

**CENTRAL FAIRFAX SERVICES, INC.
EMPLOYEE SATISFACTION SURVEY**

Name (optional) 16 w/names 35w/o names Date: December 2006
 Length of Employment: 12 < 1 yr 9 1-5 yrs 14 6-10 yrs 2 11-15 yrs 7 16+ yrs
 Current Position: Direct Service 28, Mgmt/Clinical/Admin. 12, No response 11

Please take a moment to complete the following Employee Satisfaction Survey. Your responses will remain confidential. Please return the completed form to Jacque Scholl, Human Resources Manager. Thank you.

MISSION AND VALUES

	<u>Agree</u>	<u>Neutral</u>	<u>Disagree</u>	<u>No response</u>
1. I feel that I contribute to achieving the mission and values of CFS.....	48	3	0	0
2. CFS encourages me to respect the rights and worth of the people I serve.....	48	2	0	1

WORK ENVIRONMENT

3. CFS provides a safe work environment for staff and persons served.....	47	4	0	0
4. I have positive working relationships with my co-workers.....	45	6	0	0

COMMUNICATIONS

5. I have opportunities to share my ideas about ways to improve CFS services...	32	16	2	1
6. I generally feel informed about changes that affect my work.....	36	14	1	0

TRAINING AND PROFESSIONAL DEVELOPMENT

7. The trainings I received help me do my job better.....	40	10	1	0
8. CFS supports training and classes to further my job skills.....	38	10	3	0
9. I have access to promotional opportunities based on my skills and qualifications.....	37	12	2	0

PERFORMANCE EVALUATIONS

10. My job expectations are clear to me.....	48	3	0	0
11. My job performance is evaluated fairly.....	42	8	1	0
12. I have the opportunity to discuss my evaluation with my supervisor.....	43	7	1	0

RECOGNITION AND COMPENSATION

13. CFS gives me adequate recognition and praise for a job well done.....	39	7	5	0
14. My salary matches my job responsibilities.....	20	16	15	0
15. My fringe benefits (leave, health insurance, holidays, etc.) are adequate.....	39	11	1	0

SUPERVISION

16. My manager is available to me for guidance, information, etc.....	46	4	1	0
17. My manager provides positive as well as feedback on my job performance....	45	5	1	0
18. My manager encourages me to be a member of the team.....	45	5	1	0
19. My manager treats me with respect and professionalism.....	34	7	2	8
	43	7	0	1

20. OVERALL, I am satisfied with CFS as an employer.....
 What can CFS do to improve your satisfaction as an employee? (use other side of paper if needed)

23 written responses (45%). See attached memo.