

Duluth Health Services Employee Engagement Survey Inquiries		2020	2019	2018	SFHS COMBINED AVERAGE RESPONSE		
					2020	2019	2018
	Total Number of Employee Responses	55	38	31	1,219	1,335	1,299
	Total Employees for the Calendar Year	273	231	264	3,326	3,165	3,477
	% of Employees Responding in current year	20%	16%	12%	37%	42%	37%
	% of Employees Responding in previous year	12%	12%	34%	42%	37%	44%
What do I get?	I have the materials, equipment and technology I need to do my work.	3.98	3.76	3.61	4.02	3.88	3.88
	I can manage the amount of work I am expected to do.	3.84	3.31	3.58	3.91	3.83	3.83
	I receive feedback from my immediate supervisor for doing a good job.	3.67	3.62	3.42	3.73	3.58	3.57
	I receive feedback from my co-workers for doing a good job.	3.25	3.43	3.29	3.75	3.70	3.70
	I feel my wage and benefits are comparable to similar MN locations near this facility.	3.82	2.73	3.03	3.58	3.21	3.21
	I believe the workplace is a safe place to work.	4.26	4.07	3.94	4.27	4.21	4.21
What do I give?	At work, I am motivated to do what I do best every day.	4.23	4.17	4.13	4.26	4.20	4.20
	At work, I am comfortable sharing my opinion.	3.80	3.50	3.45	3.95	3.49	3.47
	I have an opportunity to receive the training needed to do quality work.	4.02	4.39	4.32	4.19	4.24	4.25
	My attitude has a positive impact on others at work.	4.37	4.23	4.29	4.40	4.40	4.39
	I believe I influence the quality of care delivered at my workplace.	4.33	4.25	4.23	4.35	4.37	4.36
Do I belong here?	People on my team collaborate and help each other.	4.08	3.60	3.65	3.90	3.71	3.73
	I leave work feeling good about my job.	3.69	3.82	3.71	3.93	3.92	3.92
	My employer offers supportive resources to help me deal with stress and burnout.	4.15	3.47	3.29	3.77	3.49	3.46
	My work makes a difference in people's lives.	4.19	4.39	4.23	4.43	4.39	4.37
	I have someone at work who encourages and supports me.	4.02	4.09	4.06	4.09	4.10	4.10
How can we all grow?	I feel recognized and valued for my hard work and service.	3.50	3.04	3.26	3.70	3.28	3.29
	This last year, I have had opportunities at work to learn and grow.	3.54	3.53	3.61	3.83	3.77	3.78
	I know what I have to do for a promotion or career move.	3.64	3.05	3.29	3.58	3.46	3.47
	I receive appropriate training to deal with difficult situations.	3.59	3.51	3.65	3.72	3.77	3.77
	There is good collaboration between departments.	3.67	3.37	3.23	3.45	3.38	3.37
How do we communicate?	I know what is expected of me at work.	3.91	4.31	4.32	4.16	4.37	4.36
	My performance evaluations are within 30-60 days of expected.	3.42	2.94	3.29	3.51	3.47	3.46
	I am comfortable communicating with the administrator.	3.78	3.54	3.55	3.92	3.82	3.82
	My direct supervisor regularly communicates with me regarding work-related information.	3.98	3.64	3.71	4.01	3.80	3.79
General	We are living up to the mission and core values.	4.03	3.68	3.81	4.10	3.87	3.88
	I recommend this care center to others.	4.13	3.51	3.87	4.19	3.72	3.73
	I believe we have a good reputation.	4.06	3.64	3.90	4.13	3.80	3.80
	I recommend this care center as a great place to work.	2.35	3.60	4.10	3.73	3.84	3.85
	I plan to be here in three years.	83%	-	-	61%	-	-
	Average Response	3.83	3.66	3.72	3.95	3.83	3.83
	Average Response %	77%	73%	74%	79%	77%	77%

Scale 1 to 5, 5 being the highest