

STAFF CONVERSATION

FEBRUARY → JULY 2026

Workplace satisfaction & culture survey

Side-by-side results • 24 questions • February n=38 | July n=36

1

HOW WE'LL READ THE RESULTS

Each question keeps the full response distribution visible

Percentages allow a fair comparison despite the change from 38 to 36 respondents.

1

February

Gray bars show the first survey.

2

July

Blue bars show the follow-up survey.

3

Change

The right rail highlights the key movement.

Data note

The workbook contains response-total inconsistencies for February Q4, Q5, Q9, Q10, Q13, Q17 and Q23, plus July Q14. Percentages are shown exactly as provided and may total slightly above 100% on those questions.

WORKPLACE SATISFACTION & CULTURE SURVEY

02

2

WHAT WE'RE LEARNING TOGETHER

The clearest gains were in leadership feedback, communication, and supervisor support

The clearest areas to understand together are belonging, internal growth opportunities, and whether diverse perspectives feel valued.

+21.8 pp

Feedback to leadership

Favorable responses rose from 42.1% to 63.9%.

+13.9 pp

Leadership priorities

Favorable responses rose from 50.0% to 63.9%.

+12.6 pp

Supervisor growth support

Favorable responses rose from 76.3% to 88.9%.

WORKPLACE SATISFACTION & CULTURE SURVEY

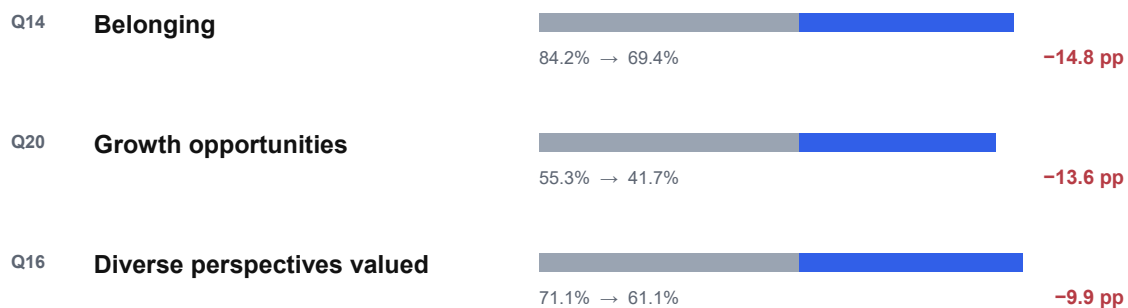
03

3

WHERE YOUR FEEDBACK ASKS US TO LISTEN

Three areas shifted by roughly 10 percentage points or more

These are invitations to learn—not conclusions about why.



WORKPLACE SATISFACTION & CULTURE SURVEY

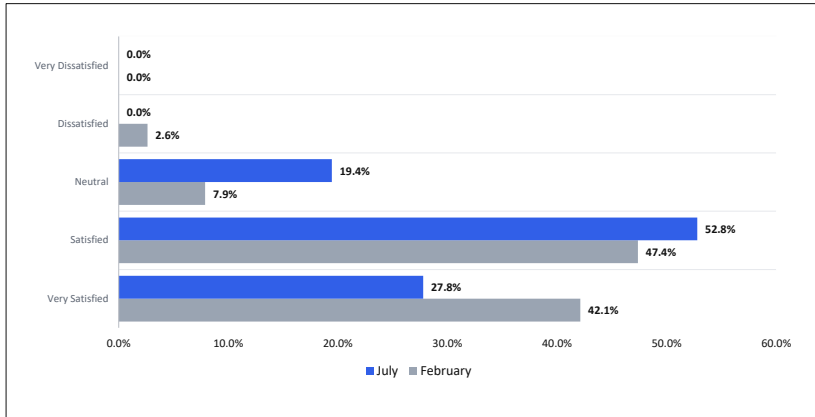
04

4

QUESTION 1

How satisfied are you with your current role?

