			Yea	rs at Job				Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	83%	81%	86%	69%	88%	83%	77%	83%	100%	85%	81%	79%	80%	91%	83%	88%	78%	77%	85%
Somewhat descriptive	13%	6%	10%	31%	12%	17%	23%	7%	0%	10%	16%	13%	17%	9%	13%	8%	19%	23%	9%
Not very descriptive	4%	13%	5%	0%	0%	0%	0%	10%	0%	5%	3%	8%	3%	0%	4%	4%	4%	0%	6%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All staff member's opinion	s are sc	licited	and take	en serious	lv														
All stall member 3 opinion	1 30	Ticited		rs at Job	ı y		-	Position		In	come		Age			Education		Child	in HH
	+	1				Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	34%	44%	29%	23%	38%	33%	27%	33%	63%	28%	41%	38%	27%	41%	35%	27%	41%	18%	41%
Somewhat descriptive	47%	50%	43%	54%	46%	42%	58%	43%	38%	54%	41%	42%	57%	41%	57%	50%	37%	59%	43%
Not very descriptive	16%	6%	24%	15%	15%	17%	15%	20%	0%	18%	14%	17%	17%	14%	9%	19%	19%	18%	15%
Not at all descriptive	3%	0%	5%	8%	0%	8%	0%	3%	0%	0%	5%	4%	0%	5%	0%	4%	4%	5%	2%
Our leaders appreciate the	_ e imporf	tance o	 f work/l	ife balanc	e					1									<u> </u>
			Yea	rs at Job			ı	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	61%	63%	71%	54%	54%	67%	54%	60%	75%	64%	57%	67%	50%	68%	65%	69%	48%	50%	65%
Somewhat descriptive	30%	31%	24%	46%	27%	33%	35%	27%	25%	28%	32%	29%	33%	27%	26%	23%	41%	36%	28%
Not very descriptive	5%	6%	0%	0%	12%	0%	4%	10%	0%	5%	5%	0%	10%	5%	0%	8%	7%	9%	4%
Not at all descriptive	4%	0%	5%	0%	8%	0%	8%	3%	0%	3%	5%	4%	7%	0%	9%	0%	4%	5%	4%
	<u></u>	┖.	<u> </u>	<u> </u>	., .														
I have someone I look up	o in the	workp			ind/or all	ly		Position		l a			۸~-		1	Education		Child	in HH
	+	 	Yea	rs at Job		Clerical/	Mgr/	Teach/ Therap/		50K or	come More		Age		Less than	Bachelor's	Grad/ prof	Child	IN HH
	Total	<1yr	1-5 yrs	5-10 yrs	10 vrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
		,	,	,	- 1.5.	- ' '	_		38%	64%	70%	67%	67%	68%	70%	62%	70%	55%	72%
Completely decriptive	67%	69%	71%	69%	62%	67%	69%	73%	3070								/ U70		
Completely decriptive Somewhat descriptive	67%																		-
Completely decriptive Somewhat descriptive Not very descriptive		69% 13% 6%	71% 14% 14%	69% 23% 0%	62% 31% 4%	67% 8% 8%	27% 4%	17% 7%	38% 13%	18% 10%	24%	13%	27%	23%	17% 9%	19%	26% 4%	18% 14%	229

Overall, we have an organ			•	rs at Job		•		Position		In	come		Age			Education		Child	in HH
			1			Clerical/	Mgr/	Teach/ Therap/		50K or	More		1.80		Less than	Bachelor's	Grad/prof		
	Total	<1vr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	30%	56%	33%	15%	19%	8%	15%	43%	63%	38%	22%	42%	20%	32%	35%	38%	19%	18%	35%
Somewhat descriptive	59%	31%	57%	62%	77%	75%	77%	43%	38%	51%	68%	46%	70%	59%	65%	50%	63%	68%	56%
Not very descriptive	9%	13%	10%	15%	4%	8%	8%	13%	0%	10%	8%	8%	10%	9%	0%	8%	19%	9%	9%
Not at all descriptive	1%	0%	0%	8%	0%	8%	0%	0%	0%	0%	3%	4%	0%	0%	0%	4%	0%	5%	0%
Our organization operates	as a tea	am; col			of everyt	hing we do				,		Г			1				
			Yea	rs at Job				Position	ı		come		Age			Education		Child	in HH
	L .	_				Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	<u> </u>		Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	37%	63%	33%	31%	27%	8%	31%	47%	63%	33%	41%	54%	30%	27%	35%	35%	41%	27%	41%
Somewhat descriptive	47%	31%	57%	38%	54%	75%	50%	37%	38%	51%	43%	42%	50%	50%	48%	50%	44%	41%	50%
Not very descriptive	13%	6%	5%	31%	15%	17%	19%	10%	0%	13%	14%	4%	20%	14%	17%	12%	11%	32%	6%
Not at all descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	3%	3%	0%	0%	9%	0%	4%	4%	0%	4%
