

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%**

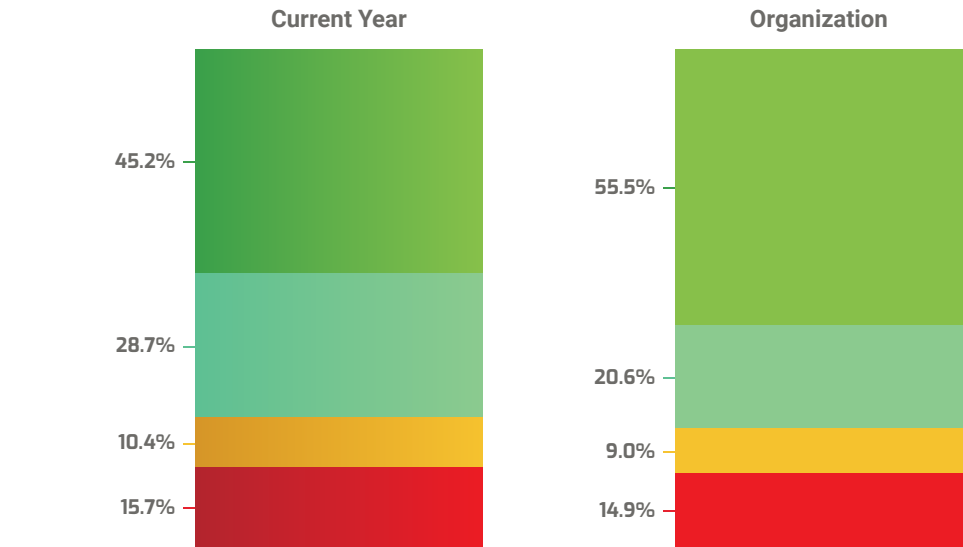
Oakville Public Library Results

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ENGAGEMENT RESULTS

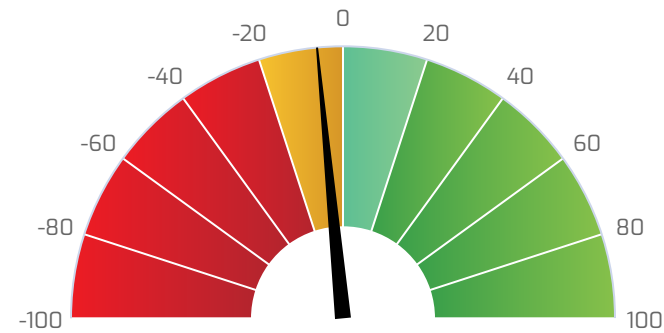


EMPLOYEE EXPERIENCE QUESTION

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 0-6 Answered 7-8 Answered 9-10

