



**BELMONT**  
COLLEGE

# Employee Culture Survey

Tuesday, June 23, 2020

# 52

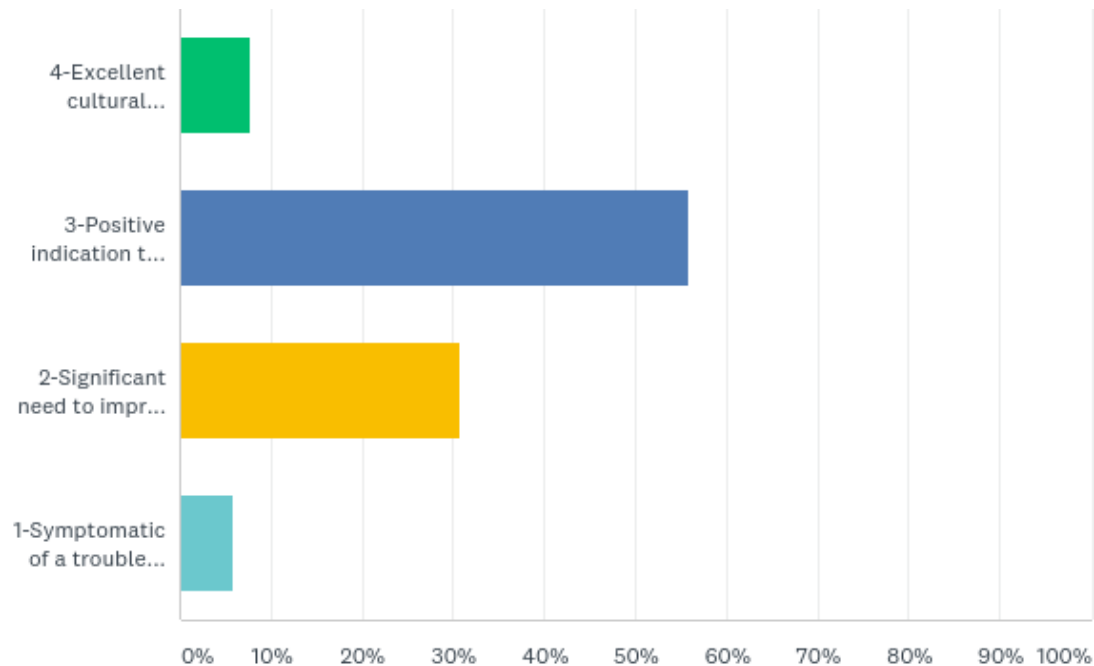
**Total Responses**

Date Created: Wednesday, February 19, 2020

Complete Responses: 52

# Q1: There is a mutual ownership and accountability in cooperative projects involving employees.

Answered: 52 Skipped: 0



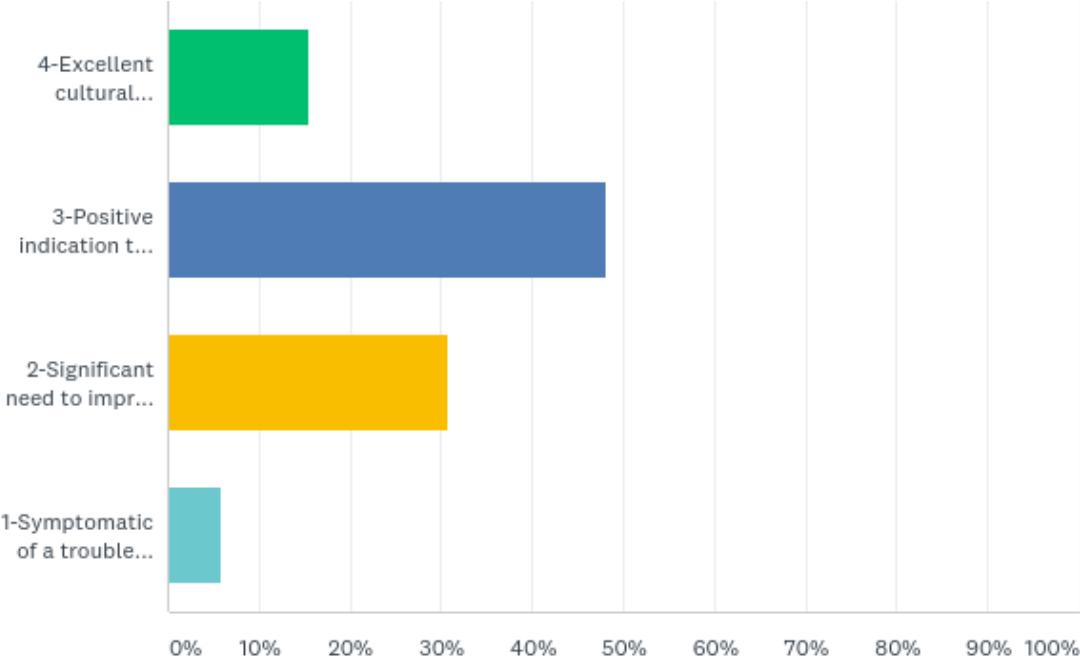
# Q1: There is a mutual ownership and accountability in cooperative projects involving employees.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	7.69%	4
3-Positive indication that the culture is supporting the mission, vision and values of the College.	55.77%	29
2-Significant need to improve the culture and should be recognized and addressed in the near future.	30.77%	16
