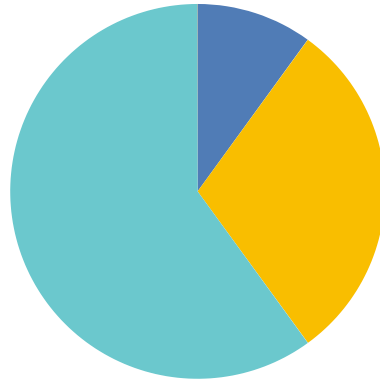


# Q1 In the past six months, my supervisor has talked to me about my progress.

Answered: 10 Skipped: 0

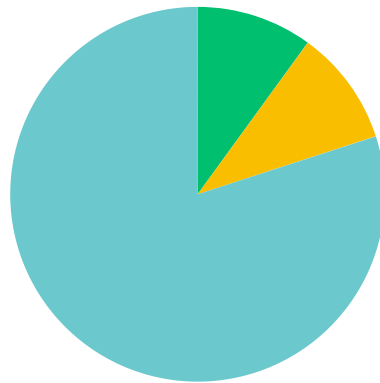


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	30.00% 3	60.00% 6	0.00% 0	10	4.40

Q2 There are adequate opportunities for professional growth regardless of race/ethnicity, color, gender, age, sexual orientation, gender identity or expression, veteran status, religious beliefs, disability, or socio-economic status.

Answered: 10 Skipped: 0

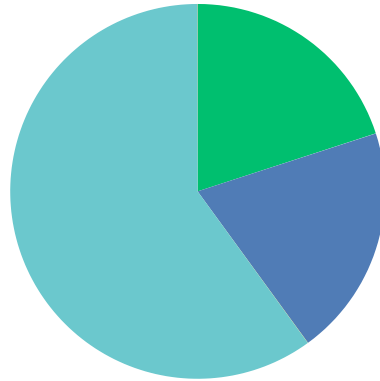


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	0.00% 0	10.00% 1	80.00% 8	0.00% 0	10	4.60

### Q3 My supervisor actively helps me with my professional development and advancement.

Answered: 10 Skipped: 0

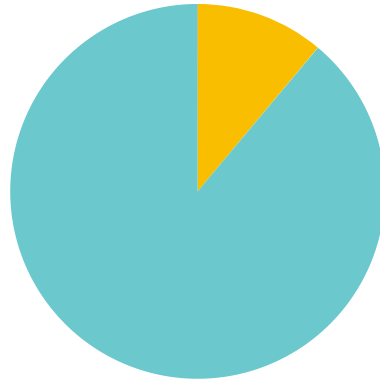


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	20.00% 2	20.00% 2	0.00% 0	60.00% 6	0.00% 0	10	3.60

### Q4 In the last seven days, my supervisor has given me recognition or praise for doing good work.

Answered: 9 Skipped: 1

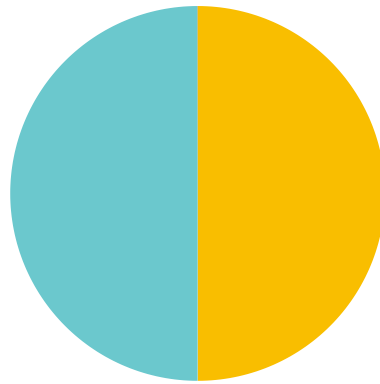


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	11.11% 1	88.89% 8	0.00% 0	9	4.89

## Q5 I have the tools to enable me to do my job effectively.

Answered: 10 Skipped: 0

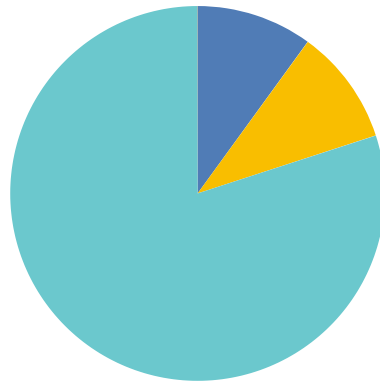


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 5	50.00% 5	0.00% 0	10	4.50

## Q6 My supervisor asks for input and listens to what I am saying.

Answered: 10 Skipped: 0

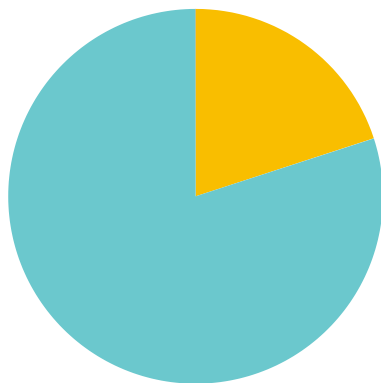


■ Disagree    
 ■ Slightly Dis...    
 ■ Slightly Agr...    
 ■ Agree  
■ Unsure

	DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	10.00% 1	80.00% 8	0.00% 0	10	4.60