February n=38 | July n=36



FAVORABLE

89.5% → 80.6%
-8.9 pp

Neutral: 8% → 19%

Largest response shift

Very Satisfied: -14.3 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

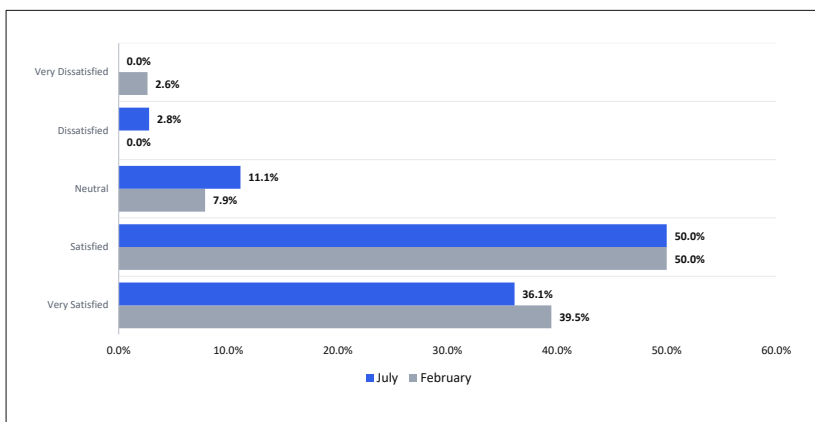
05

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QUESTION 2

How satisfied are you with your daily responsibilities and tasks?

February n=38 | July n=36



FAVORABLE

89.5% → 86.1%
-3.4 pp

Neutral: 8% → 11%

Largest response shift

Very Satisfied: -3.4 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

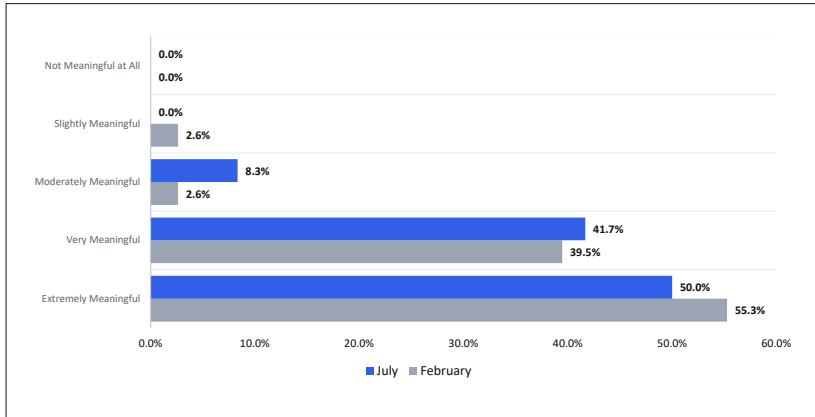
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QUESTION 3

How meaningful do you find your work?

February n=38 | July n=36



FAVORABLE

94.7% → 91.7%

-3.1 pp

Neutral: 3% → 8%

Largest response shift

Moderately Meaningful: +5.7 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

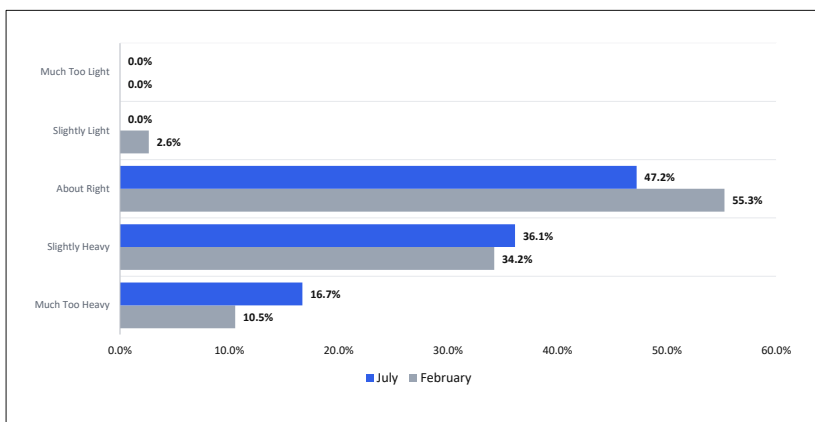
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QUESTION 4

How satisfied are you with your current workload?