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	5.77%	3
TOTAL		52

# Q2: Employees are encouraged and supported in the development of advancing job skills.

Answered: 52 Skipped: 0



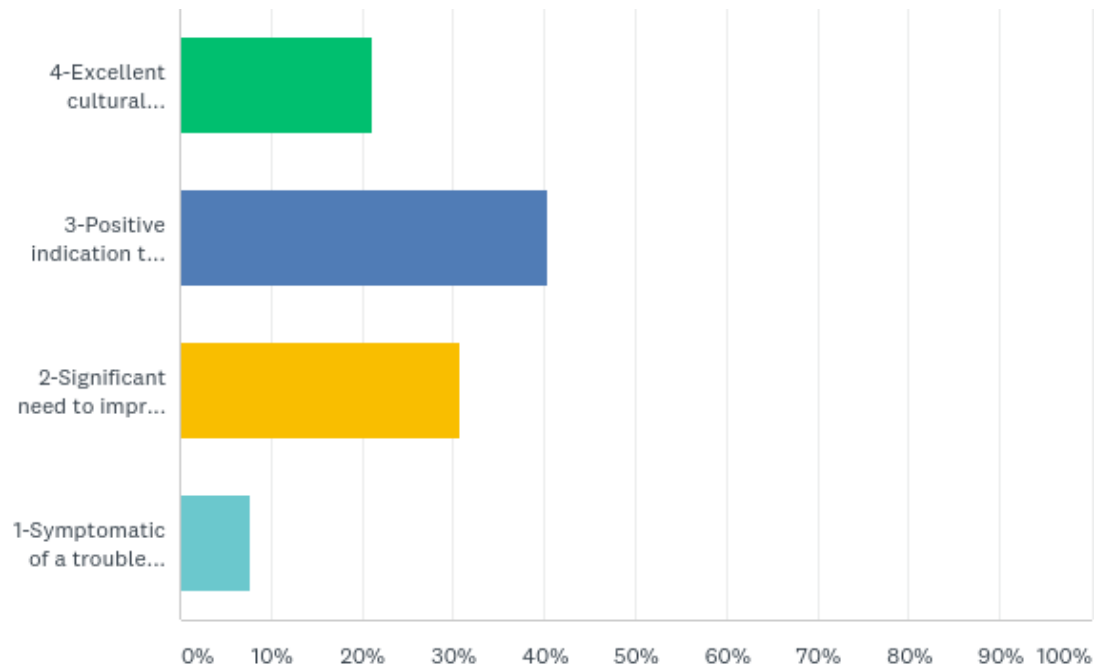
## Q2: Employees are encouraged and supported in the development of advancing job skills.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	15.38%	8
3-Positive indication that the culture is supporting the mission, vision and values of the College.	48.08%	25
2-Significant need to improve the culture and should be recognized and addressed in the near future.	30.77%	16
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	5.77%	3
TOTAL		52

