

Office of Performance Evaluations, Idaho Legislature, Survey of Staff and Supervisors (Sorted By Region), November 2005

Management and Leadership

1a. Please rate the quality of leadership provided to employees by upper levels of management.

	Very Poor	Poor	Fair	Good	Very Good
Central Office	9.1%	15.2%	25.9%	32.8%	17.1%
Idaho State School and Hospital	28.9%	18.8%	32.8%	17.2%	2.3%
Region 1	9.8%	16.7%	31.1%	34.1%	8.3%
Region 2	19.0%	13.2%	31.4%	32.2%	4.1%
Region 3	14.6%	21.1%	33.3%	24.6%	6.4%
Region 4	10.5%	17.6%	26.4%	33.9%	11.7%
Region 5	10.1%	25.4%	26.8%	29.0%	8.7%
Region 6	13.6%	12.9%	32.7%	31.3%	9.5%
Region 7	8.1%	10.5%	35.5%	29.8%	16.1%
State Hospital North	14.3%	20.0%	40.0%	17.1%	8.6%
State Hospital South	6.1%	7.0%	31.3%	40.9%	14.8%

1b. Please rate the quality of leadership provided to employees by program managers.

	Very Poor	Poor	Fair	Good	Very Good
Central Office	7.5%	10.6%	23.6%	39.2%	19.0%
Idaho State School and Hospital	8.2%	12.7%	40.3%	29.9%	9.0%
Region 1	5.1%	11.8%	24.3%	41.9%	16.9%
Region 2	12.4%	10.9%	19.4%	37.2%	20.2%
Region 3	3.8%	19.1%	29.5%	28.4%	19.1%
Region 4	5.9%	10.4%	20.8%	40.9%	21.9%
Region 5	5.4%	15.5%	24.3%	29.7%	25.0%
Region 6	4.4%	6.9%	14.5%	38.4%	35.8%
Region 7	6.0%	9.7%	23.9%	36.6%	23.9%
State Hospital North	2.4%	9.8%	34.1%	41.5%	12.2%
State Hospital South	6.9%	14.7%	15.5%	44.8%	18.1%

Management in the Department of Health and Welfare

1c. Please rate the quality of leadership provided to employees by frontline supervisors.

	Very Poor	Poor	Fair	Good	Very Good
Central Office	2.0%	7.2%	23.3%	41.4%	26.1%
Idaho State School and Hospital	1.4%	6.4%	17.7%	36.9%	37.6%
Region 1	5.6%	6.3%	18.3%	34.5%	35.2%
Region 2	6.3%	13.3%	18.8%	32.0%	29.7%
Region 3	1.6%	4.7%	22.0%	29.3%	42.4%
Region 4	3.9%	5.4%	24.3%	33.6%	32.9%
Region 5	3.9%	7.2%	15.8%	38.8%	34.2%
Region 6	3.7%	6.1%	15.2%	29.3%	45.7%
Region 7	7.7%	4.9%	15.4%	35.7%	36.4%
State Hospital North	11.9%	7.1%	21.4%	31.0%	28.6%
State Hospital South	6.0%	11.2%	13.8%	43.1%	25.9%

2a. Please rate your level of agreement with the statement, "I have confidence that upper management has the skills and abilities to perform their jobs."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	6.7%	12.3%	28.3%	33.4%	19.3%
Idaho State School and Hospital	19.4%	20.2%	31.0%	26.4%	3.1%
Region 1	8.3%	14.3%	19.5%	44.4%	13.5%
Region 2	9.9%	18.9%	27.9%	33.3%	9.9%
Region 3	11.2%	20.6%	32.4%	27.6%	8.2%
Region 4	6.7%	13.0%	28.2%	39.9%	12.2%
Region 5	7.9%	13.7%	32.4%	33.8%	12.2%
Region 6	14.4%	7.2%	24.8%	37.3%	16.3%
Region 7	5.6%	8.0%	27.2%	44.0%	15.2%
State Hospital North	5.9%	26.5%	29.4%	32.4%	5.9%
State Hospital South	5.2%	6.0%	26.7%	44.0%	18.1%

Management in the Department of Health and Welfare

2b. Please rate your level of agreement with the statement, "I have confidence that program managers have the skills and abilities to perform their jobs."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	5.2%	15.3%	19.7%	42.9%	16.9%
Idaho State School and Hospital	4.4%	13.2%	34.6%	38.2%	9.6%
Region 1	5.7%	10.6%	17.7%	46.1%	19.9%
Region 2	7.9%	8.7%	15.1%	49.2%	19.0%
Region 3	4.9%	16.8%	22.8%	35.3%	20.1%
Region 4	3.0%	11.8%	14.8%	47.6%	22.9%
Region 5	4.0%	12.7%	17.3%	43.3%	22.7%
Region 6	4.4%	6.3%	13.8%	38.8%	36.9%
Region 7	5.9%	8.1%	23.5%	44.1%	18.4%
State Hospital North	2.4%	17.1%	34.1%	34.1%	12.2%
State Hospital South	4.3%	11.2%	18.1%	45.7%	20.7%

2c. Please rate your level of agreement with the statement, "I have confidence that frontline supervisors have the skills and abilities to perform their jobs."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	1.7%	12.3%	22.5%	42.2%	21.4%
Idaho State School and Hospital	3.6%	10.1%	14.5%	46.4%	25.4%
Region 1	4.2%	12.7%	10.6%	40.1%	32.4%
Region 2	6.3%	17.3%	16.5%	35.4%	24.4%
Region 3	2.1%	8.4%	17.9%	45.3%	26.3%
Region 4	3.2%	11.4%	16.4%	43.4%	25.6%
Region 5	2.0%	10.5%	12.4%	47.7%	27.5%
Region 6	2.4%	11.5%	7.9%	37.6%	40.6%
Region 7	8.5%	4.9%	13.4%	43.0%	30.3%
State Hospital North	14.3%	14.3%	19.0%	26.2%	26.2%
State Hospital South	6.9%	7.8%	17.2%	38.8%	29.3%

Management in the Department of Health and Welfare

3a. Please rate your level of agreement with the statement, "Goals/objectives are clearly defined at the department level."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	6.5%	12.2%	20.7%	45.1%	15.5%
Idaho State School and Hospital	10.6%	16.7%	31.1%	32.6%	9.1%
Region 1	10.6%	18.4%	20.6%	42.6%	7.8%
Region 2	15.4%	14.6%	22.0%	37.4%	10.6%
Region 3	9.1%	19.8%	18.7%	40.1%	12.3%
Region 4	5.6%	15.2%	17.5%	48.7%	13.0%
Region 5	4.7%	18.1%	24.8%	40.9%	11.4%
Region 6	6.7%	16.0%	21.5%	38.0%	17.8%
Region 7	7.1%	15.6%	17.0%	46.1%	14.2%
State Hospital North	10.5%	28.9%	21.1%	23.7%	15.8%
State Hospital South	4.3%	8.6%	20.7%	44.8%	21.6%

