## McLEAN& COMPANY

# Department Scorecard

## **Town Of Oakville**

Oakville Public Library

Current period:					
Nov 20, 2024 - Dec 12, 2024					
# of employees:	143				
# of responses:	115				
Response rate:	80%				

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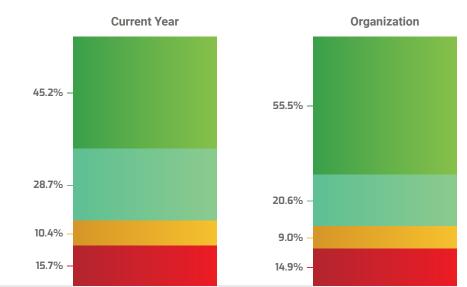
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Town Of Oakville Open Date: Nov 20, 2024 Close Date: Dec 12, 2024

**DRIVER SCORES** 

# of employees: 143 # of responses: 115 Response Rate: 80%

## McLEAN & COMPANY

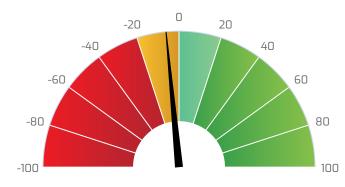


## EMPLOYEE EXPERIENCE QUESTION

How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?

## EMPLOYEE EXPERIENCE BREAKDOWN

(% of Supporters - % of Detractors)



## DETRACTORS (36)PASSIVES (50)SUPPORTERS (29)Answered 0-6Answered 7-8Answered 9-10

EMPLOYEE EXPERIENCE SCORE

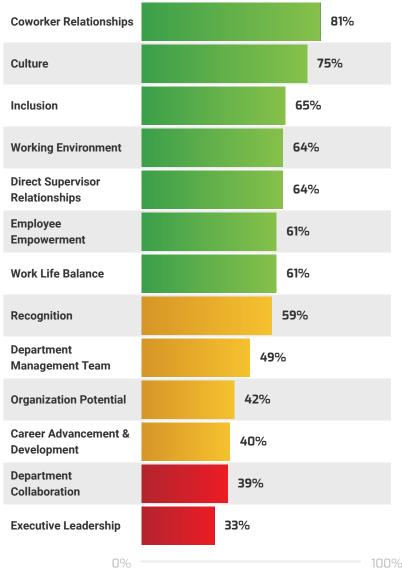
-6.1

#### ORGANIZATION SCORE

16.8

Employee Experience Score

% Supporters - % Detractors



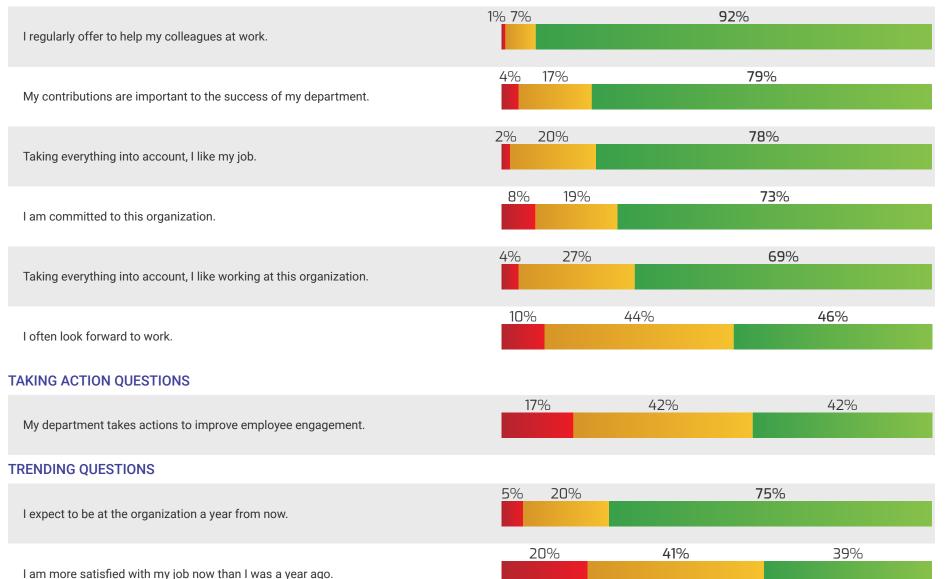
\* Driver-level trending is not available for a Driver due to the addition of new question(s). See Driver Breakdown for question results.