### Q3: Feedback is used as work processes are adapted to improve productivity.

Answered: 52 Skipped: 0



### Q3: Feedback is used as work processes are adapted to improve productivity.

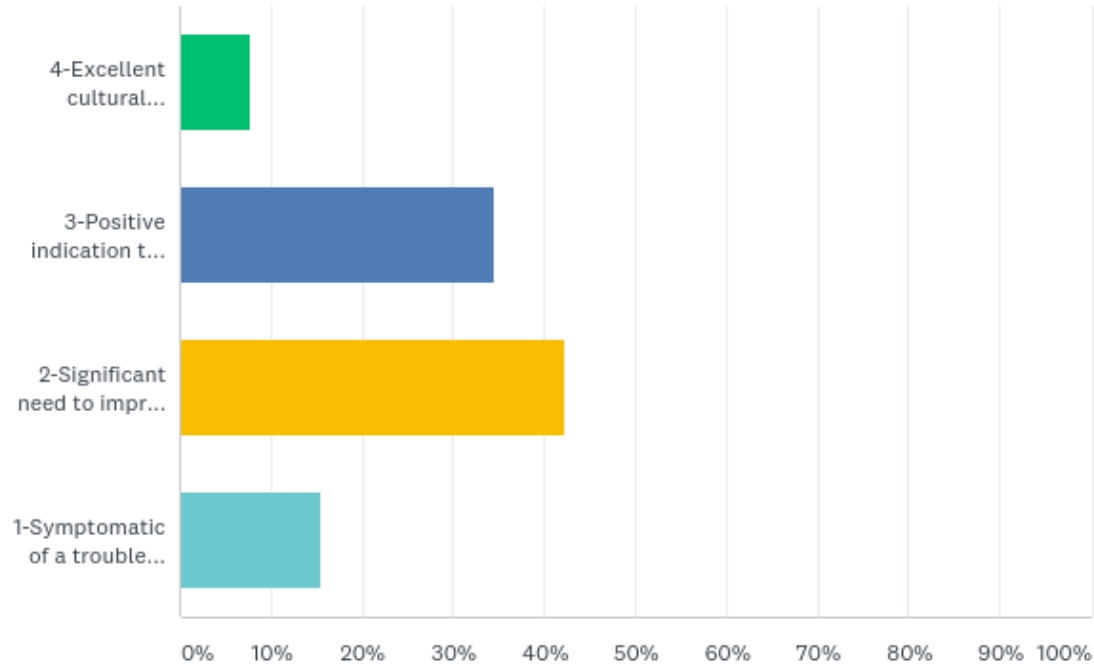
Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	21.15%	11
3-Positive indication that the culture is supporting the mission, vision and values of the College.	40.38%	21
2-Significant need to improve the culture and should be recognized and addressed in the near future.	30.77%	16
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	7.69%	4
TOTAL		52



