

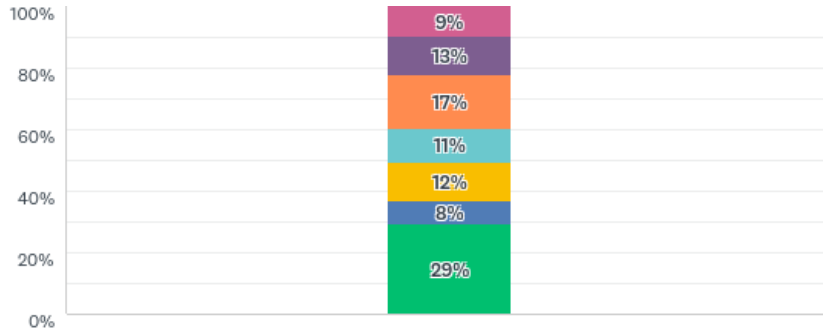
People Survey 2018

Guide to this report

- This report is split into six sections: respondent profile; morale and motivation; line management; senior management; communications; roles and responsibilities.
- For each section a graph is presented which shows the response for the whole directorate, then further graphs show how the responses to each question vary between service areas.
- It is important to note that the number of respondents in each service area varies widely (from 19 in Integration & Partnerships to 246 in Provider Services).

Respondent profile

- A total of 891 people completed the survey.
- The highest proportion of respondents were based in Carlisle.
- This represents 23% of the People workforce overall.
- The response is consistent with previous employee surveys.

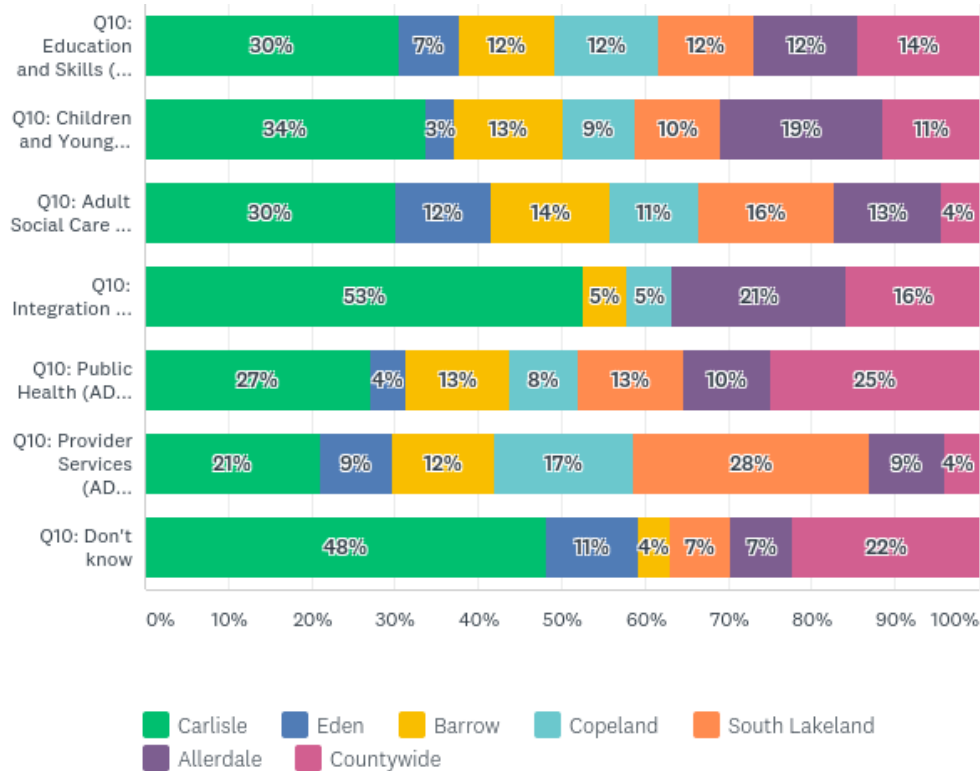


■ Carlisle
 ■ Eden
 ■ Barrow
 ■ Copeland
 ■ South Lakeland
■ Allerdale
■ Countywide

Service Area	No. of responses
E&S	138
C&YP	175
ASC	226
I&P	19
PH	48
PS	246
Don't know	27
(Missing data)	12
Total	891

Q9: Which district area are you based in?

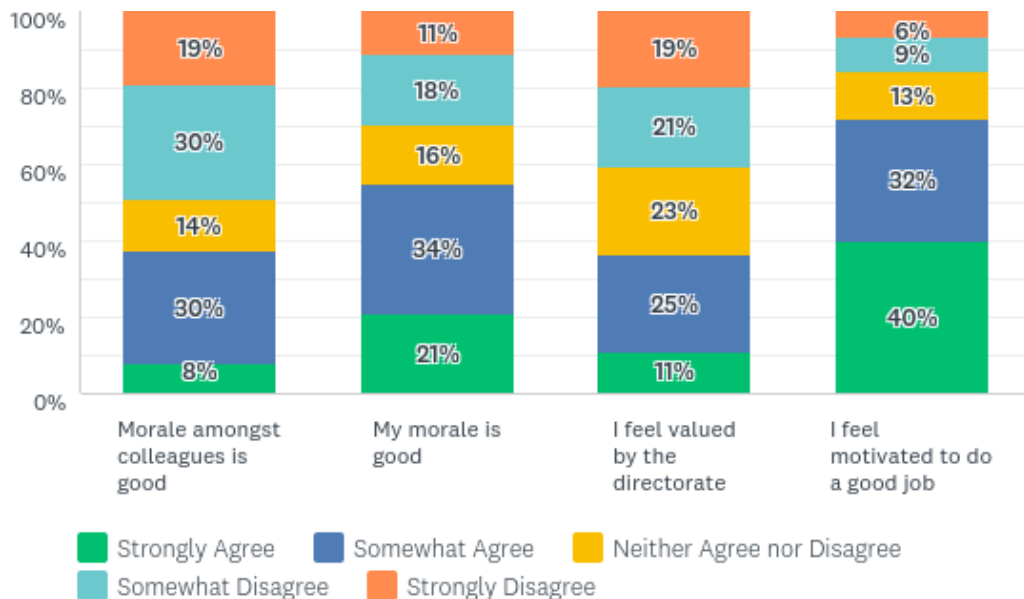
Answered: 879 Skipped: 0



Morale and motivation

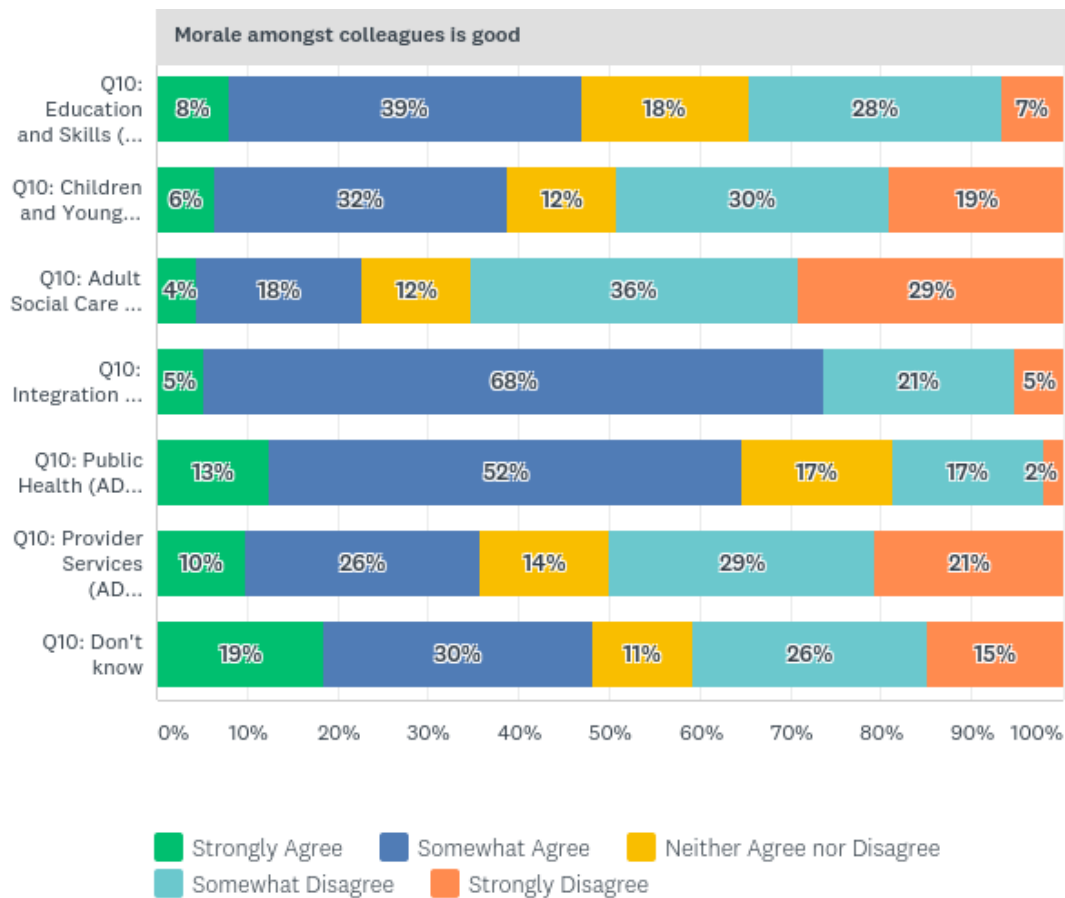
Q1: To what extent do you agree or disagree with the following statements? ALL PEOPLE