## ENGAGEMENT RESULTS

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#### **ENGAGEMENT MEASURE QUESTIONS**



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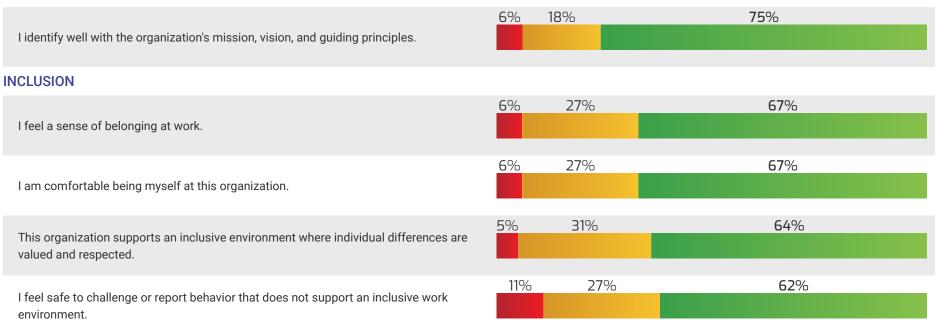


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### ORGANIZATION DRIVER QUESTIONS

#### CULTURE



#### DEPARTMENT MANAGEMENT TEAM

	14%	30%	56%
I trust my department's management team.			
I understand the rationale behind most of the decisions made by my department's management team.	18%	35%	<b>47</b> %
management team.			
	19%	36%	44%
My department's management team acts on employee feedback.			

#### **ORGANIZATION POTENTIAL**



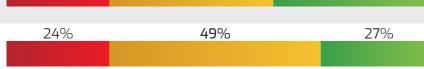
Town Of Oakville Open Date: Nov 20, 2024 Close Date: Dec 12, 2024 # of employees: 143 # of responses: 115 Response Rate: 80%



#### **ORGANIZATION POTENTIAL**

17% 51% 32% This organization encourages innovation. **DEPARTMENT COLLABORATION** 17% 36% 47% Departments work well together to get things done. 23% 30% 47% Departments communicate effectively with each other. **EXECUTIVE LEADERSHIP** 24% 38% 38% I trust the members of the executive leadership team. **49**% 24% 27% I understand the rationale behind most of the business decisions made by the

members of the executive leadership team.