3b. Please rate your level of agreement with the statement, "Goals/objectives are clearly defined at the division level."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	9.7%	20.0%	19.5%	39.2%	11.5%
Idaho State School and Hospital	9.4%	19.5%	31.3%	31.3%	8.6%
Region 1	8.5%	18.4%	21.3%	42.6%	9.2%
Region 2	14.5%	16.1%	20.2%	41.1%	8.1%
Region 3	9.6%	16.5%	23.4%	39.4%	11.2%
Region 4	5.3%	16.5%	21.8%	47.0%	9.4%
Region 5	6.6%	19.2%	21.9%	42.4%	9.9%
Region 6	5.7%	14.5%	21.4%	40.9%	17.6%
Region 7	6.3%	14.1%	21.8%	44.4%	13.4%
State Hospital North	5.4%	35.1%	27.0%	21.6%	10.8%
State Hospital South	5.3%	10.6%	21.2%	47.8%	15.0%

Management in the Department of Health and Welfare

3c. Please rate your level of agreement with the statement, "Goals/objectives are clearly defined at the program level."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	6.5%	16.0%	18.6%	42.4%	16.5%
Idaho State School and Hospital	11.3%	23.3%	19.5%	37.6%	8.3%
Region 1	6.3%	14.7%	18.2%	44.8%	16.1%
Region 2	10.9%	12.5%	16.4%	39.8%	20.3%
Region 3	6.2%	15.5%	17.1%	42.0%	19.2%
Region 4	3.3%	13.5%	14.9%	50.9%	17.5%
Region 5	5.3%	19.1%	20.4%	39.5%	15.8%
Region 6	3.7%	13.6%	15.4%	35.8%	31.5%
Region 7	7.0%	12.0%	16.9%	45.1%	19.0%
State Hospital North	12.2%	31.7%	19.5%	29.3%	7.3%
State Hospital South	3.4%	11.2%	16.4%	46.6%	22.4%

4a. Please rate your level of agreement with the statement, "I have the opportunity to participate in the process of setting goals and objectives at the department level."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	30.7%	37.0%	20.6%	8.9%	2.9%
Idaho State School and Hospital	30.5%	35.9%	20.6%	10.7%	2.3%
Region 1	29.9%	35.4%	23.6%	8.3%	2.8%
Region 2	32.8%	36.7%	22.7%	5.5%	2.3%
Region 3	30.9%	33.5%	19.7%	10.6%	5.3%
Region 4	24.6%	35.1%	20.9%	15.7%	3.7%
Region 5	27.6%	33.8%	23.4%	9.7%	5.5%
Region 6	26.8%	35.4%	20.7%	13.4%	3.7%
Region 7	21.7%	30.4%	22.5%	18.1%	7.2%
State Hospital North	34.1%	31.7%	19.5%	9.8%	4.9%
State Hospital South	14.5%	27.3%	33.6%	19.1%	5.5%

Management in the Department of Health and Welfare

4b. Please rate your level of agreement with the statement, "I have the opportunity to participate in the process of setting goals and objectives at the division level."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	27.4%	31.5%	23.0%	14.0%	4.1%
Idaho State School and Hospital	29.5%	37.1%	22.7%	9.8%	.8%
Region 1	27.8%	39.6%	25.0%	5.6%	2.1%
Region 2	28.3%	40.2%	24.4%	6.3%	.8%
Region 3	26.5%	32.8%	23.3%	12.2%	5.3%
Region 4	21.3%	36.7%	24.3%	14.2%	3.4%
Region 5	26.0%	33.6%	24.0%	13.7%	2.7%
Region 6	19.1%	38.3%	25.3%	14.8%	2.5%
Region 7	18.7%	30.9%	26.6%	18.7%	5.0%
State Hospital North	34.1%	36.6%	17.1%	9.8%	2.4%
State Hospital South	17.3%	27.3%	37.3%	15.5%	2.7%

4c. Please rate your level of agreement with the statement, "I have the opportunity to participate in the process of setting goals and objectives at the program level."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	12.5%	19.9%	19.2%	34.5%	13.8%
Idaho State School and Hospital	19.3%	20.7%	21.5%	34.1%	4.4%
Region 1	20.5%	30.1%	22.6%	19.9%	6.8%
Region 2	21.5%	23.8%	20.8%	26.9%	6.9%
Region 3	16.7%	26.0%	14.1%	29.7%	13.5%
Region 4	13.9%	23.4%	17.9%	31.8%	13.1%
Region 5	18.5%	23.8%	14.6%	29.8%	13.2%
Region 6	9.8%	27.0%	22.1%	23.9%	17.2%
Region 7	14.1%	20.4%	17.6%	33.1%	14.8%
State Hospital North	18.6%	23.3%	37.2%	20.9%	0.0%
State Hospital South	11.5%	15.9%	25.7%	33.6%	13.3%

Management in the Department of Health and Welfare

5. Please rate your level of agreement with the statement, "Staff work responsibilities in my program or unit are clear."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	6.3%	14.1%	10.1%	41.8%	27.7%
Idaho State School and Hospital	3.7%	19.9%	8.8%	44.1%	23.5%
Region 1	4.7%	18.1%	8.1%	51.0%	18.1%
Region 2	7.6%	15.9%	11.4%	47.0%	18.2%
Region 3	2.6%	17.5%	10.3%	50.0%	19.6%
Region 4	6.3%	12.3%	10.9%	46.5%	23.9%
Region 5	6.5%	11.7%	13.0%	48.7%	20.1%
Region 6	4.8%	15.1%	10.8%	48.2%	21.1%
Region 7	7.7%	16.8%	9.1%	37.1%	29.4%
State Hospital North	20.5%	11.4%	22.7%	34.1%	11.4%
State Hospital South	4.4%	12.3%	8.8%	44.7%	29.8%

6a. Please rate your level of agreement with the statement, "Cooperation is effective within my division."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	11.7%	16.7%	24.2%	34.6%	12.8%
Idaho State School and Hospital	15.7%	20.5%	24.4%	33.9%	5.5%
Region 1	5.8%	20.9%	40.3%	29.5%	3.6%
Region 2	14.0%	19.8%	29.8%	28.1%	8.3%
Region 3	8.4%	20.8%	32.6%	30.9%	7.3%
Region 4	8.6%	22.3%	27.7%	32.8%	8.6%
Region 5	6.2%	26.0%	24.0%	31.5%	12.3%
Region 6	5.7%	15.8%	32.3%	35.4%	10.8%
Region 7	8.6%	13.6%	30.0%	35.7%	12.1%
State Hospital North	12.8%	20.5%	30.8%	35.9%	0.0%
State Hospital South	8.4%	24.3%	23.4%	33.6%	10.3%

Management in the Department of Health and Welfare

6b. Please rate your level of agreement with the statement, "Cooperation is effective within my program."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	5.2%	9.1%	13.0%	43.3%	29.5%
Idaho State School and Hospital	9.6%	17.8%	19.3%	42.2%	11.1%
Region 1	6.8%	13.7%	21.9%	41.1%	16.4%
Region 2	8.5%	14.6%	14.6%	36.9%	25.4%
Region 3	5.3%	13.7%	11.1%	45.8%	24.2%
Region 4	4.7%	16.5%	16.1%	41.2%	21.5%
Region 5	4.6%	21.7%	14.5%	34.2%	25.0%
Region 6	8.0%	13.5%	13.5%	37.4%	27.6%
Region 7	9.8%	11.9%	14.0%	39.9%	24.5%
State Hospital North	9.5%	23.8%	16.7%	40.5%	9.5%
State Hospital South	7.1%	11.5%	14.2%	46.9%	20.4%