February n=38 | July n=36



ABOUT RIGHT

55.3% → 47.2%

-8.0 pp

Too heavy: 45% → 53%

Largest response shift

About Right: -8.0 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

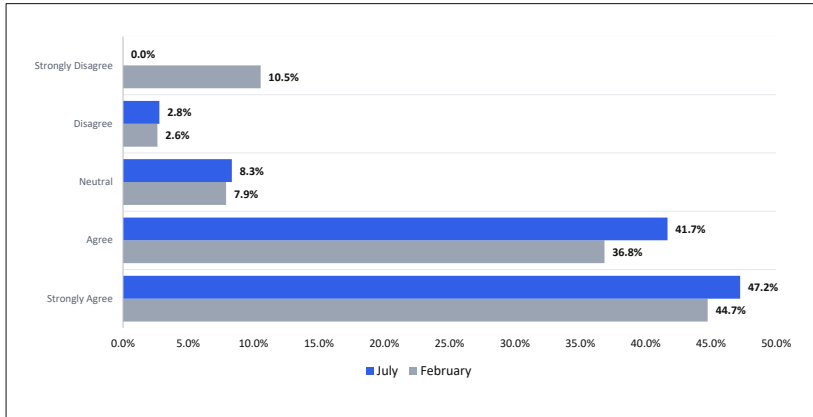
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QUESTION 5

My supervisor provides clear expectations.

February n=38 | July n=36



FAVORABLE

81.6% → 88.9%

+7.3 pp

Neutral: 8% → 8%

Largest response shift

Strongly Disagree: -10.5 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

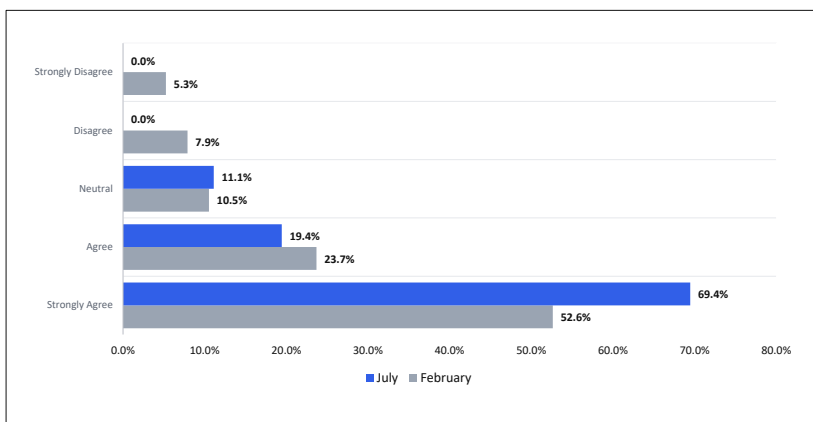
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QUESTION 6

My supervisor supports my professional growth and development.

February n=38 | July n=36



FAVORABLE

76.3% → 88.9%

+12.6 pp

Neutral: 11% → 11%

Largest response shift

Strongly Agree: +16.8 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

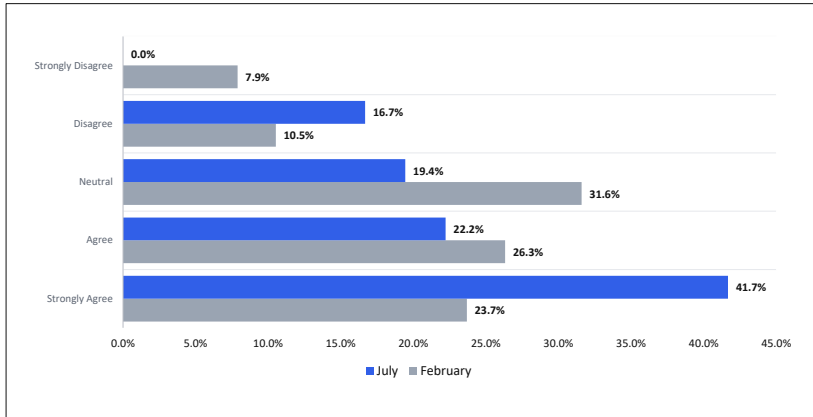
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QUESTION 7

Leadership communicates organizational priorities effectively.