Q7 My supervisor treats their employees fairly regardless of race/ethnicity, color, gender, age, sexual orientation, gender identity or expression, veteran status, religious beliefs, disability, or socio-economic status.

Answered: 10 Skipped: 0

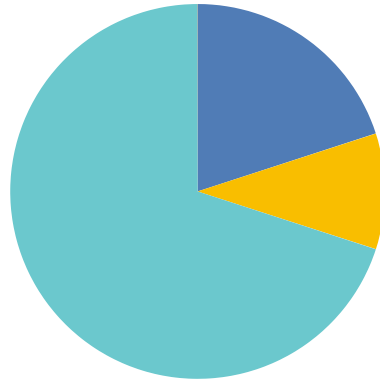


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	20.00% 2	80.00% 8	0.00% 0	10	4.80

## Q8 My supervisor is accessible to me.

Answered: 10 Skipped: 0



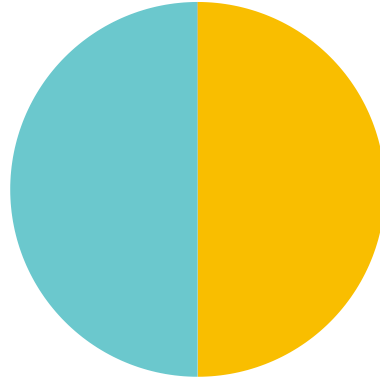
■ Disagree
 ■ Somewhat ...
 ■ Somewhat ...
 ■ Agree
 ■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 2	10.00% 1	70.00% 7	0.00% 0	10	4.30



### Q9 If I had a concern about harassment or discriminatory treatment, I know where and how to report that concern.

Answered: 10 Skipped: 0

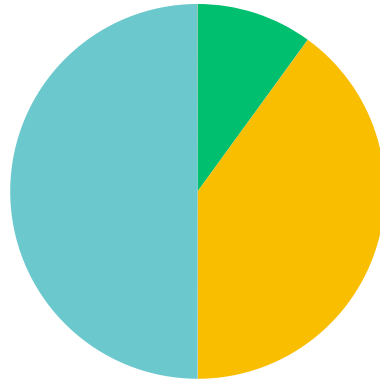


■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	50.00% 5	50.00% 5	0.00% 0	10	4.50

### Q10 The environment in this organization supports a balance between work and personal life.

Answered: 10 Skipped: 0

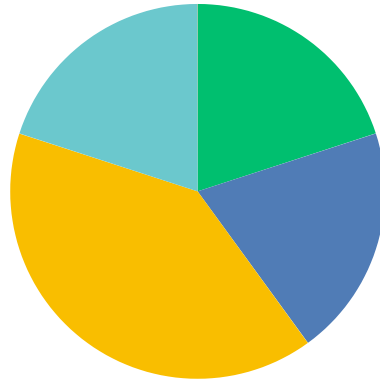


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	0.00% 0	40.00% 4	50.00% 5	0.00% 0	10	4.20

### Q11 I feel I am able to do a good job with the volume of work that is expected of me.

Answered: 10 Skipped: 0

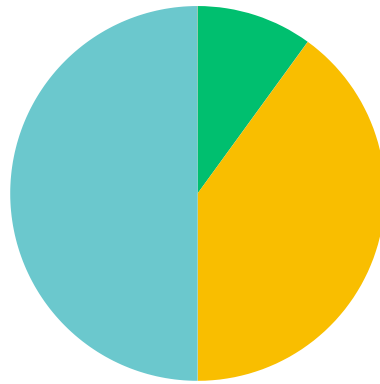


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	20.00% 2	20.00% 2	40.00% 4	20.00% 2	0.00% 0	10	3.20