Answered: 891 Skipped: 0



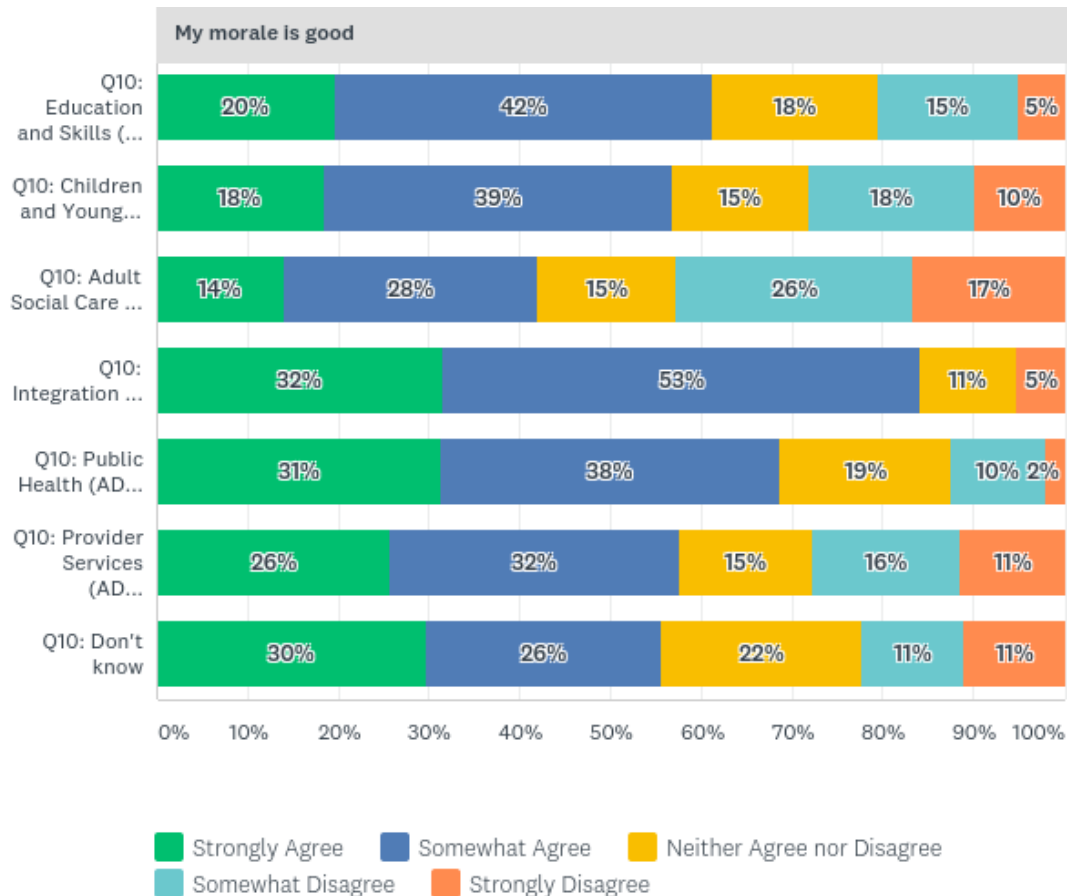
Q1: Morale amongst colleagues is good?

Answered: 879 Skipped: 0



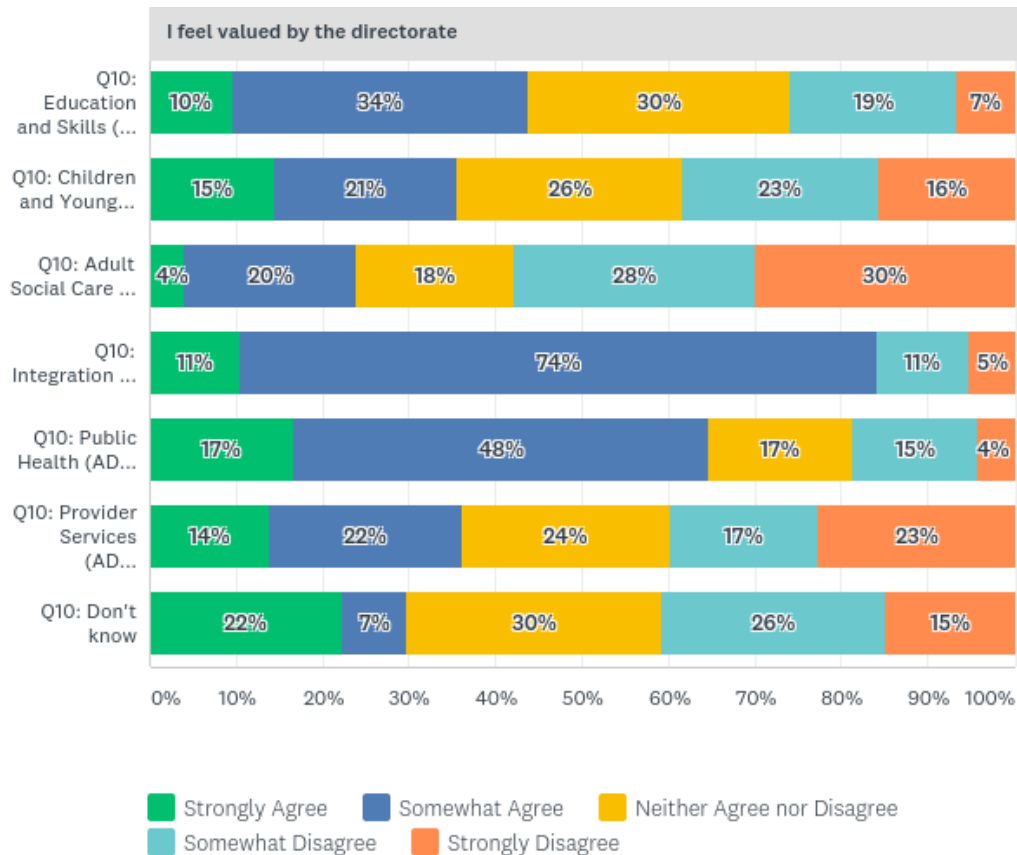
Q1: My morale is good?

Answered: 879 Skipped



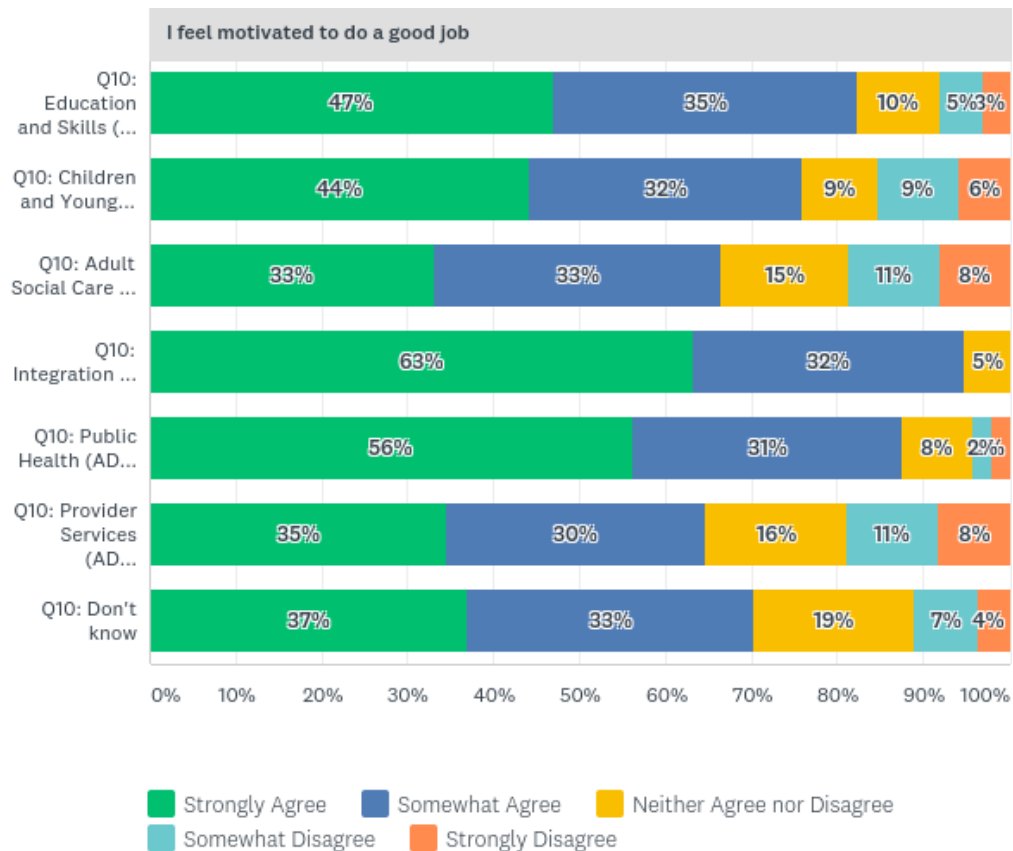
Q1: I feel valued by the directorate?