7. Please rate your level of agreement with the statement, "I have the authority I need from superiors to do my job effectively."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	6.8%	12.5%	10.0%	42.1%	28.6%
Idaho State School and Hospital	7.1%	17.1%	7.9%	40.7%	27.1%
Region 1	6.7%	10.1%	7.4%	54.4%	21.5%
Region 2	9.1%	12.1%	15.2%	40.9%	22.7%
Region 3	1.6%	11.9%	11.4%	49.2%	25.9%
Region 4	5.3%	9.6%	11.4%	50.2%	23.5%
Region 5	3.9%	10.5%	9.2%	44.7%	31.6%
Region 6	5.4%	6.0%	11.4%	47.9%	29.3%
Region 7	5.6%	12.5%	12.5%	41.0%	28.5%
State Hospital North	11.6%	14.0%	11.6%	37.2%	25.6%
State Hospital South	5.1%	12.0%	12.0%	43.6%	27.4%

Management in the Department of Health and Welfare

8. Please rate your level of agreement with the statement, "I have confidence in upper-level management decision-making."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	14.8%	18.8%	28.0%	27.2%	11.2%
Idaho State School and Hospital	33.8%	25.2%	28.1%	10.1%	2.9%
Region 1	18.5%	27.4%	26.7%	23.3%	4.1%
Region 2	24.4%	21.3%	27.6%	21.3%	5.5%
Region 3	23.6%	30.9%	25.1%	14.7%	5.8%
Region 4	12.3%	23.9%	30.4%	27.2%	6.2%
Region 5	17.2%	23.2%	26.5%	29.1%	4.0%
Region 6	20.9%	20.2%	25.8%	25.8%	7.4%
Region 7	14.9%	19.1%	25.5%	30.5%	9.9%
State Hospital North	19.0%	38.1%	28.6%	11.9%	2.4%
State Hospital South	9.4%	23.9%	27.4%	31.6%	7.7%

Workload and Staffing

1. Please rate your level of agreement with the statement, “I generally have enough time to do the work assigned to me.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	10.2%	25.6%	11.4%	43.2%	9.7%
Idaho State School and Hospital	7.8%	19.1%	11.3%	46.8%	14.9%
Region 1	33.1%	33.8%	6.6%	22.5%	4.0%
Region 2	29.5%	27.3%	10.6%	28.0%	4.5%
Region 3	32.5%	34.0%	7.7%	20.6%	5.2%
Region 4	30.0%	23.0%	9.8%	33.8%	3.5%
Region 5	26.6%	27.9%	8.4%	34.4%	2.6%
Region 6	34.7%	27.5%	7.2%	26.3%	4.2%
Region 7	26.6%	28.7%	7.7%	31.5%	5.6%
State Hospital North	9.1%	11.4%	18.2%	47.7%	13.6%
State Hospital South	2.6%	24.8%	19.7%	46.2%	6.8%

2a. Please rate your level of agreement with the statement, “The upper management regularly monitors staff workload for my program.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	23.1%	26.2%	30.2%	16.4%	4.0%
Idaho State School and Hospital	34.4%	31.3%	25.8%	8.6%	0.0%
Region 1	23.0%	32.0%	23.0%	18.0%	4.1%
Region 2	23.7%	23.7%	28.9%	20.6%	3.1%
Region 3	29.5%	33.3%	21.8%	13.5%	1.9%
Region 4	23.3%	28.1%	25.2%	19.0%	4.3%
Region 5	16.4%	28.2%	36.4%	15.5%	3.6%
Region 6	21.4%	32.9%	30.7%	13.6%	1.4%
Region 7	15.5%	22.4%	34.5%	23.3%	4.3%
State Hospital North	16.7%	50.0%	20.0%	13.3%	0.0%
State Hospital South	16.5%	29.1%	39.8%	11.7%	2.9%

Management in the Department of Health and Welfare

2b. Please rate your level of agreement with the statement, "The program managers regularly monitor staff workload for my program."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	10.6%	17.5%	23.3%	38.1%	10.6%
Idaho State School and Hospital	15.2%	26.5%	25.0%	30.3%	3.0%
Region 1	12.1%	25.0%	23.5%	34.8%	4.5%
Region 2	14.2%	15.0%	19.2%	42.5%	9.2%
Region 3	14.9%	19.0%	24.7%	33.3%	8.0%
Region 4	10.3%	16.3%	20.6%	41.3%	11.5%
Region 5	10.8%	17.7%	19.2%	38.5%	13.8%
Region 6	11.3%	20.0%	21.3%	38.0%	9.3%
Region 7	6.9%	21.5%	27.7%	35.4%	8.5%
State Hospital North	15.2%	42.4%	18.2%	21.2%	3.0%
State Hospital South	12.5%	19.6%	31.3%	27.7%	8.9%

2c. Please rate your level of agreement with the statement, "The frontline supervisors regularly monitor staff workload for my program."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	3.5%	9.8%	19.7%	42.2%	24.9%
Idaho State School and Hospital	5.8%	8.7%	9.4%	50.0%	26.1%
Region 1	6.8%	8.8%	11.6%	46.9%	25.9%
Region 2	6.4%	13.6%	8.0%	41.6%	30.4%
Region 3	3.1%	8.9%	8.4%	49.7%	29.8%
Region 4	6.5%	6.2%	12.7%	45.7%	29.0%
Region 5	5.4%	7.5%	9.5%	45.6%	32.0%
Region 6	6.1%	8.6%	8.6%	44.8%	31.9%
Region 7	4.9%	8.5%	11.3%	45.8%	29.6%
State Hospital North	9.5%	7.1%	19.0%	50.0%	14.3%
State Hospital South	7.0%	12.2%	20.0%	45.2%	15.7%

Management in the Department of Health and Welfare

3a. Please rate your level of agreement with the statement, “To the extent possible, the upper management makes adjustments to staff workload when necessary.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	22.4%	24.5%	31.7%	16.1%	5.3%
Idaho State School and Hospital	37.5%	27.3%	27.3%	5.5%	2.3%
Region 1	31.6%	33.1%	21.1%	10.5%	3.8%
Region 2	29.6%	34.3%	21.3%	11.1%	3.7%
Region 3	38.7%	29.4%	25.2%	5.5%	1.2%
Region 4	32.0%	25.2%	24.3%	15.8%	2.7%
Region 5	32.8%	25.4%	32.0%	7.4%	2.5%
Region 6	32.9%	32.2%	28.0%	6.3%	.7%
Region 7	21.3%	27.0%	36.9%	11.5%	3.3%
State Hospital North	33.3%	24.2%	30.3%	12.1%	0.0%
State Hospital South	15.9%	29.9%	36.4%	16.8%	.9%