## Q12 The amount of stress caused by my job is manageable.

Answered: 10 Skipped: 0

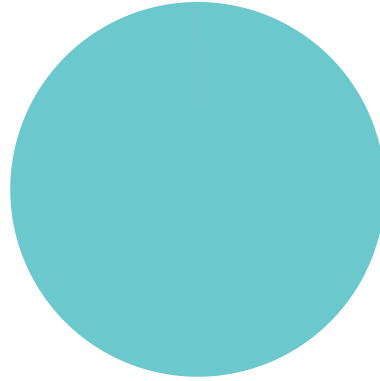


■ Disagree 
 ■ Somewhat ... 
 ■ Somewhat ... 
 ■ Agree 
 ■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	0.00% 0	40.00% 4	50.00% 5	0.00% 0	10	4.20

### Q13 I have a good understanding of the mission and the goals of this organization.

Answered: 10 Skipped: 0

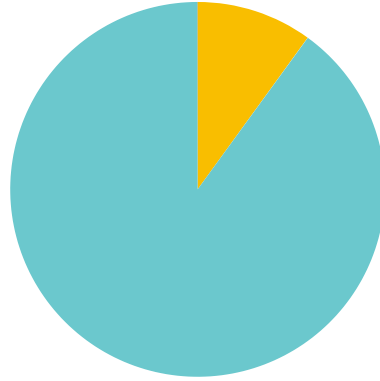


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00

## Q14 I understand how my role contributes to the mission of this organization.

Answered: 10 Skipped: 0

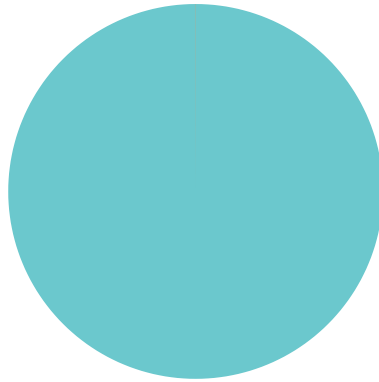


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90

## Q15 I am committed to the mission and goals of this organization.

Answered: 10 Skipped: 0

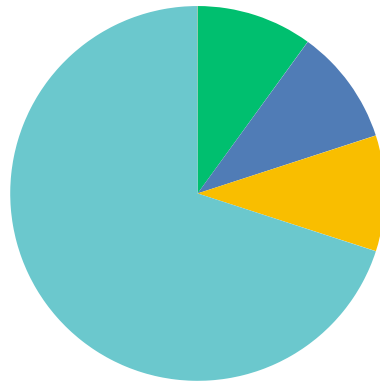


■ Disagree 
 ■ Somewhat ... 
 ■ Somewhat ... 
 ■ Agree 
   
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00

### Q16 Information and knowledge is shared openly within this organization.

Answered: 10 Skipped: 0



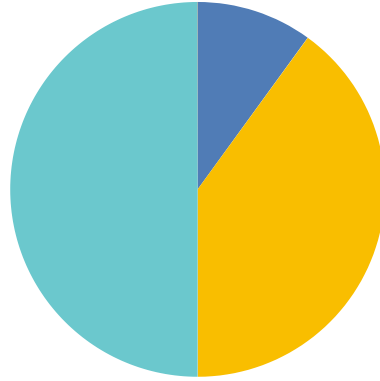
■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	10.00% 1	10.00% 1	70.00% 7	0.00% 0	10	4.20



### Q17 I feel comfortable sharing my opinions at work even when my opinions differ from others.

Answered: 10 Skipped: 0

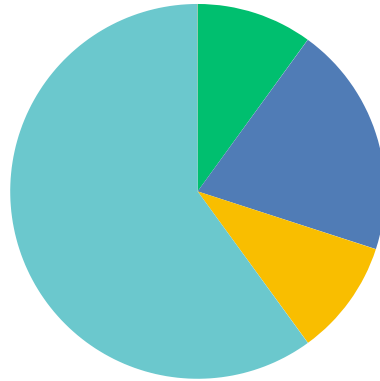


■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	40.00% 4	50.00% 5	0.00% 0	10	4.30

