

## Q1 Please identify the division you work for:

Answered: 148 Skipped: 0

#	RESPONSES	DATE
1	DSS	7/31/2025 4:59 PM
2	DSS	7/31/2025 4:52 PM
3	Adult Services	7/31/2025 4:50 PM
4	ECONOMIC SERVICES	7/31/2025 4:15 PM
5	MEDICAID	7/31/2025 4:15 PM
6	SOCIAL SERVICES	7/31/2025 4:15 PM
7	CPS	7/31/2025 3:40 PM
8	DSS	7/31/2025 3:08 PM
9	Assessments	7/31/2025 3:02 PM
10	Medicaid	7/31/2025 2:59 PM
11	DSS-CPS	7/31/2025 2:55 PM
12	Economic Services	7/31/2025 2:53 PM
13	DSS	7/31/2025 2:51 PM
14	Youth Services	7/31/2025 2:50 PM
15	CPS	7/31/2025 2:44 PM
16	Department of Social Services- Child Welfare	7/31/2025 2:43 PM
17	Child Protective Services	7/31/2025 2:22 PM
18	Social Services	7/31/2025 2:14 PM
19	CPS	7/31/2025 2:03 PM
20	CPS - Assessments	7/31/2025 1:39 PM
21	DSS	7/31/2025 1:27 PM
22	DSS	7/31/2025 1:13 PM
23	social services	7/31/2025 1:09 PM
24	ES	7/31/2025 12:58 PM
25	DSS	7/31/2025 12:56 PM
26	CORE SERVICES	7/31/2025 12:50 PM
27	Permanency Planning	7/31/2025 12:45 PM
28	DSS	7/31/2025 12:37 PM
29	ES/DSS	7/31/2025 12:35 PM
30	Child protection services	7/31/2025 12:33 PM
31	FOOD AND NUTRITION	7/31/2025 12:32 PM
32	F&C MEDICAID	7/31/2025 12:27 PM
33	Medicaid	7/31/2025 12:23 PM

## Departmental Culture Survey - Social Services

34	DEPARTMENT OF SOCIAL SERVICES	7/31/2025 12:21 PM
35	Child Protective Services	7/31/2025 12:15 PM
36	Economic Services	7/25/2025 11:10 AM
37	Economic Services	7/23/2025 1:39 PM
38	Economic Services	7/23/2025 1:29 PM
39	FNS SOCIAL SERVICES	7/23/2025 8:46 AM
40	DSS	7/21/2025 4:16 PM
41	DSS	7/21/2025 3:46 PM
42	CHS	7/21/2025 10:15 AM
43	CPS	7/18/2025 4:33 PM
44	Onslow County DSS	7/18/2025 1:03 PM
45	social services CPS child welfare	7/18/2025 8:18 AM
46	DSS	7/17/2025 5:44 PM
47	ECONOMIC SERVICES	7/17/2025 4:40 PM
48	DSS - Economic Services	7/17/2025 3:58 PM
49	DSS	7/17/2025 1:58 PM
50	Youth Services	7/17/2025 12:12 PM
51	CPS	7/17/2025 12:04 PM
52	FNS	7/17/2025 11:58 AM
53	Child Protective Services	7/17/2025 9:49 AM
54	DSS	7/17/2025 9:25 AM
55	CPS	7/17/2025 8:33 AM
56	MEDICAID	7/17/2025 8:19 AM
57	DSS	7/17/2025 7:19 AM
58	Child Protective Services	7/16/2025 5:11 PM
59	Social Services	7/16/2025 5:04 PM
60	public information	7/16/2025 5:03 PM
61	Child Welfare	7/16/2025 4:51 PM
62	F&C Medicaid	7/16/2025 4:49 PM
63	DSS - FOOD & NUTRITION	7/16/2025 4:39 PM
64	F&C Medicaid	7/16/2025 4:12 PM
65	Economic Services	7/16/2025 4:11 PM
66	Economic Services	7/16/2025 4:08 PM
67	CHS - ECONOMIC SERVICES	7/16/2025 4:05 PM
68	DEPARTMENT OF SOCIAL SERVICES	7/16/2025 4:04 PM
69	DSS	7/16/2025 4:03 PM
70	DSS	7/16/2025 4:02 PM
71	MEDICAID	7/16/2025 2:42 PM

Departmental Culture Survey - Social Services

72	dss	7/16/2025 1:47 PM
73	DSS	7/16/2025 1:45 PM
74	ECONOMIC SERVICES - FNS/ENERGY	7/16/2025 11:10 AM
75	Child Welfare	7/16/2025 10:34 AM
76	Economic Services	7/16/2025 8:35 AM
77	Permanency Planning	7/15/2025 3:52 PM
78	Social Services - Medicaid	7/15/2025 3:18 PM
79	DSS	7/15/2025 2:24 PM
80	chs	7/15/2025 12:06 PM
81	dss fns	7/15/2025 9:50 AM
82	Income Maintenance Caseworker (Medicaid)	7/15/2025 8:41 AM
83	Cps	7/15/2025 3:53 AM
84	Permanency planning	7/14/2025 9:30 PM
85	Child Welfare	7/14/2025 6:48 PM
86	DSS	7/14/2025 4:28 PM
87	DSS Economic Services	7/14/2025 4:27 PM
88	Youth Services	7/14/2025 12:40 PM
89	DSS	7/14/2025 12:03 PM
90	CPS	7/14/2025 9:33 AM
91	dss	7/14/2025 9:14 AM
92	Economic Services	7/14/2025 9:03 AM
93	DSS	7/14/2025 8:08 AM
94	ECONOMIC SERVICES	7/14/2025 7:05 AM
95	Medicaid	7/14/2025 6:59 AM
96	DSS	7/12/2025 6:10 AM
97	DSS	7/11/2025 4:14 PM
98	ECONOMIC SERVICES	7/11/2025 4:08 PM
99	FNS / ENERGY	7/11/2025 4:01 PM
100	PI	7/11/2025 3:29 PM
101	DSS	7/11/2025 2:55 PM
102	DSS	7/11/2025 2:48 PM
103	Administration	7/11/2025 2:44 PM
104	CPS	7/11/2025 1:49 PM
105	Department of Social Services	7/11/2025 1:17 PM
106	CPS	7/11/2025 12:27 PM
107	Youth Services	7/11/2025 12:04 PM
108	Economic Services	7/11/2025 11:49 AM
109	DSS	7/11/2025 11:42 AM

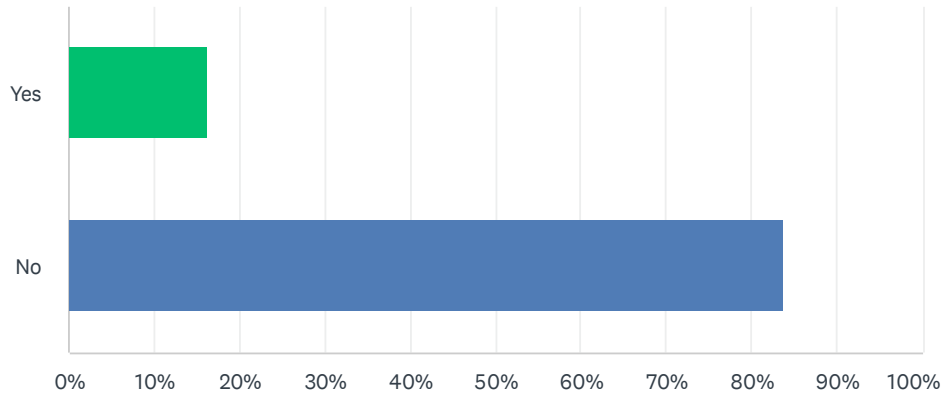
## Departmental Culture Survey - Social Services

110	ECONOMIC SERVICES	7/11/2025 11:40 AM
111	Onslow County DSS	7/11/2025 11:36 AM
112	Child Protection Services	7/11/2025 11:35 AM
113	Economic Services	7/11/2025 11:01 AM
114	Child Welfare	7/11/2025 11:00 AM
115	Permanency Planning	7/11/2025 10:50 AM
116	FNS	7/11/2025 10:49 AM
117	FNS	7/11/2025 10:47 AM
118	DSS	7/11/2025 10:46 AM
119	Social Services - 5310 - Core Services	7/11/2025 10:45 AM
120	Youth Services	7/11/2025 10:32 AM
121	Economic Services - DSS	7/11/2025 10:26 AM
122	Adult Services-APS	7/11/2025 10:25 AM
123	DSS	7/11/2025 10:21 AM
124	APS	7/11/2025 10:20 AM
125	Social Services	7/11/2025 10:19 AM
126	CPS	7/11/2025 10:17 AM
127	Medicaid	7/11/2025 10:10 AM
128	FNS	7/11/2025 10:07 AM
129	Adult Protective Services	7/11/2025 10:05 AM
130	DSS Economic Services IMC	7/11/2025 10:04 AM
131	Youth Services	7/11/2025 10:04 AM
132	DSS - CPS	7/11/2025 10:04 AM
133	DSS	7/11/2025 10:03 AM
134	Assessments CPS	7/11/2025 9:55 AM
135	DSS	7/11/2025 9:55 AM
136	Food Stamps/Energy	7/11/2025 9:54 AM
137	Medicaid	7/11/2025 9:51 AM
138	Economic Services	7/11/2025 9:51 AM
139	Economic Services	7/11/2025 9:46 AM
140	FNS ECONOMIC SERVICES	7/11/2025 9:43 AM
141	CPS	7/11/2025 9:43 AM
142	Adult Protective Services	7/11/2025 9:43 AM
143	Youth Services	7/11/2025 9:39 AM
144	DSS	7/11/2025 9:38 AM
145	DSS	7/11/2025 9:35 AM
146	ECONOMIC SERVICES-DSS	7/11/2025 9:33 AM
147	Social Services	7/11/2025 9:33 AM



