

Survey Section	Question	Response						
		1 = Strongly Disagree	2	3	4	5	6 = Strongly Agree	N/A
Engagement Measure Questions	I am part of a team working towards a shared goal.	2%	4%	4%	11%	36%	40%	2%
	I am very committed to Northeast Community College.	0%	1%	2%	12%	31%	53%	1%
	I am very proud of the work I do.	0%	1%	2%	7%	29%	62%	0%
	I often look forward to coming to work.	2%	3%	7%	21%	38%	27%	1%
	I regularly accomplish more than what's expected in my role.	0%	0%	4%	14%	43%	37%	2%
	I regularly offer to help my colleagues at work.	0%	1%	4%	10%	36%	46%	2%
	I talk about my job in a positive light with family and friends.	2%	3%	5%	16%	39%	35%	1%
	My contributions are important to the success of my department.	1%	2%	3%	7%	33%	53%	1%
	My contributions are important to the success of Northeast Community College.	1%	2%	4%	10%	34%	47%	2%
	Taking everything into account, I like my job.	0%	4%	4%	13%	35%	43%	1%
	Taking everything into account, I like working at Northeast Community College.	0%	4%	3%	12%	34%	46%	0%
Career Advancement & Development	I can advance my career at Northeast Community College.	8%	6%	13%	24%	24%	20%	5%
	In the last year, the training and professional development I've received has helped me do my job better.	4%	5%	10%	17%	31%	27%	7%
	Northeast Community College offers adequate opportunities for me to learn new skills.	2%	5%	8%	14%	44%	26%	2%
	Support is available if I choose to pursue career advancement opportunities.	6%	4%	7%	16%	35%	25%	6%
Company Potential	I believe in Northeast Community College's strategic priorities.	2%	2%	8%	16%	38%	32%	4%
	Northeast Community College encourages innovation.	2%	4%	5%	20%	40%	26%	2%
	Northeast Community College's program and services are better than its competitors.	0%	3%	5%	11%	31%	40%	9%
	Our students love our programs and services.	0%	2%	4%	15%	41%	29%	9%
	The mission, vision, and values of Northeast Community College are well-aligned with our service area needs.	1%	2%	4%	15%	37%	39%	2%
	The mission, vision, and values of Northeast Community College are well-aligned with student needs.	1%	1%	3%	14%	39%	39%	3%
Coworker Relationships	I know that my coworkers will help me if I ask.	1%	2%	3%	9%	30%	56%	0%
	My coworkers care about me as a person.	1%	2%	5%	10%	35%	44%	2%
	My co-workers take accountability for meeting their job expectations.	3%	6%	7%	16%	36%	30%	1%
Culture	I am a good fit for the Northeast Community College culture.	1%	3%	2%	11%	36%	45%	1%
	I identify well with the Northeast Community College mission, vision, and values.	0%	2%	4%	9%	39%	43%	2%
	Northeast Community College prepares students for a career.	0%	1%	2%	8%	39%	46%	5%
	Northeast Community College prepares students for further learning.	0%	2%	1%	10%	40%	44%	3%
	Student needs are central to what we do.	1%	2%	3%	14%	29%	47%	5%
	Students are assisted with their personal development.	0%	1%	2%	16%	42%	28%	11%
	Students are satisfied with their educational experience at Northeast Community College.	0%	1%	2%	13%	46%	26%	11%
	Students receive an excellent education at Northeast Community College.	0%	1%	1%	11%	36%	47%	5%

