

**2019 December BHT Best Places to Work Questions**

**Q1**

Overall Satisfied with Employer

**Agreed**    **Disagreed**

90%    0%  
**90%**    **0%**

**Q2 Leadership and Planning**

Organization strategy,  
 Confidence in Leadership  
 Employee's wellbeing  
 Leaders live core values  
 Adequate planning  
 Follow through  
 Leaders want input

81.25%    0%  
 68.75%    0%  
 68.75%    0%  
 68.75%    0%  
 81.25%    6.25%  
 68.75%    6.25%  
 81.25%    6.25%  
**74%**    **3.00%**

**Q3 Corp Culture & Communication**

Frequent communications  
 Detailed communications  
 Understanding finances  
 Trust the organization  
 Treated like a person  
 Recognition  
 Adequate staffing levels  
 Quality is prioritized  
 Safety is prioritized  
 Spirit of cooperation  
 Culture of diversity  
 Like the people I work with  
 Employees have fun  
 Honest feedback w/o fear of negative consequences  
 Changes that affect me are communicated beforehand

62.50%    6.25%  
 62.50%    6.25%  
 75%    18.75%  
 62.50%    0%  
 86.67%    0%  
 81.25%    0%  
 62.50%    18.75%  
 81.25%    0%  
 93.75%    0%  
 87.50%    0%  
 93.75%    0%  
 93.75%    0%  
 87.50%    6.25%  
 65.25%    6.25%  
 62.50%    37.50%  
**77%**    **7%**

**Q4 Role Satisfaction**

I like the work I do  
 Given authority to make decisions  
 Job is secure  
 Deadlines are realistic  
 I'm valued  
 Shared goal  
 Reasonable balance work/personal  
 Job makes use of skills & abilities  
 Clear understanding of role  
 Role / success of organization  
 Feel I've made progress in work

93.75%    0%  
 75%    0%  
 62.50%    6.25%  
 68.75%    6.25%  
 75%    0%  
 68.75%    6.25%  
 81.25%    6.25%  
 75%    12.50%  
 56.50%    6.25%  
 81.25%    6.25%  
 93.75%    0%  
**76%**    **5%**

**Q5 Work Environment**

Physical working conditions are good  
 Adequate heat/warmth  
 Adequate noise control  
 Adequate privacy to do work

100%    0%  
 100%    0%  
 62.50%    18.75%  
 93.75%    0%

**2019 (Dec, Mar\*, Jun) Average BHT Best Places to Work**

**Q1**

Overall Satisfied with Employer

**Agreed**    **Disagreed**

80%    6%  
**79.6%**    **6.3%**

**Q2 Leadership and Planning**

Organization strategy,  
 Confidence in Leadership  
 Employee's wellbeing  
 Leaders live core values  
 Adequate planning  
 Follow through  
 Leaders want input

80%    5%  
 77%    8%  
 88%    8%  
 80%    8%  
 77%    8%  
 72%    13%  
 80%    5%  
**70.6%**    **10.0%**

**Q3 Corp Culture & Communication**

Frequent communications  
 Detailed communications  
 Understanding finances  
 Trust the organization  
 Treated like a person  
 Recognition  
 Adequate staffing levels  
 Quality is prioritized  
 Safety is prioritized  
 Spirit of cooperation  
 Culture of diversity  
 Like the people I work with  
 Employees have fun  
 Honest feedback w/o fear of negative consequences  
 Changes that affect me are communicated beforehand

77%    3%  
 77%    5%  
 73%    8%  
 82%    8%  
 88%    3%  
 83%    8%  
 78%    8%  
 83%    0%  
 90%    0%  
 82%    5%  
 82%    5%  
 85%    0%  
 93%    0%  
 77%    12%  
 73%    17%  
**76.0%**    **9.6%**

**Q4 Role Satisfaction**

I like the work I do  
 Given authority to make decisions  
 Job is secure  
 Deadlines are realistic  
 I'm valued  
 Shared goal  
 Reasonable balance work/personal  
 Job makes use of skills & abilities  
 Clear understanding of role  
 Role / success of organization  
 Feel I've made progress in work

92%    3%  
 83%    3%  
 75%    13%  
 77%    8%  
 80%    8%  
 77%    10%  
 90%    7%  
 75%    10%  
 88%    5%  
 80%    5%  
 85%    5%  
**78.0%**    **7.0%**

**Q5 Work Environment**

Physical working conditions are good  
 Adequate heat/warmth  
 Adequate noise control  
 Adequate privacy to do work