EMPLOYEE EXPERIENCE SCORE

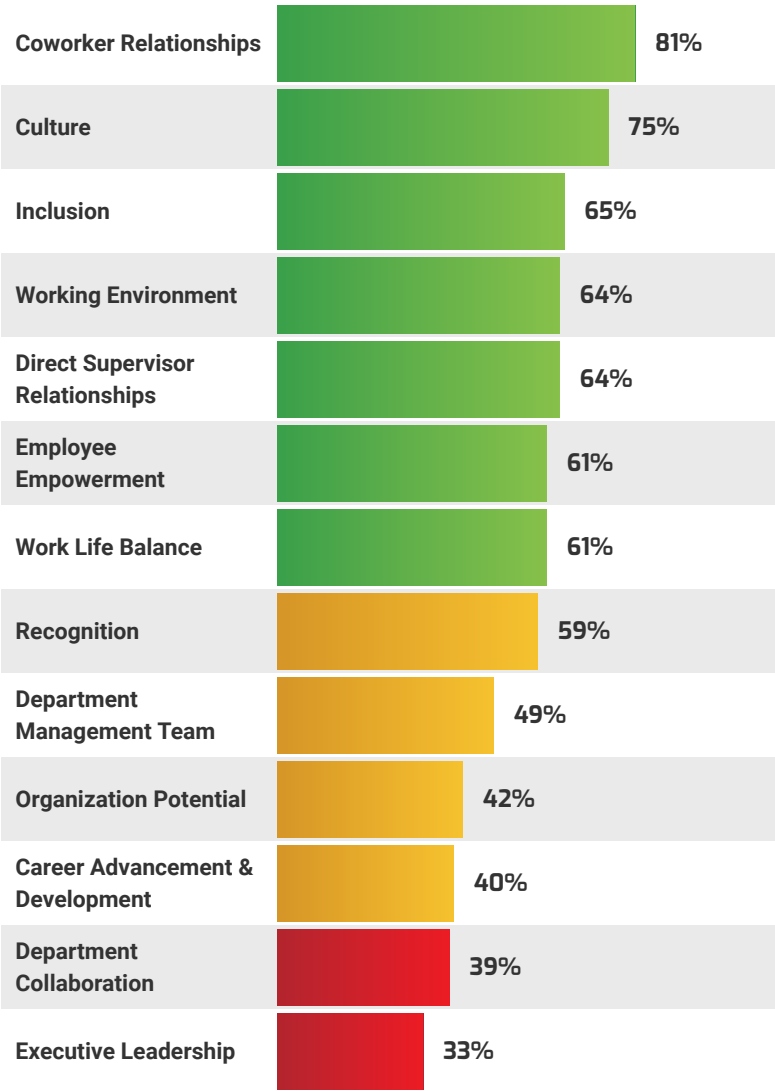
-6.1

ORGANIZATION SCORE

16.8

Employee Experience Score
= % Supporters - % Detractors

DRIVER SCORES



0% 100%

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

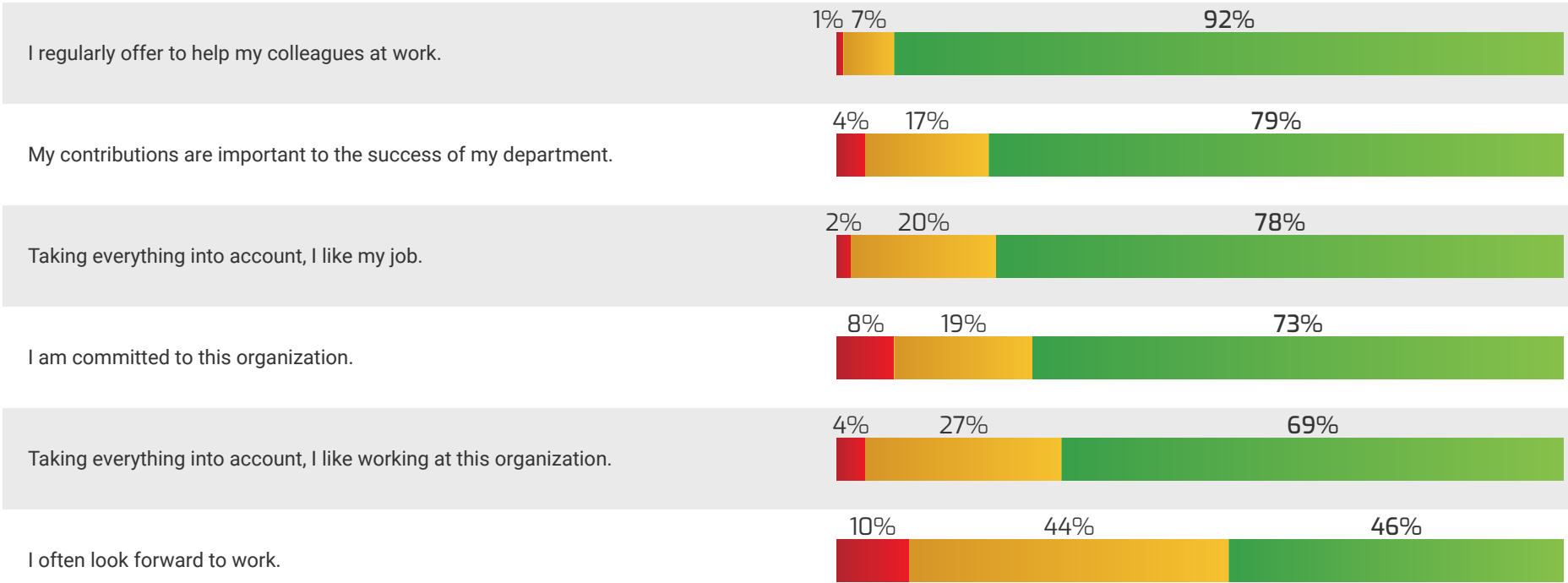
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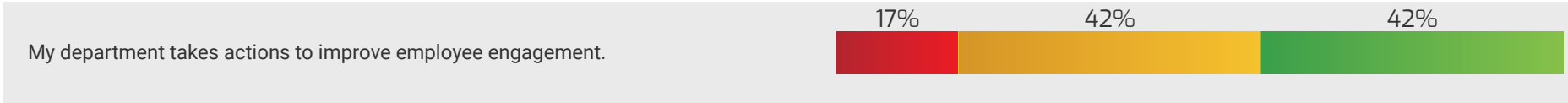
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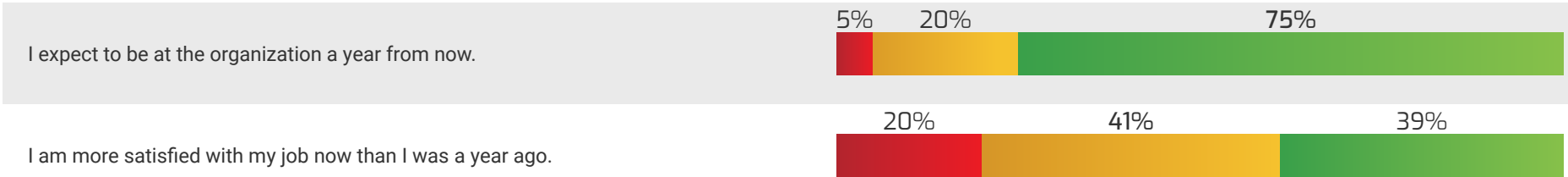
ENGAGEMENT MEASURE QUESTIONS