Answered: 879 Skipped: 0



Q1: I feel motivated to do a good job?

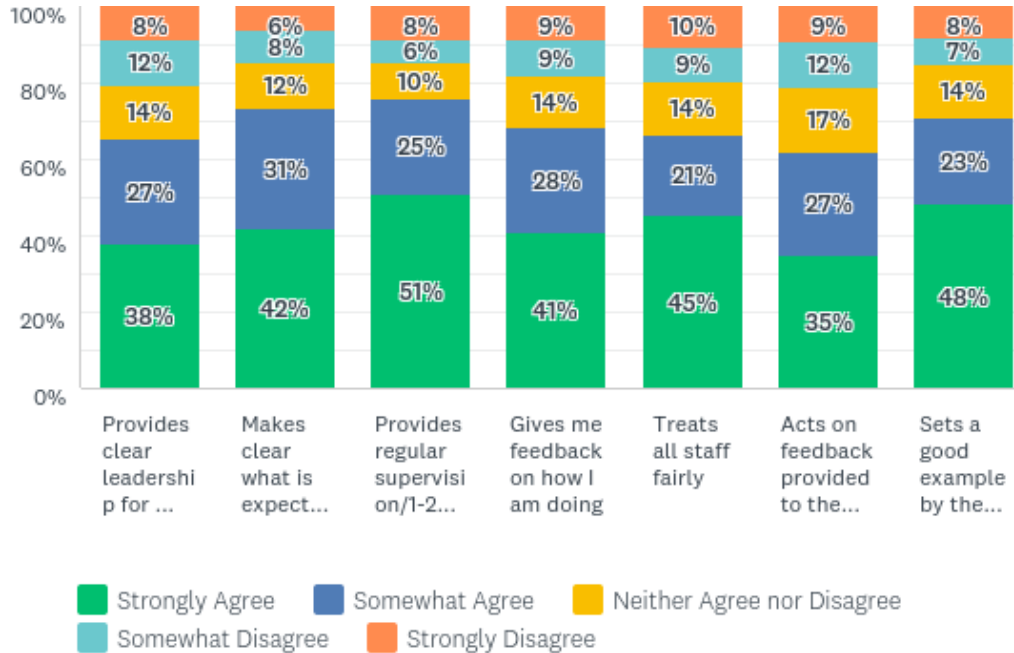
Answered: 879 Skipped: 0



Line management

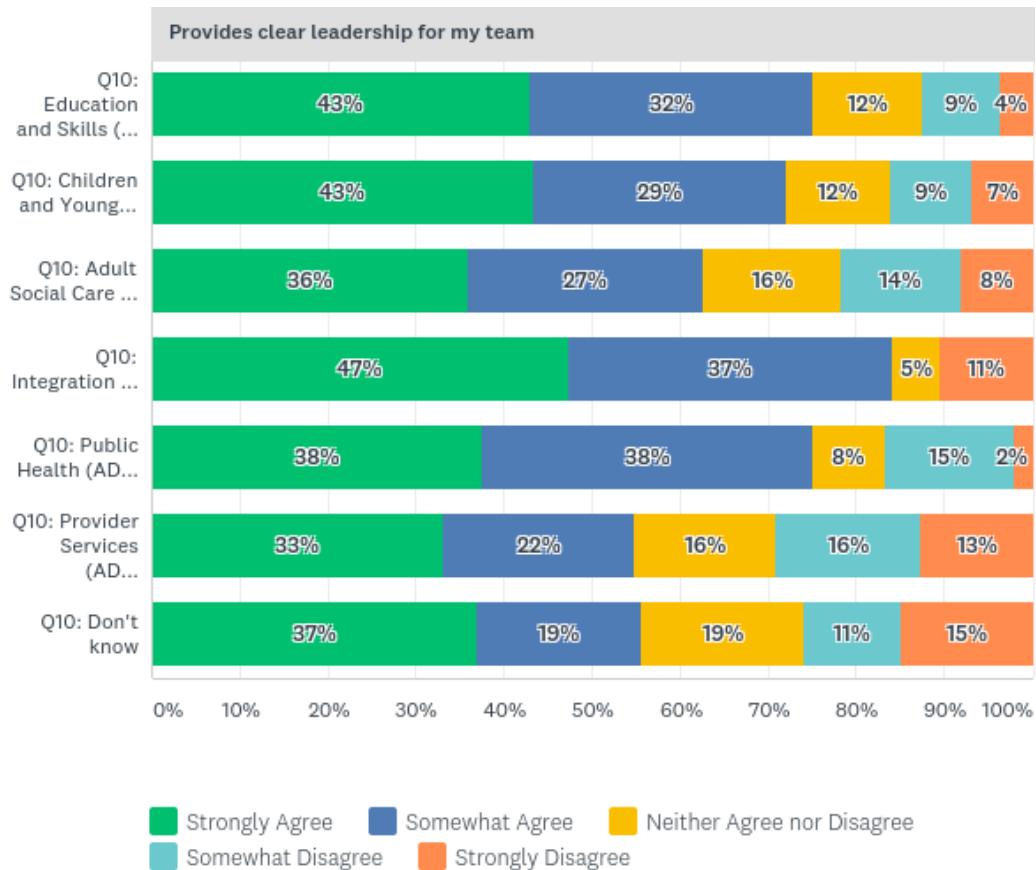
Q2: To what extent do you agree or disagree with the following statements about your immediate line manager?

Answered: 891 Skipped: 0



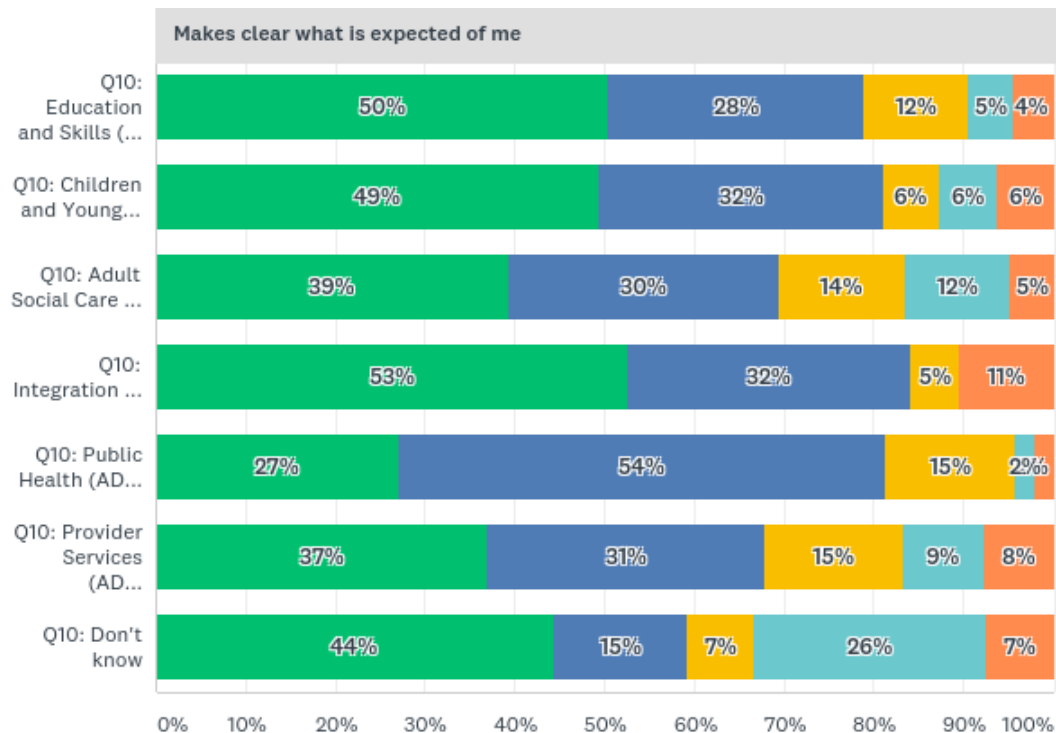
Q2: Line manager – provides clear leadership?

Answered: 879 Skipped: 0



Q2: Line manager – makes clear what is expect of me?