I would recommend that a	friend	apply f	or a iob	l at my orga	nization														
				rs at Job				Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	59%	56%	57%	46%	69%	50%	65%	53%	75%	59%	59%	54%	50%	77%	61%	62%	56%	50%	63%
Somewhat descriptive	32%	31%	38%	38%	23%	33%	27%	37%	25%	31%	32%	38%	43%	9%	35%	31%	30%	32%	31%
Not very descriptive	8%	6%	5%	15%	8%	17%	8%	7%	0%	8%	8%	8%	3%	14%	4%	4%	15%	14%	6%
Not at all descriptive	1%	6%	0%	0%	0%	0%	0%	3%	0%	3%	0%	0%	3%	0%	0%	4%	0%	5%	0%
Our employees are activel	y encou	raged			heir pers	onal and p				1		1			1				
			Yea	rs at Job				Position	T		come		Age			Education		Child	in HH
			4.5	5 40 ···	40	Clerical/	Mgr/	Teach/ Therap/	O.L.	50K or	More	40.04	25.40	50 .	Less than	Bachelor's	Grad/ prof		
	Total	<1yr				Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely decriptive	41%	63%	38%	31%	35%	17%	38%	50%	50%	36%	46%	46%	43%	32%	43%	35%	44%	32%	44%
Somewhat descriptive	45%	25%	48%	54%	50%	75%	46%	33%	38%	49%	41%	33%	47%	55%	43%	54%	37%	55%	41%
Not very descriptive	14%	13%	14%	15%	15%	8%	15%	17%	13%	15%	14%	21%	10%	14%	13%	12%	19%	14%	15%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

-			Year	rs at Job				Position		Ind	come		Age			Education		Child	in HH
				15 41 50 5		Clerical/	Mgr/	Teach/ Therap/		50K or	More		7.50		Less than	Bachelor's	Grad/ prof	Cillia	<u> </u>
	Total	<1yr	1-5 yrs	5-10 yrs	10 vrs±	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	32%	50%	24%	15%	35%	25%	23%	33%	63%	28%	35%	42%	27%	27%	22%	42%	30%	27%	33%
Somewhat descriptive	33%	25%	38%	38%	31%	33%	31%	40%	13%	49%	16%	33%	33%	32%	39%	35%	26%	27%	35%
Not very descriptive	29%	19%	24%	46%	31%	42%	42%	17%	13%	21%	38%	21%	37%	27%	35%	15%	37%	41%	24%
Not at all descriptive	7%	6%	14%	0%	4%	0%	4%	10%	13%	3%	11%	4%	3%	14%	4%	8%	7%	5%	7%
	1,70	075	2.75	0,0	1,0	0,0	1,70	2070	1070	0,10	22/0	1,0	3,0	2 1,70	1,70	0,0	.,,,	370	7,0
I have all the appropriate	tools an	d train	ing to do	my job e	ffectively	,	I		1	l					l				
			Year	rs at Job	•			Position		Inc	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	45%	56%	33%	38%	50%	25%	50%	43%	63%	46%	43%	50%	37%	50%	48%	42%	44%	27%	52%
Somewhat descriptive	50%	44%	62%	54%	42%	67%	46%	50%	38%	49%	51%	42%	60%	45%	48%	46%	56%	64%	44%
Not very descriptive	3%	0%	0%	8%	4%	8%	4%	0%	0%	0%	5%	4%	3%	0%	4%	4%	0%	9%	0%
Not at all descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	5%	0%	4%	0%	5%	0%	8%	0%	0%	4%
		<u></u>	<u> </u>																
It is clear what is expected	of me	o com	plete my	/ job appro	priately					T		1			1				
			Year	rs at Job				Position			come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs		Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	74%	75%	62%	69%	85%	75%	77%	73%	63%	69%	78%	67%	77%	77%	78%	73%	70%	73%	74%
Somewhat descriptive	21%	25%	29%	23%	12%	25%	15%	23%	25%	28%	14%	29%	23%	9%	13%	23%	26%	27%	19%
Not very descriptive	4%	0%	5%	8%	4%	0%	8%	3%	0%	3%	5%	4%	0%	9%	4%	4%	4%	0%	6%
Not at all descriptive	1%	0%	5%	0%	0%	0%	0%	0%	13%	0%	3%	0%	0%	5%	4%	0%	0%	0%	2%
The control of the College of the Co		<u> </u>																	
Things tend to fall through	tne cra	cks ard						Position					۸			Falorantia o		Child	: III
			Year	rs at Job	I	Clerical/	Mgr/	Teach/ Therap/	I	50K or	ome More		Age		Less than	Education Bachelor's	Grad/ prof	Child	IN AA
						Cierical/	ivigr/	reach/ rnerap/				18-34	35-49	50+				Yes	
	Total	<1vr	1-5 vrs	5-10 yrs	10 vrs+	Support	Admin	Casewkr	Other	l less	l than 50K				Bachelor's	degree	degree		I INO