TAKING ACTION QUESTIONS



TRENDING QUESTIONS



Bottom Box Middle Box Top Box

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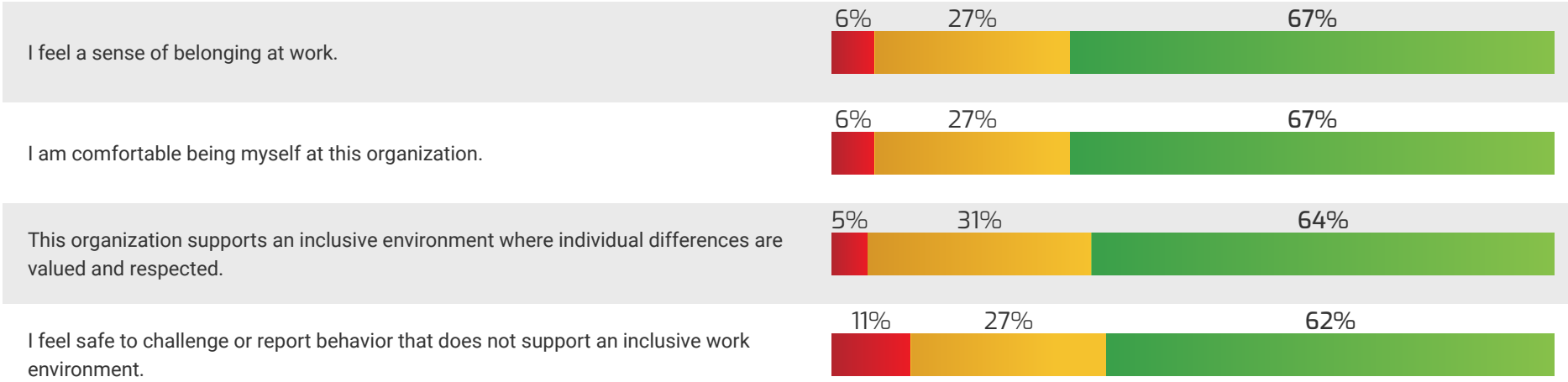


