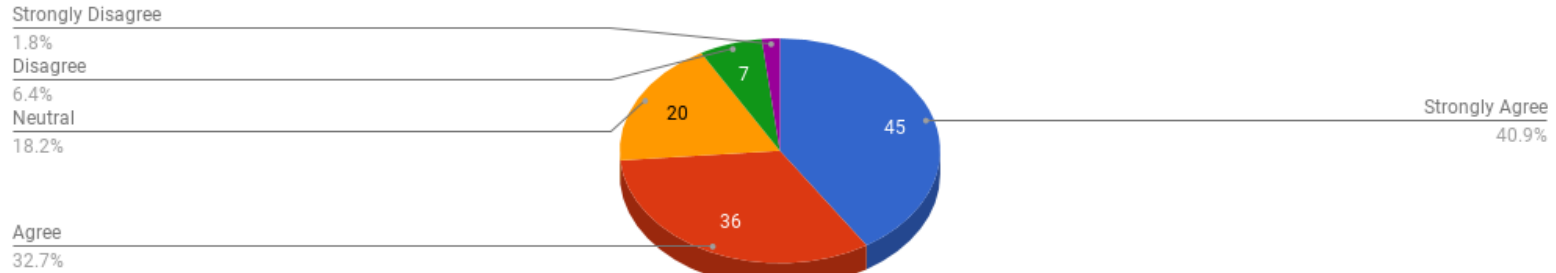


EA Employee Satisfaction Survey 2018



This satisfaction survey was administered via a SurveyMonkey link to all EA employees. The survey consisted of twelve items, ten of which are based on a 5-point Likert scale. Likert-scaled responses are scored on a range from 5 to 1 (e.g. "Strongly Agree" to "Strongly Disagree"). **This survey ended with a sample size (n) of 110.**

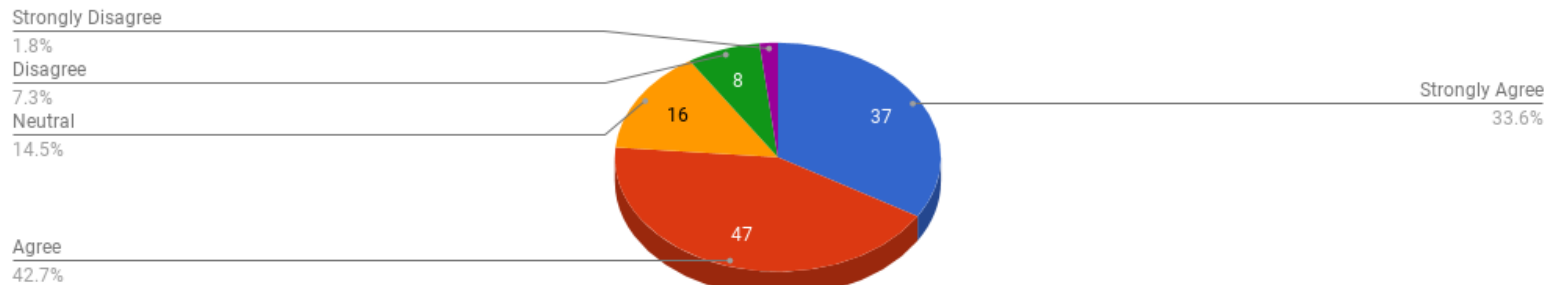
Q1: My work environment inspires me to give my best effort each day?



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	45	36	20	7	2

Item Mean	4.05
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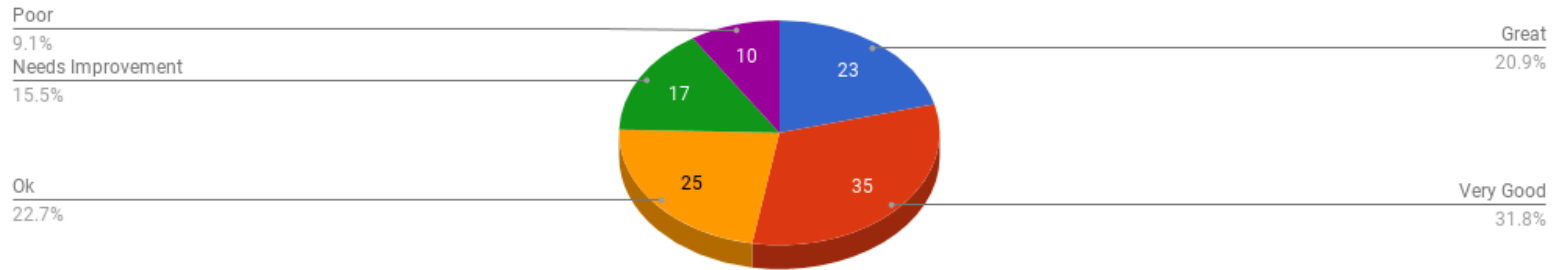
Q2: I feel I work in a healthy work environment.