3b. Please rate your level of agreement with the statement, “To the extent possible, program managers make adjustments to staff workload when necessary.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	12.8%	19.2%	22.0%	36.2%	9.7%
Idaho State School and Hospital	17.4%	25.8%	30.3%	18.9%	7.6%
Region 1	22.0%	29.1%	21.3%	22.0%	5.7%
Region 2	18.2%	24.8%	24.0%	26.4%	6.6%
Region 3	23.0%	24.2%	22.5%	23.0%	7.3%
Region 4	19.1%	16.0%	21.1%	35.9%	7.8%
Region 5	19.4%	24.5%	15.1%	30.2%	10.8%
Region 6	19.7%	21.1%	20.4%	28.9%	9.9%
Region 7	18.3%	22.1%	30.5%	22.9%	6.1%
State Hospital North	26.5%	17.6%	26.5%	26.5%	2.9%
State Hospital South	16.1%	20.5%	25.0%	32.1%	6.3%

Management in the Department of Health and Welfare

3c. Please rate your level of agreement with the statement, "To the extent possible, frontline supervisors make adjustments to staff workload when necessary."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	4.7%	12.9%	22.2%	41.8%	18.4%
Idaho State School and Hospital	8.5%	5.7%	17.7%	50.4%	17.7%
Region 1	9.5%	12.9%	14.3%	46.3%	17.0%
Region 2	10.4%	18.4%	12.8%	38.4%	20.0%
Region 3	8.4%	14.2%	14.7%	40.5%	22.1%
Region 4	12.2%	11.9%	14.0%	43.9%	18.0%
Region 5	8.7%	12.1%	9.4%	43.0%	26.8%
Region 6	10.3%	12.1%	13.9%	38.8%	24.8%
Region 7	12.0%	10.6%	10.6%	43.7%	23.2%
State Hospital North	11.6%	9.3%	18.6%	44.2%	16.3%
State Hospital South	7.8%	13.9%	15.7%	44.3%	18.3%

4. Please rate your level of agreement with the statement, "My program or unit has enough staff to carry out its responsibilities."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	24.5%	30.3%	12.8%	27.0%	5.5%
Idaho State School and Hospital	26.2%	26.2%	15.6%	25.5%	6.4%
Region 1	52.0%	30.7%	6.0%	8.7%	2.7%
Region 2	40.5%	35.9%	8.4%	11.5%	3.8%
Region 3	54.4%	32.6%	5.7%	6.2%	1.0%
Region 4	48.4%	24.0%	8.0%	17.1%	2.4%
Region 5	37.7%	26.0%	10.4%	20.1%	5.8%
Region 6	44.8%	34.5%	3.0%	15.8%	1.8%
Region 7	40.1%	31.7%	11.3%	13.4%	3.5%
State Hospital North	29.5%	29.5%	15.9%	22.7%	2.3%
State Hospital South	14.5%	23.9%	23.9%	35.0%	2.6%

Management in the Department of Health and Welfare

5. Please rate your level of agreement with the statement, "My program or unit has sufficiently qualified staff to carry out its responsibilities."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	8.4%	18.6%	9.9%	42.1%	21.0%
Idaho State School and Hospital	12.1%	23.4%	12.8%	36.2%	15.6%
Region 1	17.6%	21.6%	6.1%	39.2%	15.5%
Region 2	13.6%	16.7%	10.6%	40.9%	18.2%
Region 3	20.0%	23.1%	9.2%	31.3%	16.4%
Region 4	17.8%	19.9%	10.1%	37.8%	14.3%
Region 5	15.0%	18.3%	12.4%	34.6%	19.6%
Region 6	13.8%	23.4%	11.4%	37.1%	14.4%
Region 7	15.4%	21.0%	13.3%	32.9%	17.5%
State Hospital North	18.2%	18.2%	13.6%	36.4%	13.6%
State Hospital South	4.3%	18.1%	14.7%	49.1%	13.8%

6. Please rate your level of agreement with the statement, "Upper management sets high standards for the services we provide."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	3.6%	9.1%	19.7%	45.5%	22.1%
Idaho State School and Hospital	9.0%	16.4%	23.1%	40.3%	11.2%
Region 1	3.5%	6.3%	16.8%	48.3%	25.2%
Region 2	5.5%	.8%	20.5%	52.8%	20.5%
Region 3	3.7%	6.9%	14.9%	57.4%	17.0%
Region 4	5.2%	7.0%	19.2%	51.7%	17.0%
Region 5	2.0%	4.1%	21.8%	46.9%	25.2%
Region 6	1.9%	6.2%	19.8%	47.5%	24.7%
Region 7	4.3%	6.4%	19.3%	54.3%	15.7%
State Hospital North	2.6%	12.8%	43.6%	35.9%	5.1%
State Hospital South	1.8%	9.7%	17.7%	53.1%	17.7%

Management in the Department of Health and Welfare

7. Please rate your level of agreement with the statement, "Each employee is held personally accountable for the quality of work he/she produces."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	9.3%	20.1%	12.6%	43.0%	15.1%
Idaho State School and Hospital	18.7%	25.9%	11.5%	32.4%	11.5%
Region 1	9.0%	17.2%	11.0%	50.3%	12.4%
Region 2	10.2%	18.0%	13.3%	46.1%	12.5%
Region 3	6.7%	18.0%	10.3%	46.9%	18.0%
Region 4	11.3%	17.6%	12.3%	42.6%	16.2%
Region 5	5.9%	17.1%	11.8%	38.2%	27.0%
Region 6	7.8%	17.5%	11.4%	42.8%	20.5%
Region 7	11.8%	16.0%	10.4%	41.7%	20.1%
State Hospital North	20.5%	31.8%	18.2%	20.5%	9.1%
State Hospital South	11.1%	20.5%	16.2%	39.3%	12.8%

8. Please rate your level of agreement with the statement, "To the extent possible, the Department of Health and Welfare rewards (not necessarily monetary) staff on the basis of merit and performance."

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Central Office	30.9%	28.6%	18.4%	19.7%	2.3%
Idaho State School and Hospital	34.6%	30.1%	21.3%	11.0%	2.9%
Region 1	37.2%	32.4%	19.3%	8.3%	2.8%
Region 2	39.8%	34.4%	15.6%	10.2%	0.0%
Region 3	35.1%	29.8%	17.6%	17.6%	0.0%
Region 4	32.5%	29.6%	21.7%	14.1%	2.2%
Region 5	29.1%	20.5%	21.9%	24.5%	4.0%
Region 6	27.9%	32.1%	17.6%	20.0%	2.4%
Region 7	32.4%	27.3%	22.3%	12.9%	5.0%
State Hospital North	39.5%	30.2%	14.0%	14.0%	2.3%
State Hospital South	27.4%	36.3%	22.1%	11.5%	2.7%