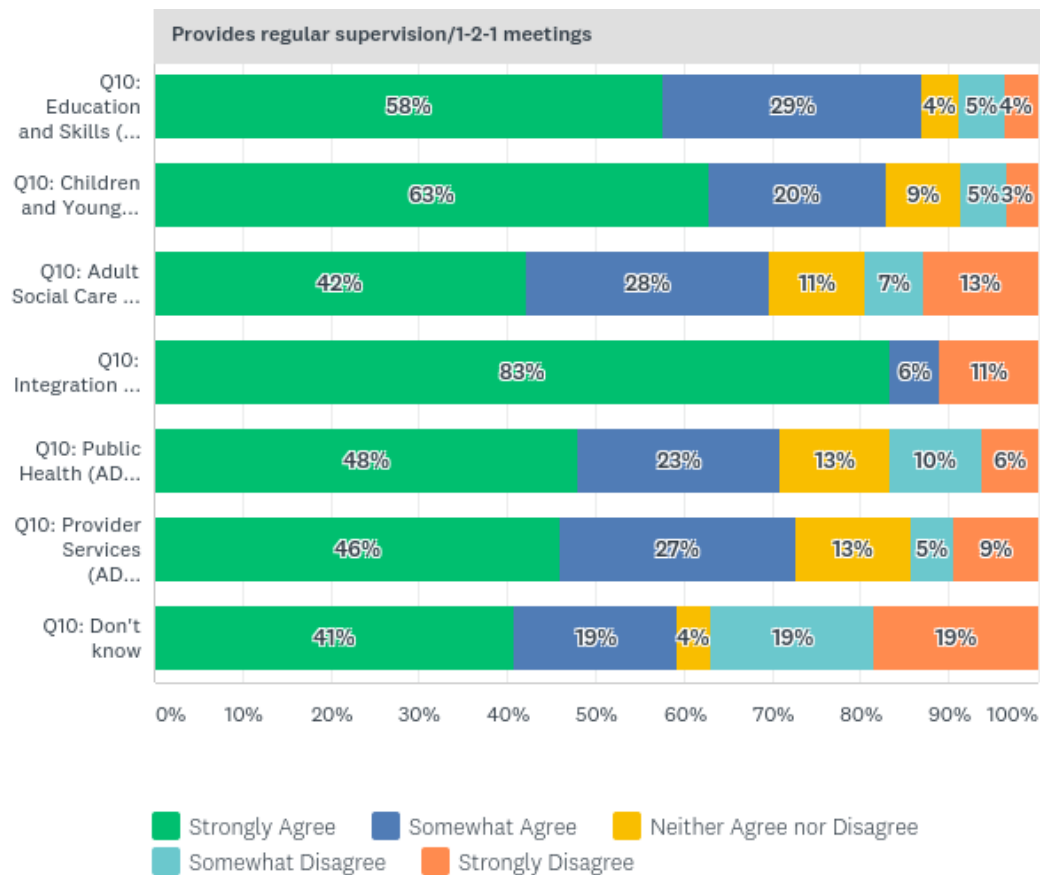
Answered: 879 Skipped: 0



Strongly Agree Somewhat Agree Neither Agree nor Disagree
Somewhat Disagree Strongly Disagree

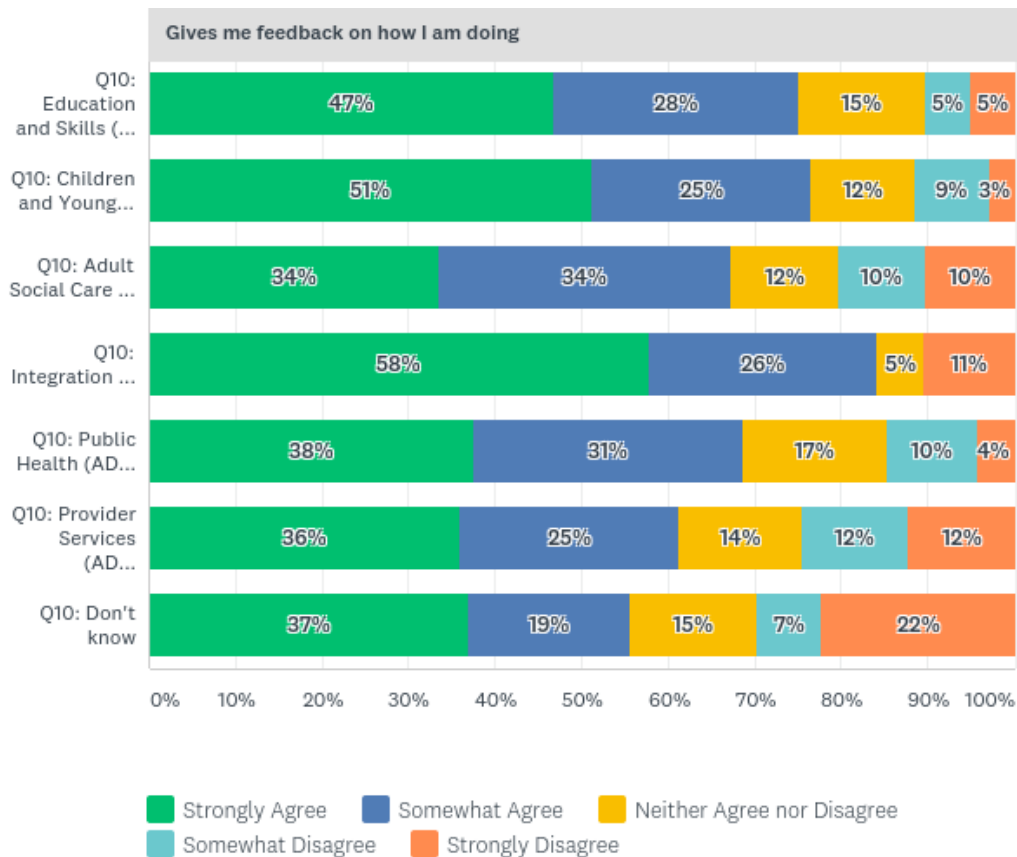
Q2: Line manager – provides regular 121s?

Answered: 879 Skipped: 0



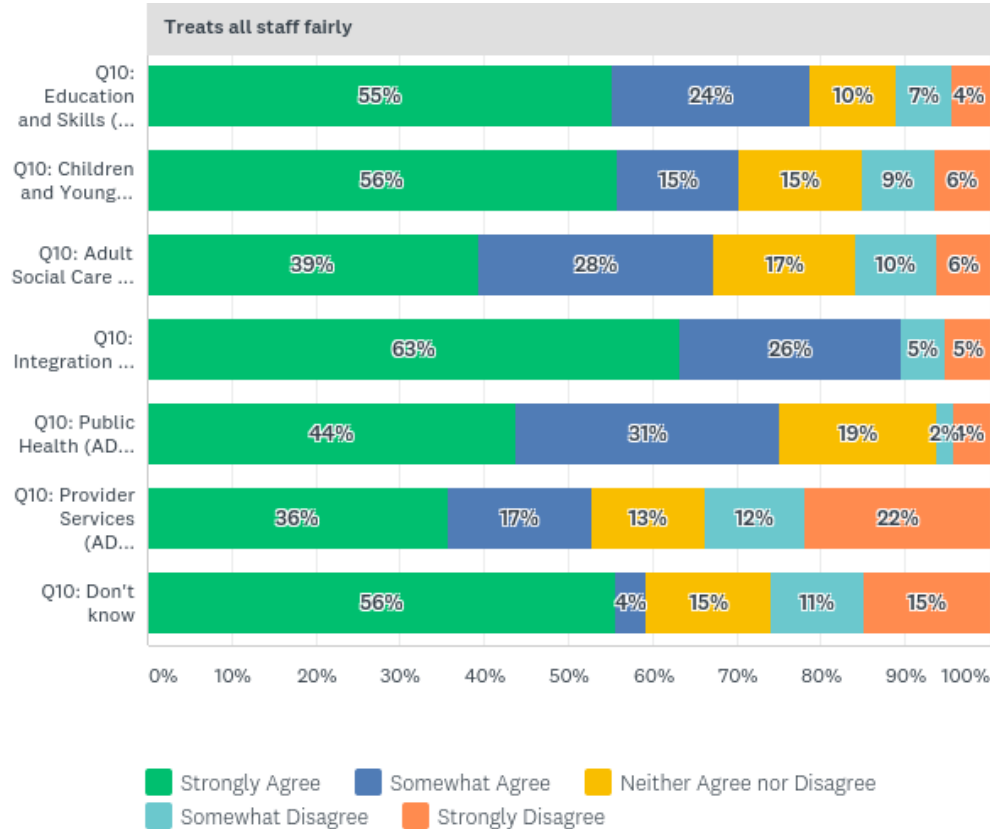
Q2: Line manager – gives me feedback on how I'm doing?

Answered: 879 Skipped: 0



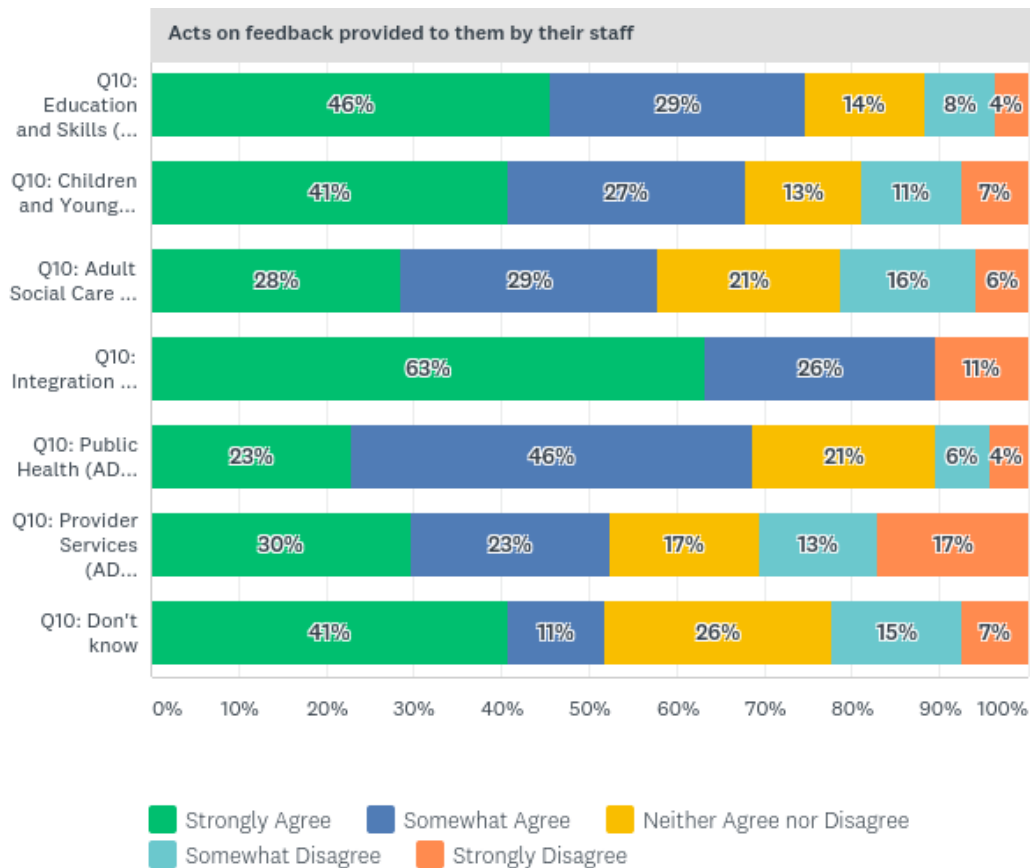
Q2: Line manager – treats staff fairly?