## Q2 Are you a supervisor?

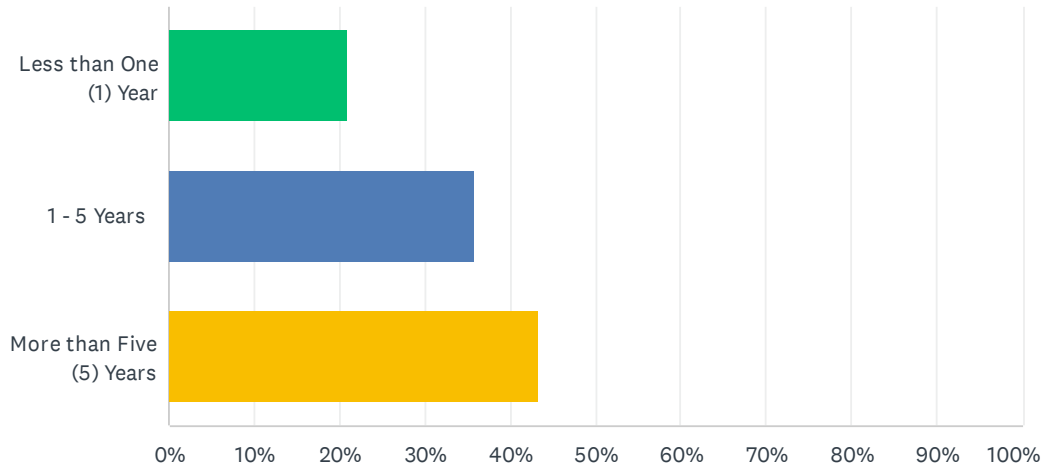
Answered: 148 Skipped: 0



ANSWER CHOICES		RESPONSES
Yes		16.22% 24
No		83.78% 124
TOTAL		148

### Q3 How long have you worked for the County?

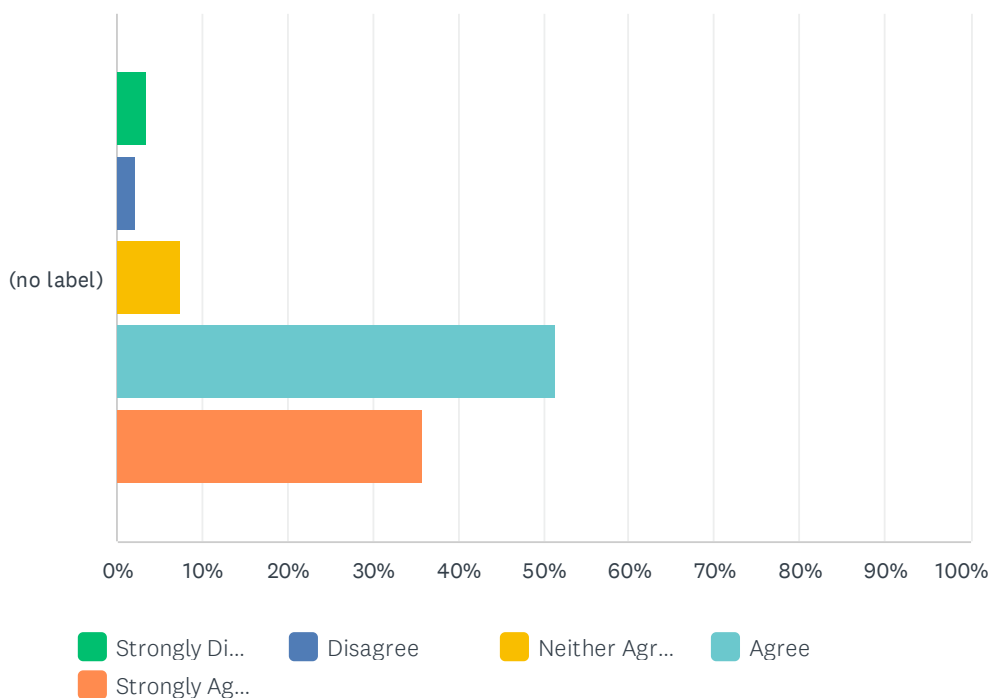
Answered: 148 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than One (1) Year	20.95%	31
1 - 5 Years	35.81%	53
More than Five (5) Years	43.24%	64
TOTAL		148

## Q4 I know what is expected of me in my position

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	3.38%	2.03%	7.43%	51.35%	35.81%	148	4.14
	5	3	11	76	53		

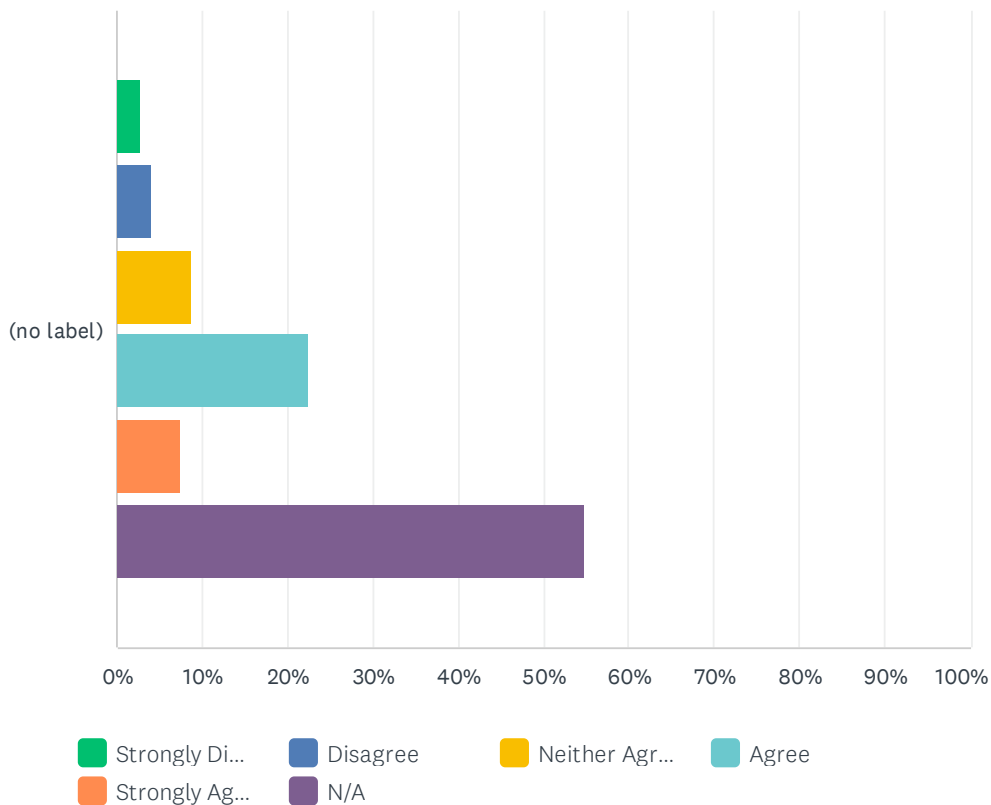
#	COMMENT BOX	DATE
1	With all the changes I really question it now	7/31/2025 2:14 PM
2	Greater consistency and clearer communication [redacted] would be appreciated, especially when new information or policies are introduced. Not just refer to POLICY as this is not always clear.	7/31/2025 12:23 PM
3	Expectations are made known	7/16/2025 4:49 PM
4	Too many changes all at once lately, so can not say I strongly agree at this time. Every time I seem to get a handle on what's expected we find out "oh, do it this way instead"	7/16/2025 4:12 PM
5	FOR THE MOST PART I HAVE A GOOD UNDERSTANDING OF WHAT IS EXPECTED OF ME.	7/16/2025 2:42 PM
6	I know what I do and I know how to do it, [redacted] likes dropping duties on people that she doesn't want to do.	7/16/2025 1:47 PM
7	The expectations can however sometimes be unrealistic.	7/16/2025 10:34 AM
8	I know what is currently expected of everyone [redacted]. [redacted] we are aware that at any time, we may be asked to take on addition work to help the team at-large. We enjoy this aspect of the job, as long as our help is appreciated and have asked for additional things that we can do to help when we have additional time for it.	7/15/2025 3:18 PM
9	[redacted] is great about performing check-ins with our unit	7/15/2025 12:06 PM

## Departmental Culture Survey - Social Services

10	To and extent I feel like what [REDACTED] are allowed to do and aren't allowed to do changes.	7/15/2025 3:53 AM
11	I AM EXPECTED TO DO THE WORK OF 10 PEOPLE, AND CLEAN UP BAD CASE WORK FROM OTHERS.	7/14/2025 7:05 AM
12	I feel like I know the basic expectations, but it changes with [REDACTED] and day.	7/14/2025 6:59 AM
13	The role I am in is still developing and sometimes I feel like I don't know what I'm supposed to be doing.	7/11/2025 10:26 AM
14	I receive great feedback on what I need to do and how to perform my tasks and better my performance as an employee.	7/11/2025 10:25 AM
15	My job requirements almost feel like they change monthly, sometimes daily and it is always at a drop of the hat.	7/11/2025 10:20 AM
16	Most days but that's because I have been [REDACTED]. Other times when I know previous supervisors have done certain things and I ask my current one to do it and I get told I need to do it it's not [REDACTED] job it does confuse me on some days.	7/11/2025 10:03 AM
17	Sometimes	7/11/2025 9:32 AM

# Q5 If hired within the last 2 years, I was provided training to prepare me to do my job

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	2.70%	4.05%	8.78%	22.30%	7.43%	54.73%	148	3.61
	4	6	13	33	11	81		

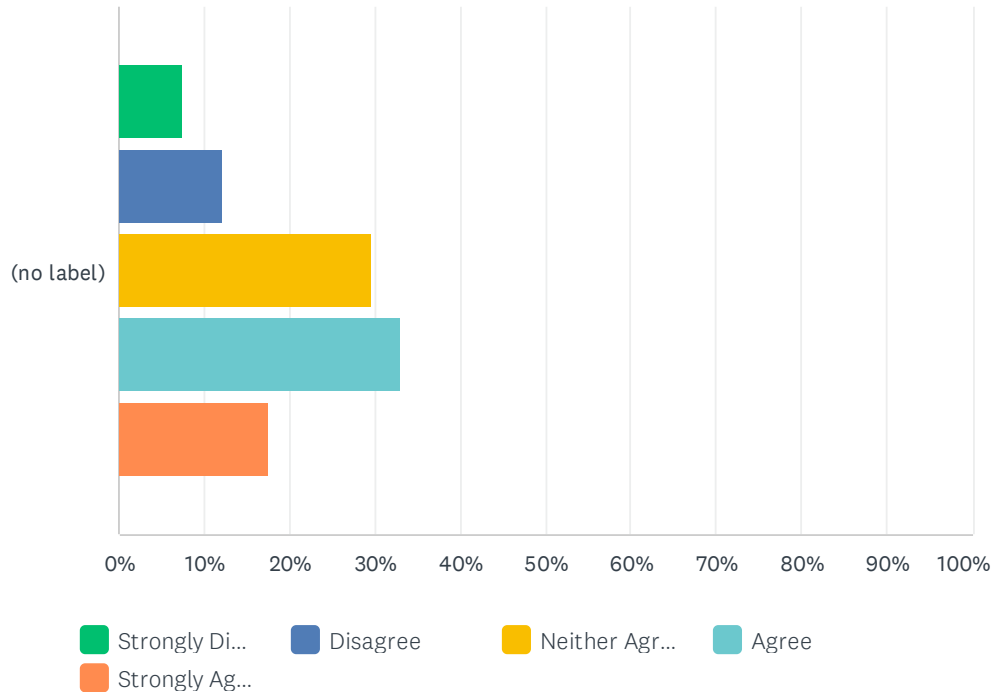
#	COMMENT BOX	DATE
1	[REDACTED]	7/31/2025 2:53 PM
2	[REDACTED] but trainers are high recommended because a lot time workers are on their own with minimal guidance	7/31/2025 2:14 PM
3	improvements have since been made which are great.	7/31/2025 12:32 PM
4	I WAS IN FACT PROVIDED TRAINING FOR MY POSITION. HOWEVER, THE TRAINING IS BARE MINIMUM AND DOESN'T ACCOUNT FOR THE FULL RESPONSIBILITY OF MY POSITION. I HAVE PROVIDED FEEDBACK AND RECOMMENDATIONS TO MY SUPERVISOR FOR BETTER TRAINING.	7/31/2025 12:21 PM
5	[REDACTED] but I was hired [REDACTED] in another [REDACTED] and I was failed. I wasn't properly trained to be effective in that position. Please change that narrative and provide proper training so individuals can be effective so they are able to help families in the community.	7/16/2025 5:11 PM
6	I did receive training; however, I think there are a lot of opportunities in that department to make changes and have it be more beneficial to all new people coming in.	7/16/2025 4:49 PM