ORGANIZATION DRIVER QUESTIONS

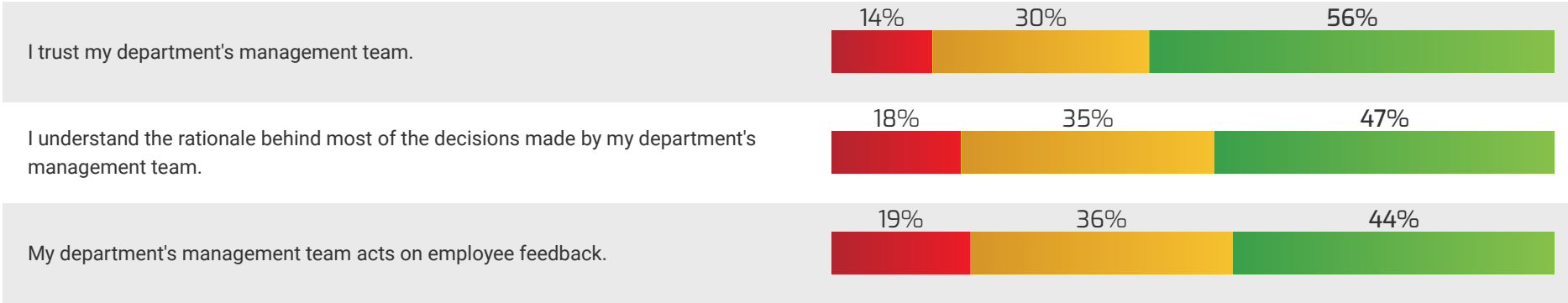
CULTURE



INCLUSION



DEPARTMENT MANAGEMENT TEAM



ORGANIZATION POTENTIAL



Bottom Box Middle Box Top Box

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ORGANIZATION POTENTIAL

This organization encourages innovation.

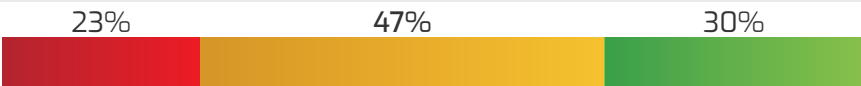


DEPARTMENT COLLABORATION

Departments work well together to get things done.



Departments communicate effectively with each other.

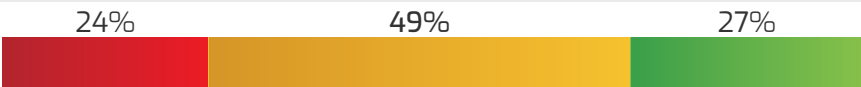


EXECUTIVE LEADERSHIP

I trust the members of the executive leadership team.



I understand the rationale behind most of the business decisions made by the members of the executive leadership team.