Answered: 879 Skipped: 0



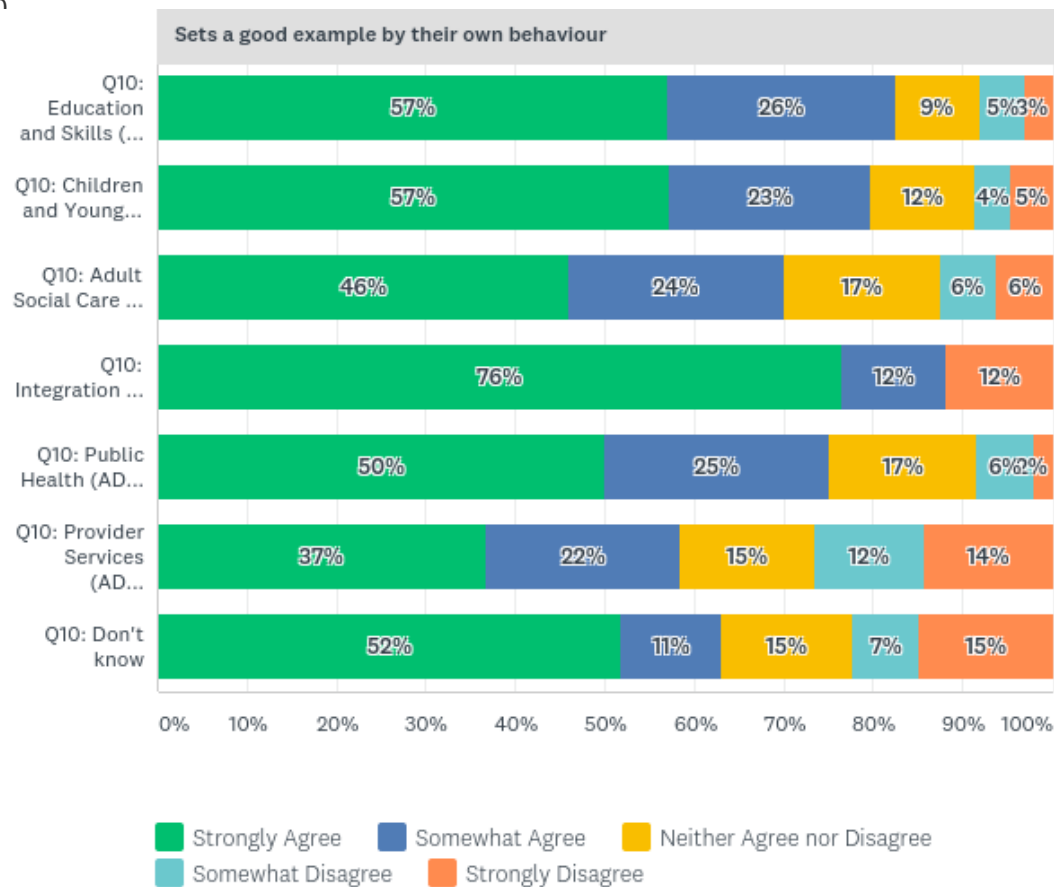
Q2: Line manager – acts on feedback?

Answered: 879 Skipped: 0



Q2: Line manager – sets good example by their own behaviour?

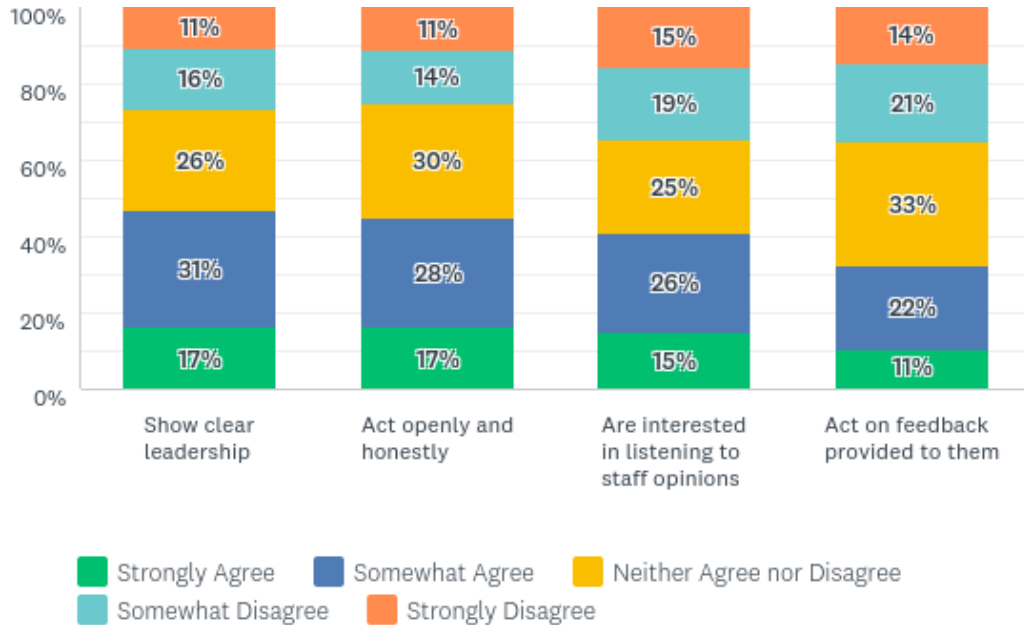
Answered: 879 Skipped: 0



Senior management

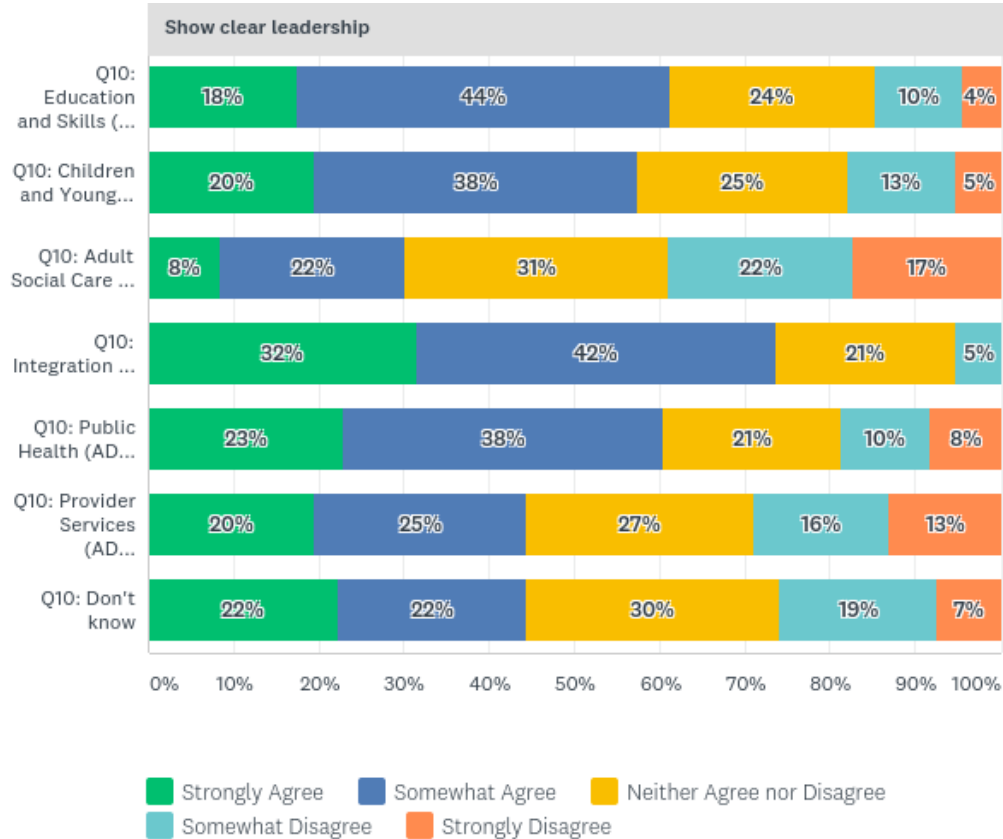
Q5. To what extent do you agree or disagree with the following statements about senior management? (includes Operations Managers, Senior Managers, Assistant Directors and the Director)

Answered: 891 Skipped: 0



Q3: Senior management – show clear leadership?