Management in the Department of Health and Welfare

9. Please rate your level of agreement with the statement, "Workload is appropriately allocated among the staff in my program/office who do the same type of work I do."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	9.4%	18.4%	16.6%	46.9%	8.7%
Idaho State School and Hospital	11.3%	22.7%	16.3%	36.9%	12.8%
Region 1	15.2%	18.6%	14.5%	46.9%	4.8%
Region 2	17.5%	18.3%	11.1%	42.9%	10.3%
Region 3	13.5%	14.6%	20.8%	44.3%	6.8%
Region 4	17.5%	19.3%	16.4%	42.1%	4.6%
Region 5	13.2%	17.2%	17.2%	43.7%	8.6%
Region 6	13.3%	20.6%	12.7%	42.4%	10.9%
Region 7	17.0%	15.6%	18.4%	41.1%	7.8%
State Hospital North	15.9%	20.5%	22.7%	36.4%	4.5%
State Hospital South	12.2%	13.9%	27.0%	33.9%	13.0%

Policies and Training

1. Please rate your level of agreement with the statement, “My program has established adequate standards, policies and procedures to guide me in my work.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	5.0%	15.9%	14.9%	49.9%	14.4%
Idaho State School and Hospital	5.0%	15.0%	15.7%	52.1%	12.1%
Region 1	8.1%	14.1%	18.8%	50.3%	8.7%
Region 2	6.8%	12.1%	14.4%	50.8%	15.9%
Region 3	4.6%	17.9%	18.4%	48.0%	11.2%
Region 4	4.9%	17.8%	13.9%	55.1%	8.4%
Region 5	7.8%	11.8%	15.0%	53.6%	11.8%
Region 6	4.8%	11.4%	14.4%	53.9%	15.6%
Region 7	4.2%	16.7%	11.8%	50.7%	16.7%
State Hospital North	4.5%	6.8%	15.9%	56.8%	15.9%
State Hospital South	1.7%	6.9%	15.5%	57.8%	18.1%

2. Please rate your level of agreement with the statement, “Upper management encourages training and development of its employees.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	8.2%	18.7%	21.3%	38.2%	13.6%
Idaho State School and Hospital	12.1%	20.7%	23.6%	37.9%	5.7%
Region 1	6.2%	29.0%	15.2%	40.7%	9.0%
Region 2	12.8%	10.4%	20.0%	42.4%	14.4%
Region 3	15.0%	21.4%	19.3%	36.9%	7.5%
Region 4	9.4%	17.0%	18.8%	44.8%	10.1%
Region 5	6.0%	19.5%	14.1%	43.0%	17.4%
Region 6	14.3%	16.1%	14.9%	43.5%	11.2%
Region 7	7.9%	15.0%	16.4%	45.7%	15.0%
State Hospital North	11.6%	9.3%	27.9%	39.5%	11.6%
State Hospital South	7.1%	11.6%	22.3%	42.0%	17.0%

Management in the Department of Health and Welfare

3. Please rate your level of agreement with the statement, "The training I receive is adequate for my current assignment."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	5.5%	15.6%	22.3%	47.9%	8.7%
Idaho State School and Hospital	5.7%	15.6%	22.7%	44.7%	11.3%
Region 1	4.6%	25.8%	21.2%	39.1%	9.3%
Region 2	9.9%	20.6%	16.8%	43.5%	9.2%
Region 3	5.1%	24.1%	22.6%	41.5%	6.7%
Region 4	7.0%	19.2%	13.3%	52.8%	7.7%
Region 5	7.3%	20.5%	15.2%	43.0%	13.9%
Region 6	8.4%	18.1%	12.7%	53.0%	7.8%
Region 7	9.0%	19.4%	14.6%	43.1%	13.9%
State Hospital North	4.5%	18.2%	15.9%	50.0%	11.4%
State Hospital South	2.6%	11.1%	22.2%	55.6%	8.5%

4. Please rate your level of agreement with the statement, "I have enough time to participate in the training I need for my current assignment."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	9.9%	23.8%	22.8%	36.7%	6.7%
Idaho State School and Hospital	9.2%	28.4%	20.6%	35.5%	6.4%
Region 1	18.5%	46.4%	13.2%	19.9%	2.0%
Region 2	18.2%	33.3%	17.4%	28.0%	3.0%
Region 3	17.6%	39.4%	17.1%	23.3%	2.6%
Region 4	16.1%	29.4%	18.2%	34.6%	1.7%
Region 5	15.9%	29.1%	13.9%	32.5%	8.6%
Region 6	18.6%	34.7%	15.0%	30.5%	1.2%
Region 7	11.9%	35.0%	15.4%	29.4%	8.4%
State Hospital North	2.3%	29.5%	22.7%	38.6%	6.8%
State Hospital South	5.2%	20.7%	30.2%	37.9%	6.0%

Management in the Department of Health and Welfare

5. Please rate your level of agreement with the statement, "The problem-solving (grievance) process is fair and equitable to all employees."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	20.4%	20.7%	37.1%	16.7%	5.1%
Idaho State School and Hospital	27.7%	16.0%	32.8%	17.6%	5.9%
Region 1	15.0%	23.3%	37.5%	21.7%	2.5%
Region 2	23.4%	21.3%	31.9%	20.2%	3.2%
Region 3	25.9%	23.1%	26.5%	19.0%	5.4%
Region 4	21.6%	16.0%	30.0%	27.2%	5.2%
Region 5	14.0%	16.5%	34.7%	26.4%	8.3%
Region 6	19.5%	19.5%	34.6%	22.6%	3.8%
Region 7	22.3%	10.7%	32.1%	27.7%	7.1%
State Hospital North	15.0%	20.0%	42.5%	20.0%	2.5%
State Hospital South	24.8%	15.2%	31.4%	26.7%	1.9%

6. Please rate your level of agreement with the statement, "To the extent possible, decisions about promotions are based on merit and performance."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	25.8%	24.3%	22.2%	23.4%	4.3%
Idaho State School and Hospital	22.7%	25.0%	30.5%	18.0%	3.9%
Region 1	20.2%	31.5%	22.6%	23.4%	2.4%
Region 2	22.2%	27.3%	22.2%	26.3%	2.0%
Region 3	24.7%	26.5%	23.5%	21.6%	3.7%
Region 4	19.1%	21.5%	24.8%	30.9%	3.7%
Region 5	21.8%	20.2%	21.8%	27.4%	8.9%
Region 6	19.6%	23.8%	24.5%	28.0%	4.2%
Region 7	24.0%	18.4%	24.8%	25.6%	7.2%
State Hospital North	27.5%	30.0%	25.0%	17.5%	0.0%
State Hospital South	23.6%	20.8%	30.2%	22.6%	2.8%

Management in the Department of Health and Welfare

7. Please rate your level of agreement with the statement, "To the extent possible, decisions about the distribution of merit raises are made in a fair and equitable fashion."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	29.8%	22.5%	22.8%	20.7%	4.3%
Idaho State School and Hospital	26.9%	29.2%	26.9%	12.3%	4.6%
Region 1	27.2%	24.0%	26.4%	22.4%	0.0%
Region 2	28.8%	36.5%	13.5%	19.2%	1.9%
Region 3	32.1%	26.8%	20.8%	16.7%	3.6%
Region 4	24.3%	22.6%	27.4%	23.0%	2.6%
Region 5	18.7%	24.4%	23.6%	26.0%	7.3%
Region 6	24.0%	26.0%	22.6%	24.0%	3.4%
Region 7	21.8%	20.2%	26.6%	23.4%	8.1%
State Hospital North	34.2%	23.7%	28.9%	13.2%	0.0%
State Hospital South	28.3%	26.4%	25.5%	17.9%	1.9%