Bottom Box

Middle Box

Top Box

Oakville Public Library Results

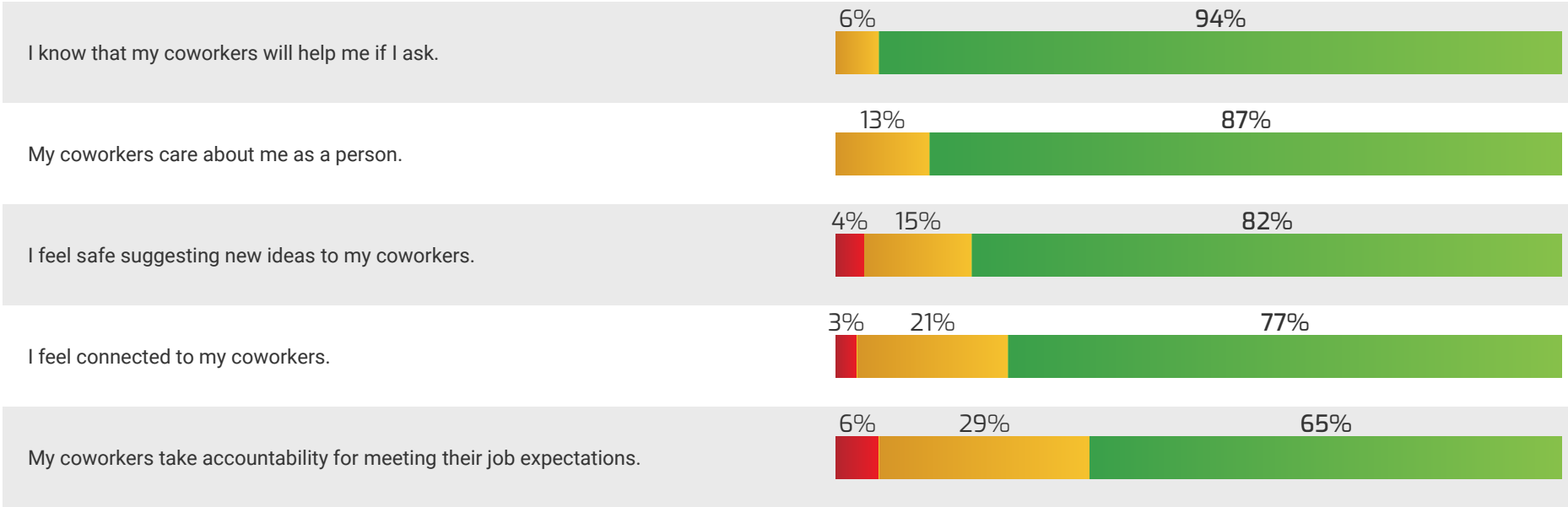
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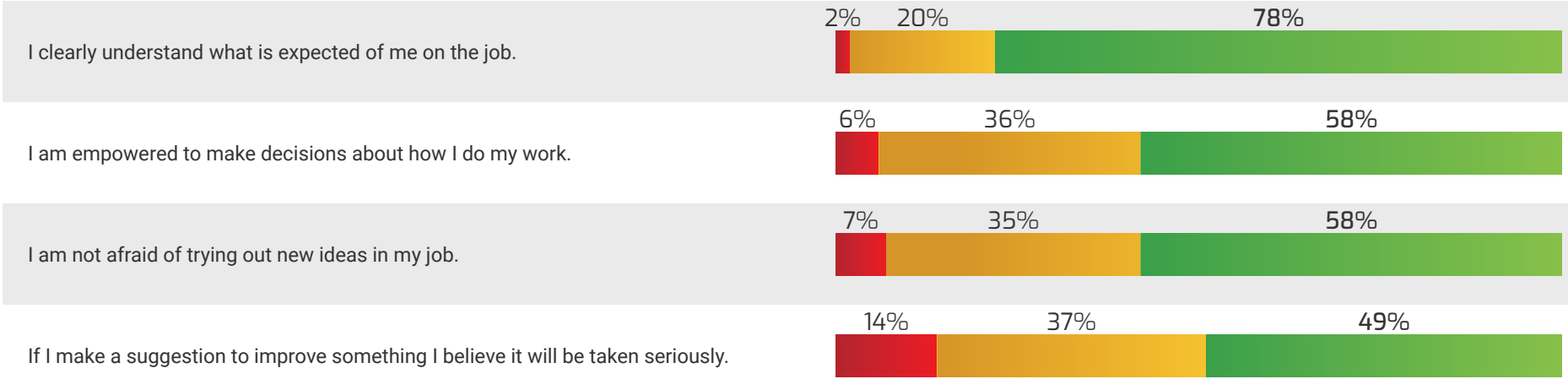


JOB DRIVER QUESTIONS

COWORKER RELATIONSHIPS



EMPLOYEE EMPOWERMENT



Bottom Box Middle Box Top Box

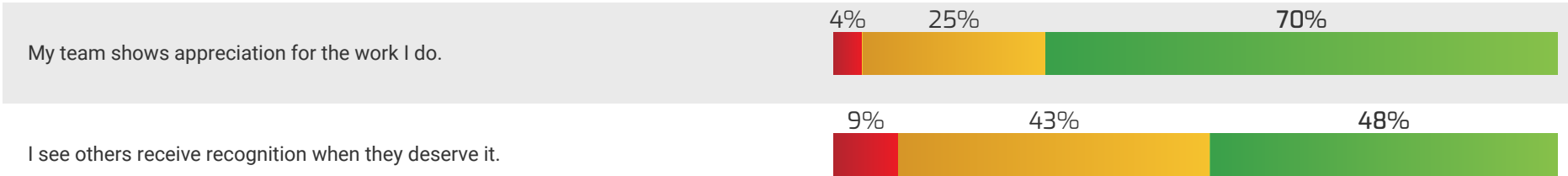
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RECOGNITION



