

# Improving lives THROUGH supports and services THAT FOSTER Self-determination.

## **Quarterly Pulse Survey**

June 11, 2019

### **Quarterly Pulse Survey**



- Gives us a candid perspective from our teammates
- Need 60% or more of teammates responding
  - PMH has the lowest response rate at 34%, previous survey was 39%
  - DD numbers support the department average of 34% response.

		-	% of		nployees	% from		
Division	Responses	budget	employees	surv	reyed	survey		
DMH	1883	7186.37	26%	55	38	34%		
DD	283	61.94	457%	299	95%	ó		
BHC	68	445.85	15%					
						Support		
CMRO	49	98.7	50%		237.38	Coordina	tors/Regio	onal
HHC	42	358.43	12%					
KCRO	22	97.74	23%					
NWCS	93	614.66	15%					
SRO	24	49.57	48%					
SEMORs	21	249.19	8%					
SWCS	47	243.96	19%					
SPRO	26	61.13	43%					
SLDDTC	117	546.74	21%					
SLRO/Tr								
i	76	140	54%					
Total	868	3205.29	27%	25	35%	ó		

## Quarterly Pulse Survey



#### Since 2017, we have made progress in five priority areas

Dimension	Direction	Leadership	Accountability	Motivation	External Orientation
Description	Clear sense of where the organization is heading and how it will get there that is meaningful to all team members	Extent to which leaders inspire action by others	Extent to which individuals understand what is expected of them, have sufficient authority to carry it out, and take responsibility for delivering results	Presence of enthusiasm that drives team members to put in extraordinary effort to deliver results	Quality of engagement with customers, partners, and other external stakeholders to drive value
Current level	51%	58%	60%	37%	44%
Change since 2017	4%	5%	7%	9%	1%

December 2018

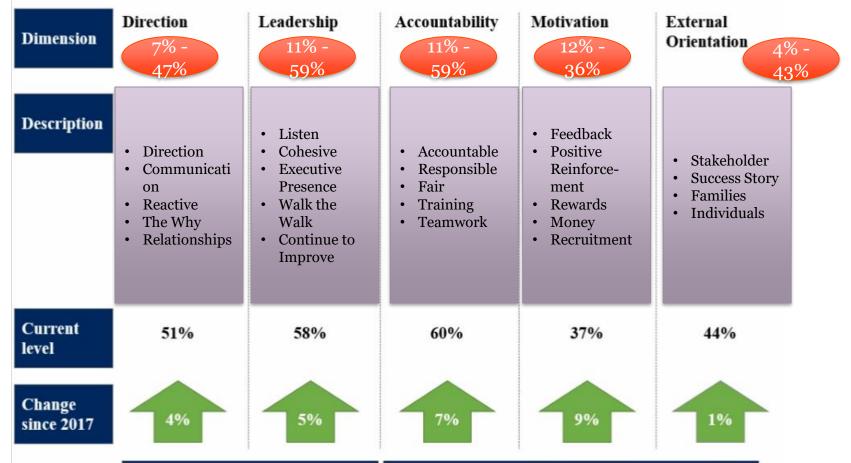
March 2019



## Quarterly Pulse Survey



#### Since 2017, we have made progress in five priority areas



December 2018

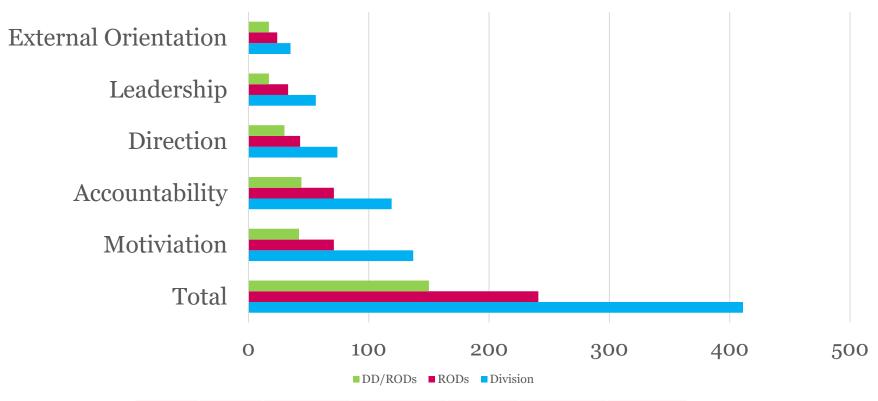
March 2019



### Other Stuff:



#### **OHI Priority Dimensions - Comments**



						External
	Total	Motiviation	Accountability	Direction	Leadership	Orientation
Division	411	137	119	74	56	35
ROD/DD	241	71	71	43	33	24
RODs	150	42	44	30	17	17



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# Current Quarterly Pulse Survey June 5-19



# Questions?