

St. Francis Health Services Employee Engagement Survey Inquiries		2019	2018	2017	SFHS COMBINED AVERAGE RESPONSE		
					2019	2018	2017
	Total Number of Employee Responses	34	27	29	1,335	1,299	1,458
	Total Employees for the Calendar Year	39	42	35	3,165	3,477	3,277
	% of Employees Responding in current year	87%	64%	83%	42%	37%	44%
What do I get?	I have the materials, equipment and technology I need to do my work.	3.91	4.11	4.10	3.88	3.88	3.97
	I feel I can handle the amount of work I am assigned.	3.82	3.89	3.93	3.83	3.83	3.85
	I have received feedback from my immediate supervisor for doing a good job.	3.44	3.48	3.59	3.58	3.57	3.62
	I have received feedback from my co-workers for doing a good job.	3.62	3.67	3.69	3.70	3.70	3.67
	I feel my wage and benefits are comparable to similar MN locations near this facility.	3.21	3.44	3.24	3.21	3.21	3.23
	I believe the workplace is a safe place to work.	4.26	4.26	4.28	4.21	4.21	4.17
What do I give?	At work, I have the opportunity to do what I do best every day.	4.15	4.00	4.21	4.20	4.20	4.16
	At work, my opinions seem to count.	3.26	3.37	3.69	3.49	3.47	3.55
	I attend facility-held educational or training sessions.	4.38	4.11	3.86	4.24	4.25	4.10
	I feel I display a positive attitude at work.	4.18	4.22	4.34	4.40	4.39	4.31
	I believe I influence the quality of care delivered at my workplace.	4.24	3.78	4.21	4.37	4.36	4.31
Do I belong here?	My coworkers are committed to doing quality work.	3.91	4.04	4.00	3.71	3.73	3.76
	I leave work feeling good about my job.	3.97	3.41	3.97	3.92	3.92	3.91
	My employer helps me deal with job stress and burnout.	3.15	2.81	3.38	3.49	3.46	3.49
	My work allows me to make a difference in people's lives.	4.09	3.85	4.10	4.39	4.37	4.31
	I have someone at work I can trust to talk to.	3.97	3.63	4.03	4.10	4.10	3.99
How can we all grow?	In recent months, someone at work talked to me about my progress.	3.44	3.44	3.48	3.28	3.29	3.35
	This last year, I have had opportunities at work to learn and grow.	3.88	3.48	3.86	3.77	3.78	3.82
	I know what I have to do to receive a career move or promotion.	3.59	3.07	3.17	3.46	3.47	3.44
	I believe I have had appropriate training to deal with difficult residents or family members.	3.76	3.67	3.48	3.77	3.77	3.84
	There is good cooperation between my department and other departments.	3.24	3.15	3.59	3.38	3.37	3.57
How do we communicate?	I know what is expected of me at work.	4.24	3.89	3.90	4.37	4.36	4.28
	My performance evaluations are timely.	3.35	3.07	3.41	3.47	3.46	3.54
	I am comfortable communicating with the administrator.	3.79	3.63	3.97	3.82	3.82	3.90
	My direct supervisor regularly gives me important work-related information.	3.74	3.56	3.72	3.80	3.79	3.88
General	We are living up to the mission and core values.	4.03	3.63	4.07	3.87	3.88	3.95
	I would be comfortable having a family member receive care here.	3.88	3.63	3.38	3.72	3.73	3.66
	We have a good reputation.	3.79	3.63	3.76	3.80	3.80	3.85
	I would recommend employment here to others.	4.03	3.64	4.03	3.84	3.85	3.93
Average Response		3.80	3.64	3.81	3.83	3.83	3.84
Average Response %		76%	73%	76%	77%	77%	77%

Scale 1 to 5, 5 being the highest