DIRECT SUPERVISOR RELATIONSHIPS



Bottom Box Middle Box Top Box

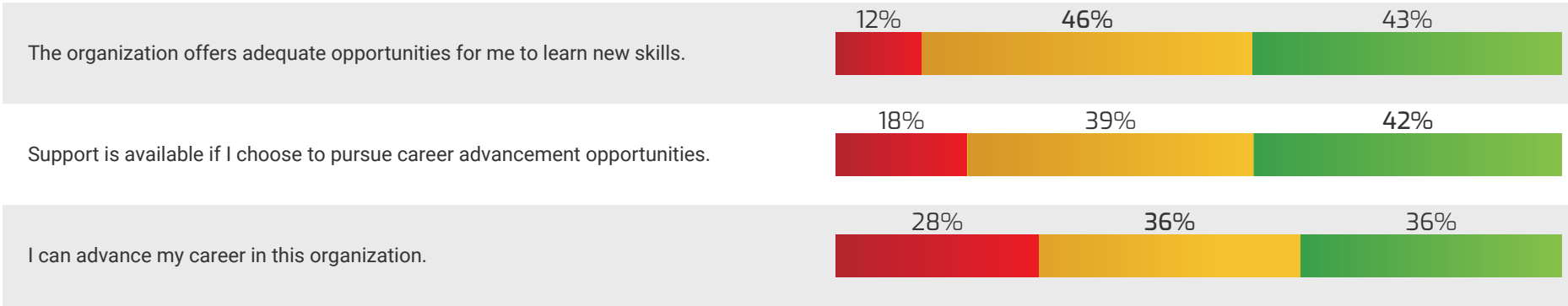
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CAREER ADVANCEMENT & DEVELOPMENT



Bottom Box Middle Box Top Box

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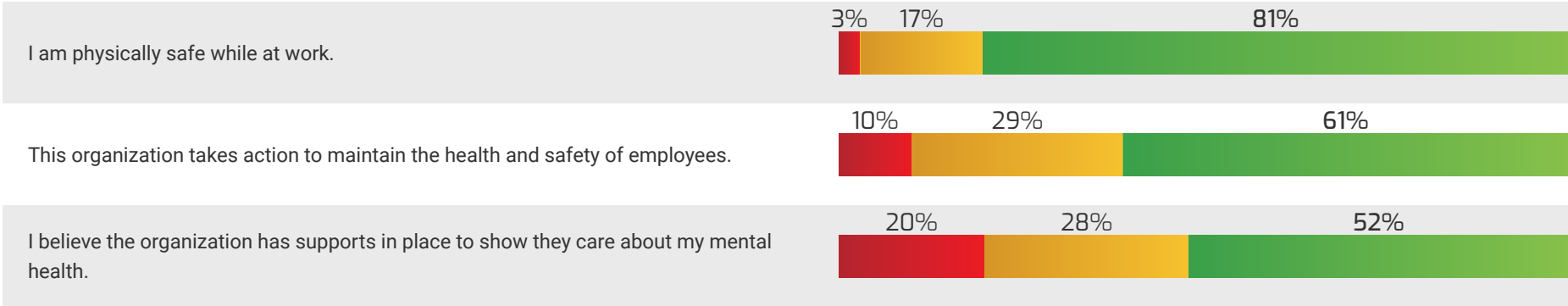
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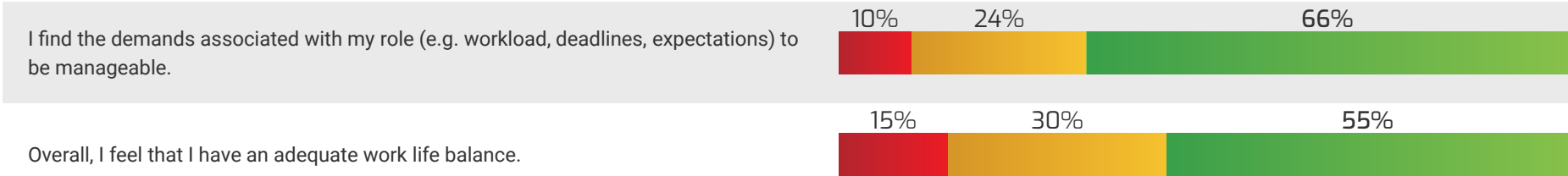


RETENTION DRIVER QUESTIONS

WORKING ENVIRONMENT



WORK LIFE BALANCE



Bottom Box Middle Box Top Box

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 .