85%    5%  
 75%    5%  
 75%    22%  
 75%    15%

Feel physically safe 93.75% 0%  
**90%** **3.75%**

**Q6 Relationship with Supervisor**

Supervisor treats me fairly 81.25% 6.25%  
 supervisor treats me with respect 81.25% 6.25%  
 Supervisor handles work-related issues satisfactorily 75% 6.25%  
 Supervisor handles my personal issues satisfactorily 75% 6.25%  
 Supervisor acknowledges when I do my work well 81.25% 12.50%  
 Supervisor tells me when work needs improvement 75% 0%  
 Supervisor is open to hearing my opinion/feedback 81.25% 6.25%  
 Supervisor helps me develop to my fullest potential 68.25% 6.25%  
 I can trust what my Supervisor tells me 68.75% 6.25%  
**76%** **6.25%**

**Q7 Training Dev't & Resources**

Initial training provided 62.50% 6.25%  
 On-going training 68.75% 0%  
 tech equip and resources needed 68.75% 0%  
 Computer provided is dependable 93.75% 0%  
 Software & program apps adequate 81.25% 0%  
 Technology issues resolved timely 93.75% 0%  
 Career advancement next steps 93.75% 0%  
 Explore growth or advancement 100% 0%  
 Mentoring is provided 56.25% 12.50%  
 Room for advancement 75% 0%  
 Good work will be promoted 43.75 12.5  
 I trust good work equals promotion 75% 6.25%  
**79%** **2.2%**

**Q8 Pay and Benefits**

Pay based on performance 68.8% 6.3%  
 Overall benefits package good 100% 0%  
 PTO good 100% 0%  
 Medical benefits 100% 0%  
 Dental benefits 100% 0%  
 Vision benefits 100% 0%  
 Retirement benefits 100% 0%  
 Life insurance benefits 100% 0%  
 Disability benefits 100% 0%  
**97%** **1%**

**Q9 Overall Engagement**

Most days I look forward to going to work 93.5% 0%  
 Job provides sense of meaning /purpose 87.5% 0%  
 Proud to work for this organization 87.5% 0%  
 Environment can perform my best 75.0% 6.3%  
 Willing to give extra effort for org to succeed 100.0% 0%  
 Would recommend organizations services to a friend 93.8% 0%  
 Would recommend working here to a friend 87.5% 0%

**Survey Average 89.25% 0.89%**  
**82%** **3%**

Feel physically safe 83% 0%  
**82.0%** **7.0%**

**Q6 Relationship with Supervisor**

Supervisor treats me fairly 93% 0%  
 supervisor treats me with respect 97% 0%  
 Supervisor handles work-related issues satisfactorily 88% 5%  
 Supervisor handles my personal issues satisfactorily 88% 3%  
 Supervisor acknowledges when I do my work well 88% 3%  
 Supervisor tells me when work needs improvement 80% 8%  
 Supervisor is open to hearing my opinion/feedback 97% 0%  
 Supervisor helps me develop to my fullest potential 85% 5%  
 I can trust what my Supervisor tells me 85% 3%  
**77.4%** **6.2%**

**Q7 Training Dev't & Resources**

Initial training provided 78% 5%  
 On-going training 70% 0%  
 tech equip and resources needed 93% 0%  
 Computer provided is dependable 92% 0%  
 Software & program apps adequate 92% 0%  
 Technology issues resolved timely 85% 0%  
 Career advancement next steps 92% 0%  
 Explore growth or advancement 65% 0%  
 Mentoring is provided 75% 0%  
 Room for advancement 68% 0%  
 Good work will be promoted 72% 12%  
 I trust good work equals promotion 70% 5%  
**81.0%** **7.0%**

**Q8 Pay and Benefits**

Pay based on performance 83% 8%  
 Overall benefits package good 92% 0%  
 PTO good 97% 0%  
 Medical benefits 97% 0%  
 Dental benefits 95% 0%  
 Vision benefits 100% 0%  
 Retirement benefits 97% 0%  
 Life insurance benefits 93% 0%  
 Disability benefits 88% 0%  
**92.0%** **1.0%**

**Q9 Overall Engagement**

Most days I look forward to going to work 88% 8%  
 Job provides sense of meaning /purpose 85% 8%  
 Proud to work for this organization 80% 0%  
 Environment can perform my best 88% 5%  
 Willing to give extra effort for org to succeed 82% 0%  
 Would recommend organizations services to a friend 82% 0%  
 Would recommend working here to a friend 80% 8%

**Survey Average 87.0% 2.7%**  
**80.4%** **6.3%**