## Q5: There is frequent and clear communication with and between members at all levels.

Answered: 52 Skipped: 0



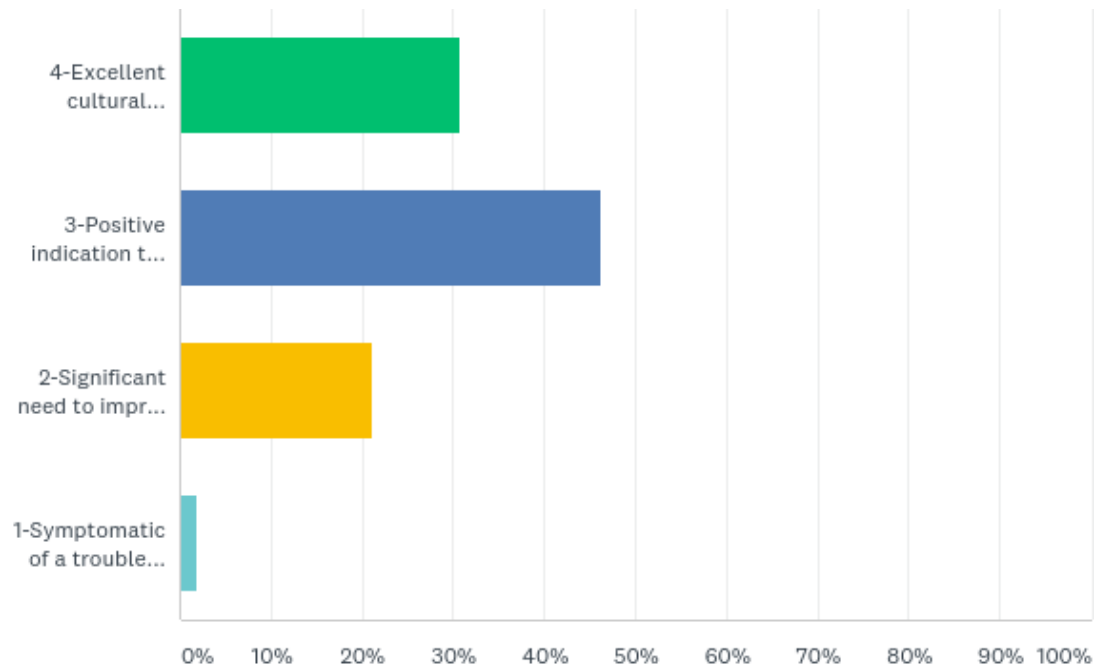
## Q5: There is frequent and clear communication with and between members at all levels.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	7.69%	4
3-Positive indication that the culture is supporting the mission, vision and values of the College.	34.62%	18
2-Significant need to improve the culture and should be recognized and addressed in the near future.	42.31%	22
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	15.38%	8
TOTAL		52

## Q6: The standards and goals of the College are accessible and stated clearly.

Answered: 52 Skipped: 0



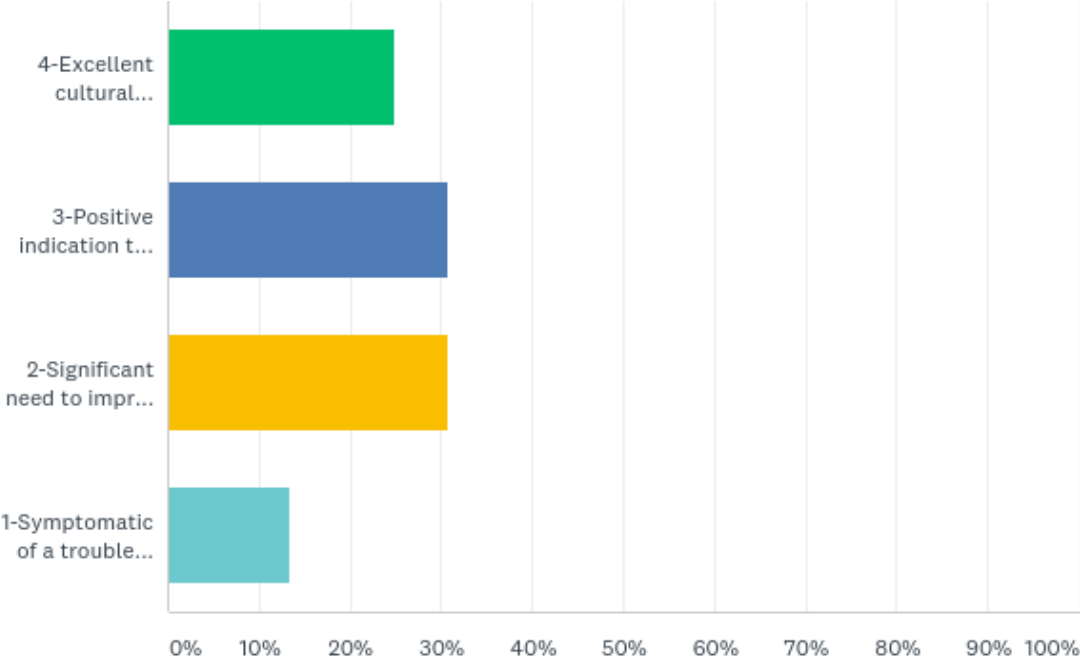
## Q6: The standards and goals of the College are accessible and stated clearly.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	30.77%	16
3-Positive indication that the culture is supporting the mission, vision and values of the College.	46.15%	24
2-Significant need to improve the culture and should be recognized and addressed in the near future.	21.15%	11
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	1.92%	1
TOTAL		52

