

2016/2017 Annual Strategic Planning Employee Survey

1. How long have you worked for Waukesha County?

2. For which department do you currently work?

3. How long have you worked in your current department?

- 0-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years

4. What level of position do you currently hold?

- Line, field, technical, clerical or administrative staff (e.g. Administrative Assistant, Deputy Sheriff, Highway or Park Maintenance Worker)
- Professional Staff (e.g. Budget Analyst, Social Worker, Information Technology Specialist)
- First Line Supervisor (e.g. Accounting Services Coordinator, Patrol Superintendent, Park Foreman), Division Manager (e.g. Building Operations Manager, Environmental Health Manager), Department Head (e.g. Director of Public Works, Director of Administration) or Elected Official

5. Evaluate the following statements.

Very High

High

Neutral

Low

Very Low

My perception or image of Waukesha County as an employer is:

6. What customer do you primarily serve?

- Internal (i.e. other Waukesha County employees)
- External (i.e. constituents of Waukesha County)
- Both

7. Please indicate the extent to which you agree with the following statements:

Strongly Agree Somewhat Agree Neither Agree
Nor Disagree Somewhat Disagree Strongly Disagree

I understand how my work and assigned goals directly contribute to the overall success of the County in meeting its key strategic priorities.

Information and knowledge are shared openly within my department.

During my annual performance evaluation with my direct supervisor, I discussed my training needs and opportunities for professional development.

I understand that I can be recognized for extra effort while demonstrating the County's Core Values.

8. How familiar are you with “LEAN”?

- Don't know what it is
- Heard of it
- Participated in it

9. When making a process improvement suggestion do you feel:

- Ignored
- Heard, but not supported
- Supported but not empowered
- Empowered to make changes

10. What is your level of interest to participate in LEAN (suggestions, quick fixes, trainings, and / or project participation)?

- Not interested
- Somewhat interested
- Very interested

11. What level of support does your immediate supervisor or manager provide for staff involvement in continuous improvement efforts such as LEAN?

- None
- Some support
- A great deal of support

12. To what degree does your immediate supervisor or manager ever ask for your opinion on how to do things better?

- Never
- Sometimes
- Frequently

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13. Please share any other ideas you have on strategic planning or other Waukesha County operations:

Done