Agency Communication

1. Please rate the level of communication among your co-workers.

	Very Poor	Poor	Fair	Good	Very Good
Central Office	5.2%	5.2%	20.5%	39.6%	29.5%
Idaho State School and Hospital	3.5%	6.4%	22.0%	38.3%	29.8%
Region 1	3.3%	6.0%	16.6%	49.0%	25.2%
Region 2	6.1%	6.1%	22.7%	31.8%	33.3%
Region 3	0.0%	4.6%	20.4%	34.2%	40.8%
Region 4	2.1%	7.0%	19.5%	43.2%	28.2%
Region 5	1.9%	3.9%	25.3%	32.5%	36.4%
Region 6	3.0%	6.0%	14.3%	38.7%	38.1%
Region 7	6.8%	7.5%	17.1%	34.9%	33.6%
State Hospital North	9.3%	18.6%	14.0%	44.2%	14.0%
State Hospital South	2.6%	9.4%	26.5%	41.0%	20.5%

2. Please rate the level of communication you receive from your supervisor.

	Very Poor	Poor	Fair	Good	Very Good
Central Office	4.2%	8.7%	17.1%	37.1%	32.9%
Idaho State School and Hospital	4.3%	6.4%	17.7%	34.8%	36.9%
Region 1	2.6%	6.6%	22.5%	37.7%	30.5%
Region 2	11.4%	7.6%	26.5%	24.2%	30.3%
Region 3	3.1%	4.1%	25.5%	30.1%	37.2%
Region 4	3.2%	9.1%	14.0%	40.7%	33.0%
Region 5	7.1%	4.5%	18.2%	29.9%	40.3%
Region 6	3.0%	6.5%	13.1%	31.5%	45.8%
Region 7	10.3%	3.4%	17.1%	34.2%	34.9%
State Hospital North	16.3%	11.6%	23.3%	25.6%	23.3%
State Hospital South	8.5%	5.1%	23.1%	33.3%	29.9%

Management in the Department of Health and Welfare

3. Please rate your level of agreement with the statement, "I receive enough information from top management to do my job well."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	10.2%	18.6%	31.8%	32.3%	7.1%
Idaho State School and Hospital	22.5%	18.8%	33.3%	21.0%	4.3%
Region 1	10.2%	21.8%	36.1%	27.9%	4.1%
Region 2	17.2%	25.8%	24.2%	29.7%	3.1%
Region 3	12.6%	31.1%	26.8%	25.8%	3.7%
Region 4	7.9%	20.4%	34.3%	33.6%	3.9%
Region 5	6.0%	26.8%	32.9%	26.2%	8.1%
Region 6	8.5%	20.7%	36.6%	26.8%	7.3%
Region 7	11.6%	19.6%	33.3%	29.7%	5.8%
State Hospital North	9.3%	27.9%	39.5%	18.6%	4.7%
State Hospital South	8.8%	16.7%	26.3%	42.1%	6.1%

4. Please rate your level of agreement with the statement, "The Infonet is a useful source of information for employees."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	2.0%	4.5%	20.6%	54.0%	18.8%
Idaho State School and Hospital	3.6%	7.2%	29.0%	49.3%	10.9%
Region 1	1.3%	7.4%	22.1%	55.7%	13.4%
Region 2	3.1%	10.0%	16.2%	49.2%	21.5%
Region 3	1.5%	6.6%	29.6%	48.5%	13.8%
Region 4	.7%	6.4%	26.1%	48.2%	18.6%
Region 5	4.6%	4.6%	19.7%	55.3%	15.8%
Region 6	.6%	7.8%	16.8%	54.5%	20.4%
Region 7	2.8%	2.8%	22.8%	53.1%	18.6%
State Hospital North	4.5%	6.8%	34.1%	40.9%	13.6%
State Hospital South	.9%	8.7%	22.6%	54.8%	13.0%

Management in the Department of Health and Welfare

5. Please rate your level of agreement with the statement, “My supervisor lets me know exactly what is expected of me.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	3.5%	12.8%	14.8%	45.7%	23.2%
Idaho State School and Hospital	2.8%	12.8%	13.5%	44.0%	27.0%
Region 1	3.3%	6.7%	15.3%	52.7%	22.0%
Region 2	6.1%	12.9%	19.7%	42.4%	18.9%
Region 3	2.6%	9.7%	17.9%	48.0%	21.9%
Region 4	3.5%	9.8%	16.1%	52.1%	18.5%
Region 5	5.2%	10.5%	13.7%	40.5%	30.1%
Region 6	2.4%	7.1%	10.7%	45.8%	33.9%
Region 7	5.6%	8.3%	12.5%	45.1%	28.5%
State Hospital North	6.8%	20.5%	22.7%	36.4%	13.6%
State Hospital South	2.6%	12.1%	19.8%	45.7%	19.8%

6. Please rate your level of agreement with the statement, “The atmosphere of my program encourages people to be open and candid with upper management.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	19.8%	21.1%	23.4%	26.6%	9.0%
Idaho State School and Hospital	34.8%	23.4%	19.9%	12.1%	9.9%
Region 1	26.4%	30.4%	21.6%	18.9%	2.7%
Region 2	31.3%	21.4%	14.5%	26.0%	6.9%
Region 3	28.4%	25.8%	17.9%	17.9%	10.0%
Region 4	25.0%	22.9%	17.1%	27.5%	7.5%
Region 5	24.2%	23.5%	15.7%	25.5%	11.1%
Region 6	23.6%	22.4%	21.8%	26.7%	5.5%
Region 7	25.2%	22.4%	21.0%	22.4%	9.1%
State Hospital North	23.3%	34.9%	16.3%	20.9%	4.7%
State Hospital South	17.2%	24.1%	29.3%	25.0%	4.3%

Management in the Department of Health and Welfare

7a. Please rate your level of agreement with the statement, "I can talk openly with upper management about work-related problems without fear of retaliation."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	26.7%	17.4%	23.0%	19.8%	13.1%
Idaho State School and Hospital	33.1%	23.1%	27.7%	11.5%	4.6%
Region 1	20.5%	25.8%	28.8%	20.5%	4.5%
Region 2	32.4%	18.5%	26.9%	16.7%	5.6%
Region 3	35.4%	23.2%	26.2%	12.2%	3.0%
Region 4	23.0%	24.3%	27.9%	19.8%	5.0%
Region 5	29.1%	24.4%	22.0%	18.1%	6.3%
Region 6	25.2%	25.2%	32.2%	12.6%	4.9%
Region 7	21.2%	24.6%	35.6%	11.9%	6.8%
State Hospital North	25.0%	27.8%	36.1%	11.1%	0.0%
State Hospital South	10.8%	19.8%	36.9%	27.0%	5.4%