# Q7: Employees feel free to share either supportive or critical feedback.

Answered: 52 Skipped: 0



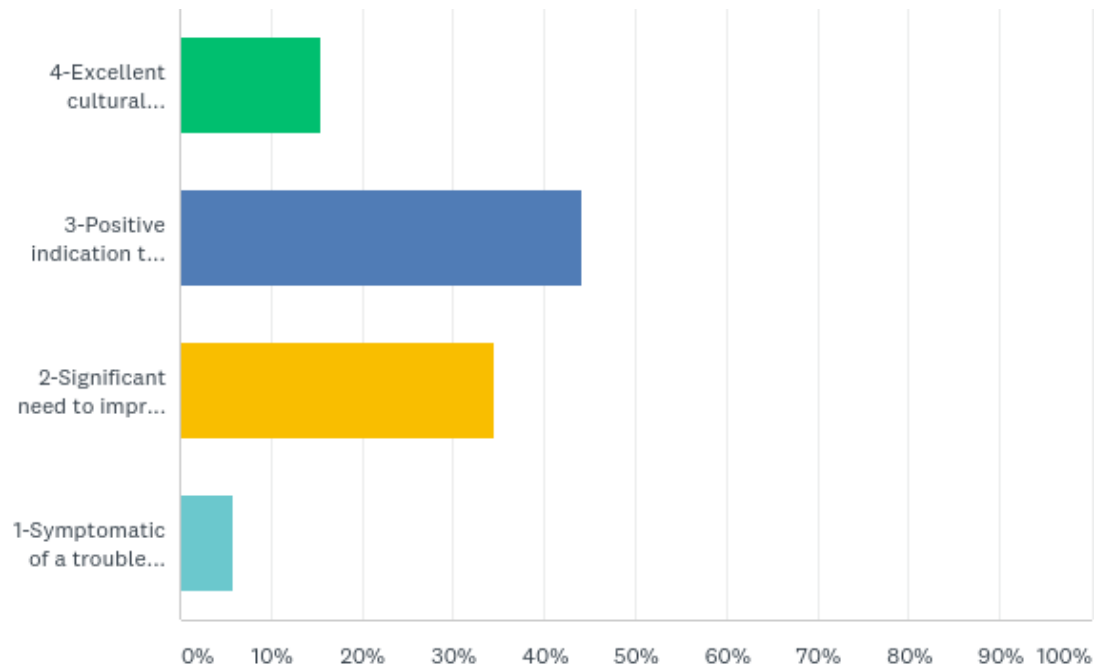
## Q7: Employees feel free to share either supportive or critical feedback.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	25.00%	13
3-Positive indication that the culture is supporting the mission, vision and values of the College.	30.77%	16
2-Significant need to improve the culture and should be recognized and addressed in the near future.	30.77%	16
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	13.46%	7
TOTAL		52