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	37	47	16	8	2

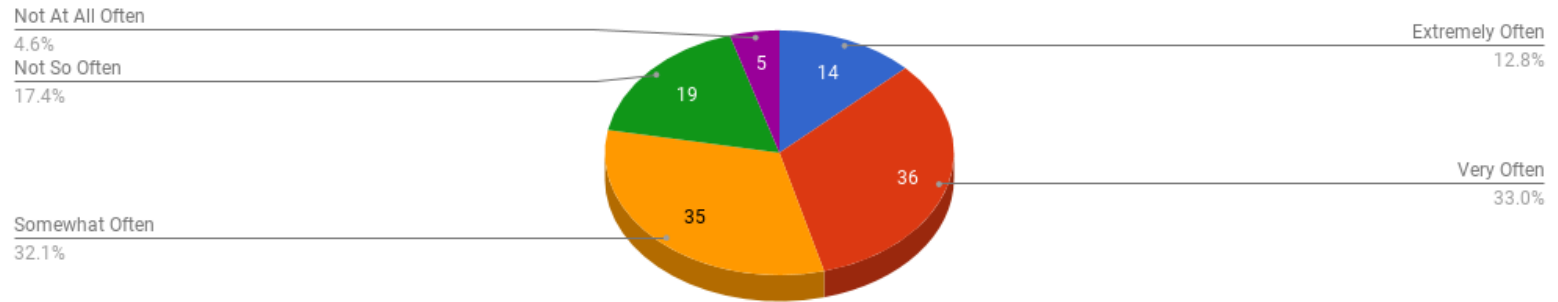
Item Mean	4
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Q3: How would you rate communication between senior leaders and employees in my organization?



	Great	Very Good	Ok	Needs Improvement	Poor
# of Responses	23	35	25	17	10
Item Mean	3.4				

Q4: How often does your supervisor give you feedback about your work?



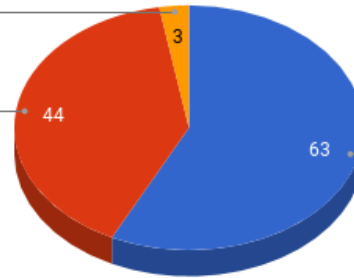
	Extremely Often	Very Often	Somewhat Often	Not So Often	Not At All Often
# of Responses	14	36	35	19	5
Item Mean	3.32				

Q5: I have received praise for doing good work?

No
2.7%

Yes, Somewhat
40.0%

Yes, Definitely
57.3%



	Yes, Definitely	Yes, Somewhat	No
# of Responses	63	44	3
Item Mean	2.55		

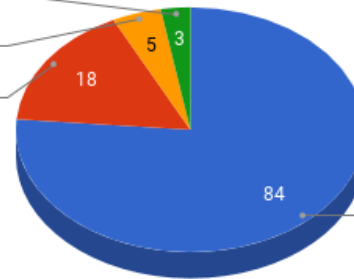
Q6: I am satisfied with the workplace flexibility offered by my organization.

Disagree
2.7%

Neutral
4.5%

Agree
16.4%

Strongly Agree
76.4%



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	84	18	5	3	0
Item Mean	4.67				

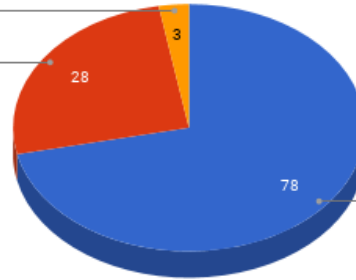
Q7: We are encouraged to work with other staff to solve problems.

Never

2.8%

Usually

25.7%



Always
71.6%

	Always	Usually	Never
# of Responses	78	28	3

Item Mean	2.69
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Q8: I feel my cultural concerns and preferences (race, spirituality, identity, etc.) are respected by EA.