## Departmental Culture Survey - Social Services

7	Again, kind of both disagree & agree. The first part of my time here was very well trained. The next "phase" of my job, not so much. It has been more learn as I go and figure out on my own.	7/16/2025 4:12 PM
8	I WAS PROVIDED TRAINING THOUGH IT SEEMED VERY POLICY FOCUSED. I WOULD HAVE LIKED TO HAVE MORE ONE ON ONE WITH ACTUAL CASES. THE TRAINING WAS FAR REMOVED FROM THE PRACTICALITY OF THE CASES WE ENCOUNTER.	7/16/2025 2:42 PM
9	Preservice did not prepare me to do the job. Shadowing was the best thing to learn on the job. Having a mentor there for questions for on-the-job learning has been the best help there is.	7/15/2025 3:52 PM
10	I have been at my current position [REDACTED] [REDACTED] [REDACTED] after being at the previous position within the department for one year..	7/15/2025 3:18 PM
11	I was given the opportunity to shadow someone in my position and the. Was handed my first case solo by day 3.	7/15/2025 3:53 AM
12	This job requires you have the basic knowledge of management and policy. I did have this. Learning the job is truly on the job training. Which I have with [REDACTED]	7/14/2025 6:48 PM
13	TRAINING BY THE [REDACTED] IS STRONGLY LACKING, AS THE TRAINERS WERE NEVER TRAINED TO DO THE JOBS THEY ARE TRAINING NEW HIRES FOR.	7/14/2025 7:05 AM
14	The training weeks themselves were not helpful. The one on one training received after the fact was helpful, but the ongoing training or lack thereof shows. Not consistent with policy changes so you are left to guess what to do in a lot of situations.	7/14/2025 6:59 AM
15	I did feel better prepared when we had dedicated trainers for all programs.	7/11/2025 3:29 PM
16	I was initially trained by a [REDACTED] who had been with the organization for approximately six weeks. While they made a sincere effort and did their best, I believe certain aspects of the training were limited due to their short time in the role. Additionally, I observed that more experienced team members in the same position did not take an active role in supporting or supplementing the training process, which may have further impacted the depth and effectiveness of my [REDACTED] experience.	7/11/2025 10:50 AM
17	BY A TEAM MEMBER	7/11/2025 10:46 AM
18	There was very too little training for when I started and the training I did receive had nothing to do with the job I am doing.	7/11/2025 10:20 AM
19	I was prepared, but there was not enough hands on training.	7/11/2025 10:10 AM

## Q6 I am provided opportunities for growth and development to keep me proficient and informed of how to do my job most efficiently

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	7.43% 11	12.16% 18	29.73% 44	33.11% 49	17.57% 26	148	3.41

#	COMMENT BOX:	DATE
1	While provided with the opportunities, sometimes the demands of day to day tasks prevent me from getting as much as I would like	7/31/2025 3:08 PM
2	I don't have the opportunity to grow.	7/31/2025 12:45 PM
3	I completed a degree relevant to my position and was not compensated for doing so	7/31/2025 12:15 PM
4	Previously, we received external training for leadership development, which was beneficial to our growth [REDACTED]. While county-provided training has been helpful in understanding county-wide policies and practices, it often does not extend beyond that level, as each department tends to operate differently.	7/23/2025 1:39 PM
5	No training, new units created lack vision and objectives	7/17/2025 3:58 PM
6	There are many opportunities for growth and development however before you can apply you have to be either [REDACTED]. There are many employees here with great experience in managing/leading teams and when a position opens up they advise you that you can apply but then you never hear any type of feedback until they announce who they are hiring. It would be nice to understand why you were not chosen for an interview or what they see or don't see that could be improved on to help you get to the next step.	7/16/2025 4:49 PM
7	I AM MOVING INTO A NEW AREA OF [REDACTED], SO I DEFINITELY SEE IT AS AN OPPORTUNITY FOR DEVELOPMENT IN TERMS OF KNOWLEDGE BASE. I DON'T	7/16/2025 2:42 PM

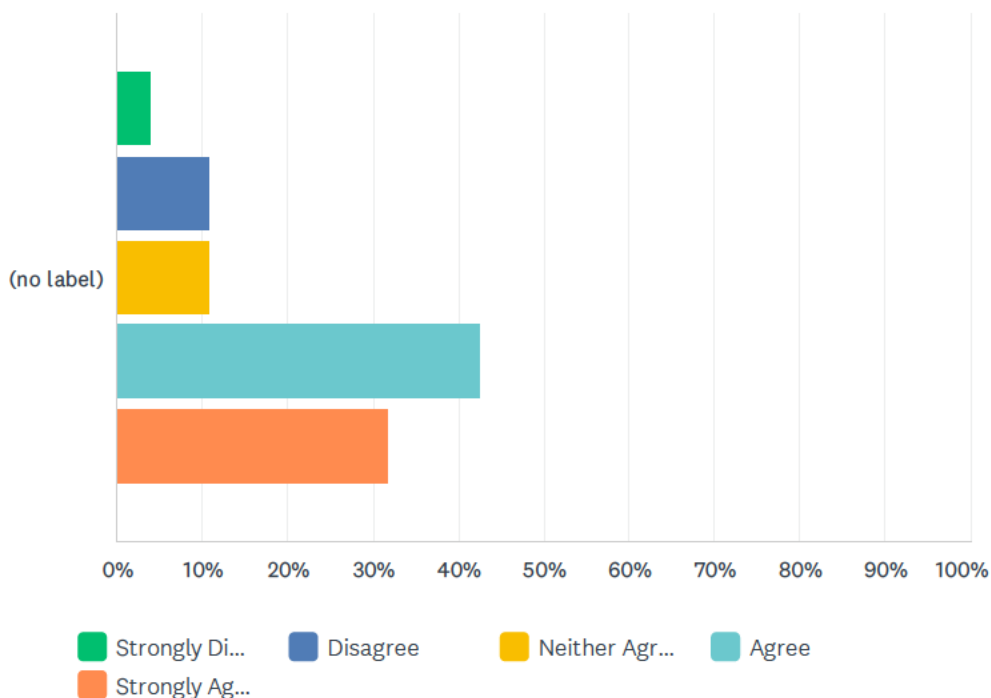
## Departmental Culture Survey - Social Services

KNOW IF I SEE LOTS OF OPPORTUNITY FOR GROWTH AS OF NOW.

8	I FEEL STAFF WHO HAS BEEN HERE 2+ YEARS COULD USE REFRESHER TRAININGS IN PROCEDURE TO ENSURE EVERYONE IS BEING TRAINED THE SAME ACROSS THE BOARD. NEW STAFF COMING IN ARE TAUGHT THINGS DIFFERENTLY THAN SOME [REDACTED] [REDACTED] AND IT CAN BE CONFUSING FOR BOTH PARTIES.	7/16/2025 11:10 AM
9	I am given instruction on how to best do my job and feedback to improve processes is generally well-received. I am not aware of any potential progress at my position because there is a very static nature. For instance, [REDACTED] and myself have discusses supervisory roles [REDACTED] multiple times but we have no idea how that would actually happen. Any supervisory job openings, we are not qualified for but there is no direct way to learn to become qualified. We are stuck on a proverbial hamster wheel unsure if there even is a glass ceiling.	7/15/2025 3:18 PM
10	[REDACTED] has requested for our unit to be allotted time for trainings.	7/15/2025 12:06 PM
11	No room for growth with out degree or SW title. Training are provided but we can't attend	7/15/2025 3:53 AM
12	I would like to attend state training but the pace of my positions has not afforded me too. We are made to attended mandatory trainings but the others that I would like to have do not take priority over what the day to day is in the office.	7/14/2025 6:48 PM
13	Need more in person or job related trainings for social services for DSS	7/11/2025 2:55 PM
14	[REDACTED], quarterly training was provided by an outside consultant. These trainings were not only beneficial [REDACTED] but also allowed for a safe environment to discuss shared issues amongst [REDACTED]. Once this contract was ended, only one single session of a development training was conducted [REDACTED] and human resources has provided very abbreviated sessions regarding [REDACTED]. These trainings do not dig into actual leadership development or provide a similar environment for [REDACTED] to connect without [REDACTED] in the room.	7/11/2025 11:01 AM
15	Recently, I have felt more supported than before, especially with all the recent changes. I currently have a [REDACTED] which has contributed positively during this transition.	7/11/2025 11:00 AM
16	I agree if you look at it through the lens of every new job I am told to do is a way for growth and development to keep me proficient and informed.	7/11/2025 10:20 AM
17	We are required to do trainings and review policy frequently. But, we don't like to follow policy always and make up our own rules. It makes policy review frustrating. Additionally, we often are told to do things that go against policy which makes things uncomfortable as our name is being signed to the documents.	7/11/2025 10:04 AM
18	It's hard when I feel [REDACTED] is always upset	7/11/2025 10:03 AM

## Q7 I have regular meetings with my supervisor

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.05%	10.81%	10.81%	42.57%	31.76%	148	3.87
	6	16	16	63	47		