## Q18 My supervisor does a good job of sharing information in a timely fashion.

Answered: 10 Skipped: 0

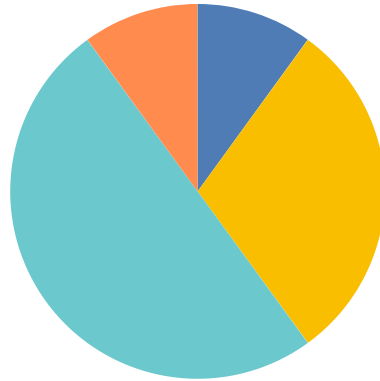


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	20.00% 2	10.00% 1	60.00% 6	0.00% 0	10	3.90

### Q19 Senior leadership communicates information with the rest of the organization in a clear, transparent, and timely manner.

Answered: 10 Skipped: 0

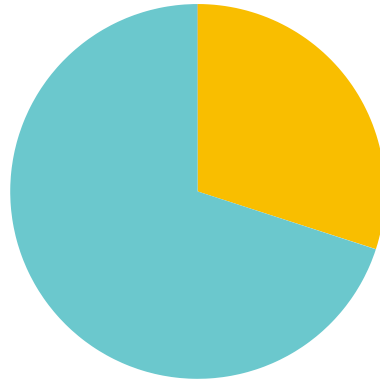


■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	30.00% 3	50.00% 5	10.00% 1	10	3.90

## Q20 I trust the information I receive from leadership.

Answered: 10 Skipped: 0

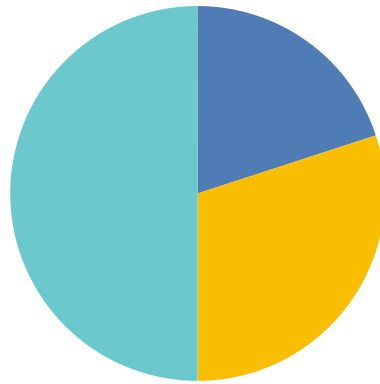


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	30.00% 3	70.00% 7	0.00% 0	10	4.70

## Q21 This organization respects all of its employees.

Answered: 10 Skipped: 0

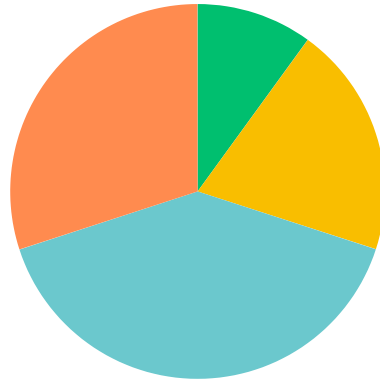


■ Disagree 
 ■ Somewhat ... 
 ■ Somewhat ... 
 ■ Agree 
 ■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 2	30.00% 3	50.00% 5	0.00% 0	10	4.10

## Q22 Policies for promotion and advancement are fair.

Answered: 10 Skipped: 0

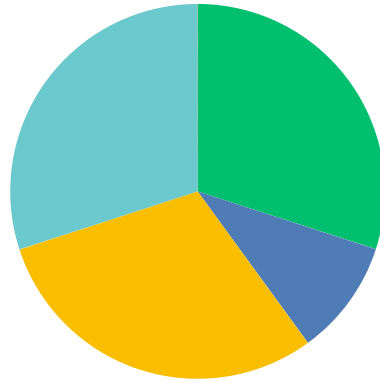


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	0.00% 0	20.00% 2	40.00% 4	30.00% 3	10	2.90

## Q23 I have a clear understanding of the policies for promotion and advancement.

Answered: 10 Skipped: 0

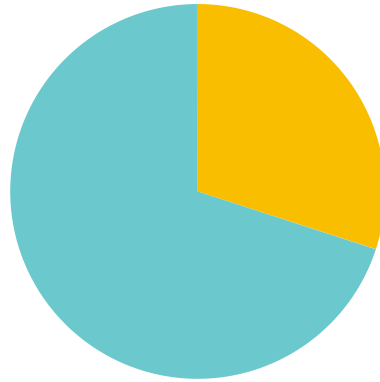


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	30.00% 3	10.00% 1	30.00% 3	30.00% 3	0.00% 0	10	3.20