February n=38 | July n=36



FAVORABLE

50.0% → 63.9%
+13.9 pp

Neutral: 32% → 19%

Largest response shift

Strongly Agree: +18.0 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

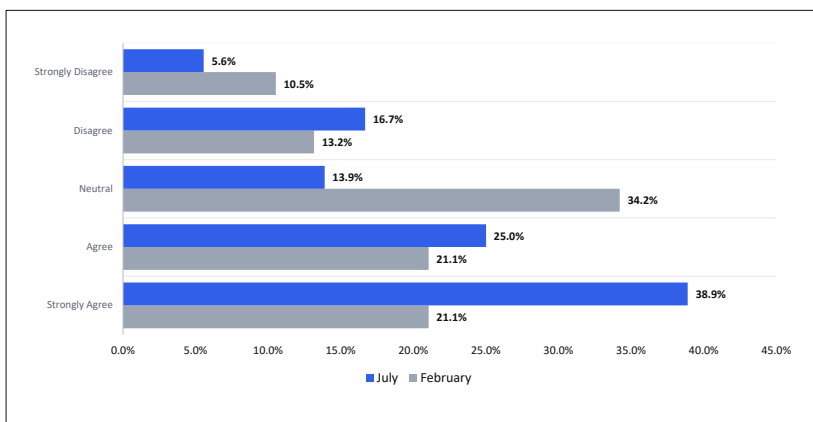
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QUESTION 8

I feel comfortable providing feedback to leadership.

February n=38 | July n=36



FAVORABLE

42.1% → 63.9%
+21.8 pp

Neutral: 34% → 14%

Largest response shift

Neutral: -20.3 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

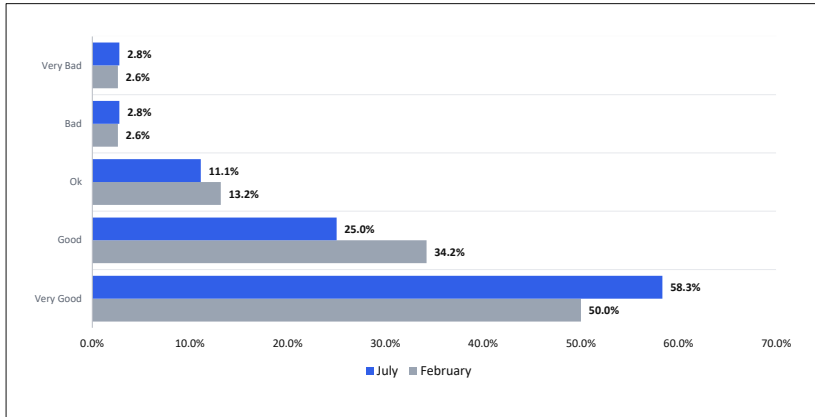
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QUESTION 9

How would you rate communication within your department?

February n=38 | July n=36



FAVORABLE

84.2% → 83.3%
-0.9 pp

Neutral: 13% → 11%

Largest response shift

Good: -9.2 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

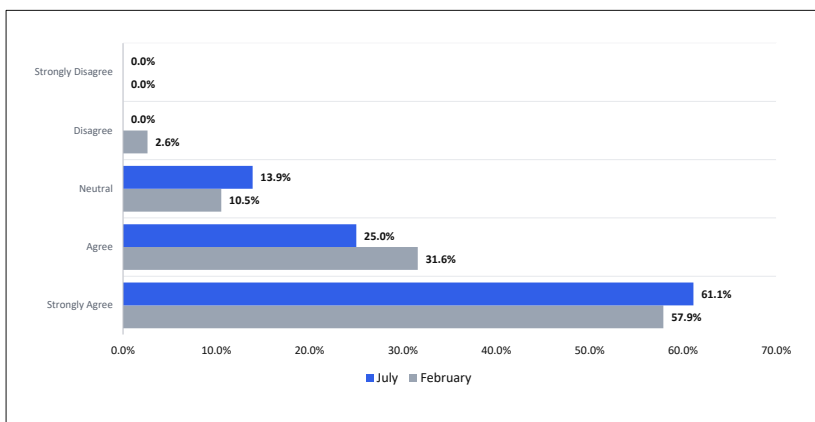
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QUESTION 10

My team works well together.