Completely descriptive	Total	<1yr	•		•	Support 8%	Admin 0%	Casewkr 0%	Other 0%	less 3%	than 50K				Bachelor's	degree 0%	degree 0%		No 2%
Completely descriptive	1%	0%	0%	0%	4%	8%	0%	0%	0%	3%	0%	0%	0%	5%	4%	0%	0%	0%	2%
Completely descriptive Somewhat descriptive Not very descriptive					•	• • •											·		2% 229 549

			Year	rs at Job			1	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely decriptive	47%	50%	57%	54%	35%	25%	46%	50%	75%	49%	46%	50%	50%	41%	48%	50%	44%	41%	50%
Somewhat descriptive	51%	50%	43%	46%	62%	75%	50%	50%	25%	51%	51%	50%	47%	59%	48%	50%	56%	55%	50%
Not very descriptive	1%	0%	0%	0%	4%	0%	4%	0%	0%	0%	3%	0%	3%	0%	4%	0%	0%	5%	0%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Generally speaking, our or	ganizat	ion run	s smoot	l hly															<u> </u>
			Year	rs at Job				Position		In	come		Age			Education		Child	in HH
		1				Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	37%	38%	33%	38%	38%	25%	42%	37%	38%	38%	35%	29%	33%	50%	43%	38%	30%	36%	37%
Somewhat descriptive	53%	56%	67%	38%	46%	67%	46%	53%	50%	56%	49%	67%	50%	41%	48%	50%	59%	41%	57%
Not very descriptive	9%	6%	0%	23%	12%	8%	8%	10%	13%	5%	14%	4%	13%	9%	4%	12%	11%	23%	4%
Not at all descriptive	1%	0%	0%	0%	4%	0%	4%	0%	0%	0%	3%	0%	3%	0%	4%	0%	0%	0%	2%
We constantly review our	process	es in a	n effort 1	to always	be gettin	g better													
			Year	rs at Job			ı	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	47%	56%	43%	46%	46%	33%	50%	43%	75%	44%	51%	54%	37%	55%	52%	42%	48%	36%	52%
Somewhat descriptive	38%	38%	38%	31%	42%	58%	35%	37%	25%	46%	30%	33%	47%	32%	39%	38%	37%	45%	35%
Not very descriptive	9%	6%	10%	15%	8%	0%	12%	13%	0%	8%	11%	4%	13%	9%	4%	15%	7%	14%	7%
Not at all descriptive	5%	0%	10%	8%	4%	8%	4%	7%	0%	3%	8%	8%	3%	5%	4%	4%	7%	5%	6%
Our organization is slow to	innova	ate																	<u> </u>
			Year	rs at Job				Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
								Coccuiles	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	dograa	Yes	No
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	1033	than son				200101010	ucgice	degree		
Completely descriptive	Total 8%	<1yr 6%	1-5 yrs 5%	5-10 yrs 8%	10 yrs+ 12%	Support 8%	O%	10%	25%	5%	11%	4%	7%	14%	4%	8%	11%	18%	+
· ' '												4% 25%	7% 30%	14% 14%				18% 23%	4%
Completely descriptive Somewhat descriptive Not very descriptive	8%	6%	5%	8%	12%	8%	0%	10%	25%	5%	11%				4%	8%	11%		4% 24% 41%

Completely descriptive 21% 13% 15 yrs 5 lol yrs 10 yrs		T		Vesi	rs at Job				Position		In	come		Age			Education		Child	in HH
Total Layr 1-5 yrs S-10 yrs 10 yrs		+	 	1001	3 41 100		Clarical /							Age		Loce than		Grad/ prof	Ciliu	
Completely descriptive 21% 13% 19% 23% 27% 8% 23% 22% 20% 38% 15% 27% 17% 20% 27% 22% 8% 33% 38% 38% 38% 28% 23% 20% 23% 27% 21% 37% 23% 22% 38% 22% 36% 22% 36% 22% 38% 22% 38% 22% 38% 22% 38% 32%		Total	_1.m	1 5 200	E 10 vrc	10			· -	Othor			10 24	25 40	E0.				Voc	No
Somewhat descriptive 28% 25% 33% 46% 15% 17% 46% 23% 23% 0.0% 23% 23% 21% 37% 23% 22% 38% 22% 36% 38% 22% 36% 38% 22% 36% 38% 32%	Completely descriptive																			22%
Not very descriptive 18	· · ·											·			-					
Not at all idescriptive 33	•																	-		24%
Accomplexis just the way we do thirps arrow d	<i>'</i>																			19%
Completely descriptive Total Completely Total Completely C	Not at all descriptive	33%	50%	38%	15%	27%	42%	19%	37%	50%	33%	32%	50%	30%	18%	43%	27%	30%	27%	35%