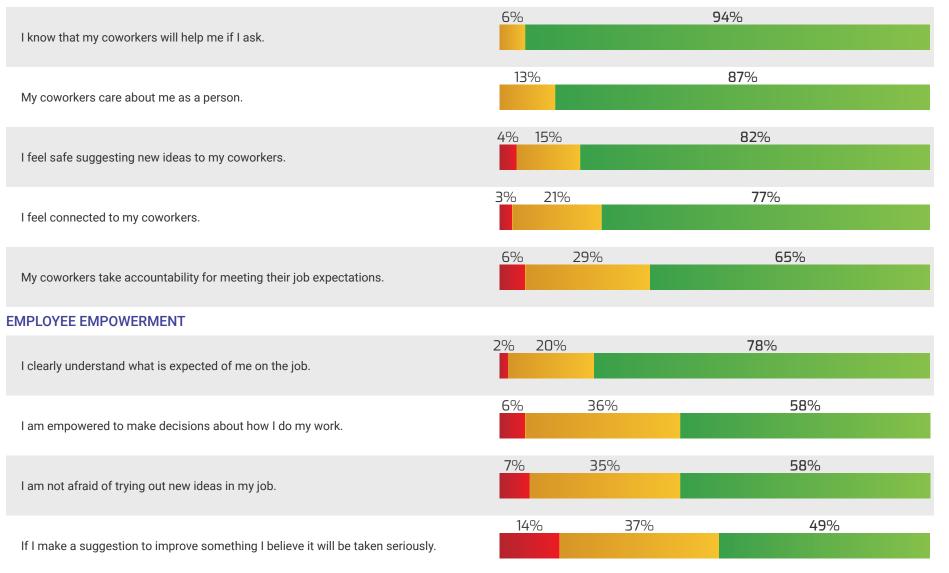


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### JOB DRIVER QUESTIONS

#### **COWORKER RELATIONSHIPS**

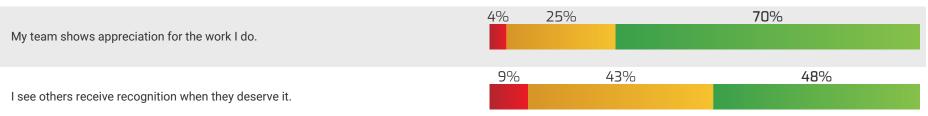


Middle Box

Town Of Oakville Open Date: Nov 20, 2024 Close Date: Dec 12, 2024 # of employees: 143 # of responses: 115 Response Rate: 80%



#### RECOGNITION



#### DIRECT SUPERVISOR RELATIONSHIPS

My direct supervisor responds constructively when I share job-related concerns.	11%	19%		70%
I trust my direct supervisor.	12%	19%		70%
I feel recognized and appreciated for the work I do by my direct supervisor.	9%	22%		69%
My direct supervisor keeps me well informed about decisions that affect me	10%	22%		68%
My direct supervisor provides me with meaningful feedback.	11%	22%		<b>67</b> %
Members of my team are able to bring up problems and tough issues.	10%	26%		63%
My direct supervisor regularly checks in with me on my well-being.	9%	31%		60%
My direct supervisor effectively handles poor performance within my team.	25	%	33%	42%

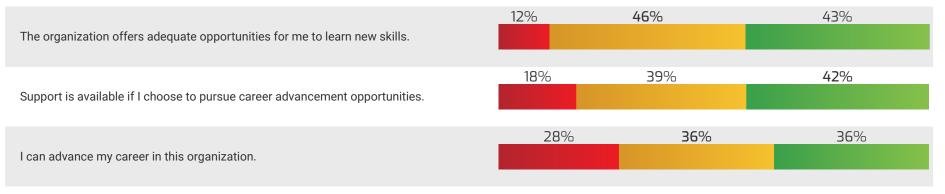
Bottom Box

Middle Box

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## McLEAN & COMPANY

#### **CAREER ADVANCEMENT & DEVELOPMENT**







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### **RETENTION DRIVER QUESTIONS**

#### WORKING ENVIRONMENT

I am physically safe while at work.	3% 17%		81%
This organization takes action to maintain the health and safety of employees.	10%	29%	61%
I believe the organization has supports in place to show they care about my mental health.	20%	28%	52%
WORK LIFE BALANCE			
I find the demands associated with my role (e.g. workload, deadlines, expectations) to be manageable.	10%	24%	66%
	15%	30%	55%

Overall, I feel that I have an adequate work life balance.



## Appendix

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## **Interpreting the Results**

## **Engagement Calculation**

Each survey respondent is classified into one of four engagement levels based on their average response to the engagement measure questions.

### The classification is as follows:

Average response to the engagement measure questions is **greater than 5 = Engaged** Average response to the engagement measure questions is **greater than 4.5 but less than or equal to 5 = Almost Engaged** Average response to the engagement measure questions is **greater than 4 but less than or equal to 4.5 = Indifferent** Average response to the engagement measure questions is **less than or equal to 4 = Disengaged** 

The percentage of respondents in each engagement level type is then included within the reports.

## **Question and Calculations**

McLean & Company uses a 1 to 6-point agreement scale for data collection, with the additional option to respond not applicable (N/A) when participants deem that the question does not apply to them. Respondents are asked to indicate the extent to which they agree with each statement by choosing a whole number between 1 and 6 on the scale. The question results are displayed as bottom, middle, and top box results, which correspond to the percentage of respondents who selected 1 or 2, 3 or 4, and 5 or 6, respectively. Not applicable (N/A) responses are not included in any results calculations.

The top box scores for each are calculated by averaging the top box results for all survey questions assigned to that .