February n=38 | July n=36



FAVORABLE

89.5% → 86.1%
-3.4 pp

Neutral: 11% → 14%

Largest response shift

Agree: -6.6 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

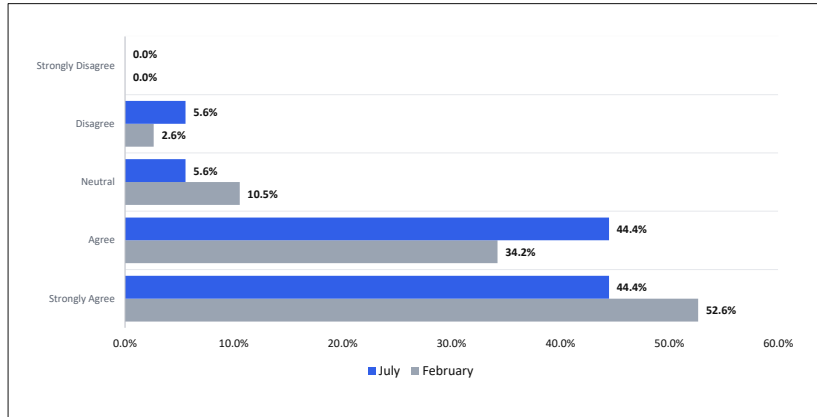
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QUESTION 11

I feel respected by my coworkers.

February n=38 | July n=36



FAVORABLE

86.8% → 88.9%**+2.0 pp**

Neutral: 11% → 6%

Largest response shift

Agree: +10.2 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

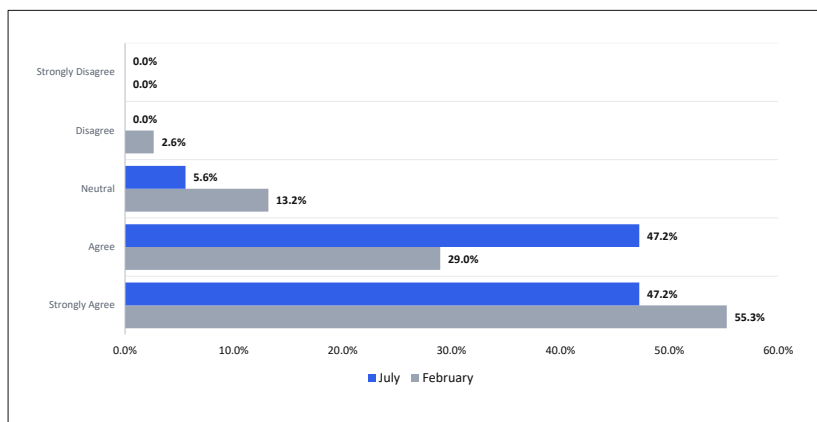
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QUESTION 12

I can rely on my coworkers when I need help.

February n=38 | July n=36



FAVORABLE

84.2% → 94.4%**+10.2 pp**

Neutral: 13% → 6%

Largest response shift

Agree: +18.3 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

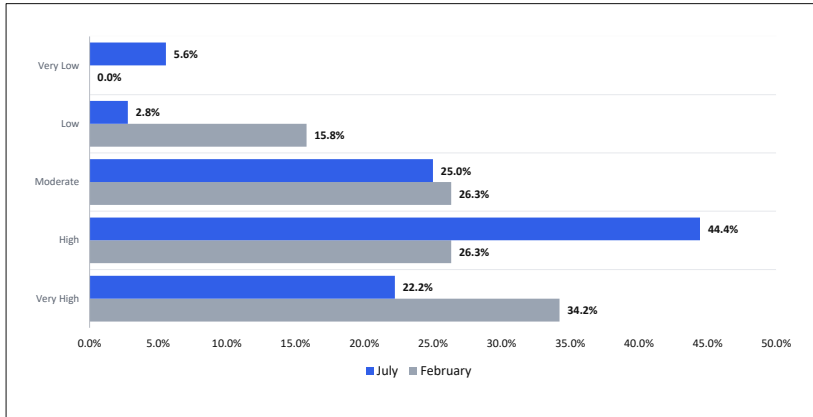
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QUESTION 13

How would you describe the overall morale on your team?