Answered: 879 Skipped: 0



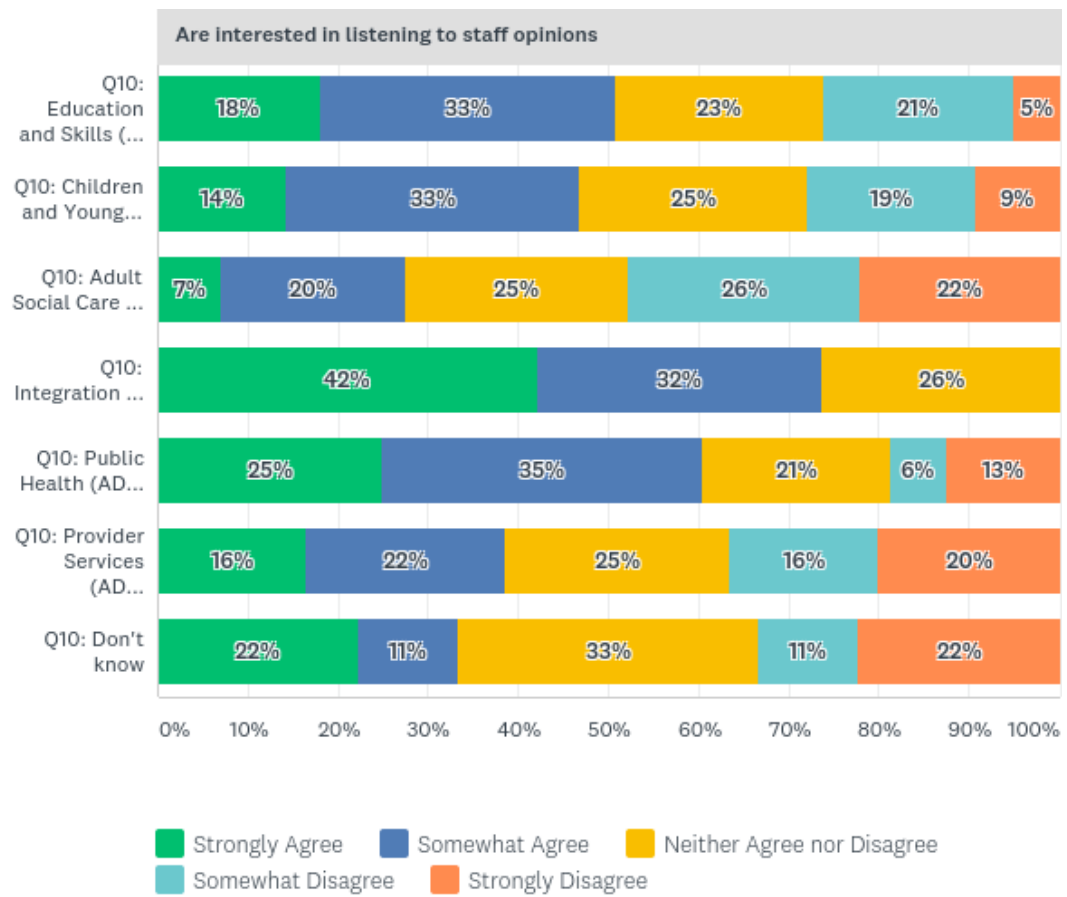
Q3: Senior leadership – act openly and honestly?

Answered: 879 Skipped: 0



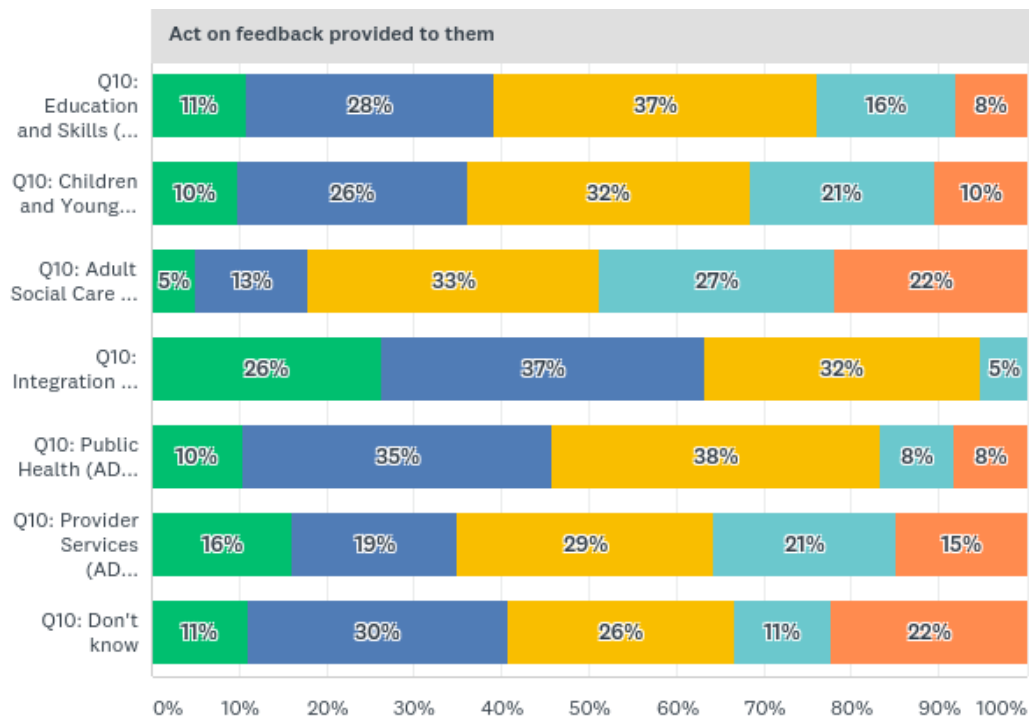
Q3: Senior leadership – interested in listening to staff opinions?

Answered: 879 Skipped:



Q3: Senior leadership – act on feedback provided to them?

Answered: 879 Skipped: 0

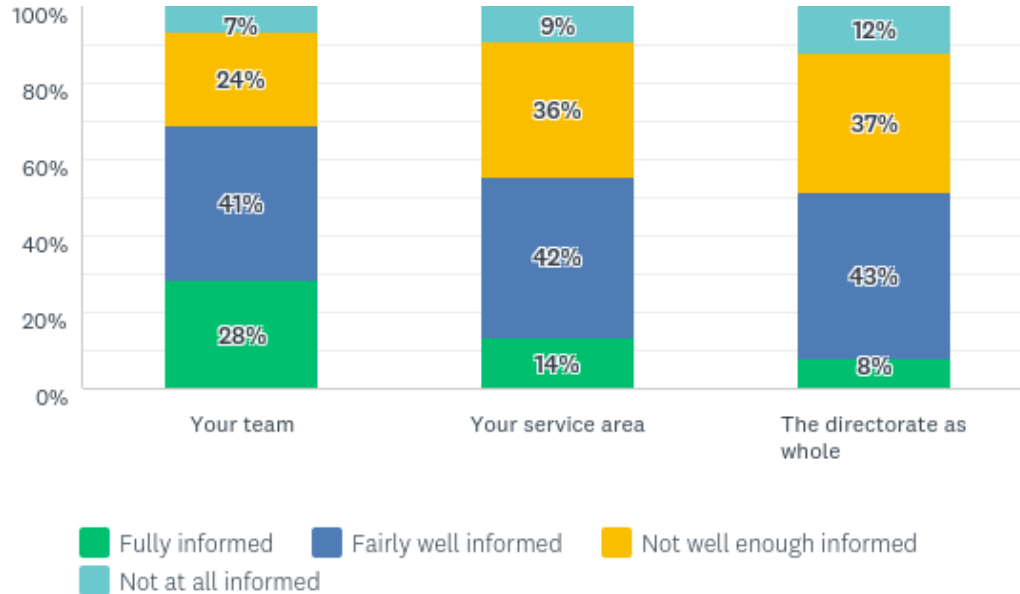


Strongly Agree Somewhat Agree Neither Agree nor Disagree
Somewhat Disagree Strongly Disagree