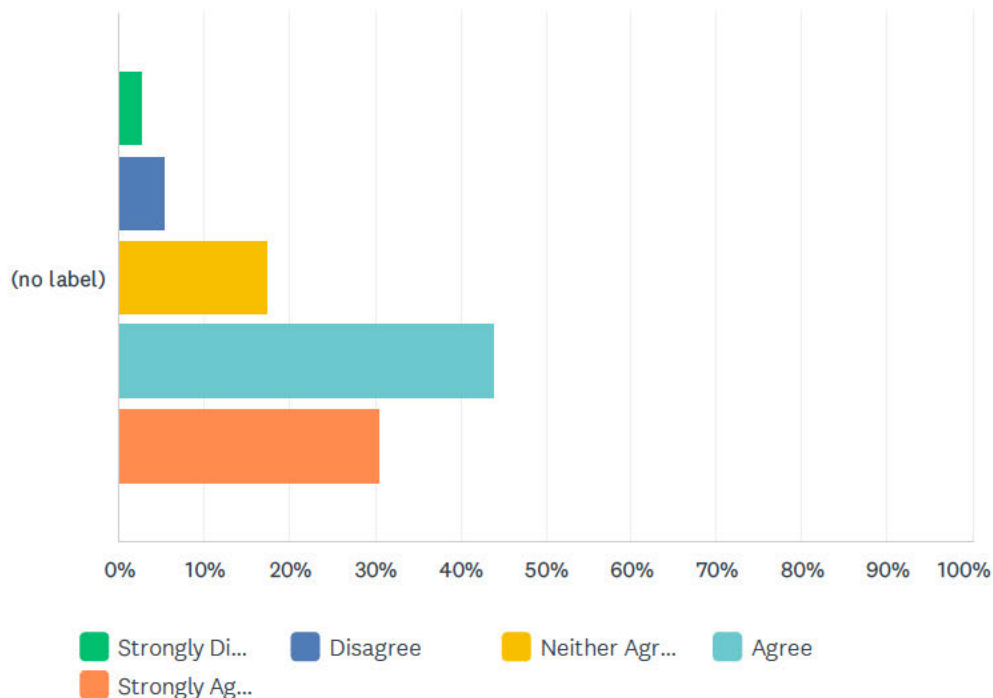
#	COMMENT BOX:	DATE
1	Due to all the changes, [REDACTED] has had limited time for the unit. [REDACTED] are so busy doing administrative duties and attend meeting you barely see them.	7/31/2025 2:14 PM
2	I feel like I can go to [REDACTED] for questions or concerns whenever needed.	7/31/2025 12:35 PM
3	1x a month, [REDACTED] checks on me often.	7/31/2025 12:32 PM
4	No issues here.	7/31/2025 12:23 PM
5	I AM NOT MADE AWARE OF WHEN [REDACTED] IS OUT OF THE OFFICE. I DO NOT HAVE CONSTANT CONTACT WITH [REDACTED] EITHER. WE ARE SUPPOSED TO BE DOING BIWEEKLY CHECK INS AND MY LAST CHECK IN WAS ON 06/17/2025.	7/31/2025 12:21 PM
6	I am [REDACTED] I have noticed positive changes	7/17/2025 3:58 PM
7	I have had monthly meetings with my manager	7/16/2025 4:49 PM
8	MEETINGS ARE SCHEDULED BUT MOST OF THE TIME THEY ARE NOT COMPLETED.	7/16/2025 4:04 PM
9	SINCE MOVING FROM STAGE TO STAGE DURING THE INTAKE PROCESS THERE WAS REGULAR MEETINGS.	7/16/2025 2:42 PM
10	Supervisor schedules meetings but really only wants to gossip and pat [REDACTED] on the back.	7/16/2025 1:47 PM
11	DEDICATED MONTHLY INDIVIDUAL CHECK-INS, MONTHLY UNIT MEETINGS, AND MY SUPERVISOR IS AVAILABLE DAILY AS NEEDED FOR SUPPORT.	7/16/2025 11:10 AM

## Departmental Culture Survey - Social Services

12	Zero complaints but because of [REDACTED] on, we never have team meetings unless something has gone wrong and processes need to be changed. This does allow us to complete the work that we are given in a more timely manner and if we want to reach out to [REDACTED] the door is always open.	7/15/2025 3:18 PM
13	Although we have our [REDACTED] [REDACTED] has an open door policy. I feel as though I can talk with [REDACTED] about needs, concerns and successes.	7/14/2025 6:48 PM
14	We meet at lease monthly and any other time that I feel I need to discuss issues or [REDACTED]	7/11/2025 3:29 PM
15	[REDACTED] always makes [REDACTED] available for assistance.	7/11/2025 11:00 AM
16	We meet when it is needed.	7/11/2025 10:20 AM
17	[REDACTED] speaks to us like we are children. The tone is always dismissive and makes me and others feel unvalued.	7/11/2025 10:04 AM
18	I have a monthly check-in with [REDACTED] and I am always welcome to stop by or message [REDACTED] anytime.	7/11/2025 9:54 AM
19	And anytime I need to have a second option and need guidance	7/11/2025 9:51 AM

## Q8 I receive constructive feedback from my supervisor

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE OR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	2.70%	5.41%	17.57%	43.92%	30.41%	148	3.94
	4	8	26	65	45		

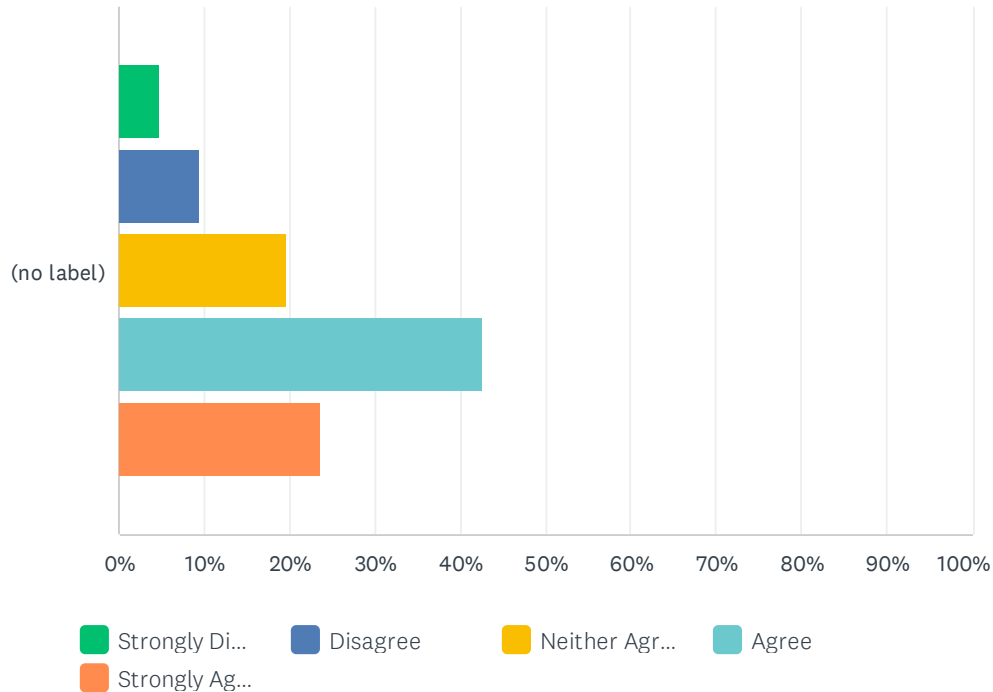
#	COMMENT BOX:	DATE
1	I really haven't [redacted] due to all the changes. [redacted] basis and majority of the time we are walking and talking because [redacted] is on her way to a meeting.	7/31/2025 2:14 PM
2	I feel I try very hard to exceed expectations but never feel like I'm doing good enough based on the feedback I receive.	7/31/2025 1:27 PM
3	[redacted] so I cannot state in that standpoint, but when [redacted] [redacted] always was willing to help. And [redacted] has done so this short time as [redacted] as well.	7/31/2025 12:23 PM
4	In the short time [redacted] has shown interest and has been checking work / reports often	7/17/2025 3:58 PM
5	I was [redacted], it felt like my manager didn't really know much of how things were going except what was told to them [redacted] [redacted] but they hadn't seen my work or see how I work.	7/16/2025 4:49 PM
6	SOME OF THE PROCESS SEEMS A BIT BOILER PLATE, THOUGH THERE IS ALWAYS ROOM TO SHARE OUR THOUGHTS. I THINK THE ONLY PART THAT I DON'T ALWAYS FEEL CONFIDENT ABOUT IS HOW OUR WORK IS RATED, BECAUSE THERE IS NOTHING THAT WE CAN REVIEW OR SEE IN HOW THE INFORMATION USED IS BEING CALCULATED.	7/16/2025 2:42 PM
7	Supervisor prefers to belittle people.	7/16/2025 1:47 PM
8	I have gone through [redacted] already, but all have been good in their own ways.	7/15/2025 3:52 PM

## Departmental Culture Survey - Social Services

9	██████████ IS THE BEST SUPERVISOR I HAVE EVER HAD	7/11/2025 4:01 PM
10	██████████ is very good at providing feedback whether positive or negative. They frequently make a point to provide positive feedback.	7/11/2025 3:29 PM
11	Since the recent changes, I have ██████████ who has been more supportive and provides helpful feedback when needed.	7/11/2025 11:00 AM
12	██████████ and I have a very open and professional two-way conversations. I feel very heard when I go to ██████████	7/11/2025 10:20 AM
13	The feedback is not generally provided until something is wrong.	7/11/2025 10:04 AM
14	Sometimes ██████████ doesn't know how to handle their own emotions and takes it out on ██████████. Its always a gamble on what we get each day. ██████████ is very supportive of us as a human being which is incredible. Just wish there was some balance between that and our professional roles.	7/11/2025 10:04 AM
15	I feel ██████ is always upset with me and when I try to ask ██████ about it ██████ gets more upset. Very hard knowing day to day how the day will go based on how ██████ is feeling	7/11/2025 10:03 AM

## Q9 I feel encouraged to be creative and find solutions to challenges (ie problem solver)

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE OR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.73%	9.46%	19.59%	42.57%	23.65%	148	3.71
	7	14	29	63	35		

#	COMMENT BOX:	DATE
1	I feel the culture [REDACTED] is "do what you're told" and is not interested in feedback or input from the people doing the job. And views those who voice an opinion as a challenge to authority rather than giving consideration to the input.	7/31/2025 1:27 PM
2	Many of us have offered solutions and provided feedback based on our perspectives, but it is rarely acknowledged or addressed.	7/31/2025 12:23 PM
3	I'VE ALWAYS BEEN THE TYPE OF PERSON TO SOLVE THINGS ON MY OWN. I AM NOT A PROBLEM SOVLER BY MEANS OF ENCOURAGEMENT FROM ANYONE IN MY UNIT. AS I PREVIOUSLY STATED, THE TRAINING I RECEIVED WAS NOT UP TO PAR AND I HAVE DONE THE MOST THAT I CAN TO BETTER SUIT THE NEEDS THAT MY POSITION REQUIRES.	7/31/2025 12:21 PM
4	We are invited to give feedback but always [REDACTED] already know what they are going to set in place, waste of time, seems like an illusion of being taken into consideration	7/17/2025 3:58 PM
5	To a certain extent.	7/16/2025 4:49 PM
6	The few times I have brought up ideas or suggestions, there has been no follow up feedback, so do not feel encouraged to bring up more ideas.	7/16/2025 4:12 PM
7	THERE IS ALWAYS A SENSE OF ENCOURAGEMENT DURING THE ONE-ON-ONE MEETINGS.	7/16/2025 2:42 PM

## Departmental Culture Survey - Social Services

8	We are encouraged to find solutions to challenges as long as we aren't overstepping what we consider to be the boundaries of our position.	7/15/2025 3:18 PM
9	I have provided solutions to problems then get told to find solutions for the solution then it dead ends	7/15/2025 3:53 AM
10	My supervisor is open to any ideas and any changes that will help the unit.	7/11/2025 3:29 PM
11	I do feel encouraged and comfortable making decisions and coming up with solutions on my own before bringing them to [REDACTED]	7/11/2025 11:00 AM
12	[REDACTED] is always willing to listen to my ideas and encourages me to problem solve how I think will be most effective.	7/11/2025 10:20 AM
13	No, no encouragement here. Negative is what we have here and it's not a good feeling when I loved my job at a time.	7/11/2025 10:03 AM