February n=38 | July n=36



FAVORABLE

60.5% → 66.7%

+6.1 pp

Neutral: 26% → 25%

Largest response shift

High: +18.1 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

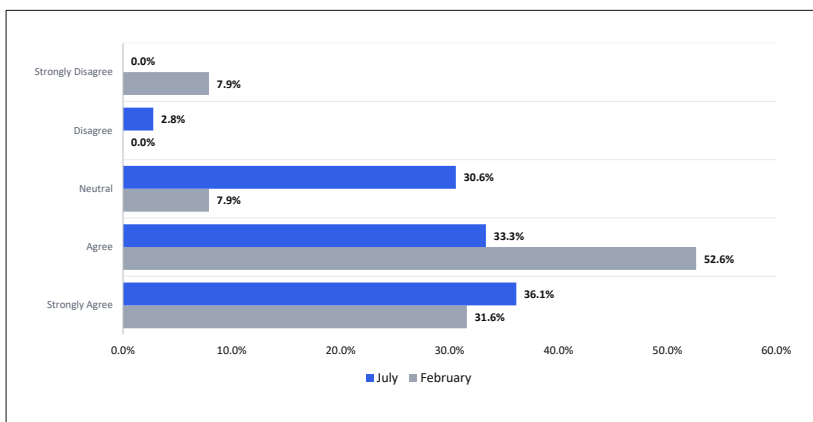
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QUESTION 14

I feel a sense of belonging at work.

February n=38 | July n=36



FAVORABLE

84.2% → 69.4%

-14.8 pp

Neutral: 8% → 31%

Largest response shift

Neutral: +22.7 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

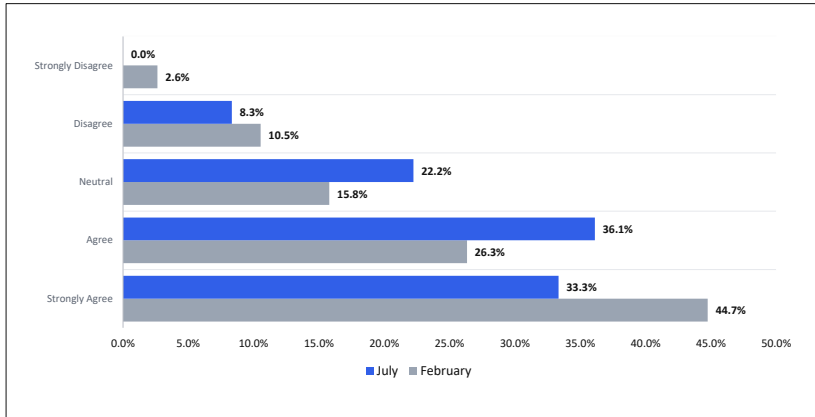
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QUESTION 15

The organizational culture promotes respect and inclusivity.

February n=38 | July n=36



FAVORABLE

71.1% → 69.4%

-1.6 pp

Neutral: 16% → 22%

Largest response shift

Strongly Agree: -11.4 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

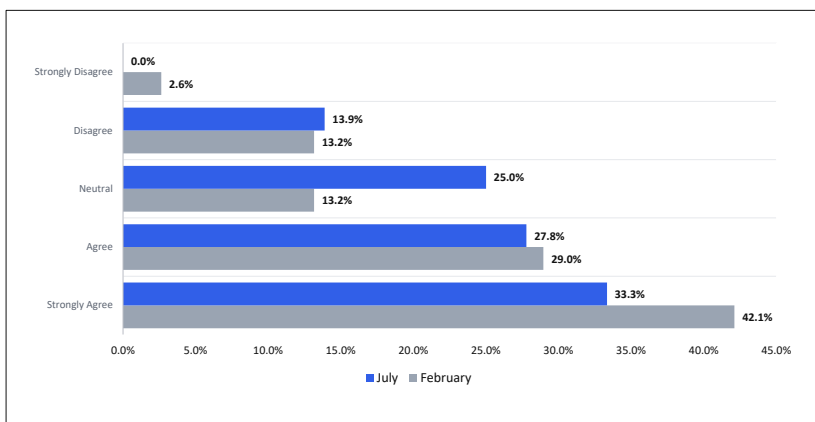
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QUESTION 16

Diverse perspectives are valued and respected.