Completely descriptive Total Carly 1-5 yrs 5-10 yrs 10 yrs Support Admin Casewkr Other less than 50K 18-34 35-49 50+ Bachelor's degree degree Yes Process	"That's just the way w	e do thir	ngs aro	und here	ı e―is a ph	rase we	hear too o	ften						<u> </u>						
Completely descriptive				Year	rs at Job			ı	Position		Inc	come		Age			Education		Child	in HH
Completely descriptive 7% 0% 14% 8% 4% 8% 4% 8% 4% 10% 0% 8% 5% 8% 7% 5% 0% 12% 7% 9% 12% 5% 5% 5% 5% 5% 5% 5%							Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
Somewhat descriptive 16% 0% 10% 23% 27% 8% 23% 13% 13% 21% 11% 4% 27% 14% 30% 8% 11% 23% 1 Not very descriptive 45% 31% 52% 38% 50% 67% 54% 30% 38% 36% 54% 50% 33% 55% 26% 38% 67% 36% 4 Not at all descriptive 33% 69% 24% 31% 19% 17% 19% 47% 50% 36% 30% 38% 33% 27% 43% 42% 15% 32% 3		Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Not very descriptive 45% 31% 52% 38% 50% 67% 54% 30% 38% 36% 54% 50% 33% 55% 26% 38% 67% 36% 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Completely descriptive	7%	0%	14%	8%	4%	8%	4%	10%	0%	8%	5%	8%	7%	5%	0%	12%	7%	9%	6%
Not at all descriptive 33% 69% 24% 31% 19% 17% 19% 47% 50% 36% 30% 38% 33% 27% 43% 42% 15% 32% 32% 32% 32% 33% 33% 27% 43% 42% 15% 32% 32% 32% 32% 32% 33% 33% 27% 43% 42% 15% 32%	Somewhat descriptive	16%	0%	10%	23%	27%	8%	23%	13%	13%	21%	11%	4%	27%	14%	30%	8%	11%	23%	13%
Total Completely descriptive Argo Completely C	Not very descriptive	45%	31%	52%	38%	50%	67%	54%	30%	38%	36%	54%	50%	33%	55%	26%	38%	67%	36%	48%
Vears at Job Position Income Age Education Child in In	Not at all descriptive	33%	69%	24%	31%	19%	17%	19%	47%	50%	36%	30%	38%	33%	27%	43%	42%	15%	32%	33%
Vear 1-5 yrs 5-10 yrs 10 yrs Support Admin Casewkr Other Less																				
Total Cly 1-5 yrs 5-10 yrs 10 yrs 5-10 yrs 10 yrs Support Admin Casewkr Other less than 50K 18-34 35-49 50+ Bachelor's degree Yes More Less than More Less than Bachelor's Less than Less than Bachelor's Less than Bachelor's Less than Less than Less than Less than Less than Less than Bachelor's Less than	Too often different depart	ments s	eem to	be head	ded in con	npletely	different d	irections			ı		1			I				
Total Clyr 1-5 yrs 5-10 yrs 10 yrs Support Admin Casewkr Other less than 50K 18-34 35-49 50+ Bachelor's degree degree Yes Moderate Moder				Year	rs at Job	1						come		Age			Education		Child	in HH
Completely descriptive 7% 0% 5% 8% 12% 8% 8% 7% 0% 3% 11% 4% 10% 5% 4% 12% 44% 18% 25% 23% 27% 17% 38% 20% 0% 21% 27% 13% 37% 18% 26% 19% 26% 18% 22% 23%							Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
Somewhat descriptive 24% 13% 29% 23% 27% 17% 38% 20% 0% 21% 27% 13% 37% 18% 26% 19% 26% 18% 28% 28% 28% 28% 38% 63% 38% 63% 33% 50% 39% 42% 59% 32% 58% 58% 67% 31% 47% 75% 56% 38% 63% 33% 50% 39% 42% 59% 32% 58% 58% 67% 31% 47% 75% 56% 38% 63% 33% 50% 39% 42% 59% 32% 58% 58% 67% 31% 47% 75% 56% 38% 63% 33% 50% 39% 42% 59% 32% 58% 58% 42% 28% 23% 27% 25% 21% 24% 21% 20% 27% 30% 27% 11% 32% 11% 32% 12%		Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49		Bachelor's	degree	degree	Yes	No
Not very descriptive	Completely descriptive	7%	0%	5%	8%	12%	8%	8%	7%	0%	3%	11%	4%	10%	5%	4%	12%	4%	18%	2%
Not at all descriptive	Somewhat descriptive	24%	13%	29%	23%	27%	17%	38%	20%	0%	21%	27%	13%	37%	18%	26%	19%	26%	18%	26%
We always seem to have someone different filling important roles around here Years at Job Position Income Age Education Child in Normal Child	Not very descriptive	47%	50%	48%	23%	58%	67%	31%	47%	75%	56%	38%	63%	33%	50%	39%	42%	59%	32%	54%