## Q24 My supervisor treats me with respect.

Answered: 10 Skipped: 0



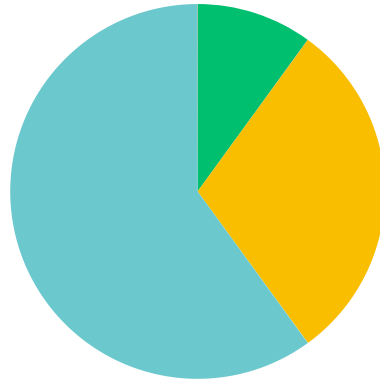
■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	30.00% 3	70.00% 7	0.00% 0	10	4.70



## Q25 At work, my opinions count.

Answered: 10 Skipped: 0

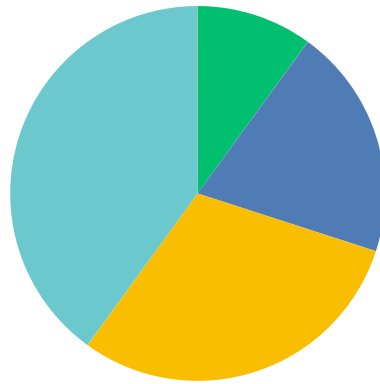


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	0.00% 0	30.00% 3	60.00% 6	0.00% 0	10	4.30

## Q26 I feel I am paid fairly for the work I do.

Answered: 10 Skipped: 0

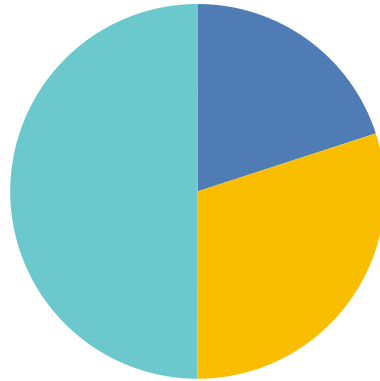


■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	20.00% 2	30.00% 3	40.00% 4	0.00% 0	10	3.70

## Q27 I feel that my compensation is competitive with similar jobs I might find elsewhere.

Answered: 10 Skipped: 0

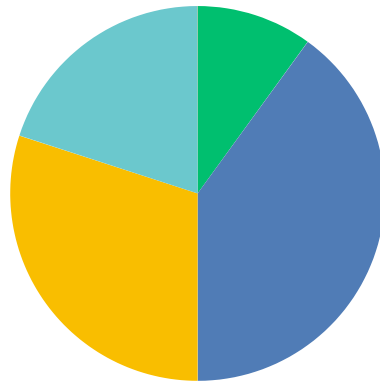


■ Disagree 
 ■ Somewhat ... 
 ■ Somewhat ... 
 ■ Agree 
 ■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 2	30.00% 3	50.00% 5	0.00% 0	10	4.10

### Q28 I am satisfied with the benefits page offered by HOPE 4 Youth.

Answered: 10 Skipped: 0

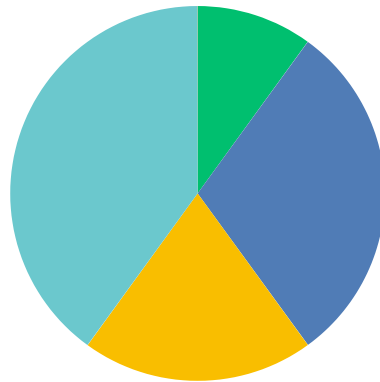


■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	40.00% 4	30.00% 3	20.00% 2	0.00% 0	10	3.10

## Q29 I feel I am paid fairly for the work I do.

Answered: 10 Skipped: 0

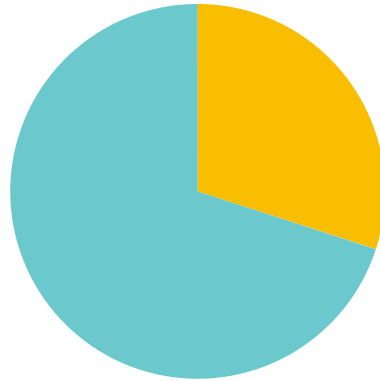


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	30.00% 3	20.00% 2	40.00% 4	0.00% 0	10	3.50