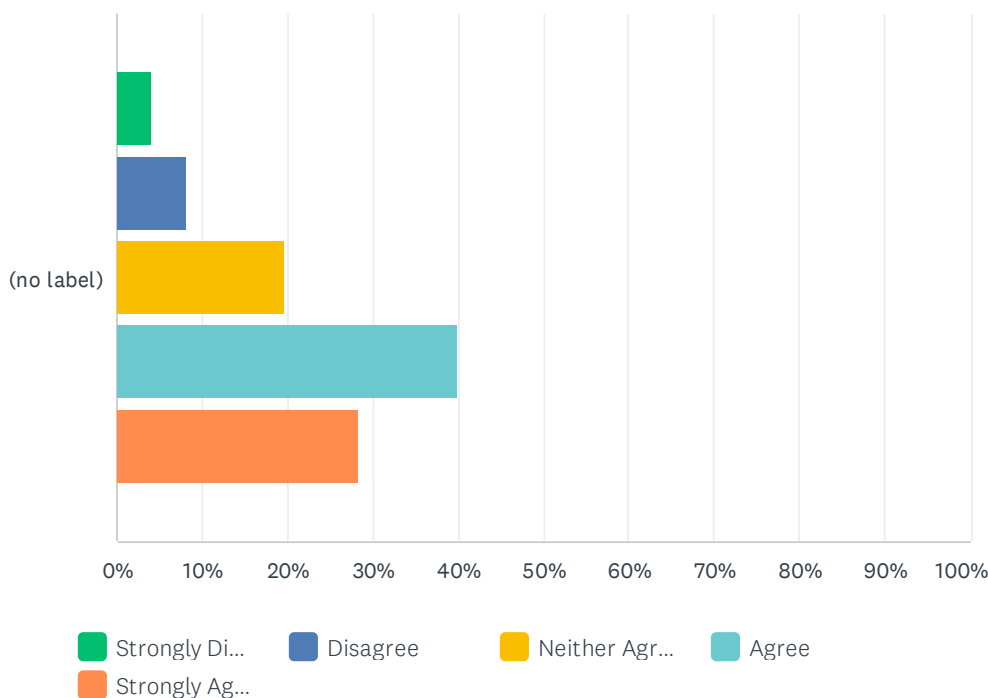
## Departmental Culture Survey - Social Services

getting through to [REDACTED] because their anxiety, trust issues or inability to communicate may prevent them from explaining what they need to generic customer services representatives.

8	[REDACTED] IS VERY COMPLIMENTARY	7/14/2025 7:05 AM
9	Very much so.	7/11/2025 3:29 PM
10	[REDACTED] has an awesome way of making you feel like you are wanted, needed and valued within the unit.	7/11/2025 1:17 PM
11	I feel like [REDACTED] sees my strengths because [REDACTED] does make me feel valued	7/11/2025 11:00 AM
12	I have a very good working relationship with [REDACTED]; they are the reason I have not found a new position.	7/11/2025 10:20 AM
13	At the beginning I would say yes. Now it's a definite no. I am told things are not [REDACTED], I need to do it and then when things get messed up [REDACTED] upset with me for trying. At this point I am not sure what to do. When we talk [REDACTED] slams [REDACTED] door, so I sit and be quiet, so I don't get in trouble. I almost feel like I am back at school.	7/11/2025 10:03 AM
14	Not only by [REDACTED] but [REDACTED] I sincerely [REDACTED] [REDACTED] are the most incredible people.	7/11/2025 9:54 AM

## Q11 I feel supported and connected to my supervisor

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.05%	8.11%	19.59%	39.86%	28.38%	148	3.80
	6	12	29	59	42		

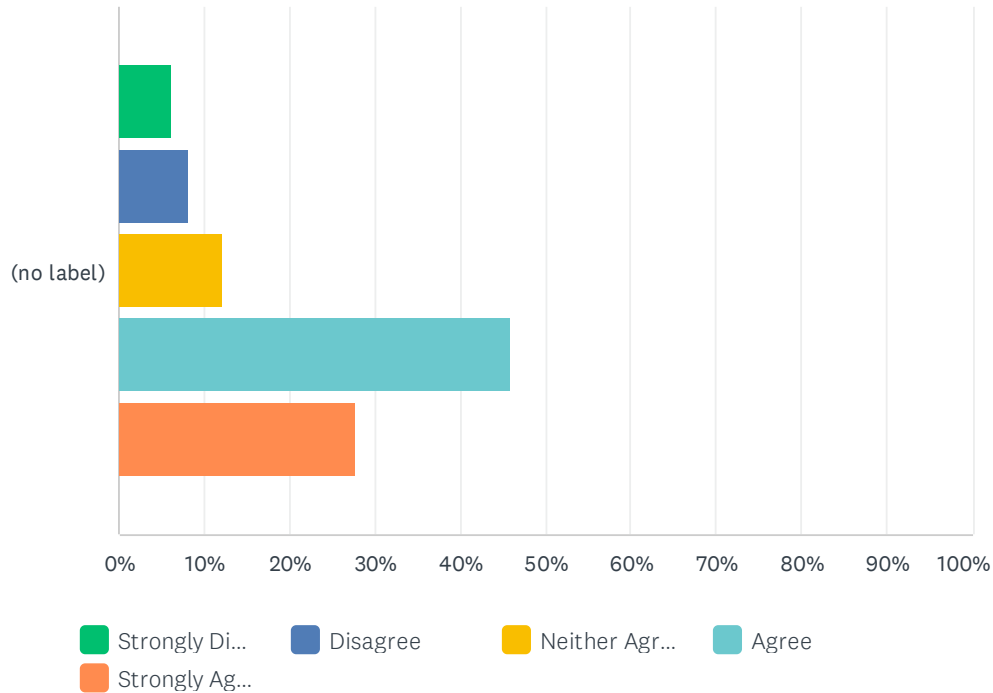
#	COMMENT BOX:	DATE
1	Sometimes	7/31/2025 3:08 PM
2	I DO FEEL SUPPORTED. I DO NOT FEEL CONNECTED.	7/31/2025 12:21 PM
3	DEPENDS ON THE DAY	7/21/2025 4:16 PM
4	██████████ noticed improvement	7/17/2025 3:58 PM
5	When I meet with ██████████ I feel heard and understood; however, when meeting ██████████ there is no support.	7/16/2025 4:51 PM
6	I would appreciate more feedback and more interaction, something as small as just walking around interacting with us. This allows them to get to know us better, us to know them and for them to see how we are handling everything and assist with any issues/problems or questions that we may have.	7/16/2025 4:49 PM
7	██████████ is very open and encourages us to reach out if we have any questions or concerns. Before ██████████ splintered off, we had a slightly better relationship. This is not due to ██████████ caring less as much as it is due to the roles of ██████████ not necessarily needing a tremendous amount of oversight [until we do.]	7/15/2025 3:18 PM
8	Absolutely.	7/11/2025 1:17 PM
9	I feel that ██████████ recognizes my strengths, as ██████████ consistently makes me feel valued and appreciated.	7/11/2025 11:00 AM

## Departmental Culture Survey - Social Services

10	Sometimes yes but also no. It depends on what the subject matter is and if they deem it a worthy cause to support.	7/11/2025 10:26 AM
11	I have a very good working relationship with [REDACTED]; they are the reason I have not found a new position.	7/11/2025 10:20 AM
12	Sometimes. Depends on [REDACTED] mood. See above comment.	7/11/2025 10:04 AM
13	I feel [REDACTED] hates me on some days	7/11/2025 10:03 AM

## Q12 I feel supported and connected to my co-workers

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	6.08%	8.11%	12.16%	45.95%	27.70%	148	3.81
	9	12	18	68	41		

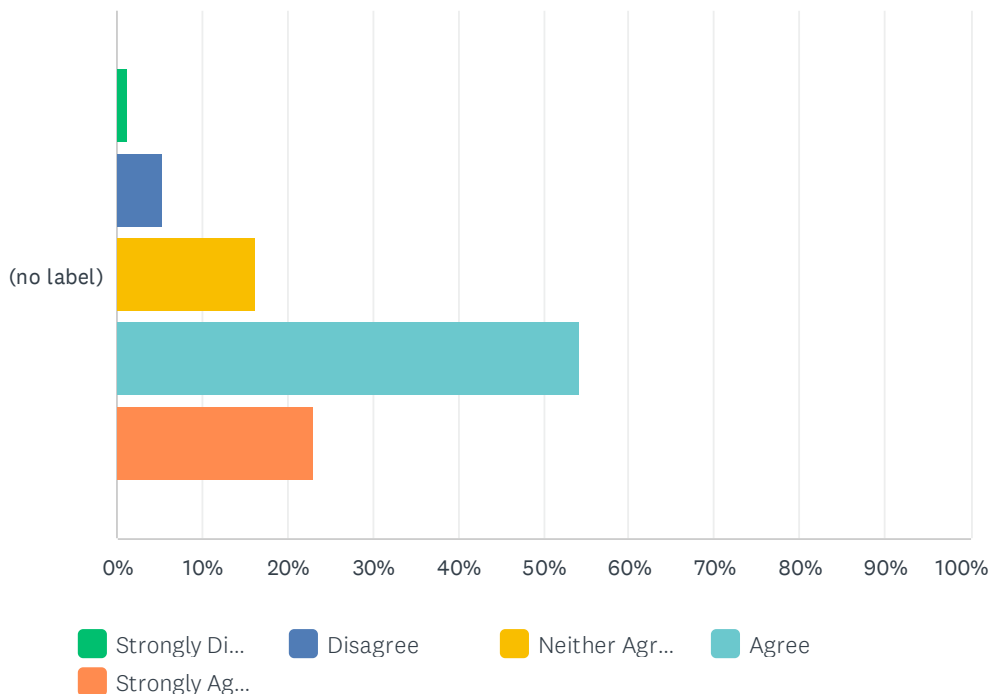
#	COMMENT BOX:	DATE
1	My [REDACTED] worked together as team and I felt supported.	7/31/2025 2:14 PM
2	The current atmosphere has everyone on edge and there is clearly a lack of camaraderie among workers that use to be very strong.	7/31/2025 1:27 PM
3	MY CO-WORKERS ARE THE BEST.	7/31/2025 12:21 PM
4	Within my section, I feel supported by my peers/co-workers. However across sections [REDACTED], we are not connected and often times working against each other without knowing. We should all be on the same page across our sections.	7/23/2025 1:39 PM
5	Toxic environment, power push, no respect for experienced people, sorority like environment	7/17/2025 3:58 PM
6	Hands down, I have the most supportive [REDACTED].	7/16/2025 4:51 PM
7	Again, agree to a degree. Moral on the floor is not the best and it wears on people. I believe [REDACTED] making more of an effort on the floor would help with this issue. It would stop the chattering on the floor that is negative.	7/16/2025 4:49 PM
8	[REDACTED] BUT IT SEEMS THAT THE MORALE IS VERY LOW AND A LARGE TURNOVER EXISTS. THERE IS NOT MUCH CONNECTIVITY AMONG CO-WORKERS, SO IT GIVES A SENSE OF ISOLATION.	7/16/2025 2:42 PM
9	[REDACTED] are very supportive; especially the people on [REDACTED]. We do not have much direct exposure with other co-workers unless we happen to be walking around or they have a	7/15/2025 3:18 PM