## Q9: Roles, policies and procedures are clearly delineated and consistent with the College's stated goals.

Answered: 52 Skipped: 0



## Q9: Roles, policies and procedures are clearly delineated and consistent with the College's stated goals.

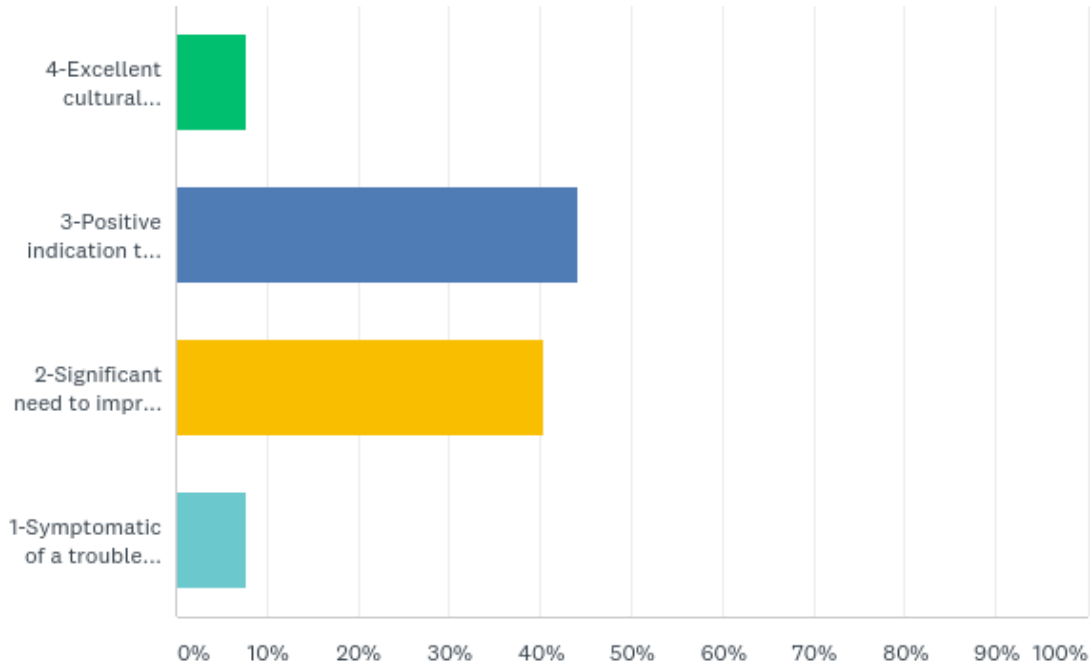
Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	15.38%	8
3-Positive indication that the culture is supporting the mission, vision and values of the College.	44.23%	23
2-Significant need to improve the culture and should be recognized and addressed in the near future.	34.62%	18
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	5.77%	3
TOTAL		52



**Q10. A rationale for substantive change is consistently provided and is based upon clear and continuous methods of evaluation which are used to promote College improvement.**

