

Team Member Engagement Survey				
Top Five & Bottom Five Report				
Total Agree (Agree + Strongly Agree)	2016	2017	Change	
Top 5 Items with Positive Responses				
Team Member Development				
4. I understand my job responsibilities.	91.6%	94.8%	3.2%	↑
Organizational Culture and Outlook				
1. I am aware of my organization's mission.	96.3%	93.4%	2.9%	↓
Teamwork				
3. My coworkers and I work well together.	93.8%	88.8%	5.0%	↓
Teamwork				
2. I am comfortable sharing my work-related opinions with coworkers.	85.6%	88.1%	2.5%	↑
Organizational Culture and Outlook				
2. I support the overall direction of my organization.	83.5%	85.8%	2.3%	↑
Teamwork				
4. I am encouraged to work as part of a team.	87.1%	85.8%	1.3%	↓
Top 5 Items for Improvement				
Communication				
3. I am asked for my input and/or ideas when important decisions are made that affect my work.	51.1%	44.4%	6.7%	↓
Leadership				
3. Team member concerns are taken seriously by the management team and timely follow-up occurs.	48.5%	44.9%	3.6%	↓
Communication				
2. I am kept up to date about news and issues at my organization that affect my job.	52.2%	45.2%	7.0%	↓
Recognition				
4. I believe there is recognition of high performing team members.	54.3%	46.6%	7.7%	↓
Communication				
4. My organization has a clear means for disseminating important information.	52.2%	48.5%	3.7%	↓

- * Note: Calculations are rounded to the nearest 0.1%. Percentages may not equal 100.0% due to rounding.*
- * Note: Because some items had identical percent positive ratings, more than 5 items are shown.*