

SCFC Survey Responses Quick Reference

Legend

Highlighted if agree or disagree is 10% higher or lower than SCFC-All percentages.

Examples: 52%+ (indicates the positive response rate for the subgroup) 37%- (indicates the negative response rate for the subgroup)

Variance color code

Male employee (no variance)

Female employees

>20yrs. Service

11-20yrs. Service

0-10yrs. Service

Works in HQ

Regions (no variance)

State Forests

Sr. Mgt.

Management

Non-Mgt

Firefighter

Question	Positive responses	Neutral Responses	Negative Responses	Variances
Progress toward career goals	51%	27%	32%	F-40%+ >20-21%- HQ 66%+ 16%- SF40%+43%- Sr.68%+13%- FF21%-
Chances to get ahead	26%	26%	48%	F-13%+ SF13%+70%- Sr.32%- Mgt62%- FF37%-
Orientation adequate	48%	23%	29%	F-36%+ 010-60%+ 1120-30%+ Mgt36%+40%- FF59%+
New ees adequate job training	49%	20%	31%	>20-64%+ 19%- FF61%+
Sufficient training to ees	47%	21%	32%	F-35%+ SF30%+43%- Mgt.32%+ FF63%+20%-
My training sufficient	61%	24%	15%	>20-73%+ SF48%+26%- Mgt47%+30%- FF75%+
Proud Employees	46%	34%	21%	HQ62%+ Mgt34%+ NM36%+ FF61%+
Friend Employment	44%	28%	28%	HQ59%+ SF22%+48%- Mgt.27%+ FF59%+

Look forward to work	60%	25%	15%	1120-50%+ NM49%+
Work group highly motivated	50%	25%	25%	F-34%+ HQ60%+ Sr.5%- Mgt38%+ NM14%-
Concern for public image	58%	28%	14%	F-45%+
Like my work group	94%	5%	1%	
Exceptional performance recognized	7%	10%	83%	SF95%- Sr. 0%+95%- FF71%-
Pay competitive	7%	12%	81%	NM90%- FF70%-
Rewarded for quality job	8%	21%	71%	SF92%- Sr.0%+ Mgt81%- NM81%- FF56%-
Recognition and praise	45%	25%	20%	SF35%- Mgt32%+38%- NM35%- FF56%+
Super lets Mgt know of ee effectiveness	58%	28%	14%	F-43%+ FF68%+
Tries to keep ees well informed	43%	19%	38%	F-24%+ HQ62%+19%- SF30%+ Sr.59%+18%- Mgt33%+48%- FF54%+
Access to needed information	72%	15%	13%	F-51%+ HQ92%3%- FF84%+
Mgt. listens as well as talks	31%	20%	49%	F-20%+ >20-35%-HQ38%- Mgt59%-
Super comm reasons for decisions	68%	16%	16%	F-50%+ HQ27%- NM58%+ FF86%+
Super keeps me informed	73%	17%	10%	F-61%+ Sr. 54%+ NM62%+ FF86%+
Want additional information about g&o	54%	38%	8%	>20-41%+ Mgt68%+
Tree Country is effective	58%	32%	10%	>20-68%+ SF45%+ Sr. 23%- Mgt70%+
SCFC interested in satisfaction of ees	31%	27%	42%	F-62%- 1120-21%+ HQ43%+29%- SF9%+61%- Sr. 45%+27%- Mgt20%+54%- NM21%+53%- FF42%+29%-
Good place to work	61%	27%	12%	F-48%+ 1120-47%+ >74%+ HQ78%+ SF39%+ Sr.72%+ Mgt46%+ NM51%+ FF75%+
Can balance job and life	76%	11%	13%	SF83%+ Mgt63%+
People held accountable	38%	25%	27%	F-46%-1120-46%-SF17%+48%- Sr.14%+50%- Mgt 28%+44%- NM43%- FF58%+
Treated with dignity and respect	54%	20%	26%	F-30%+ 50%-SF39%- NM37%-
Safety a top priority	70%	18%	12%	F-57%+ >20-80%+HQ92%+2%-
Safety probs resolved quickly	60%	24%	16%	F-46%+HQ78%+0%-
Adequate safety training	65%	19%	16%	F-45%+HQ54%+ Sr.50%+27%- NM54%+
Equipment safe and well maintained	46%	29%	25%	F-26%+ 010-36%+ >20-61%+HQ62%+ SF35%+ Sr.60%+9%- Mgt33%+37%-