Strongly Disagree

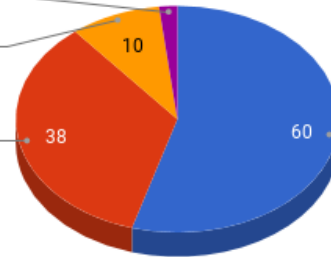
1.8%

Neutral

9.1%

Agree

34.5%

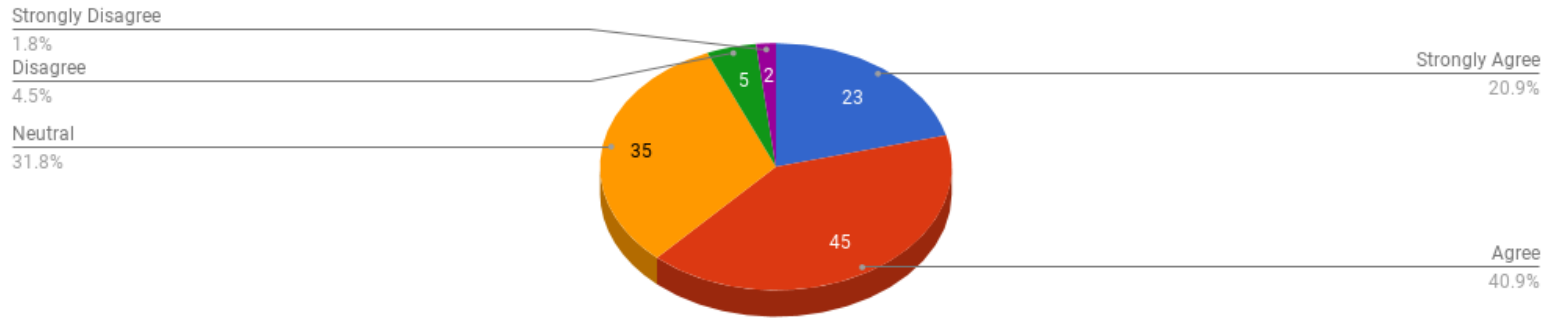


Strongly Agree
54.5%

	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	60	38	10	0	2

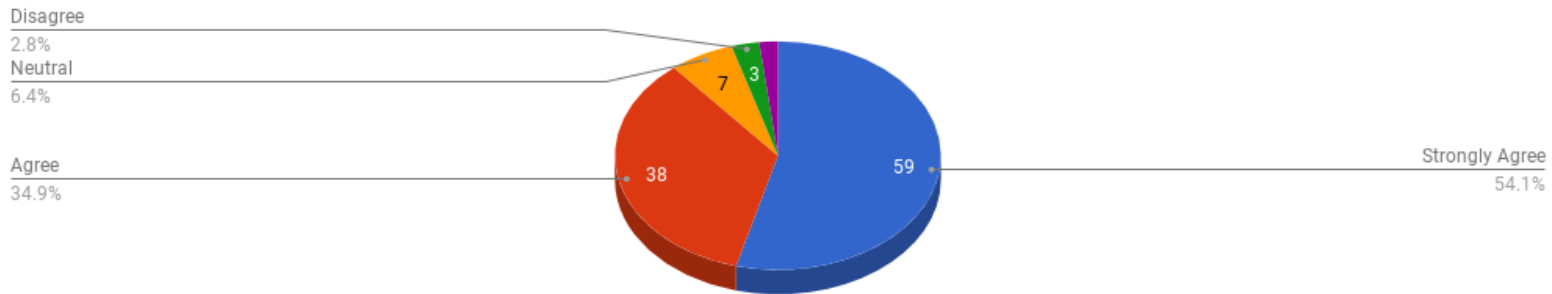
Item Mean	4.4
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Q9: EA works to reduce barriers to promote my personal growth and success.



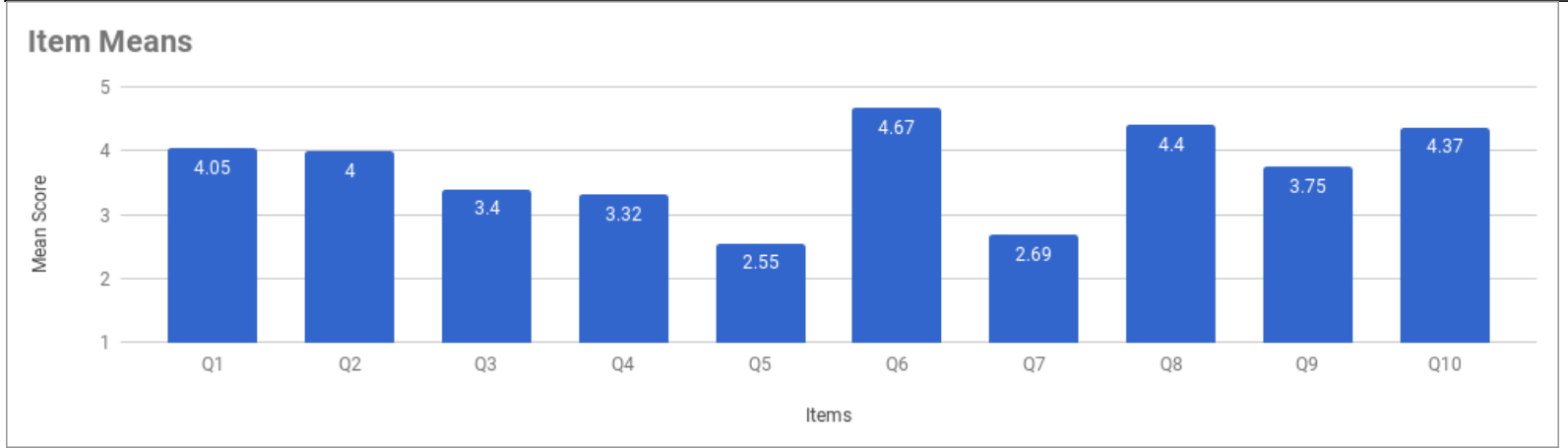
	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	23	45	35	5	2
Item Mean	3.75				

Q10: Overall, meeting the needs of our children/clients and families is a top priority at EA.



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	59	38	7	3	2
Item Mean	4.37				

Means



Lowest Item Mean	3.32	How often does your supervisor give you feedback about your work?
Highest Item Mean	4.67	I am satisfied with the workplace flexibility offered by my organization.
Items Q5 & Q7 are not included in "Lowest Item Mean" and "Highest Item Mean" as they are on a 3-point scale, rather than 5-point		

