

ModernThink Insight Survey

ModernThink 2016 Public Library of Cincinnati and Hamilton County Employee Engagement Survey The Public Library of Cincinnati and Hamilton County Competencies Spreadsheet

	Overall		Gender					Age					Ethnicity			Race					Status		Job Role							Department							Operational Hours					Reasons for Leaving																			
	Positive Response	Negative Response	Male	Female	Transgender	Gender Neutral	Decline to answer	< 22	22-30	31-40	41-50	51-60	61+	Decline to answer	Hispanic or Latino	Not Hispanic or Latino	Decline to answer	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Decline to answer	Full-time	Part-time	Administrative Support	Librarian	Public Service	Regional/Operations Manager	Senior Leadership	Team Leader/Manager	Technical/Skilled Trade	Other	Administration	Branch Staff	Facility Operations	Fiscal	Human Resources	Marketing	Service Operations, Non-Public	Service Operations, Public	Technology	Other	Branch, 44 hours per week	Branch, 48-52 hours per week	Branch, 60 hours per week	Main, Administrative Offices, 40+ hours per week	Main, Non-Public/Support, 40-67 hours per week	Main, Public, 67+ hours per week	My Supervisor/Manager	Salary	Benefits	Career advancement	Colleagues/Co-workers	Personal reasons	Retirement	Workload	I would not consider leaving this organization	Other		
Total number of survey respondents (680)																																																													
Leadership																																																													
14	78	5	81	81	*	81	71	89	85	81	75	80	96	67	87	82	67	*	100	90	*	83	65	75	86	90	71	81	100	66	84	72	79	60	77	60	85	*	100	79	85	90	85	72	77	79	83	83	81	81	22	76	68	77	64	81	83	69	86	82	
43	44	20	47	49	*	27	27	89	46	43	43	41	66	27	87	48	30	*	100	62	*	48	30	35	60	63	29	39	66	42	45	48	63	50	45	20	85	*	62	53	36	54	45	43	41	51	62	49	35	29	34	35	39	35	43	45	20	73	28		
50	38	27	41	42	*	27	27	91	38	37	33	36	59	25	87	40	27	*	75	62	*	42	23	30	53	57	24	34	50	71	41	36	53	66	39	26	71	*	75	42	28	36	45	38	38	41	62	44	23	21	25	24	32	26	35	42	17	72	22		
58	37	29	43	41	*	36	23	91	45	39	28	34	50	20	100	42	21	*	100	62	*	41	22	23	63	59	16	36	33	28	31	28	63	16	41	26	28	*	37	32	32	45	43	37	36	44	43	37	30	15	33	33	37	23	38	29	15	63	27		
18	84	4	84	87	*	90	76	97	92	86	82	79	92	73	100	87	72	*	100	89	*	88	73	81	90	81	84	86	100	83	83	68	85	80	86	60	85	*	100	82	86	81	84	79	88	89	83	83	76	36	82	74	84	70	84	86	86	92	90		
19	80	5	82	83	*	90	71	100	91	87	74	73	85	67	100	85	63	*	100	90	*	86	65	75	91	90	80	77	82	83	83	71	64	85	80	82	53	85	*	100	74	78	81	86	72	87	82	80	80	74	33	78	72	80	58	82	79	74	86	82	
22	84	4	80	89	*	90	78	93	88	89	86	84	92	73	100	87	76	*	100	90	*	89	75	84	87	95	81	86	100	50	89	80	87	40	85	60	100	*	100	91	82	90	89	84	88	85	83	89	80	38	81	73	84	76	86	88	83	89	89		
49	32	25	39	36	*	20	16	86	41	34	26	27	41	13	75	37	16	*	87	54	*	38	14	22	52	35	22	28	60	57	28	23	53	50	34	28	57	*	57	34	25	33	34	34	30	41	51	35	21	14	22	18	29	21	32	26	16	71	21		
51	39	23	41	46	*	30	24	91	42	41	42	34	52	20	87	44	27	*	100	64	*	45	21	30	57	66	26	37	50	57	36	37	57	50	42	20	85	*	75	44	35	55	36	40	36	50	59	40	31	22	32	26	36	24	39	37	10	69	26		