Years at Job Fosition Income Age Education Child in Fosition Child in Fosition Income Age Education Child in Fosition Income Age Income Age Income Age Income Incom	Not at all descriptive	22%	38%	19%	46%	4%	8%	23%	27%	25%	21%	24%	21%	20%	27%	30%	27%	11%	32%	19%
Years at Job Position Income Age Education Child in Face Following Child in Face Following Fol			1																	
Total Clyr 1-5 yrs S-10 yrs 10 yrs Support Admin Casewkr Other less than 50K 18-34 35-49 50+ Bachelor's Grad/prof degree Yes Not very descriptive 39% 25% 33% 46% 50% 58% 42% 33% 25% 33% 25% 36% 43% 38% 38% 38% 50% 30% 35% 55% 36% 48% 38%	N/a alwaya asam ta haya		. differ	ant fillin						1							L			
Completely descriptive 5% 6% 14% 0% 0% 0% 0% 10% 10% 13% 5% 5% 8% 3% 5% 9% 0% 7% 5% 6% Somewhat descriptive 18% 13% 19% 23% 19% 25% 19% 13% 25% 18% 19% 25% 33% 46% 50% 58% 42% 33% 25% 36% 43% 38% 33% 50% 30% 35% 52% 36% 4	We always seem to have s	omeone	e differ		• •	nt roles a	round her		Position		In	romo	l	Λσο			Education		Child	in UU
Completely descriptive 5% 6% 14% 0% 0% 0% 10% 13% 5% 5% 8% 3% 5% 9% 0% 7% 5% 6% Somewhat descriptive 18% 13% 19% 23% 19% 25% 19% 13% 25% 18% 19% 25% 23% 5% 30% 15% 11% 23% 1 Not very descriptive 39% 25% 33% 46% 50% 58% 42% 33% 25% 36% 43% 38% 33% 50% 30% 35% 52% 36% 4	We always seem to have s	omeon	e differ		• •	nt roles a		ı						Age		Loss than		Grad/prof	Child	in HH
Somewhat descriptive 18% 13% 19% 23% 19% 25% 19% 13% 25% 19% 25% 18% 19% 25% 23% 5% 30% 15% 11% 23% 1 Not very descriptive 39% 25% 33% 46% 50% 58% 42% 33% 25% 36% 43% 38% 33% 50% 30% 35% 52% 36% 4	We always seem to have :			Year	rs at Job		Clerical/	Mgr/	Teach/ Therap/	Other	50K or	More	18-34		50+		Bachelor's			in HH No
Not very descriptive 39% 25% 33% 46% 50% 58% 42% 33% 25% 36% 43% 38% 38% 50% 30% 35% 52% 36% 4		Total	<1yr	Year	rs at Job 5-10 yrs	10 yrs+	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr		50K or less	More than 50K		35-49		Bachelor's	Bachelor's degree	degree	Yes	No
	Completely descriptive	Total 5%	<1yr 6%	1-5 yrs	5-10 yrs	10 yrs+ 0%	Clerical/ Support	Mgr/ Admin	Teach/ Therap/ Casewkr	13%	50K or less 5%	More than 50K	8%	35-49	5%	Bachelor's 9%	Bachelor's degree 0%	degree 7%	Yes	No
	Completely descriptive Somewhat descriptive	Total 5% 18%	<1yr 6% 13%	1-5 yrs 14% 19%	5-10 yrs 0% 23%	10 yrs+ 0% 19%	Clerical/ Support 0% 25%	Mgr/ Admin 0% 19%	Teach/ Therap/ Casewkr 10% 13%	13% 25%	50K or less 5% 18%	More than 50K 5% 19%	8% 25%	35-49 3% 23%	5% 5%	9% 30%	Bachelor's degree 0% 15%	7% 11%	Yes 5% 23%	

	Total			s at Job				Position			come		Age			Education			in HH
Completely descriptive Somewhat descriptive	Total					Clerical/	Mgr/	Teach/ Therap/		50K or	More		7.85		Less than	Bachelor's	Grad/ prof		
Completely descriptive Somewhat descriptive		<1vr	1-5 vrs	5-10 yrs	10 vrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Somewhat descriptive	17%	6%	29%	8%	19%	17%	19%	17%	13%	13%	22%	25%	17%	9%	26%	4%	22%	23%	15%
•	36%	25%	24%	62%	38%	33%	46%	30%	25%	33%	38%	21%	40%	45%	39%	27%	41%	36%	35%
	29%	44%	24%	15%	31%	33%	23%	30%	38%	33%	24%	29%	30%	27%	22%	42%	22%	23%	31%
Not at all descriptive	18%	25%	24%	15%	12%	17%	12%	23%	25%	21%	16%	25%	13%	18%	13%	27%	15%	18%	19%
Every staff member underst	ands t	he orga	anization	n's strateg	ic plan														
				s at Job			F	Position		Inc	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	14%	25%	24%	0%	8%	17%	0%	17%	50%	15%	14%	21%	7%	18%	17%	8%	19%	9%	17%
Somewhat descriptive	53%	63%	38%	62%	54%	50%	54%	53%	50%	64%	41%	58%	47%	55%	43%	62%	52%	41%	57%
