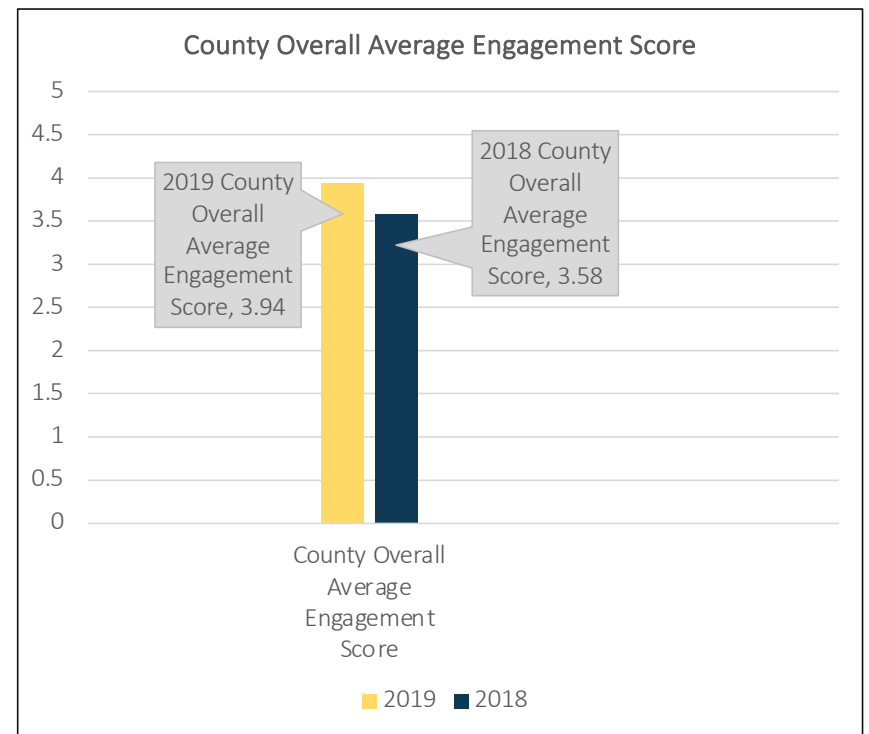
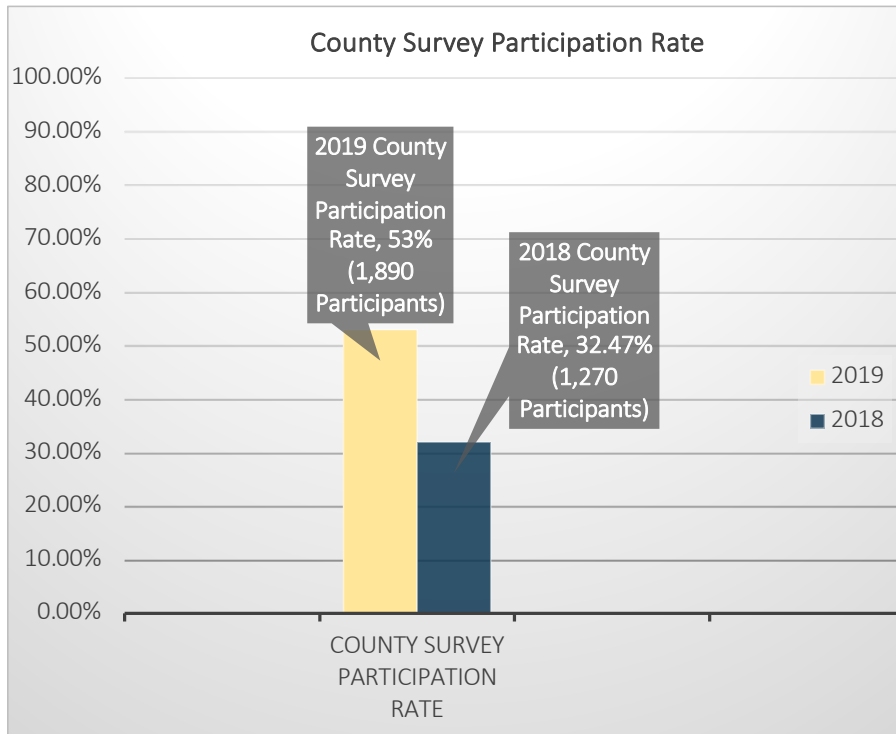