Answered: 52 Skipped: 0



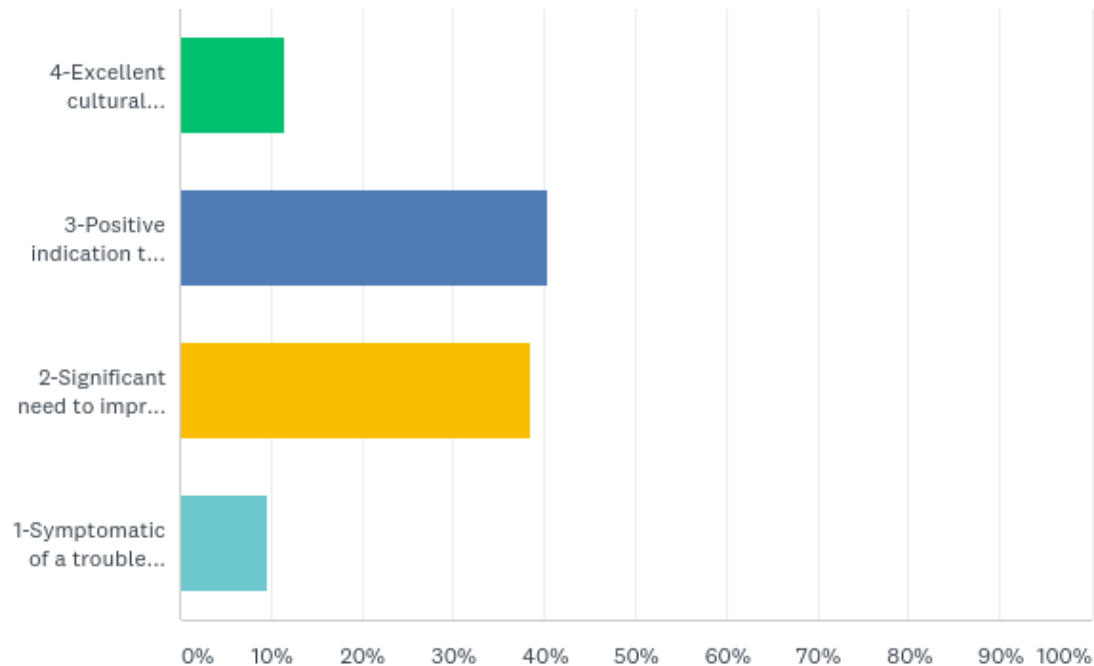
# Q10. A rationale for substantive change is consistently provided and is based upon clear and continuous methods of evaluation which are used to promote College improvement.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	7.69%	4
3-Positive indication that the culture is supporting the mission, vision and values of the College.	44.23%	23
2-Significant need to improve the culture and should be recognized and addressed in the near future.	40.38%	21
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	7.69%	4
TOTAL		52

## Q12: Challenges to employees' productivity are identified and eliminated or rectified.

Answered: 52 Skipped: 0



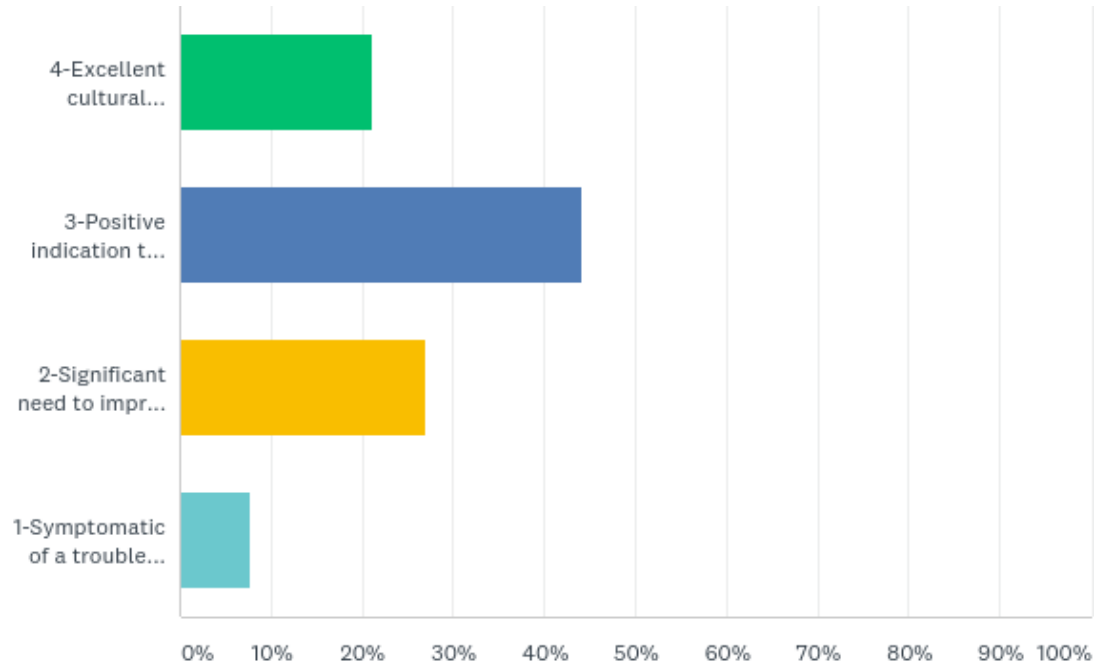
## Q12: Challenges to employees' productivity are identified and eliminated or rectified.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	11.54%	6
3-Positive indication that the culture is supporting the mission, vision and values of the College.	40.38%	21
2-Significant need to improve the culture and should be recognized and addressed in the near future.	38.46%	20
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	9.62%	5
<b>TOTAL</b>		<b>52</b>