February n=38 | July n=36



FAVORABLE

71.1% → 61.1%

-9.9 pp

Neutral: 13% → 25%

Largest response shift

Neutral: +11.8 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

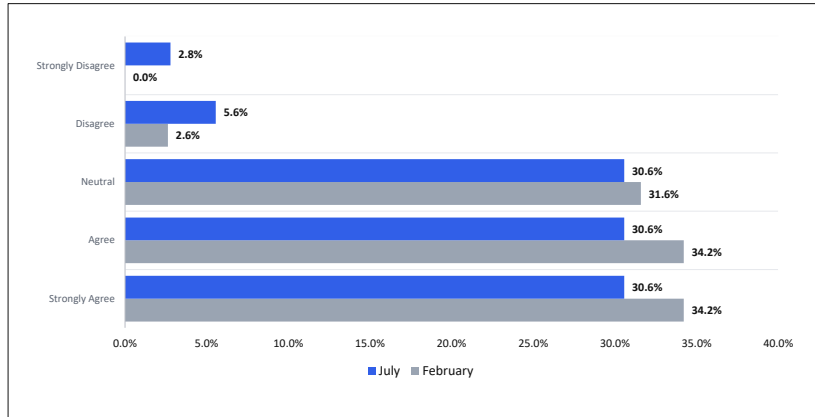
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QUESTION 17

Our monthly lunch fundraisers feel accessible and comfortable for everyone.

February n=38 | July n=36



FAVORABLE

68.4% → 61.1%

-7.3 pp

Neutral: 32% → 31%

Largest response shift

Strongly Agree: -3.7 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

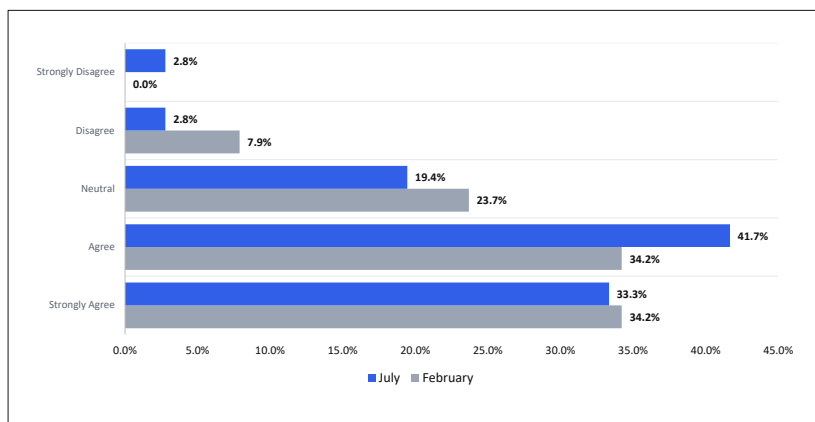
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QUESTION 18

I feel safe and comfortable being myself at work.

February n=38 | July n=36



FAVORABLE

68.4% → 75.0%

+6.6 pp

Neutral: 24% → 19%

Largest response shift

Agree: +7.5 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

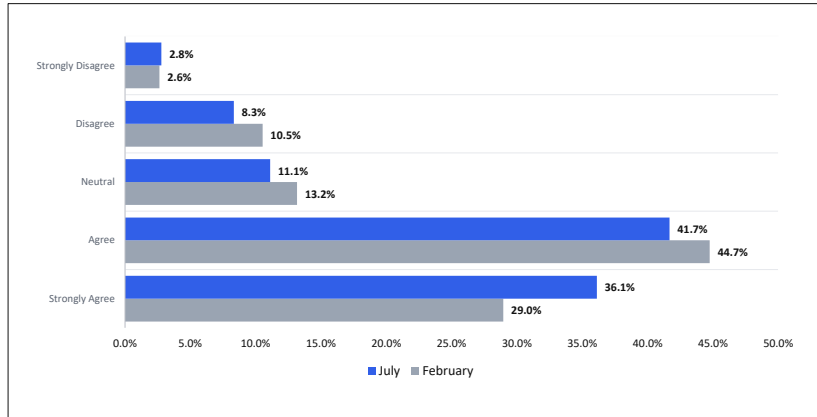
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QUESTION 19

I have the tools and resources I need to do my job effectively.