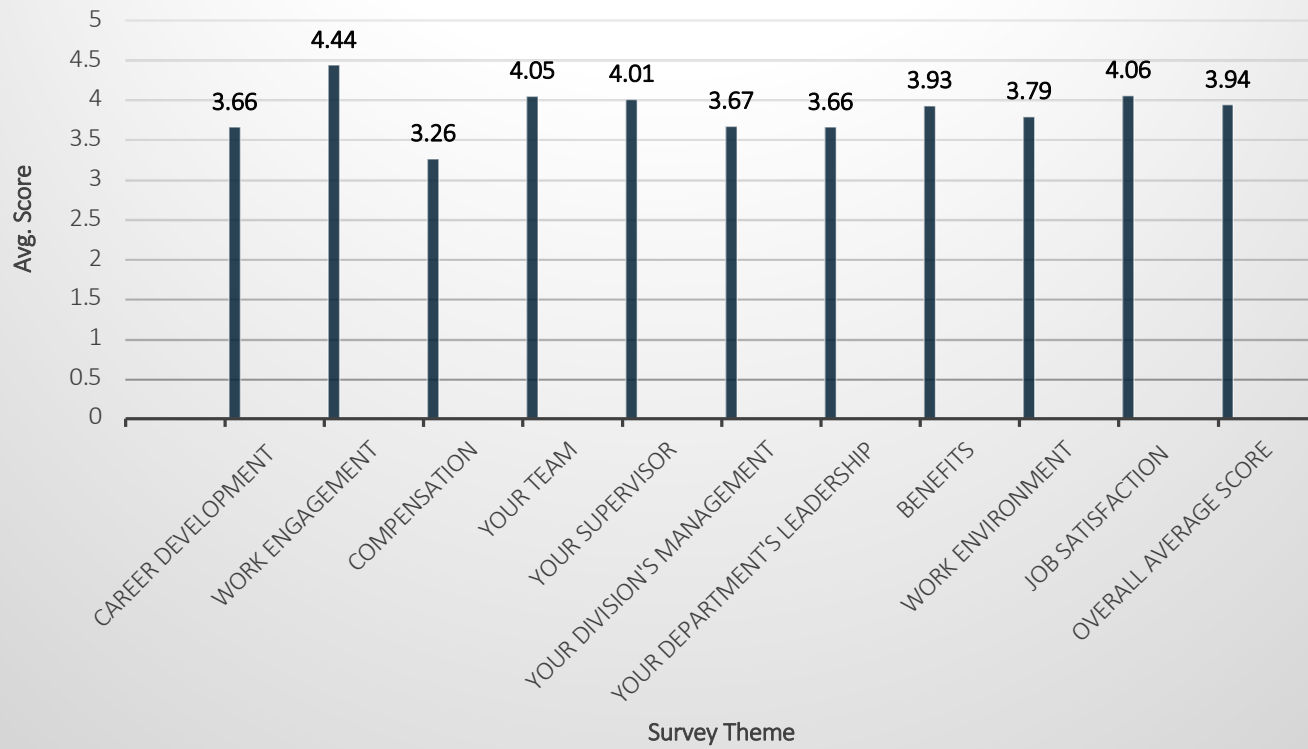
Monterey County 2019 Employee Engagement Survey

Presented by: Human Resources Department





2019 County Overall Average Engagement Scores by Theme



Highest and Lowest Survey Scores

Top Five Highest Scores from Highest to Lowest	Theme	Score	Percentage
Q17. I strive to provide good customer service to all customers/clients.	Work Engagement	4.77	95.35%
Q18. When needed, I am willing to put in the extra effort to get a job done.	Work Engagement	4.74	94.87%
Q15. I strive to meet my goals at work.	Work Engagement	4.72	94.42%
Q16. I give my best effort at work each day.	Work Engagement	4.66	93.12%
Q13. I understand my job duties and responsibilities.	Work Engagement	4.50	89.93%

Top Five Lowest Scores From Lowest to Highest	Theme	Score	Percentage
Q22. I am paid fairly for the work I do.	Compensation	3.26	65.18%
Q51. My division management has communicated a vision for the future that motivates me.	Division Management	3.45	68.92%
Q57. Communication between division management and employees is good in my department.	Division Management	3.47	69.46%
Q11. I am satisfied with the job-related training Monterey County offers.	Career Development	3.51	70.11%
Q68. Communication between department leadership and employees is good in my department.	Department Leadership	3.52	70.32%



Countywide Preliminary Comment Themes

- Work Environment Theme
 - Requesting: telecommuting, alternative work schedules and flex-time
 - Amount of work
- Compensation
- Leadership: enhance communication and leadership skills