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	The Northeast Community College stated mission, vision, and values are reflected in the day-to-day activities of the organization.	2%	4%	8%	19%	34%	33%	1%
Department Collaboration	Departments communicate effectively with each other.	4%	11%	20%	27%	26%	10%	2%
	Departments work well together to get things done.	2%	8%	11%	30%	28%	17%	2%
	Northeast Community College has a collaborative work environment.	2%	6%	10%	21%	41%	19%	1%
Department Leadership	I trust my department's leader.	5%	5%	5%	10%	31%	41%	3%
	I understand the rationale behind most of the decisions made by my department's leader.	5%	7%	8%	14%	35%	28%	4%
	My department's leader considers employee feedback.	4%	4%	8%	12%	32%	34%	6%
	Work processes in my department align with the Northeast Community College values.	1%	2%	4%	15%	38%	36%	3%
Employee Empowerment	I am comfortable holding my peers accountable for their work.	4%	4%	11%	22%	36%	19%	4%
	I am empowered to make decisions about how I do my work.	2%	4%	5%	12%	37%	39%	1%
	I am given the chance to fully leverage my talents through my job.	3%	4%	7%	18%	36%	30%	1%
	I am not afraid of trying out new ideas in my job.	2%	3%	4%	11%	39%	40%	1%
	I am satisfied with the workplace flexibility offered by Northeast Community College.	3%	2%	5%	11%	27%	51%	1%
	I clearly understand what is expected of me on the job.	2%	2%	5%	15%	38%	39%	0%
	If I make a suggestion to improve something in my department I believe it will be taken seriously.	4%	6%	6%	20%	32%	31%	2%
	I have all the resources and information I need to do a great job.	3%	4%	9%	18%	36%	30%	0%
Executive Leadership	I trust the members of the executive leadership team.	9%	9%	13%	20%	26%	20%	2%
	I understand the rationale behind most of the business decisions made by the members of the executive leadership team.	8%	12%	11%	24%	26%	15%	4%
	The executive leadership team considers employee feedback.	9%	11%	12%	19%	26%	17%	6%
	The executive leadership team models the Northeast Community College values.	6%	6%	10%	18%	34%	23%	4%
	The executive leadership team speaks to the mission, vision, and values.	3%	6%	7%	18%	32%	30%	4%
Inclusion	I am comfortable being myself at Northeast Community College.	2%	4%	6%	14%	35%	38%	2%
	I am emotionally safe at work (not bullied or harassed).	2%	2%	3%	8%	25%	58%	1%
	I am not discriminated against at Northeast Community College (i.e. based on age, gender, sexual orientation, religion, race, ethnicity, or disability).	2%	2%	1%	5%	23%	66%	1%
	Northeast Community College supports an inclusive environment where individual differences are valued and respected.	3%	3%	7%	18%	39%	26%	3%
Recognition	I receive recognition when I exceed expectations.	7%	8%	7%	24%	29%	23%	2%
	I see others receive recognition when they deserve it.	2%	4%	8%	21%	36%	25%	2%
	My team shows appreciation for the work I do.	3%	4%	6%	15%	38%	32%	2%
Salary and Benefits	I am satisfied with my salary and benefits package.	5%	6%	13%	23%	32%	21%	1%
	I trust my immediate supervisor.	4%	6%	5%	8%	26%	50%	1%
	My immediate supervisor effectively handles poor performance within my team.	7%	7%	9%	18%	27%	23%	9%

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Supervisor Relationships	My immediate supervisor helps me achieve better results.	5%	4%	5%	14%	33%	38%	2%
	My immediate supervisor helps me understand how my work contributes to Northeast Community College goals.	4%	4%	6%	15%	31%	38%	3%
	My immediate supervisor holds my team members accountable.	7%	6%	6%	17%	30%	31%	4%
	My immediate supervisor keeps me well-informed about decisions that affect me.	6%	3%	6%	15%	33%	36%	2%
	My immediate supervisor provides me with meaningful feedback.	6%	6%	4%	11%	34%	38%	1%
	My immediate supervisor responds constructively when I share job-related concerns.	4%	4%	5%	11%	32%	41%	2%
	My immediate supervisor shows appreciation for the work I do.	2%	4%	6%	12%	28%	47%	1%
Working Environment	I am physically safe while at work.	0%	1%	1%	5%	27%	64%	2%
	Northeast Community College takes action to maintain the health and safety of employees.	1%	3%	5%	11%	40%	37%	2%
	The physical work space is conducive to working effectively (i.e. lighting, temperature, space).	3%	5%	8%	14%	31%	36%	2%
Work Life Balance	Generally, I find my workload reasonable.	2%	6%	11%	17%	36%	27%	1%
	I am more satisfied with the balance between work and personal life now than I was a year ago.	5%	7%	11%	24%	27%	21%	5%
	I can maintain a balance between my work and personal life.	3%	3%	9%	14%	37%	32%	1%
	I find my stress levels at work manageable.	3%	5%	10%	19%	40%	22%	1%
Taking Action	My department takes actions to improve employee engagement.	3%	4%	10%	17%	40%	24%	2%
	Northeast Community College takes actions to improve employee engagement based on employee feedback.	5%	6%	14%	23%	26%	23%	4%
Trending	I am more satisfied with my job now than I was a year ago.	6%	5%	13%	23%	25%	24%	4%
	I expect to be at Northeast Community College a year from now.	1%	3%	4%	10%	22%	59%	2%

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		0 = Not Likely at All	1	2	3	4	5	6	7	8	9	10 = Extremely Likely	N/A
EXM	How likely would you be to recommend Northeast Community College to a qualified friend or a family member as a great place to work?	0%	1%	1%	2%	2%	8%	7%	12%	22%	16%	30%	0%