

# Workplace Climate Surveys Researched & Presented by Employee Services



- engagement surveys Researched and reviewed 96 total companies that conduct workplace climate/employee
- All companies reviewed were certified/verified vendors through the Society for Human Resource Management (SHRM)
- Narrowed down to top 3 based on:
- Reviews
- Ability to do survey anonymously, online, maintaining & reviewing engagement metrics, etc
- Mobile/user friendly
- Viewed full product demonstrations of the top 3.



#### All three

- Would meet the needs of the Council.
- Function similarly in terms of how the employee interacts with the survey.
- Are completely anonymous.
- Have the ability to be custom designed for our needs
- Provide some degree of benchmarking against peers
- Allow for additional comments.
- Provide some level (depending on what's purchased) of an action plan.
- Include a year long license so additional surveys could gage improvement.

Beyond Feedback impressed with their understanding of sunshine laws and also provided the most robust action plan follow-up without white glove pricing or \$350/hr. addl' fees

11/13/2024



### Beyond Feedback

Price - \$9,000

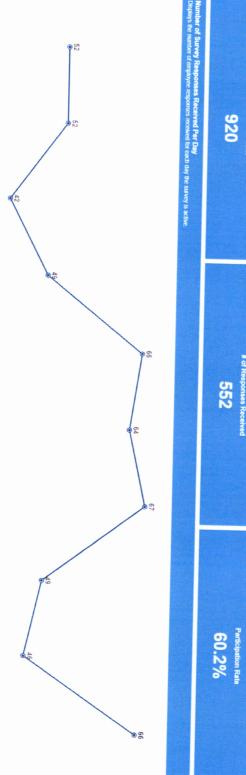
#### Includes:

- Up to 80 employees can take the survey
- Recommended no more than 35 questions (fee for more)
- Mix of Likert scale & open-ended questions
- Estimated 4-6 weeks to set up survey
- Survey stays open for 3 weeks
- Sends out reminders to complete to those who haven't completed
- committee within 20 business days of completion Analyst will review results, make an action plan & present to personnel
- Action plan items provided are custom to COJ
- Will sanitize/scrub the results (for public record) to remove names, vulgarities, etc.
- Live dashboard to see results as they are received
- Up to 5 administrative users
- Will provide a 2 hour zoom training & record it

Government agency clients:

- Superior Court of LA
- City of Palm Beach, FL
- TX Dept. of Transportation
- San Antonio, TX
- SC Medical University





20 Mar 2024

11/13/2024



## **Summary Results Dashboard**





### **Comments Dashboard**

554 39.9% 55.0% Key Segment 1
Credit Loans 44.2



#### **Comments Dashboard**

2024

Response    Key Segment 1
nd getting to meet all of the clients into came into a needs and working with fellow employees as a
nd getting to meet all of the clients, who came into a needs and volking with fellow employees as a
al needs and working with fellow employees as a
After coordinating group exents I would be approached numerous times and I was struck at Information Technolog, the genuine appreciation they expressed of my efforts.
All of the the organization employees that I was able to interact with Human Resources
As I shinere tim so damaiged and ediausted by my experience at the organization that I can't. I Materials/Logistics even coner up with anything positive.
Ayanding meetings with the mixingage staff. Upper management was great and made violified. Norsing like ben of the learn
Seing able to do the right thing for the client all the time and feeling filling supported! Police fire
Serig able to meet new customers
Seing able to travel to different locations
Belevis hip not it was Temara latifist. She was akirays pretti cool when i actically mads a Farchasing rastake. It was when I was accused of clong something i ristrictios that was the problem.
Separating customers, Trieftlike the digarication valued me as an emptoyee, Lenjoyed the ——populative people I worked with 15 was a great team.
Building the relationships with different kinds of customers - it was hard to say goodbre to this. Parchasing sustomers
Caers interactions and garding financial industry knowledge.
Corrothers Public Works

Want Appreciate Little

Teamwork Product Overall Supportive Kind Excellent Atmosphere Important Support Management Opportunity Supervisor Basis Peer Fun Give Organization Job Community Direct Care Friendly Year Employee Enjoy Olivet Feel Entry Value Place

Peer Fun Give Organization Job Community Direct Care Way Friendly Year Employee Enjoy Client Feel Entry Value Place Office Daily Go New Offer Fellow Day

Need Love Learn Come Ability Deal Community Direct Care

Small Good Able Meet Skill Think Good Able Meet Skill Think Good Hire Training Know Team People Manager Time Miss Build Company Experience Get Coworker Staff Family Interact Upper Positive Department Location Role Nice Colleague Growth Locatione Benefit Helpful Different Boss Personal Lead

Loan Career Amazing Wonderful Professional

11/13/2024

Understand



# Supervisor Effectiveness Dashboard