7b. Please rate your level of agreement with the statement, "I can talk openly with program managers about work-related problems without fear of retaliation."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	13.2%	15.9%	14.8%	36.9%	19.1%
Idaho State School and Hospital	20.6%	16.9%	21.3%	30.1%	11.0%
Region 1	18.1%	19.6%	20.3%	30.4%	11.6%
Region 2	21.6%	13.6%	18.4%	31.2%	15.2%
Region 3	20.8%	23.0%	17.5%	27.3%	11.5%
Region 4	15.0%	18.8%	15.4%	36.1%	14.7%
Region 5	16.4%	22.6%	13.7%	28.1%	19.2%
Region 6	12.1%	11.5%	21.0%	37.6%	17.8%
Region 7	19.1%	16.8%	17.6%	32.1%	14.5%
State Hospital North	8.1%	32.4%	21.6%	32.4%	5.4%
State Hospital South	14.0%	11.4%	26.3%	33.3%	14.9%

Management in the Department of Health and Welfare

7c. Please rate your level of agreement with the statement, "I can talk openly with frontline supervisors about work-related problems without fear of retaliation."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	6.1%	9.9%	15.9%	43.5%	24.6%
Idaho State School and Hospital	7.2%	4.3%	14.4%	44.6%	29.5%
Region 1	9.0%	9.7%	11.1%	41.7%	28.5%
Region 2	11.5%	10.0%	11.5%	38.5%	28.5%
Region 3	6.2%	8.8%	14.0%	35.2%	35.8%
Region 4	9.0%	13.4%	11.6%	36.8%	29.2%
Region 5	3.9%	9.2%	9.2%	38.8%	38.8%
Region 6	6.1%	10.4%	10.4%	36.0%	37.2%
Region 7	11.9%	11.2%	11.2%	30.1%	35.7%
State Hospital North	12.2%	22.0%	14.6%	36.6%	14.6%
State Hospital South	11.2%	11.2%	11.2%	38.8%	27.6%

8a. Please rate your level of agreement with the statement, "Upper management encourages my suggestions and complaints."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	23.0%	19.3%	26.4%	22.2%	9.1%
Idaho State School and Hospital	29.5%	19.7%	32.6%	14.4%	3.8%
Region 1	19.3%	25.9%	31.1%	20.7%	3.0%
Region 2	29.4%	26.6%	21.1%	17.4%	5.5%
Region 3	30.3%	25.5%	24.8%	15.2%	4.2%
Region 4	21.7%	19.5%	32.6%	21.7%	4.5%
Region 5	26.2%	20.6%	31.0%	15.9%	6.3%
Region 6	21.4%	23.4%	34.5%	17.2%	3.4%
Region 7	17.2%	15.6%	39.3%	19.7%	8.2%
State Hospital North	18.2%	27.3%	42.4%	12.1%	0.0%
State Hospital South	10.9%	18.2%	40.0%	27.3%	3.6%

Management in the Department of Health and Welfare

8b. Please rate your level of agreement with the statement, "Program managers encourage my suggestions and complaints."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	13.9%	14.7%	20.5%	34.4%	16.5%
Idaho State School and Hospital	18.5%	14.1%	30.4%	25.2%	11.9%
Region 1	16.8%	20.4%	19.7%	33.6%	9.5%
Region 2	19.5%	18.7%	16.3%	32.5%	13.0%
Region 3	15.9%	17.6%	25.3%	28.6%	12.6%
Region 4	14.8%	16.0%	16.3%	40.7%	12.2%
Region 5	16.9%	19.7%	14.8%	31.0%	17.6%
Region 6	10.3%	12.8%	19.9%	37.8%	19.2%
Region 7	16.2%	14.0%	25.0%	30.1%	14.7%
State Hospital North	8.6%	25.7%	28.6%	31.4%	5.7%
State Hospital South	10.5%	16.7%	24.6%	37.7%	10.5%

8c. Please rate your level of agreement with the statement, "Frontline supervisors encourage my suggestions and complaints."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	5.7%	11.4%	19.9%	41.5%	21.6%
Idaho State School and Hospital	7.2%	5.1%	18.1%	42.8%	26.8%
Region 1	7.6%	11.7%	18.6%	39.3%	22.8%
Region 2	11.5%	12.3%	17.7%	31.5%	26.9%
Region 3	3.7%	7.9%	17.4%	38.9%	32.1%
Region 4	6.8%	11.4%	12.5%	44.3%	25.0%
Region 5	6.0%	8.7%	12.1%	38.9%	34.2%
Region 6	6.1%	8.0%	12.9%	39.9%	33.1%
Region 7	11.9%	10.5%	17.5%	29.4%	30.8%
State Hospital North	9.3%	16.3%	14.0%	41.9%	18.6%
State Hospital South	7.0%	14.8%	12.2%	42.6%	23.5%

Management in the Department of Health and Welfare

9a. Please rate your level of agreement with the statement, "Upper management listens to the recommendations of staff."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	21.8%	20.3%	27.0%	22.7%	8.2%
Idaho State School and Hospital	35.9%	27.5%	26.0%	9.2%	1.5%
Region 1	21.5%	26.9%	33.8%	14.6%	3.1%
Region 2	36.4%	24.3%	23.4%	13.1%	2.8%
Region 3	34.2%	27.3%	28.6%	6.2%	3.7%
Region 4	23.9%	22.0%	32.5%	18.2%	3.3%
Region 5	27.3%	16.4%	33.6%	20.3%	2.3%
Region 6	28.5%	18.8%	34.7%	15.3%	2.8%
Region 7	21.7%	25.8%	31.7%	15.8%	5.0%
State Hospital North	26.5%	29.4%	38.2%	5.9%	0.0%
State Hospital South	10.1%	21.1%	44.0%	21.1%	3.7%

9b. Please rate your level of agreement with the statement, "Program managers listen to the recommendations of staff."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	13.2%	15.9%	18.1%	37.6%	15.1%
Idaho State School and Hospital	19.5%	22.6%	24.8%	24.8%	8.3%
Region 1	18.4%	22.8%	26.5%	25.7%	6.6%
Region 2	22.5%	12.5%	20.8%	33.3%	10.8%
Region 3	17.7%	21.0%	23.2%	26.0%	12.2%
Region 4	12.5%	18.9%	19.7%	37.1%	11.7%
Region 5	17.5%	18.9%	18.2%	30.1%	15.4%
Region 6	11.5%	10.9%	25.6%	35.3%	16.7%
Region 7	14.1%	21.1%	23.4%	31.3%	10.2%
State Hospital North	13.2%	23.7%	26.3%	26.3%	10.5%
State Hospital South	13.9%	13.9%	32.2%	32.2%	7.8%

Management in the Department of Health and Welfare

9c. Please rate your level of agreement with the statement, "Frontline supervisors listen to the recommendations of staff."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	6.4%	11.8%	19.7%	43.4%	18.8%
Idaho State School and Hospital	5.8%	5.1%	13.9%	53.3%	21.9%
Region 1	5.6%	9.2%	14.8%	50.0%	20.4%
Region 2	14.7%	8.5%	17.8%	33.3%	25.6%
Region 3	4.2%	6.8%	19.3%	42.7%	27.1%
Region 4	6.8%	11.1%	13.9%	44.6%	23.6%
Region 5	8.0%	5.3%	15.3%	40.0%	31.3%
Region 6	8.6%	2.5%	14.7%	43.6%	30.7%
Region 7	12.1%	12.1%	12.9%	34.3%	28.6%
State Hospital North	11.6%	20.9%	16.3%	32.6%	18.6%
State Hospital South	7.7%	14.5%	15.4%	44.4%	17.9%