Have materials, tools and equip I need	68%	14%	18%	HQ78%+0%- Sr.86%+0%- Mgt58%+28%-
Mission of SCFC well understood	57%	25%	18%	F-44%+ FF67%+
Sr. Mgt clearly comm. Direction for future	27%	32%	41%	
Agency continually improves services	59%	26%	15%	>20-74% NM48%+
Policies help provide services	53%	34%	13%	1120-43%+ >20-68% SF39%+ Sr.41%+23%- Mgt43%+ FF70%+
Trust and confidence in Sr. Mgt	31%	33%	36%	HQ43%+ SF9%+ Sr.41%+ Mgt52%- FF22%-
Confidence and trust in supervisor	77%	14%	8%	SF91%+ NM66%+ FF88%+
My Job responsibilities well defined	80%	12%	9%	F-60%+ SF65%+ Mgt19%-
My written PD is accurate	69%	16%	15%	F-52%+ SF50%+
Understand p, p, rules that effect my job	75%	17%	7%	1120-65%+ >20-87%+ Mgt65%+22%-
My job makes good use of my skills and abilities	77%	14%	9%	
Job is interesting and challenging	69%	17%	4%	0-10-80%+ >20-81% SF86%+ Sr.82%+ Mgt80%+ FF85%+
I can influence decisions that affect my job	58%	20%	22%	F-35%+ HQ68%+ SF74%+ Sr.68%+
I feel free to speak up and express my views	69%	14%	17%	SF86%+
Supervisor treats people fairly	78%	14%	8%	F-52%+ Sr. 59%+ NM68%+ FF89%+
I get adequate feedback	68%	19%	13%	Mgt56%+ FF84%+
Supervisor available when I need them	85%	11%	4%	SF96%+
SCFC provides EEO for all	64%	21%	15%	F-48%+29%-HQ54%+ Sr.73%+ NM52%+25%- FF77%+
Values a diverse workforce	61%	29%	10%	F-48%+ Mgt50%+ FF73%+
Deals with harassment and discrimination prompt and fair	47%	41%	12%	F-36%+27%- >10-64%+ SF35%+ FF58%+3%-
HR policies administer fairly and consistent	39%	39%	22%	1120-26%+ >20-51%+ SF13%+ Mgt24%+35%- FF51%+11%-
Sr. Mgt. open to new ideas	29%	33%	38%	1120-49%- >20-19%- SF9%+ Mgt52%-
Confidence in the fairness of sr. mgt.	39%	26%	35%	F-57%- 1120-27%+ 48%- >20-50%+ 25%- SF18%+ Mgt28%+56%- FF19%-
Can believe what you hear from sr. mgt.	37%	29%	34%	F-23%+ 1120-49%-HQ47%+ SF22%+48%- Sr. 55%+22%- Mgt22%+
Sr. Mgt. aware of problems at my level	35%	26%	39%	>20-27%-HQ56%+14%-SF22%+ Sr.54%+17%- Mgt57%-
Decisions made at appropriate level	27%	32%	41%	F-11%+ 1120-54%- >20-37%+ SF0%+52%- Mgt54%- NM15%+ FF41%+30%-

Sr. Mgt trust employees	49%	19%	32%	F-31%+43%- 1120-38%+ 46%- >20-18%-HQ36%+47%- SF22%+43%- Sr.36%+46%- Mgt28%+46%- FF69%+15%-
Supervisor is honest and has integrity	87%	10%	3%	F-76%+ SF100%+
Supervisor helps me find solutions	86%	11%	3%	SF96%+
Supervisor respects employees	88%	8%	4%	F-75%+
Supervisor clearly communicates expectations	79%	13%	8%	F-68%+
Supervisor gives me open and honest feedback	81%	12%	7%	FF92%+
Supervisor trusts employees to do the job	87%	9%	4%	Sr.73%+18%- FF97%+