### Q30 I am engaged in my job and look forward to coming to work most days.

Answered: 10 Skipped: 0

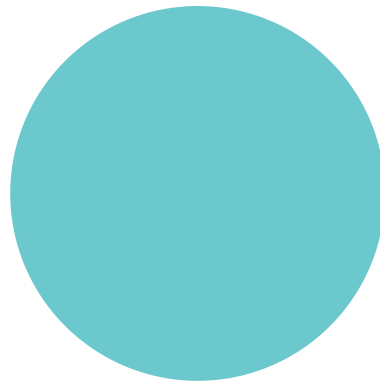


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	30.00% 3	70.00% 7	0.00% 0	10	4.70

### Q31 I value the relationships I've developed at this organization.

Answered: 10 Skipped: 0

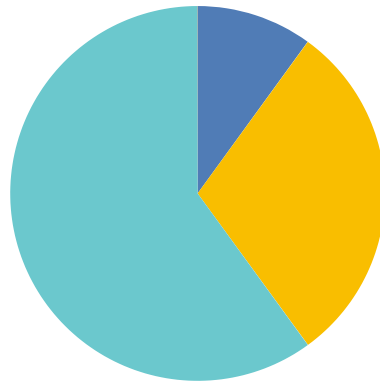


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	100.00% 10	0.00% 0	10	5.00

### Q32 I would recommend a friend to apply for a job at this organization.

Answered: 10 Skipped: 0



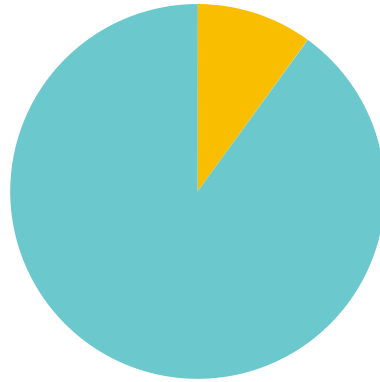
■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	30.00% 3	60.00% 6	0.00% 0	10	4.40



### Q33 I am proud to work here.

Answered: 10 Skipped: 0

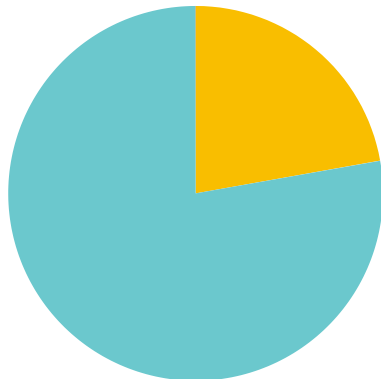


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	10.00% 1	90.00% 9	0.00% 0	10	4.90

### Q34 Thinking about my career future, my first choice is to stay at HOPE 4 Youth for at least one more year.

Answered: 9 Skipped: 1

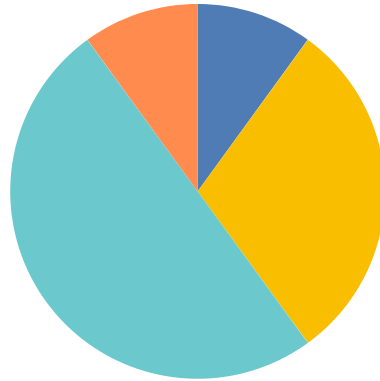


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	22.22% 2	77.78% 7	0.00% 0	9	1.22

### Q35 Thinking about my career future, my first choice is to stay at HOPE 4 Youth for at least three more years.

Answered: 10 Skipped: 0

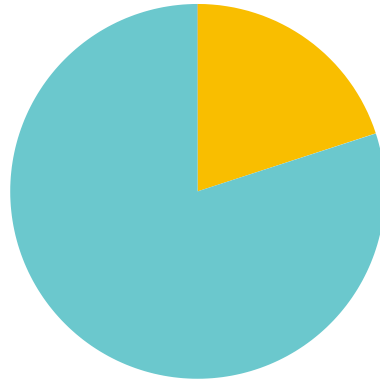


■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	30.00% 3	50.00% 5	10.00% 1	10	1.50