10. Please rate the quality of communication within the Department of Health and Welfare.

	Very Poor	Poor	Fair	Good	Very Good
Central Office	13.3%	20.8%	40.6%	21.6%	3.8%
Idaho State School and Hospital	14.4%	24.2%	41.7%	16.7%	3.0%
Region 1	12.0%	23.3%	43.3%	20.0%	1.3%
Region 2	19.7%	19.7%	40.9%	18.2%	1.5%
Region 3	14.5%	25.4%	44.0%	12.4%	3.6%
Region 4	13.9%	19.2%	42.0%	22.8%	2.1%
Region 5	12.6%	17.9%	43.0%	20.5%	6.0%
Region 6	11.4%	17.5%	43.4%	23.5%	4.2%
Region 7	11.8%	17.4%	42.4%	23.6%	4.9%
State Hospital North	16.7%	38.1%	23.8%	19.0%	2.4%
State Hospital South	6.1%	21.7%	43.5%	26.1%	2.6%

Morale and Job Satisfaction

1. Please rate your level of agreement with the statement, “In general, I am satisfied with my job.”

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	7.4%	13.6%	13.6%	50.4%	15.1%
Idaho State School and Hospital	3.5%	11.3%	14.9%	53.2%	17.0%
Region 1	9.9%	11.8%	17.1%	48.7%	12.5%
Region 2	6.9%	11.5%	16.8%	47.3%	17.6%
Region 3	5.1%	17.4%	13.8%	47.2%	16.4%
Region 4	5.6%	17.5%	14.0%	47.0%	15.8%
Region 5	5.2%	11.0%	16.2%	46.1%	21.4%
Region 6	7.2%	13.8%	12.6%	49.1%	17.4%
Region 7	6.8%	9.6%	14.4%	49.3%	19.9%
State Hospital North	9.3%	11.6%	14.0%	51.2%	14.0%
State Hospital South	2.6%	12.0%	17.1%	50.4%	17.9%

2. Please rate the level of workplace morale among your co-workers.

	Very Poor	Poor	Fair	Good	Very Good
Central Office	15.0%	18.0%	32.0%	28.6%	6.4%
Idaho State School and Hospital	14.2%	22.0%	22.7%	30.5%	10.6%
Region 1	24.3%	26.3%	30.9%	17.1%	1.3%
Region 2	22.0%	17.4%	29.5%	25.0%	6.1%
Region 3	19.1%	21.6%	29.9%	21.1%	8.2%
Region 4	19.6%	18.9%	25.5%	29.4%	6.6%
Region 5	14.9%	16.9%	30.5%	25.3%	12.3%
Region 6	14.9%	28.6%	20.2%	30.4%	6.0%
Region 7	15.8%	24.0%	25.3%	20.5%	14.4%
State Hospital North	22.7%	29.5%	18.2%	20.5%	9.1%

Management in the Department of Health and Welfare

State Hospital South	15.4%	23.9%	35.0%	16.2%	9.4%
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3. Please rate your level of agreement with the statement, "Turnover within the Department of Health and Welfare significantly impedes organizational effectiveness."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	.5%	3.5%	6.8%	38.9%	50.3%
Idaho State School and Hospital	.7%	5.9%	11.8%	40.4%	41.2%
Region 1	0.0%	1.3%	8.7%	24.0%	66.0%
Region 2	.8%	3.1%	5.4%	29.2%	61.5%
Region 3	2.1%	2.6%	4.7%	22.3%	68.4%
Region 4	.4%	1.8%	2.5%	22.3%	73.0%
Region 5	.7%	2.0%	6.6%	32.2%	58.6%
Region 6	.6%	1.8%	6.5%	26.2%	64.9%
Region 7	1.4%	1.4%	5.5%	26.9%	64.8%
State Hospital North	2.4%	4.8%	14.3%	28.6%	50.0%
State Hospital South	1.7%	2.6%	9.5%	37.1%	49.1%

4. Please rate your level of agreement with the statement, "Management creates and environment that makes me want to do my very best each day."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	11.9%	19.8%	30.9%	29.1%	8.4%
Idaho State School and Hospital	19.9%	25.5%	32.6%	14.9%	7.1%
Region 1	13.8%	25.7%	36.2%	23.0%	1.3%
Region 2	15.4%	20.0%	33.1%	25.4%	6.2%
Region 3	12.8%	23.1%	32.8%	22.1%	9.2%
Region 4	10.1%	20.6%	31.0%	30.3%	8.0%
Region 5	14.3%	19.5%	28.6%	27.9%	9.7%
Region 6	5.4%	23.2%	33.3%	25.0%	13.1%
Region 7	12.4%	16.6%	30.3%	30.3%	10.3%
State Hospital North	11.4%	38.6%	27.3%	20.5%	2.3%
State Hospital South	7.7%	23.9%	32.5%	29.9%	6.0%

Management in the Department of Health and Welfare

5. Please rate your level of agreement with the statement, "I feel valued my supervisor."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	5.7%	9.0%	11.7%	40.3%	33.3%
Idaho State School and Hospital	7.1%	7.1%	7.1%	44.7%	34.0%
Region 1	3.3%	9.3%	10.7%	43.3%	33.3%
Region 2	7.7%	11.5%	15.4%	34.6%	30.8%
Region 3	5.2%	6.7%	13.5%	38.9%	35.8%
Region 4	6.3%	9.2%	10.2%	39.4%	34.9%
Region 5	3.3%	9.8%	7.8%	40.5%	38.6%
Region 6	4.2%	6.5%	6.5%	38.7%	44.0%
Region 7	10.4%	6.9%	6.9%	44.4%	31.3%
State Hospital North	15.9%	11.4%	18.2%	25.0%	29.5%
State Hospital South	6.9%	12.1%	17.2%	39.7%	24.1%

6. Please rate your level of agreement with the statement, "I feel valued by DHW."

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Central Office	18.1%	20.1%	32.7%	22.1%	7.0%
Idaho State School and Hospital	19.9%	35.3%	27.9%	14.0%	2.9%
Region 1	23.2%	29.8%	28.5%	15.2%	3.3%
Region 2	22.0%	28.8%	22.7%	23.5%	3.0%
Region 3	25.3%	32.5%	24.7%	13.9%	3.6%
Region 4	18.0%	27.3%	30.2%	21.6%	2.9%
Region 5	17.3%	22.0%	27.3%	26.7%	6.7%
Region 6	17.6%	33.3%	23.0%	24.2%	1.8%
Region 7	16.3%	27.7%	27.0%	24.1%	5.0%
State Hospital North	38.6%	18.2%	27.3%	13.6%	2.3%
State Hospital South	16.7%	30.7%	35.1%	14.9%	2.6%