Communications

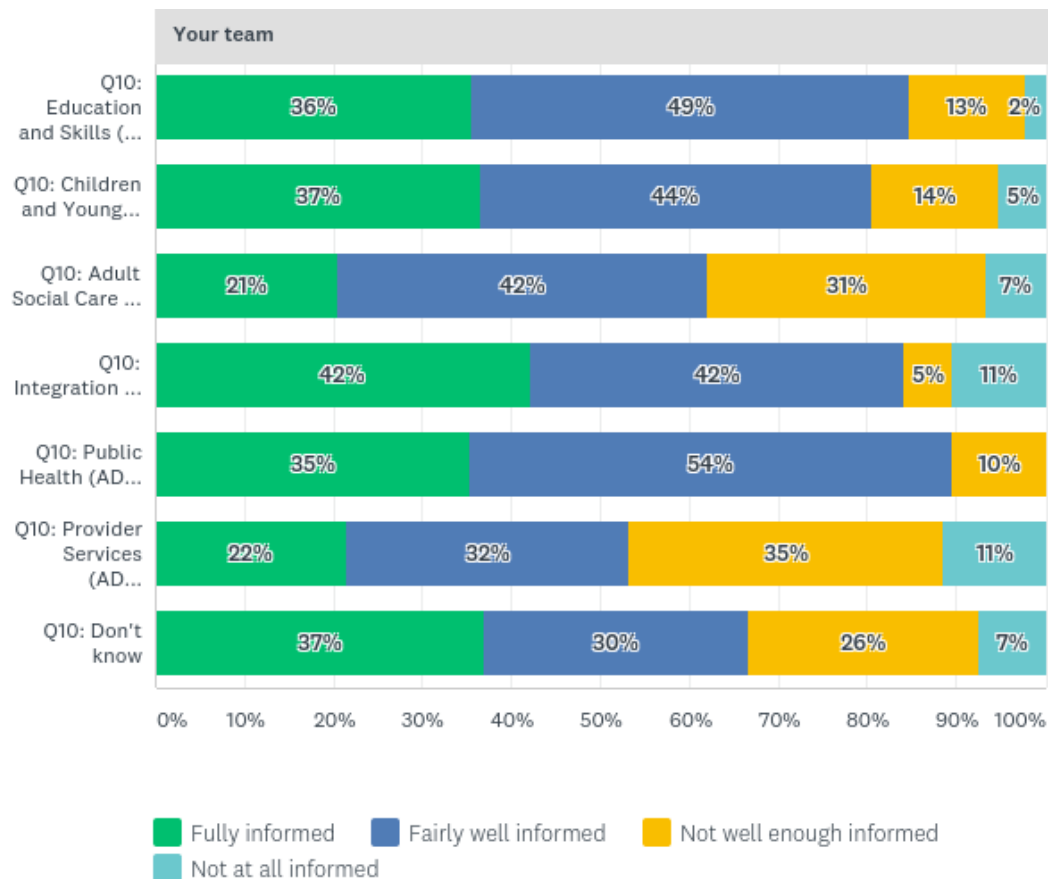
Q4: How well informed do you feel about what is going on in...

Answered: 891 Skipped: 0



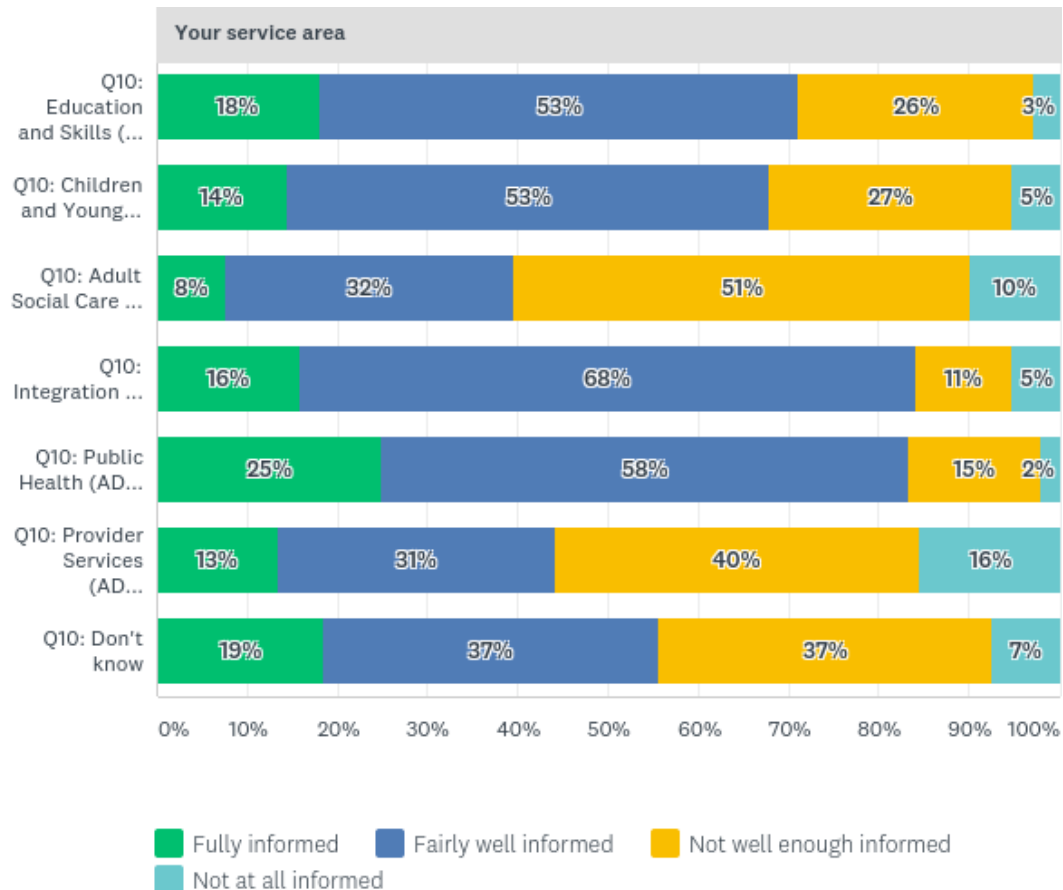
Q4: How well informed do you feel about what is going on in... your team?

Answered: 879 Skipped:



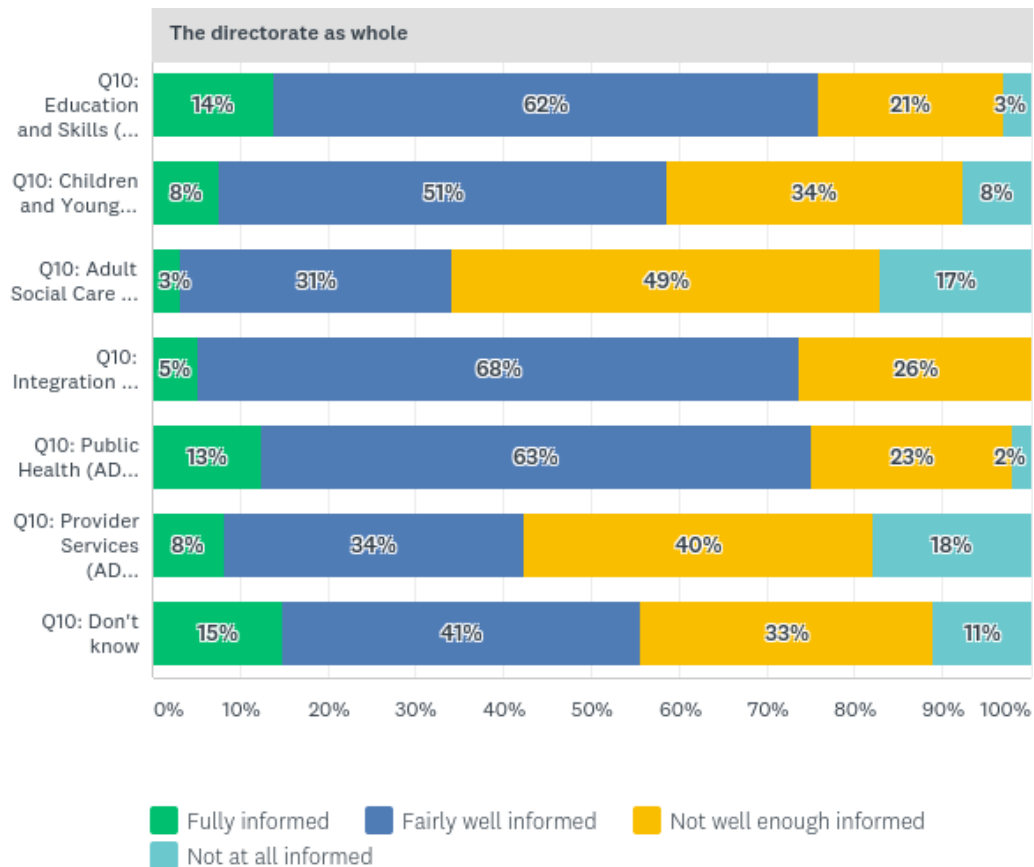
Q4: How well informed do you feel about what is going on in... your service area?