Not very descriptive	26%	13%	29%	31%	31%	17%	46%	20%	0%	15%	38%	13%	47%	14%	39%	19%	22%	45%	19%
Not at all descriptive	7%	0%	10%	8%	8%	17%	0%	10%	0%	5%	8%	8%	0%	14%	0%	12%	7%	5%	7%
 We have a vision for our org	ganizat	ion tha	t inform	s all our d	lecisions														
			Year	s at Job			F	Position		Inc	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	42%	56%	57%	15%	35%	25%	35%	50%	63%	44%	41%	54%	37%	36%	48%	42%	37%	32%	46%
Somewhat descriptive	46%	38%	43%	62%	46%	58%	50%	43%	25%	49%	43%	38%	50%	50%	35%	50%	52%	41%	48%
Not very descriptive	11%	6%	0%	15%	19%	8%	15%	7%	13%	8%	14%	4%	13%	14%	17%	4%	11%	23%	6%
Not at all descriptive	1%	0%	0%	8%	0%	8%	0%	0%	0%	0%	3%	4%	0%	0%	0%	4%	0%	5%	0%
 Individual departments have	e shori	and lo	ng term	gnals and	l a way to	assess nr	ngress o	n those goals											<u> </u>
Tarriada departmento nav	0 31101	. ana ic		s at Job	tu truy to	у шээсээ р.		Position		Inc	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More		7.64		Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	22%	44%	24%	23%	8%	0%	12%	33%	50%	23%	22%	29%	20%	18%	26%	27%	15%	14%	26%
Somewhat descriptive	51%	38%	57%	46%	58%	83%	69%	33%	13%	54%	49%	42%	60%	50%	65%	42%	48%	64%	46%
Not very descriptive	18%	13%	10%	23%	27%	8%	19%	20%	25%	15%	22%	17%	17%	23%	9%	19%	26%	18%	19%
Not at all descriptive	8%	6%	10%	8%	8%	8%	0%	13%	13%	8%	8%	13%	3%	9%	0%	12%	11%	5%	9%

			Year	rs at Job				Position		Inc	come		Age			Education		Child	l in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More		1.80		Less than	Bachelor's	Grad/ prof	<u> </u>	Τ
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	62%	75%	57%	31%	73%	58%	58%	67%	63%	67%	57%	71%	57%	59%	57%	69%	59%	59%	63%
Somewhat descriptive	34%	25%	33%	69%	23%	42%	42%	27%	25%	33%	35%	29%	40%	32%	39%	31%	33%	36%	33%
Not very descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	0%	5%	0%	3%	5%	0%	0%	7%	5%	2%
Not at all descriptive	1%	0%	5%	0%	0%	0%	0%	0%	13%	0%	3%	0%	0%	5%	4%	0%	0%	0%	2%
	<u> </u>	L																	<u></u>
I couldn't say what this org	ganizati	on's vis		rs at Job				Position		1		I	A ===		1	Education		Child	l in HH
			Teal	is at Job		Clerical/	Mgr/	Teach/ Therap/		50K or	ome More		Age		Less than	Bachelor's	Grad/ prof	Cilia	III
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	3%	0%	10%	0%	0%	0%	0%	7%	0%	5%	0%	4%	3%	0%	4%	0%	4%	0%	4%
Somewhat descriptive	1%	0%	0%	0%	4%	0%	0%	3%	0%	0%	3%	0%	3%	0%	0%	0%	4%	0%	2%
Not very descriptive	20%	25%	5%	31%	23%	17%	23%	17%	25%	18%	22%	21%	20%	18%	22%	19%	19%	27%	17%
Not at all descriptive	76%	75%	86%	69%	73%	83%	77%	73%	75%	77%	76%	75%	73%	82%	74%	81%	74%	73%	78%
nlaba alaa kaa ka aa a						.1													<u> </u>
It's hard to know how our	dally re	sponsii		t into a ioi rs at Job	ng-term p	oian		Position		In	come		Age			Education		Child	l in HH
			leai	13 81 100		Clerical/	Mgr/	Teach/ Therap/		50K or	More		Age		Less than	Bachelor's	Grad/ prof	Cillia	T
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	4%	0%	5%	8%	4%	8%	4%	3%	0%	3%	5%	0%	10%	0%	4%	0%	7%	0%	6%
Somewhat descriptive	12%	13%	5%	8%	19%	25%	15%	7%	0%	10%	14%	8%	13%	14%	17%	19%	0%	27%	6%
Not very descriptive	42%	44%	29%	46%	50%	25%	50%	47%	25%	49%	35%	33%	40%	55%	43%	35%	48%	36%	44%
Not at all descriptive	42%	44%	62%	38%	27%	42%	31%	43%	75%	38%	46%	58%	37%	32%	35%	46%	44%	36%	44%
	<u> </u>																		<u></u>
The goals we set as an org	anizatio	n are ເ		rs at Job				Position		In	come		A 70		1	Education		Child	l in HH