# Q13: Flexibility exists which allow jobs to be customized to better align with work cycles.

Answered: 52 Skipped: 0



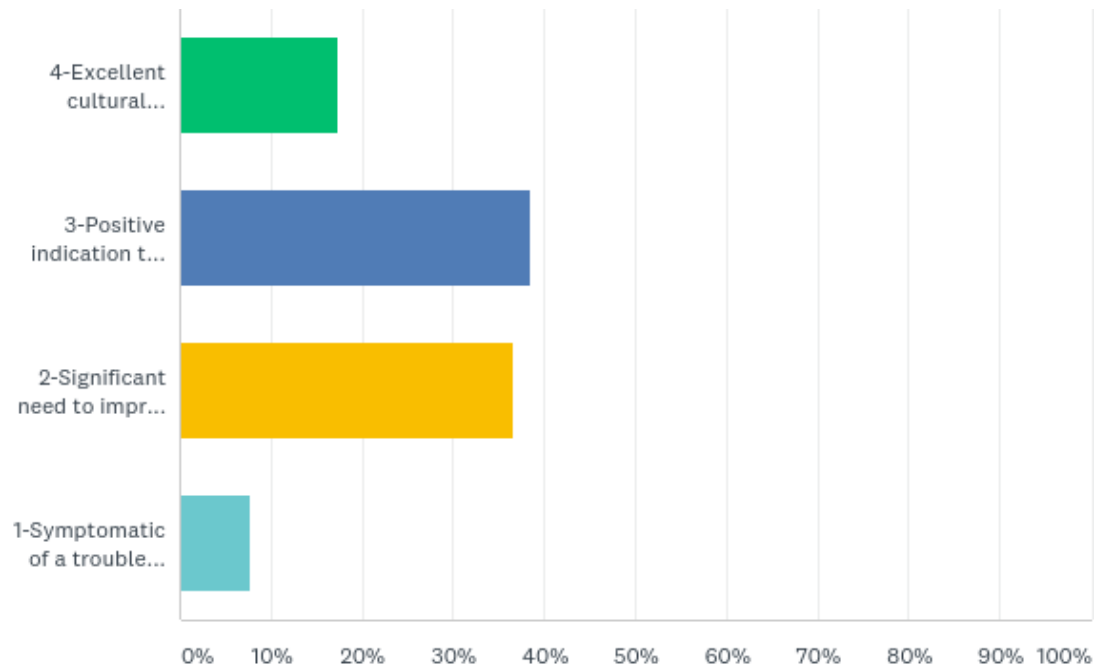
## Q13: Flexibility exists which allow jobs to be customized to better align with work cycles.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	21.15%	11
3-Positive indication that the culture is supporting the mission, vision and values of the College.	44.23%	23
2-Significant need to improve the culture and should be recognized and addressed in the near future.	26.92%	14
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	7.69%	4
TOTAL		52

## Q14: Future changes are anticipated and understood, allowing rapid response to changing College needs.

Answered: 52 Skipped: 0



## Q14: Future changes are anticipated and understood, allowing rapid response to changing College needs.

Answered: 52 Skipped: 0

ANSWER CHOICES	RESPONSES	
4-Excellent cultural element to be built upon and conveyed as a strength of the College.	17.31%	9
3-Positive indication that the culture is supporting the mission, vision and values of the College.	38.46%	20
2-Significant need to improve the culture and should be recognized and addressed in the near future.	36.54%	19
1-Symptomatic of a troubled culture that must be addressed before it becomes severe.	7.69%	4
<b>TOTAL</b>		<b>52</b>