



Town of Upper Marlboro Employee Survey

Please take a moment to complete the Town of Upper Marlboro Employee Survey. Please provide details in the comment boxes as appropriate. Thank you.

* 1. Do you have all the necessary tools you need to do your best work?

☐ Yes

☐ No

* 2. If you could change anything about the organization, what would you change?

* 3. Do you think your work goals and responsibilities are clear?

* 4. What do you think of the way you are managed?

* 5. Do you receive frequent, constructive feedback from your manager and peers?

☐ Yes

☐ No

* 6. What benefits or programs do you feel are missing from the organization?

* 7. What do you appreciate most about working here?

* 8. Are you happy with your pay, benefits, and other incentives?

☐ Yes

☐ No

* 9. What would make this a better place to work?

* 10. Are you satisfied with the opportunities to grow your career at the Town, and is there a clear plan available for you to do so?

* 11. Does your manager communicate expectations clearly and professionally?

☐ Yes

☐ No

* 12. If you encounter a problem or unusual situation, do you know where to go for a solution?

- ☐ Yes
- ☐ No

* 13. How comfortable are you contributing to meetings, projects, and problem-solving with your supervisor?

* 14. Does your team/department support and encourage your best work?

- ☐ Yes
- ☐ No

* 15. Do you agree with your organizations approach to work/life balance?

- ☐ Yes
- ☐ No

* 16. Do you feel valued as an employee of this Town?

- ☐ Yes
- ☐ No

* 17. Is the training directly relevant to your work?

- ☐ Yes
- ☐ No

* 18. Are the quality of the facilities and equipment available to you to do your job?

- ☐ Yes
- ☐ No

* 19. Does the Town take the time to celebrate your success?

- ☐ Yes
- ☐ No

* 20. How would you rate the clarity of instruction for your position?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Your Personal Growth and Development

21. The organization provides me with the right opportunities to develop as a leader.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. There are professional challenges inside our Town that are exciting to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. My manager helps me identify the best resources to develop my skills and knowledge as a leader.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. My manager coaches me on skills and knowledge that I need to grow as a leader.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. I have enough time during working hours that I use for my professional growth and development.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Goals and Resources To Do Your Job

26. I am involved in setting the vision for me and my team.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. I am involved in setting the overall goals and objectives for me and my team.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Our team's goals and objectives are achievable.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. I have the right technology in place to achieve our business objectives.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. I have the right team in place to achieve our business objectives.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. My department is large enough to do the work being asked of it.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. I have enough time to do the work being asked of me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. I feel supported by my own manager.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Anatomy & Trust

34. I trust my team to get the job done.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. I have confidence in my manager's ability to lead our team.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. I am informed about decisions that impact me or our team in a timely manner.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. My manager gives me and our department autonomy to decide how to best reach our business goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. Me and my team members' opinions on important initiatives are taken into account.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Choose One	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. As a Town Employee, what are your professional goals for 2023?

Thank you for taking time to complete this survey. Your feedback is essential to our success.

DRAFT