			Teal	13 at 100		Clerical/	Mgr/	Teach/ Therap/		50K or	More		Age		Less than	Bachelor's	Grad/ prof	Ciliu	Т
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	1%	0%	5%	0%	0%	0%	0%	0%	13%	0%	3%	0%	0%	5%	4%	0%	0%	0%	2%
Somewhat descriptive	8%	6%	10%	0%	12%	8%	8%	7%	13%	5%	11%	4%	10%	9%	13%	4%	7%	9%	7%
	+			 			-	i e	 	+		.			<u> </u>			/	1
Not very descriptive	45%	44%	38%	54%	46%	50%	46%	43%	38%	41%	49%	46%	57%	27%	35%	38%	59%	55%	41%

Things around here chang				rs at Job				Position		Ind	come		Age			Education		Child	in HH
			1	15 41 30 2		Clerical/	Mgr/	Teach/ Therap/		50K or	More		7.50		Less than	Bachelor's	Grad/ prof		Г
	Total	<1yr	1-5 yrs	5-10 yrs	10 vrs±	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	4%	0%	5%	8%	4%	0%	4%	3%	13%	3%	5%	0%	0%	14%	4%	4%	4%	0%	6%
Somewhat descriptive	20%	13%	5%	23%	35%	33%	23%	13%	13%	13%	27%	8%	30%	18%	35%	12%	15%	36%	13%
Not very descriptive	47%	56%	57%	38%	38%	58%	38%	57%	25%	56%	38%	58%	50%	32%	39%	50%	52%	36%	52%
Not at all descriptive	29%	31%	33%	31%	23%	8%	35%	27%	50%	28%	30%	33%	20%	36%	22%	35%	30%	27%	30%
Not at all descriptive	29%	31%	33%	31%	23%	8%	35%	27%	50%	28%	30%	33%	20%	30%	22%	35%	30%	21%	30%
Everyone is encouraged to	think a	bout o	ur client	s as we do	our iobs	<u> </u>			1	<u> </u>									<u> </u>
				rs at Job			ı	Position		Inc	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely decriptive	72%	75%	76%	54%	77%	83%	62%	80%	63%	67%	78%	75%	73%	68%	78%	69%	70%	68%	74%
Somewhat descriptive	25%	25%	24%	46%	15%	8%	35%	20%	38%	31%	19%	25%	23%	27%	13%	31%	30%	23%	26%
Not very descriptive	3%	0%	0%	0%	8%	8%	4%	0%	0%	3%	3%	0%	3%	5%	9%	0%	0%	9%	0%
Not at all descriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
-																			
We do a great job of lister	ing to a	nd resp	onding	to the nee	ds of ou	r clients													
			Yea	rs at Job			ı	Position		Inc	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely descriptive	64%	63%	57%	69%	69%	42%	65%	73%	63%	64%	65%	67%	67%	59%	70%	65%	59%	64%	65%
Somewhat descriptive	30%	38%	38%	15%	27%	42%	31%	23%	38%	33%	27%	29%	33%	27%	30%	27%	33%	32%	30%
Not very descriptive	4%	0%	5%	15%	0%	8%	4%	3%	0%	0%	8%	4%	0%	9%	0%	4%	7%	5%	4%
Not at all descriptive	1%	0%	0%	0%	4%	8%	0%	0%	0%	3%	0%	0%	0%	5%	0%	4%	0%	0%	2%
The organization assesses	what w	e do ar	nd do no	t do well a	nd make	s changes	to meet	the needs of our o	lients										
			Year	rs at Job			ı	Position		Inc	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
			33%	38%	31%	25%	31%	37%	63%	36%	35%	38%	30%	41%	39%	38%	30%	32%	37%
Completely descriptive	36%	44%	33%	30/0	3														
Completely descriptive Somewhat descriptive	36% 51%	38%	48%	46%	65%	67%	65%	40%	25%	49%	54%	33%	70%	45%	61%	38%	56%	64%	46%
<u> </u>					V - 7 -	67% 8%	65% 4%	40% 13%	25% 0%	49% 8%	54% 8%	33% 13%	70% 0%	45% 14%	61% 0%	38% 12%	56% 11%	64% 5%	46% 9%

			Year	rs at Job			ı	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely decriptive	41%	50%	33%	38%	42%	25%	42%	47%	38%	41%	41%	46%	30%	50%	35%	50%	37%	36%	43%
Somewhat descriptive	50%	44%	67%	54%	38%	58%	46%	50%	50%	49%	51%	50%	57%	41%	48%	42%	59%	45%	52%
Not very descriptive	7%	6%	0%	0%	15%	17%	8%	0%	13%	5%	8%	4%	10%	5%	13%	4%	4%	14%	4%
Not at all descriptive	3%	0%	0%	8%	4%	0%	4%	3%	0%	5%	0%	0%	3%	5%	4%	4%	0%	5%	2%
Assessing our strengths a	l nd weak	nesses	is some	thing we d	lo well						<u> </u>								<u> </u>
			Year	rs at Job			ı	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely decriptive	38%	50%	48%	54%	15%	0%	31%	53%	63%	44%	32%	54%	27%	36%	35%	38%	41%	32%	41%