## Departmental Culture Survey - Social Services

	question for us.	
10	There is no team support.	7/15/2025 3:53 AM
11	THE [REDACTED] HAS BEEN OSTRACIZED AND PUNISHED FOR NOT BEING IN THE OFFICE.	7/14/2025 7:05 AM
12	Some more than others.	7/11/2025 3:29 PM
13	There is no team [REDACTED]. When it comes to your coworkers it very much feels like you are on an island of your own if you are not "in" with certain [REDACTED]	7/11/2025 10:20 AM
14	There is no connection to co workers, we have very limited time for interactions, it's very isolating.	7/11/2025 10:10 AM
15	[REDACTED] is tight knit which is amazing.	7/11/2025 10:04 AM
16	I love my co-workers	7/11/2025 10:03 AM
17	[REDACTED] is incredible. I know if I have to be out on scheduled leave or last-minute leave, they will work together to make sure my deadlines are met.	7/11/2025 9:54 AM

### Q13 I am aware of the various services and programs offered within my department

Answered: 148 Skipped: 0

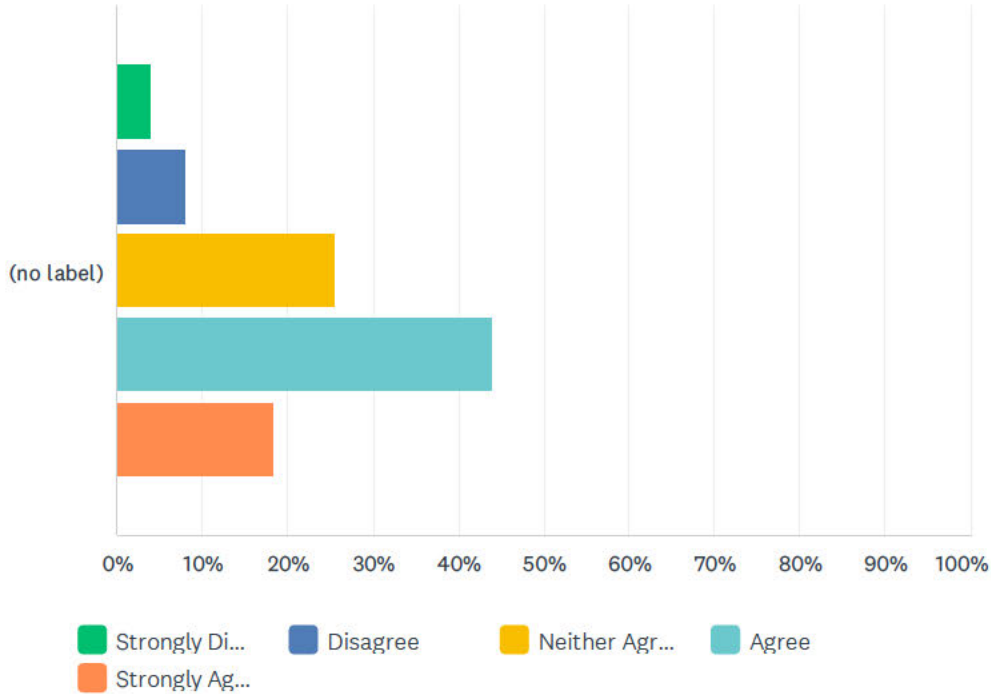


	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1.35%	5.41%	16.22%	54.05%	22.97%	148	3.92
	2	8	24	80	34		

#	COMMENT BOX:	DATE
1	I AM AWARE OF THEM BUT DO NOT HAVE ENOUGH INFORMATION ABOUT THEM	7/31/2025 4:15 PM
2	I have worked [REDACTED] for [REDACTED] years	7/17/2025 3:58 PM
3	I LEARN AS I GO BUT THERE WAS NO OVERALL UNDERSTANDING OF EVERYTHING OFFERED.	7/16/2025 2:42 PM
4	OVER THE YEARS, I HAVE AQUIRED THIS KNOWLEDGE ON MY OWN THROUGH COMMUNICATION WITH OTHER STAFF IN THESE DEPARTMENTS [REDACTED]	7/16/2025 11:10 AM
5	I am continually learning.	7/15/2025 3:52 PM
6	[REDACTED] are really good about sharing the knowledge once they receive the knowledge of the new programs being given [REDACTED]	7/11/2025 10:20 AM

### Q14 I take pride in the department and would recommend it as a place to work

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	4.05%	8.11%	25.68%	43.92%	18.24%	148	3.64
	6	12	38	65	27		

#	COMMENT BOX:	DATE
1	Clear communication is always an issue	7/31/2025 3:08 PM
2	Currently, I wouldn't recommend because short staffed, chaotic, [REDACTED] and no training.	7/31/2025 2:14 PM
3	There needs to be consideration that our department works differently and should be provided alternatives to work locations such at WFH and there needs to be an afterhours or late team to ensure there is support fo providing a healthy life balance.	7/31/2025 1:39 PM
4	I take great pride [REDACTED] and have loved my job for a long time, but the with the current state of the agency I would not currently recommend it to someone as a great workplace.	7/31/2025 1:27 PM
5	I do take pride in my work, but, [REDACTED] are not getting good training, more like a glorified [REDACTED] process, too many committes and popcom parties, this is work after all, if I was [REDACTED] I would not like to choose myself on a board with a Disney character, childish practices, inexperienced people being promoted to positions of training and responsibility	7/17/2025 3:58 PM
6	I take pride in [REDACTED] but I would not recommend it as a work place.	7/17/2025 12:04 PM
7	Due to so many department changes, lack of transparency [REDACTED], and lack of accountability [REDACTED] this is not a stable environment for me to recommend employment. Throughout the department, no one wanted to apply for [REDACTED]	7/16/2025 4:51 PM

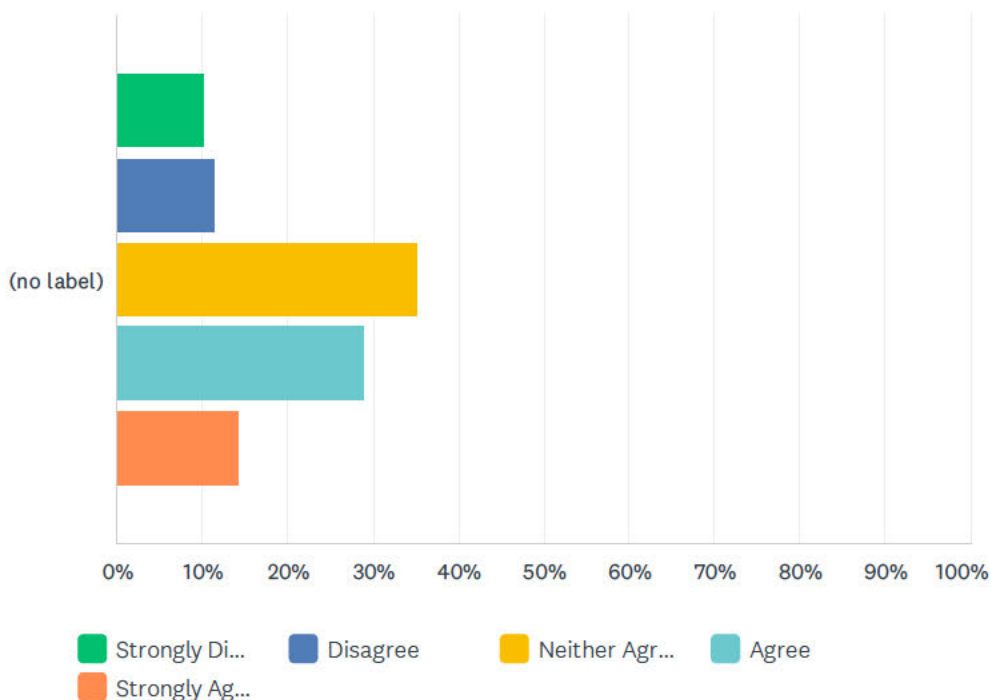
## Departmental Culture Survey - Social Services

because they saw how easy it was to let go of over 30 years of social work experience. There have been a lot of resignations due to lack of confidence. This has been communicated [REDACTED] without any change.

8	I take pride in my work, but again you have a lot of chatter on the floor that is negative. [REDACTED] we already heard about the turnover and other things that are considered negatives.	7/16/2025 4:49 PM
9	I would only encourage those I know to have strong work ethics and the ability to also learn on their own.	7/16/2025 4:12 PM
10	I TAKE PRIDE IN THE WORK THAT I DO, BUT WOULD NOT RECOMMEND IT AS A PLACE TO WORK.	7/16/2025 4:04 PM
11	IT'S SORT OF HARD TO RECOMMEND IT WHEN THERE IS A HIGH TURNOVER RATE AND THE MORALE IS NOT GREAT. AS [REDACTED] IT BECAME APPARENT VERY QUICKLY. I THINK AS A WHOLE WE ALL LOVE THE WORK THAT WE DO AND BEING ABLE TO HELP OTHERS IN NEED.	7/16/2025 2:42 PM
12	I would recommend [REDACTED] as a place to work; though I do fear that it is slowly attempting to transform into the place from before the pandemic that everyone seemed to despise. Once things start to improve, something tends to pull them back to the way that things have "always been done" despite.	7/15/2025 3:18 PM
13	It has been a struggle this last year, but that is not due [REDACTED], it was due to employees [REDACTED]. I feel like we have turned an important corner [REDACTED] and now moving in the right direction. Now it is about rebuilding [REDACTED]. I have pride, but it will be stronger than ever once we hire people in and get them trained to do the job correctly.	7/14/2025 6:48 PM
14	Unfortunately in [REDACTED], there is a level of work place hostility that is brought upon by our coworkers that have been working long term. The hospitality does not provide a comfortable or engaging atmosphere that allows you to ask questions. There are [REDACTED] that engage with [REDACTED] that enjoy gossiping, false narratives and continue to allow this behavior.	7/11/2025 11:35 AM
15	I love working in [REDACTED]	7/11/2025 10:20 AM
16	No, I would not recommend as a workplace. Unfortunately, it takes a toll on mental health, confidence and performance, and career growth. There is a strong issue within our department of micromanagement and fear-based leadership. Constant bullying, gossip and favoritism amongst retaliation.	7/11/2025 10:04 AM
17	I recommend [REDACTED] as a place to work as I feel the county takes care of its employees. However, [REDACTED] is like a domestic violence relationship. There are honeymoon phases and then days you walk in and are unsure if you will be fired on a whim/reprimanded or big changes happen without notice and we just have to adapt immediately without understanding the new process or the why. We have privileges taken away as a whole when we're told the group won't be punished. I spent money obtain items for a work from home schedule one week, office another, only for it to be taken away. [REDACTED] for 3 weeks and was just going to be able to start and it was taken away from everyone. [REDACTED].	7/11/2025 10:04 AM
18	Things have changed around here and it's for the worse. Like I said there was a time I loved my job. I still love helping our clients but dealing with the toxic [REDACTED] I wouldn't recommend anyone.	7/11/2025 10:03 AM
19	I have recommended several people to apply in the past!	7/11/2025 9:54 AM