52	36	25	39	41	*	30	22	95	44	47	40	24	48	19	87	40	22	*	87	58	*	41	21	26	56	59	20	31	50	71	41	32	55	66	38	13	100	*	62	40	27	36	38	33	38	40	62	39	24	18	30	26	33	20	29	30	12	68	23		
Leadership - Average																																																													
55	16	57	59	*	52	43	92	61	57	51	51	68	40	91	59	42	*	94	72	*	60	40	48	69	69	45	54	69	60	54	48	68	55	56	36	78	*	76	57	51	60	58	53	55	60	66	57	47	24	49	44	53	41	54	54	40	76	49			
Communication																																																													
15	73	8	76	75	*	63	64	87	82	80	76	63	74	56	100	76	63	*	87	92	*	77	61	72	75	72	74	75	100	33	73	60	74	20	76	66	57	*	100	77	75	60	68	77	79	75	66	72	68	28	72	64	72	58	75	75	72	79	81		
17	72	7	73	75	*	72	63	87	83	74	69	69	81	58	62	77	57	*	75	90	*	75	61	68	81	50	67	75	83	33	73	64	78	20	73	60	42	*	87	77	73	72	77	68	71	75	58	78	71	22	70	61	71	52	74	71	68	85	80		
23	37	31	35	43	*	9	28	67	43	35	34	40	51	25	75	39	25	*	75	57	*	40	26	28	54	63	32	37	33	42	14	24	54	16	40	20	71	*	25	33	26	27	48	39	39	41	56	37	26	16	29	32	34	29	40	41	27	54	25		
26	66	9	69	68	*	63	57	87	70	70	68	64	70	52	85	70	59	*	100	70	*	70	55	60	77	72	65	63	100	57	75	52	73	33	67	40	71	*	75	64	66	72	77	62	72	63	65	66	70	22	66	56	66	23	67	63	50	80	61		
53	25	43	33	28	*	27	13	78	35	22	19	25	26	11	75	29	10	*	75	45	*	29	12	13	49	27	6	26	33	28	17	12	49	33	27	20	33	*	50	31	19	27	28	18	26	31	28	30	23	10	21	21	24	8	28	20	6	54	19		
1	82	1	82	86	*	90	71	97	84	88	79	83	92	72	100	85	73	*	100	90	*	85	72	80	86	86	78	82	100	85	85	83	86	100	84	64	100	*	75	84	78	81	78	86	84	86	81	81	81	70	79	77	82	64	81	83	64	91	76		
7	38	27	33	42	*	10	36	37	22	39	52	41	50	39	62	38	29	*	62	35	*	40	36	42	32	47	40	33	66	71	58	36	34	66	39	21	85	*	25	42	43	50	32	44	37	39	63	39	37	32	29	28	32	35	38	48	24	44	35		
19	76	6	80	78	*	63	69	95	85	78	70	76	92	62	87	80	64	*	100	87	*	81	63	71	85	68	68	81	83	71	71	72	81	72	81	66	78	53	71	*	100	71	76	100	81	62	76	85	71	77	75	30	76	65	78	41	77	75	71	86	78
24	60	16	57	65	*	36	56	81	72	60	57	55	77	49	87	61	56	*	87	75	*	64	51	53	75	68	52	65	83	57	50	40	70	50	63	46	71	*	50	57	61	45	69	53	65	61	56	64	57	18	59	53	58	35	64	62	44	78	56		
42	37	27	40	41	*	45	23	83	39	40	34	33	51	21	87	41	22	*	100	55	*	42	22	26	56	54	24	31	66	57	35	28	57	66	39	20	57	*	37	45	28	36	39	40	32	44	62	36	28	15	29	30	34	20	35	36	11	68	31		
44	29	39	34	33	*	27	14	84	34	30	22	28	37	12	75	32	15	*	87	50	*	33	14	17	51	50	13	27	50	42	19	20	50	50	32	20	71	*	25	35	16	27	31	30	29	35	50	31	17	15	21	23	26	17	20	10	62	20			
Communication - Average																																																													
54	19	55	57	*	45	44	80	59	56	52	52	63	41	81	57	43	*	86	67	*	57	43	48	65	59	47	54	72	52	51	44	64	47	56	39	66	*	59	56	51	54	57	52	55	57	59	55	50	25	50	46	52	34	54	54	40	71	51			
Respect																																																													
12	49	26	48	53	*	54	40	85	43	57	49	38	59	41	62	51	41	*	87	62	*	53	38	44	58	59	52	45	66	66	66	32	50	66	53	21	100	*	37	42	50	40	43	45	52	54	64	43	48	35	25	32	4								