Somewhat descriptive	50%	44%	29%	38%	77%	92%	58%	30%	38%	46%	54%	38%	60%	50%	61%	42%	48%	55%	48%
Not very descriptive	9%	6%	19%	8%	4%	8%	12%	10%	0%	8%	11%	8%	13%	5%	4%	15%	7%	14%	7%
Not at all descriptive	3%	0%	5%	0%	4%	0%	0%	7%	0%	3%	3%	0%	0%	9%	0%	4%	4%	0%	4%
Often client complaints a	e either	disreg	arded or	rationaliz	ed away														
			Year	rs at Job			ı	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Completely decriptive	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Somewhat descriptive	8%	13%	5%	8%	8%	8%	8%	10%	0%	10%	5%	17%	7%	0%	9%	15%	0%	9%	7%
Not very descriptive	33%	25%	48%	31%	27%	42%	31%	30%	38%	33%	32%	29%	30%	41%	35%	27%	37%	32%	33%
Not at all descriptive	59%	63%	48%	62%	65%	50%	62%	60%	63%	56%	62%	54%	63%	59%	57%	58%	63%	59%	59%
The Board of Directors is	connecte	d with	the mis	ion of the	e organiza	ation													<u> </u>
The board of birectors is			Year	rs at Job			ı	Position		In	come		Age			Education		Child	in HH
The Board of Birectors is						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
The Board of Directors is								_	0.1	lass	than 50K	18-34	35-49	50+	Bachelor's	degree	4	Yes	No
The Board of Birectors is	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	10-34	00 .0		Dacifeloi 3	degree	degree		-140
	Total 58%	<1yr 63%	1-5 yrs 48%	5-10 yrs 54%	10 yrs+ 65%	Support 58%	Admin 54%	Casewkr 57%	75%	49%	68%	54%	60%	59%	65%	46%	63%	64%	
Strongly Agree		<u> </u>			_												·		56%
Strongly Agree Somewhat Agree Somewhat Disagree	58%	63%	48%	54%	65%	58%	54%	57%	75%	49%	68%	54%	60%	59%	65%	46%	63%	64%	56% 39% 6%

The Board of Directors is o										_						- 1		· · ·	
			Year	rs at Job			F	Position	1	In	come		Age			Education	1	Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Strongly Agree	32%	50%	29%	15%	31%	8%	31%	37%	50%	31%	32%	38%	27%	32%	26%	35%	33%	32%	31%
Somewhat Agree	50%	44%	38%	62%	58%	75%	54%	40%	38%	51%	49%	33%	53%	64%	52%	46%	52%	45%	52%
Somewhat Disagree	13%	6%	19%	15%	12%	8%	15%	13%	13%	10%	16%	17%	17%	5%	17%	12%	11%	18%	11%
Strongly Disagree	5%	0%	14%	8%	0%	8%	0%	10%	0%	8%	3%	13%	3%	0%	4%	8%	4%	5%	6%
Organizational growth has	had a ı	negativ	e impact	on comm	unication	n across th	e organiz	zation											
			Year	rs at Job			F	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
Strongly Agree	4%	0%	5%	0%	8%	0%	4%	3%	13%	0%	8%	0%	7%	5%	9%	0%	4%	9%	2%
Somewhat Agree	26%	25%	29%	23%	27%	42%	35%	17%	13%	18%	35%	21%	27%	32%	22%	23%	33%	36%	22%
Somewhat Disagree	39%	31%	38%	46%	42%	50%	35%	43%	25%	44%	35%	38%	47%	32%	43%	38%	37%	32%	43%
Strongly Disagree	30%	44%	29%	31%	23%	8%	27%	37%	50%	38%	22%	42%	20%	32%	26%	38%	26%	23%	33%
Only staff members who a	re direc	t servi	ce provid	lers truly ι	understa	nd the nee	ds of ou	clients											
			Year	rs at Job			F	Position		In	come		Age			Education		Child	in HH
						Clerical/	Mgr/	Teach/ Therap/		50K or	More				Less than	Bachelor's	Grad/ prof		
	Total	<1yr	1-5 yrs	5-10 yrs	10 yrs+	Support	Admin	Casewkr	Other	less	than 50K	18-34	35-49	50+	Bachelor's	degree	degree	Yes	No
	11%	19%	14%	0%	8%	17%	4%	7%	38%	13%	8%	17%	7%	9%	17%	12%	4%	14%	9%
Strongly Agree				1				/			4.40/	/	200/	201	4-04	4=4		4.00/	4.00/
Strongly Agree Somewhat Agree	18%	19%	24%	8%	19%	8%	12%	33%	0%	23%	14%	25%	20%	9%	17%	15%	22%	18%	19%
0, 0	18% 33%	19% 19%	24% 38%	8% 54%	19% 27%	8% 17%	12% 42%	27%	50%	23%	14% 46%	25%	43%	23%	30%	15% 27%	22% 41%	41%	30%