## Q15 Department leadership is clear about its direction and priorities

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	10.14%	11.49%	35.14%	29.05%	14.19%	148	3.26
	15	17	52	43	21		

#	COMMENT BOX:	DATE
1	Decisions made [redacted] are made impulsively and emotionally rather than being well thought out and strategic.	7/31/2025 1:27 PM
2	I understand [redacted] direction and priorities because we are always in communication but beyond that I wouldn't say I know the direction or priorities of [redacted]	7/31/2025 12:35 PM
3	Would like to have [redacted] be more clear with all staff with the direction and priorities of the agency/county.	7/23/2025 1:39 PM
4	YES AND NO AND IT ALSO DEPENDS ON THE DAY AND IS NOT CONSISTENT AMONGST DEPARTMENTS OR EVEN STAFF.	7/21/2025 4:16 PM
5	[redacted] not taken accountability for their mistakes, keep pushing practices and units that are failing us workers, the public and the Agency	7/17/2025 3:58 PM
6	Positions have been created for people. The positions did not have clear expectations or roles within the department. To much time is spent in meetings without resolutions to true concerns. With the new state system little was done by [redacted] to prepare for concerns within our control.	7/16/2025 4:51 PM
7	Somewhat agree-I am not sure if the information that is given to them is so vague when we ask questions there are a lot of take aways that need to be followed up on. It seems when a new process or new team is coming about, we don't hear about it until it is completed. It would	7/16/2025 4:49 PM

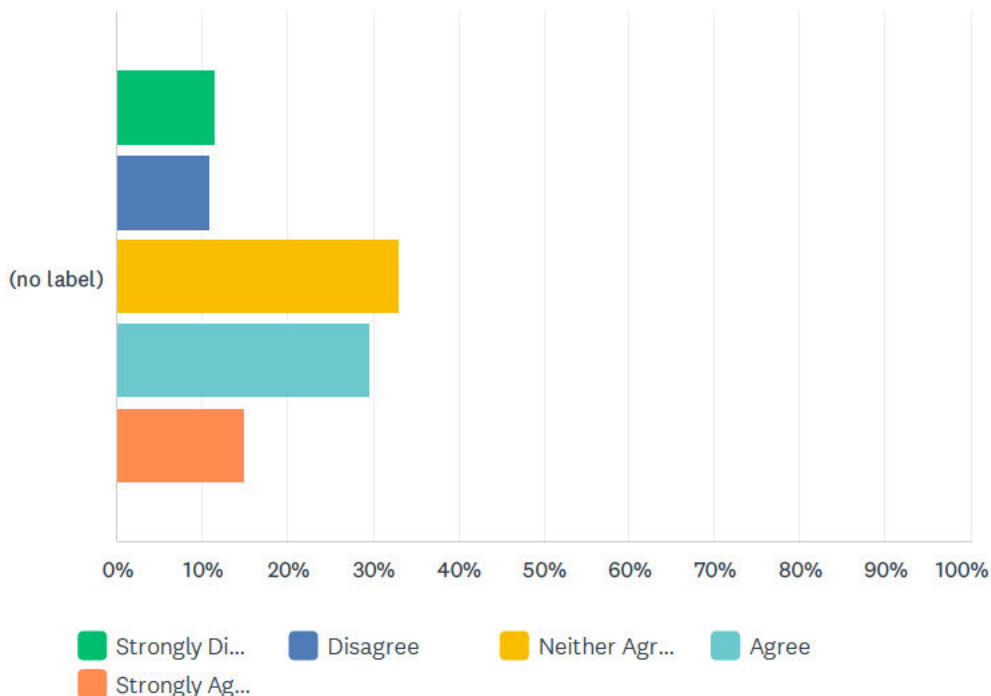
## Departmental Culture Survey - Social Services

be nice to know what is coming down the pipe and if we have any input to help with the process etc

8	I HAVE ONLY BEEN TO A COUPLE OF MEETINGS, SO NOT SURE I CAN UNDERSTAND THIS IN TOTAL.	7/16/2025 2:42 PM
9	There has been some back and forth regarding different directions.	7/15/2025 3:52 PM
10	██████████ is clear about the idea of what they would like to do. There is a fear of retaliation towards workers if they disagree with how something is done; if it goes against the status quo.	7/15/2025 3:18 PM
11	Both the ██████████ makes it clear.	7/14/2025 6:48 PM
12	THE ██████████ HOLD INFORMATIONAL MEETINGS AFTER A DECISION HAS BEEN MADE, BUT CODE THE MEETING AS A BRAINSTORMING SESSION TO GET OUR IDEAS.	7/14/2025 7:05 AM
13	Depends on the situation. I feel my supervisor is always clear about their direction and their expectations.	7/11/2025 3:29 PM
14	Recently	7/11/2025 11:00 AM
15	██████████ promised certain work conditions when forming this unit. Those promises were "taken off the table" stating that ██████████ does not want workers to work from home. This promise was not met nor compromised on.	7/11/2025 10:26 AM
16	██████████ is really good about trimming the fat in meetings and getting to the point. ██████████ straight to the point and willing to roll ██████████ sleeves up to help with cases when needed.	7/11/2025 10:20 AM
17	It depends on the day.	7/11/2025 10:04 AM
18	at times	7/11/2025 10:03 AM
19	There have been significant changes in recent months both at ██████████ and within ██████████ that have left most employees uncertain about their future with ██████████.	7/11/2025 9:43 AM

## Q16 Department leadership responds well to requests, advice, and constructive feedback

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	11.49% 17	10.81% 16	33.11% 49	29.73% 44	14.86% 22	148	3.26

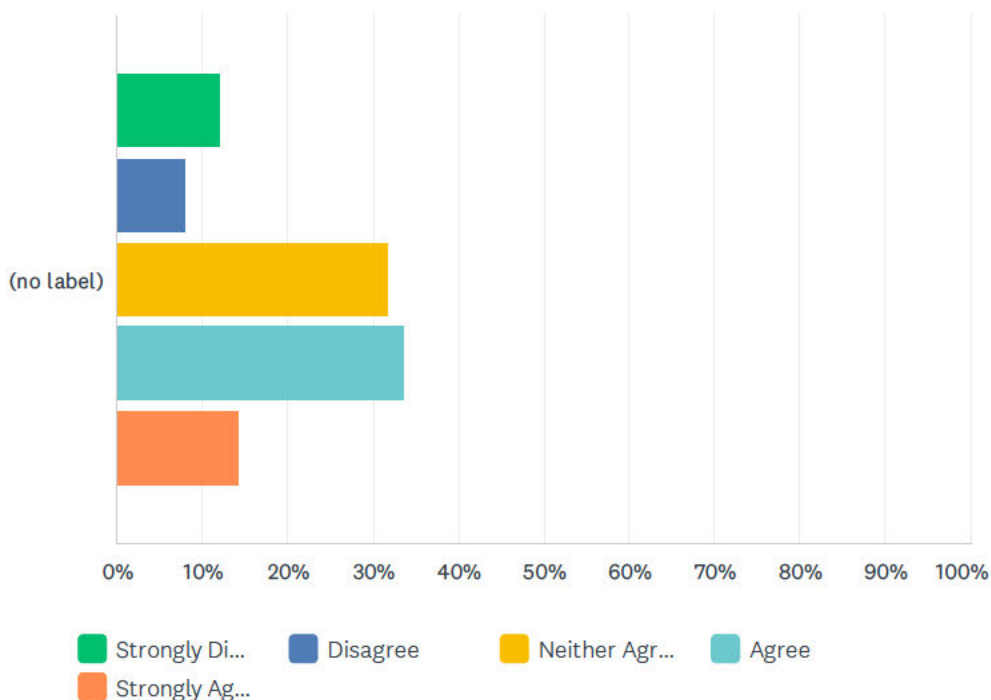
#	COMMENT BOX:	DATE
1	Never know what of reaction [redacted] will give, so a lot of things are kept quiet	7/31/2025 3:08 PM
2	[redacted] does not present themselves in a manner that is open to advice or constructive feedback equally from all employees.	7/31/2025 1:27 PM
3	Overall when feedback or reasonable concerns or requests, [redacted] often seems unresponsive or dismissive. Which is discouraging open communication and trust overall. This hurts our overall culture and improving morale and collaboration.	7/23/2025 1:39 PM
4	They only care about their own ideas, they are not willing to learn from their mistakes	7/17/2025 3:58 PM
5	FINDING WORK AROUNDS AND SIMPLIFYING PROCESSES SHOULD BE A PRIORITY THOUGH	7/17/2025 8:19 AM
6	Please refer to previous comments. I do not believe anyone is complying the reasons people are leaving.	7/16/2025 4:51 PM
7	N/A	7/15/2025 3:52 PM
8	When [redacted] asks for feedback, they seem to take it well. If the feedback is not asked for, it is something that we are too busy to deal with immediately but "will be addressed at a later time." We have learned--and understand--that because of budgetary limitations and requests [redacted], there are certain things that we will not be allowed to do [ie. WFH for any amount of time at any time in the future] and equipment that we are not allowed to have.	7/15/2025 3:18 PM

## Departmental Culture Survey - Social Services

9	Both [REDACTED] provides me with regular feedback as they know I need it to grow.	7/14/2025 6:48 PM
10	My direct supervisor responds well.	7/11/2025 3:29 PM
11	Recently, [REDACTED] brought some policy-related suggestions to [REDACTED] to help streamline processes for [REDACTED] while still following policy. It felt like [REDACTED] input was received positively and taken seriously.	7/11/2025 11:00 AM
12	The feedback given does not always get heard or it may be heard but not replied to or acted on. It's frustrating that so much work goes into the work situation all to be overlooked.	7/11/2025 10:26 AM
13	[REDACTED] is always open to meeting with me when I need to run something [REDACTED] or get [REDACTED] advice.	7/11/2025 10:20 AM
14	Constructive feedback is often met with resistance, which makes it hard for employees to feel heard or valued.	7/11/2025 10:04 AM
15	I avoid leadership.	7/11/2025 10:04 AM
16	I would have to disagree. When I [REDACTED] have to ask [REDACTED] if [REDACTED] is mad at me and [REDACTED] laughs and then tells me I take things too seriously I don't feel appreciated or heard anymore. I work hard and I got above and beyond for our clients and my coworkers, and it's not seen	7/11/2025 10:03 AM
17	[REDACTED] encourages our opinions and suggestions. They understand that we all work better as a team knowing that we will be listened to and taken seriously if we make suggestions or voice our opinions is something is not working.	7/11/2025 9:54 AM

### Q17 Department leadership contributes to a positive work environment

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	12.16%	8.11%	31.76%	33.78%	14.19%	148	3.30
	18	12	47	50	21		