### Q36 I feel empowered to make decisions that affect my everyday work responsibilities.

Answered: 10 Skipped: 0

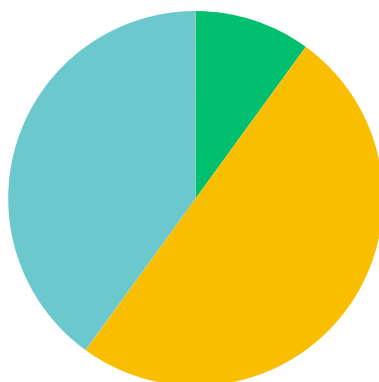


■ Disagree   
 ■ Somewhat ...   
 ■ Somewhat ...   
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	20.00% 2	80.00% 8	0.00% 0	10	4.80

### Q37 I find value in the All Staff Meetings.

Answered: 10 Skipped: 0



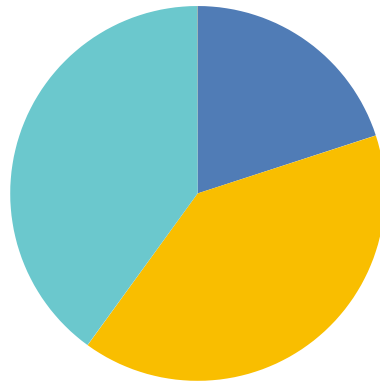
■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	0.00% 0	50.00% 5	40.00% 4	0.00% 0	10	3.20

#	OTHER (PLEASE SPECIFY)	DATE
1	Some updates during the meeting could be shared via email and I would value that time to catch up on work I need to accomplish. I would prefer to move to quarterly staff meetings.	6/17/2022 2:53 PM

## Q38 I find value in All Staff Activities

Answered: 10 Skipped: 0



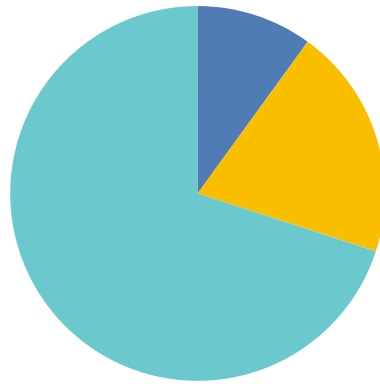
■ Disagree 
 ■ Somewhat ... 
 ■ Somewhat ... 
 ■ Agree 
 ■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	20.00% 2	40.00% 4	40.00% 4	0.00% 0	10	3.20

#	OTHER (PLEASE SPECIFY)	DATE
1	If I was able to attend....	6/22/2022 8:56 AM
2	Would like to see team retreats that group back to sharing at an all staff meeting. An all day with outside professionals to offer development to the teams.	6/15/2022 11:13 AM

### Q39 I feel valued for the work I do.

Answered: 10 Skipped: 0

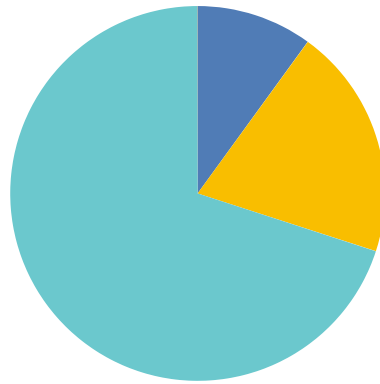


■ Disagree    
 ■ Somewhat ...    
 ■ Somewhat ...    
 ■ Agree  
■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	20.00% 2	70.00% 7	0.00% 0	10	4.50

### Q40 I feel that my work is challenging, stimulating, and rewarding.

Answered: 10 Skipped: 0



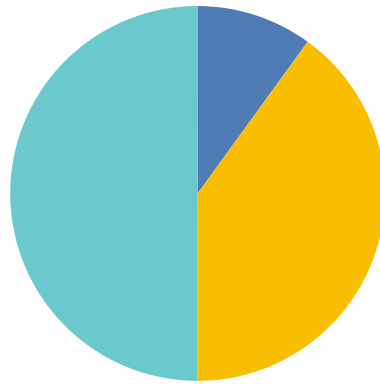
■ Disagree 
 ■ Somewhat ... 
 ■ Somewhat ... 
 ■ Agree 
 ■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	20.00% 2	70.00% 7	0.00% 0	10	4.50



### Q41 Overall, I am satisfied with my experience at this organization.

Answered: 10 Skipped: 0



■ Disagree 
 ■ Somewhat ... 
 ■ Somewhat ... 
 ■ Agree 
 ■ Unsure

	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	UNSURE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	40.00% 4	50.00% 5	0.00% 0	10	4.30