Answered: 879 Skipped:



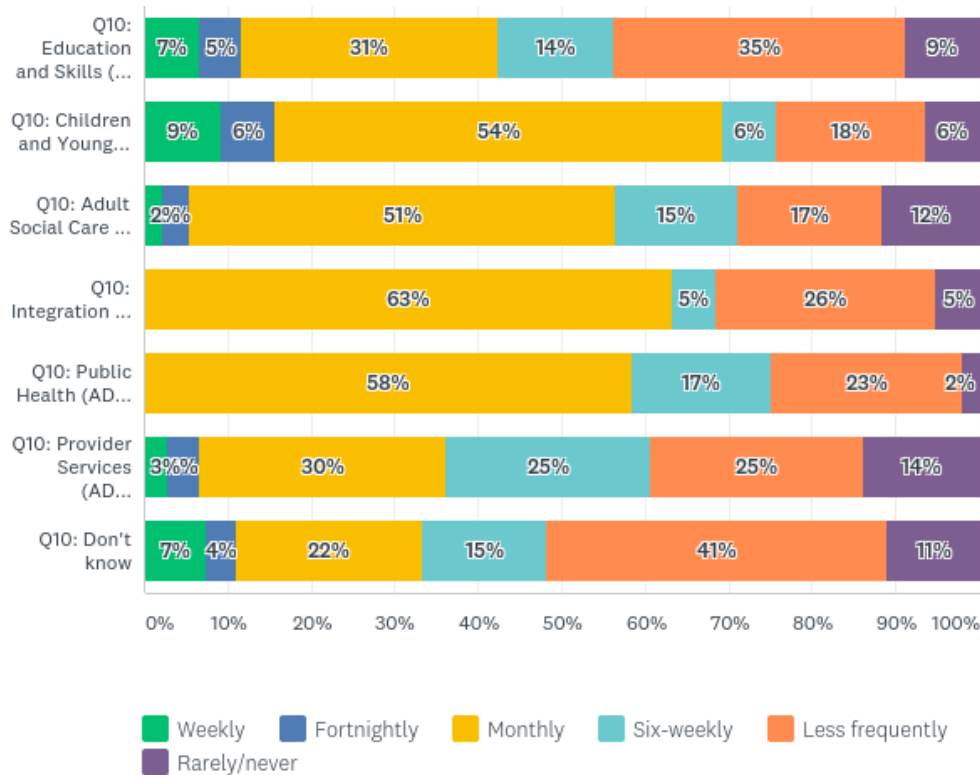
Q4: How well informed do you feel about what is going on in... the directorate?

Answered: 879 Skipped: 0



Q5: How frequently does your team have a full team meeting?

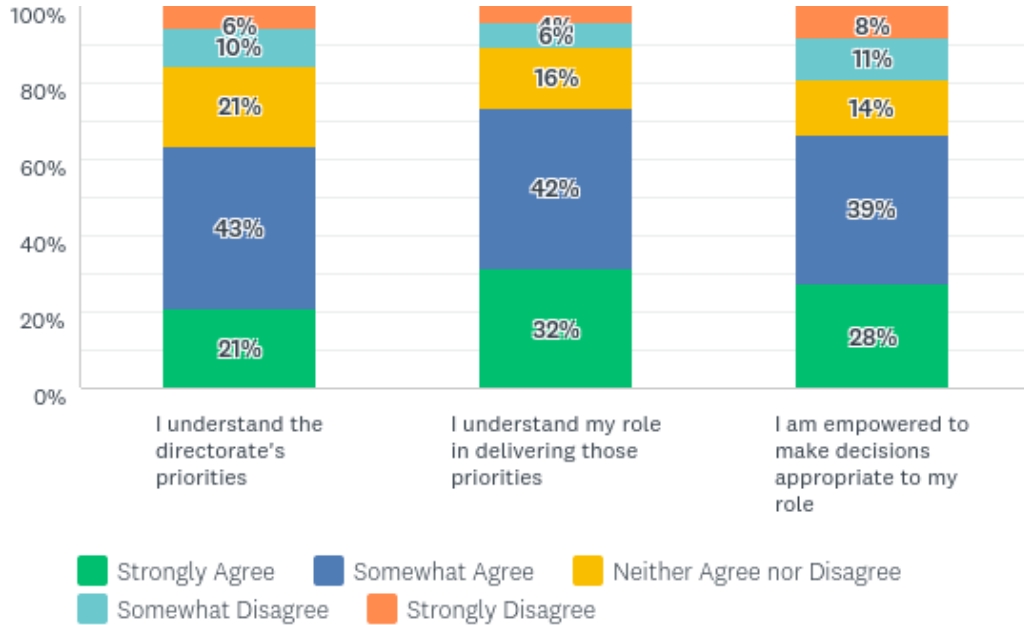
Answered: 873 Skipped: 6



Roles and Priorities

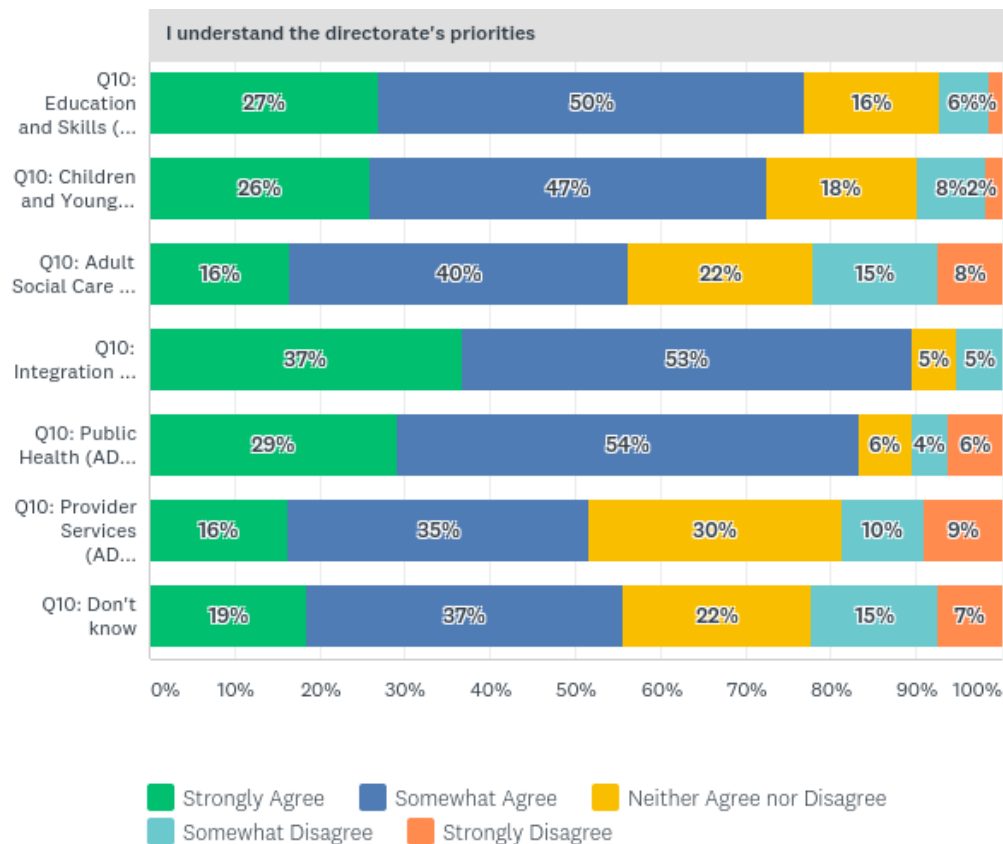
Q6: To what extent do you agree or disagree with the following statements?

Answered: 891 Skipped: 0



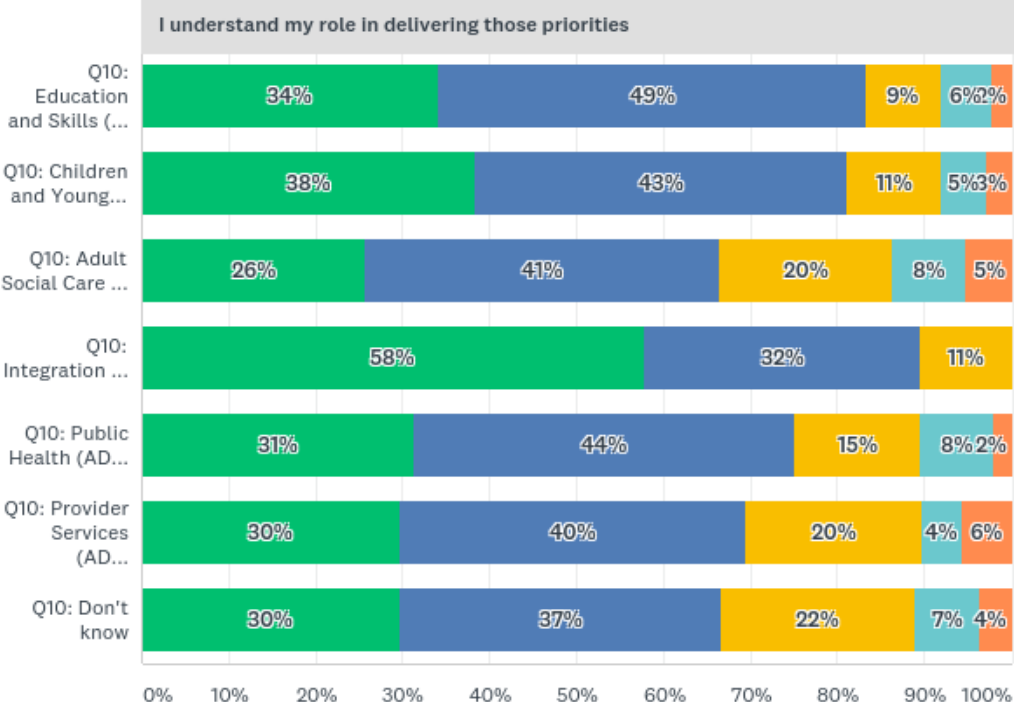
Q6: I understand the directorate's priorities?

Answered: 879 Skipped: 0



Q6: I understand my role in delivering those priorities?

Answered: 879 Skipped: 0



■ Strongly Agree
 ■ Somewhat Agree
 ■ Neither Agree nor Disagree
■ Somewhat Disagree
 ■ Strongly Disagree

Q6: I am empowered to make decisions appropriate to my role?

Answered: 879 Skipped: 0