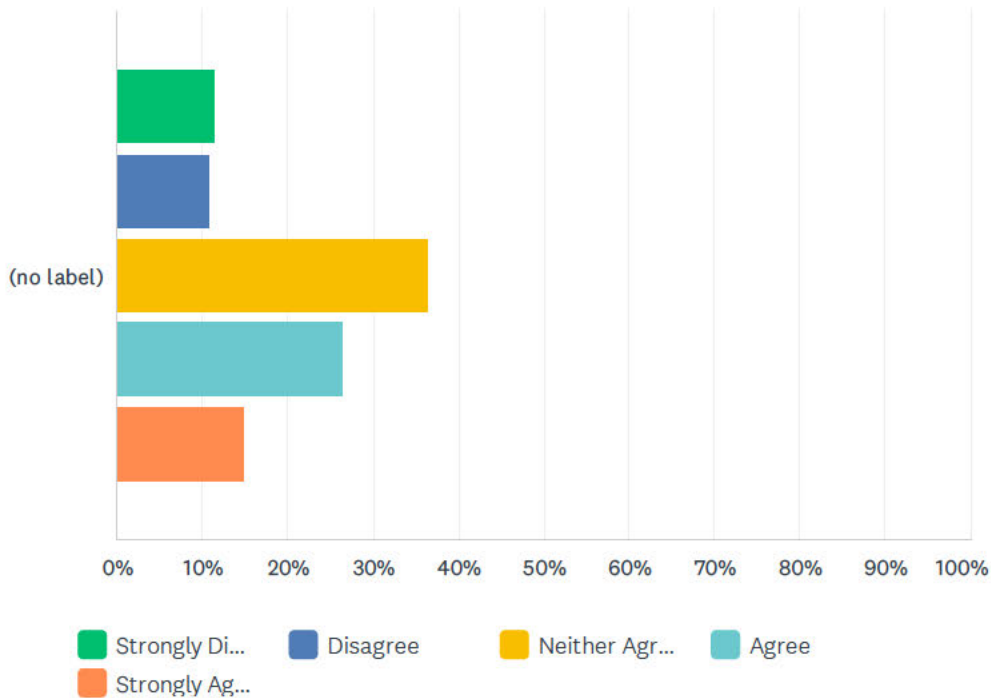
#	COMMENT BOX:	DATE
1	One has to be careful what they say and how it is said as [redacted] can become defensive. There are clearly favorites within [redacted]	7/31/2025 3:08 PM
2	[redacted] is a strong contributor to the decline in morale at [redacted].	7/31/2025 1:27 PM
3	Candy and popcorn are not helping. Make people accountable, start treating workers with respect, and make people accountable for their mistakes instead of promoting them and allowing them to leave a mess for others to clean up	7/17/2025 3:58 PM
4	Morale has been declining. [redacted] especially does not feel heard. After looking at the new location, then looking at the awful workstations barely suitable for a call center, [redacted] do not feel valued at all. They see the absolute worst, deal with terrible situations and then they have been sequestered to a 5x5 cubicle. They are constantly getting hammered by the state, federal government, families etc. This year's proclamation was not even signed timely. [redacted] come out of pocket for holiday celebrations because it is difficult to schedule a time to go to the government center. [redacted] come out of pocket to show appreciation during the social work appreciation month. [redacted] rarely are recognized by the public to get recognition because no one wants [redacted] in their lives.	7/16/2025 4:51 PM
5	I believe they try but I don't think they realize how bad the morale is on the floor	7/16/2025 4:49 PM
6	THE REASON I DISAGREE WITH THIS IS THAT AFTER INITIAL TRAINING, I FOUND IT RATHER STRANGE THAT [redacted] DO NOT SMILE OR LOOK AT YOU WHEN YOU PASSED THEM IN THE HALL. I WAS TAKEN ABACK, BUT IT SPEAKS VOLUMES TO SOMEONE FAIRLY NEW AND FINDING THEIR WAY.	7/16/2025 2:42 PM

## Departmental Culture Survey - Social Services

7	My department has many positive members that have been elevated to leadership positions.	7/15/2025 3:18 PM
8	We don't really ever see [REDACTED] on the floor. We go to them.	7/11/2025 10:26 AM
9	If it wasn't a good environment, I would not be here.	7/11/2025 10:20 AM
10	There is a noticeable lack of psychological safety. Our team members including myself often feel afraid to speak up, a positive work environment starts with leadership, and accountability.	7/11/2025 10:04 AM
11	If you look at turnover in DSS, it is more than just the job that causes people to leave. I super enjoy my coworkers and have learned to navigate [REDACTED], so I focus on that rather than the bad. But, its super uncomfy to feel like you're walking on eggshells everyday when you are a pretty good [REDACTED]	7/11/2025 10:04 AM
12	No. Slamming doors and always being stressed and mad doesn't make it too positive	7/11/2025 10:03 AM
13	Hands down, [REDACTED] is the best supervisor I have ever had.	7/11/2025 9:54 AM

### Q18 I trust department leadership

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	11.49%	10.81%	36.49%	26.35%	14.86%	148	3.22
	17	16	54	39	22		

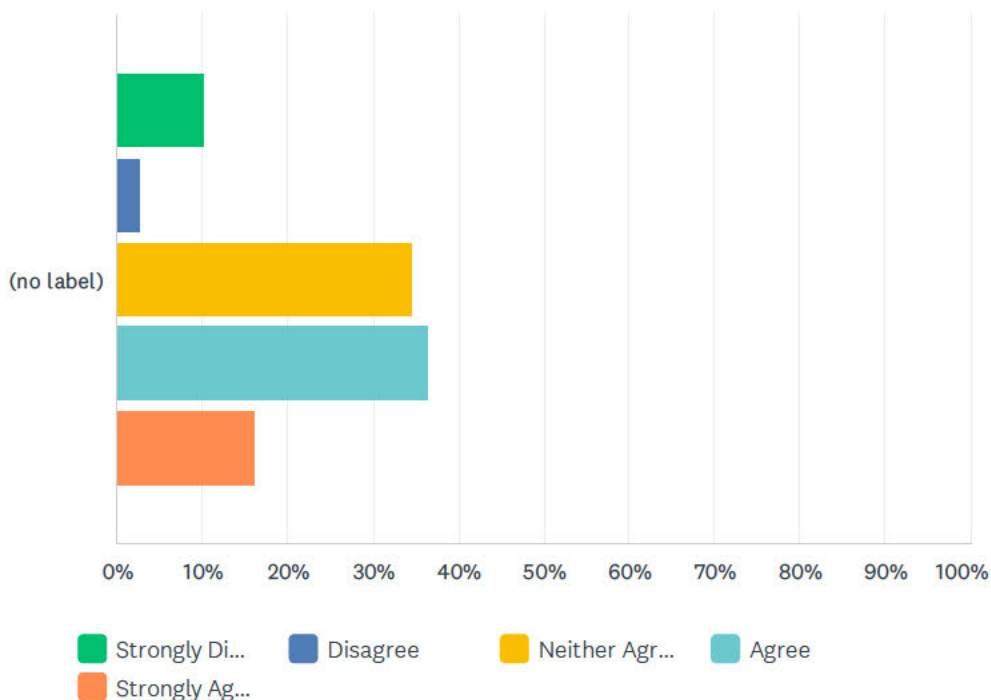
#	COMMENT BOX:	DATE
1	██████████ will tell you one thing today and something completely different tomorrow and act as if you did something wrong.	7/31/2025 1:27 PM
2	IT'S NOT THAT I DON'T TRUST MY ██████████ HOWEVER, THERE ARE TOO MANY GREY AREAS AND TO MANY HICCUPS THAT THERE HAS TO BE THRICE CHECK OVERS AND VERIFICATION TO ENSURE THINGS FOR MY ██████████ AND IT'S TAXING.	7/31/2025 12:21 PM
3	Concerns that affect my ability to fully trust ██████████. Inconsistent communication, limited follow through on commitments, and lack of true transparency. To realign this require more consistent actions with our county values clear communication and we will all contribute to greater accountability at all levels of our leadership. We follow our leaders in personal and professional growth, as a team we can achieve so much more.	7/23/2025 1:39 PM
4	THERE IS SO MUCH GOSSIP AND DOORS ARE PAPER THIN SO THINGS ARE HEARD. ██████████ GOSSIPING ABOUT OTHERS AND NEVER EVEN ASKING THE OTHER PERSON THEIR SIDE. IT IS HARD TO TRUST ANYONE HERE.	7/21/2025 4:16 PM
5	I have been very vocal, based on my prior experience, I have been silenced and put down. I do not try to apply for ██████████ anymore. That being said, I perform my work in the best of my abilities.	7/17/2025 3:58 PM
6	I have seen a decline in morale and overall work satisfaction. When it comes to leadership, the write down and hear what you are saying but there is no change. I am not sure who advocates for ██████████, but whoever it is, they are doing a terrible job.	7/16/2025 4:51 PM

## Departmental Culture Survey - Social Services

7	I realize a lot of the changes are out of their control, but they handle all the negative vibes in our group meetings professionally.	7/16/2025 4:12 PM
8	It's hard to trust when their word means so little.	7/11/2025 10:26 AM
9	Very much so.	7/11/2025 10:20 AM
10	It's hard to feel safe providing input when doing so in the past has resulted in being reprimanded and singled out. If [REDACTED] wants trust, there needs to be action not consequences when employees speak up.	7/11/2025 10:04 AM
11	Not a chance.	7/11/2025 10:04 AM
12	No. My personal information has been shared, and I was told by my coworker when [REDACTED] [REDACTED] shared it with [REDACTED]	7/11/2025 10:03 AM
13	[REDACTED] makes me feel seen and heard. She encourages growth and advancement. She has never made me feel bad when I came to her with problems. I would not feel as secure as I do if someone else was in charge of my [REDACTED]	7/11/2025 9:54 AM
14	There are multiple people in leadership positions. I trust the ones who deserve to be trusted.	7/11/2025 9:43 AM

### Q19 The Department actively promotes the REACH core values

Answered: 148 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	10.14%	2.70%	34.46%	36.49%	16.22%	148	3.46
	15	4	51	54	24		

#	COMMENT BOX:	DATE
1	They promote but do not always demonstrate	7/31/2025 2:55 PM
2	I believe the [redacted] is lacking in accountability and honesty. We tell [redacted] what they want to hear when speaking to them directly rather than being honest, open, and transparent. When concerns are brought to [redacted] attention there is a lack of follow through and accountability [redacted].	7/31/2025 1:27 PM
3	[redacted] have a code of ethics, this is why they will never get above a 3 for their evaluations. [redacted] clearly have a high standard which will only be "meeting expectations".	7/16/2025 4:51 PM
4	[redacted] is consistently attempting to better itself and prove that we are the best at what we do while providing a positive face for the community. I wish that there were certain things that I were allowed to do--or taught to do--that could help my coworkers and clients out more but as this is a survey intended to be anonymous to get the most feedback possible, I cannot go into specific details. As much as I love to respond when prompted, I do fear retaliation from certain people--even if it is unintended or done without any intention of malice.	7/15/2025 3:18 PM
5	We discuss REACH every meeting and staffing.	7/11/2025 10:20 AM
6	[redacted] does not follow the REACH values, they promote it yet are not held accountable for their actions.	7/11/2025 10:04 AM
7	NO!	7/11/2025 10:03 AM