## Q42 What three words best describe the culture at HOPE 4 Youth?

Answered: 9 Skipped: 1

#	RESPONSES	DATE
1	Current culture - healing, progress, cohesive	6/22/2022 9:04 AM
2	Empowering, engaging, progress	6/21/2022 12:48 PM
3	Kind, empathetic, understanding	6/21/2022 12:39 PM
4	hopeful, challenging, rewarding	6/20/2022 10:34 AM
5	mission driven, collaborative and nimble	6/17/2022 3:56 PM
6	Motivated, challenging, and rewarding	6/17/2022 2:57 PM
7	Missional, Fractured, Hard-working	6/17/2022 9:15 AM
8	growing learning mending	6/15/2022 1:36 PM
9	Compassionate, Hopeful, Accountable	6/15/2022 11:22 AM

## Q43 What suggestions do you have for improvement?

Answered: 8 Skipped: 2

#	RESPONSES	DATE
1	When able, increase staff, continue organizational talks surrounding safety for youth, staff/volunteers, improved/increased accountability at director level. Increased leadership and support of staff from director level.	6/22/2022 9:04 AM
2	I think that we need to have stronger focus on the workload our staff carry. So many people are doing the work of multiple positions. It is exhausting and discouraging when there is no end in sight. I think work descriptions could be made more clear to each person. I also think there could be stronger communication between our different teams.	6/21/2022 12:48 PM
3	None	6/21/2022 12:39 PM
4	clearer expectations and job responsibilities	6/20/2022 10:34 AM
5	Implement mental health days in addition to PTO.	6/17/2022 2:57 PM
6	- Increased open, proactive communication between Leadership, DIC, HP, and Advancement. - More accountability for director-level staff. - Improved policies and procedures in a plethora of areas. - Improved benefits. (maternity leave, more floating holidays/PTO, cell phone stipend, 403b Match, etc.) - Increased professional development opportunities. - Additional staff-wide training regarding safety, de-escalation, homelessness, trauma-informed care, etc.)	6/17/2022 9:15 AM
7	communication skills more communication (not silo's) one hand doesn't know what the other is doing	6/15/2022 1:36 PM
8	Keep improving communication. Keep leading with transparency and authenticity. Continue to look at benefits and add a better PTO plan. Provide clear direction on advancing into other positions. Provide opportunities for outside training and provide a budget or a number of hours allowed for professional development annually. Hopefully a new facility that puts us closer to being under one roof.	6/15/2022 11:22 AM

## Q44 What other feedback would you like to share with the leadership at HOPE 4 Youth?

Answered: 6 Skipped: 4

#	RESPONSES	DATE
1	We have made really impressive progress. I just don't want employees to get lost along the way with the amount of work we are doing.	6/21/2022 12:48 PM
2	I love my job	6/21/2022 12:39 PM
3	Would appreciate if we could carry over more than 40 hours at the end of the year, accrue more PTO per paycheck, and accurate title descriptions.	6/17/2022 2:57 PM
4	- Multiple staff members have shared with me that they feel that their safety seems less important than our bottom line. We simply cannot afford the cost of continued staff turnover because they do not feel safe/valued/important. - The support given to both the Program and Advancement teams by their senior leadership is simply not sustainable for our organization to grow, thrive, and increase our impact on the youth we serve. - We are so blessed to have LaChelle leading our charge. Her positivity, strengths-based approach, open communication, and transparency are so greatly appreciated. It feels like HOPE 4 Youth has an ED for the very first time with the energy and passion she brings to our mission. I think I speak for everyone when I share how grateful (and lucky) we are to have LaChelle!	6/17/2022 9:15 AM
5	more appreciation shone (thank you card, occasional coffee, snack) better communication skills more communication (not silo's) one hand doesn't know what the other is doing listen, take us seriously, act like we're valued	6/15/2022 1:36 PM
6	HOPE 4 Youth is a wonderful organization and I do love to work here. Keep leading with positivity as that is contagious. I love the work I get to do every day and I enjoy learning about other teams and their work. Keep the all staff meetings so that we do not become silos in our work.	6/15/2022 11:22 AM