February n=38 | July n=36



FAVORABLE

73.7% → 77.8%
+4.1 pp

Neutral: 13% → 11%

Largest response shift

Strongly Agree: +7.2 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

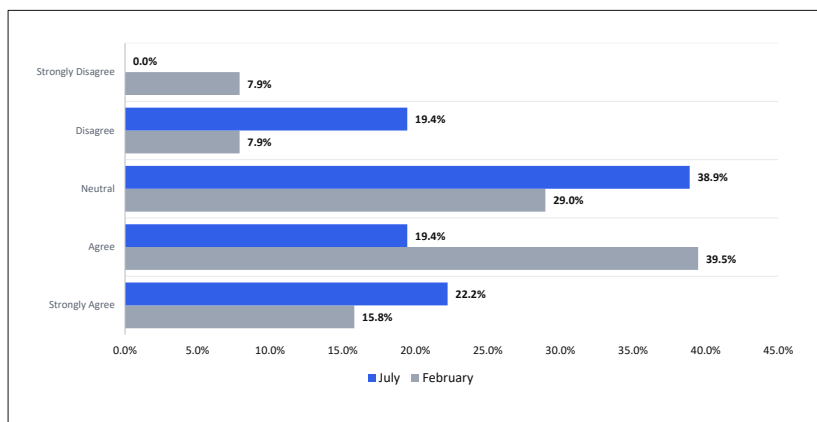
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QUESTION 20

There are opportunities for me to grow within the organization.

February n=38 | July n=36



FAVORABLE

55.3% → 41.7%
-13.6 pp

Neutral: 29% → 39%

Largest response shift

Agree: -20.0 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

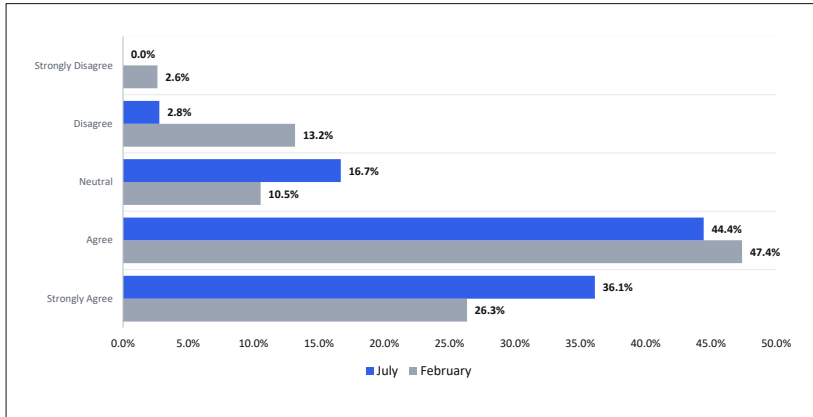
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QUESTION 21

I receive helpful feedback that supports my development.

February n=38 | July n=36



FAVORABLE

73.7% → 80.5%
+6.9 pp

Neutral: 11% → 17%

Largest response shift

Disagree: -10.4 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

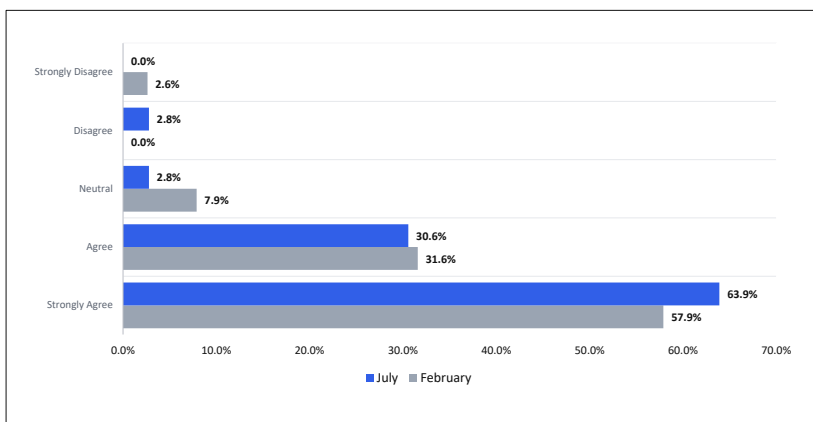
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QUESTION 22

I feel that my work-life balance is supported.

February n=38 | July n=36



FAVORABLE

89.5% → 94.5%
+5.0 pp

Neutral: 8% → 3%

Largest response shift

Strongly Agree: +6.0 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

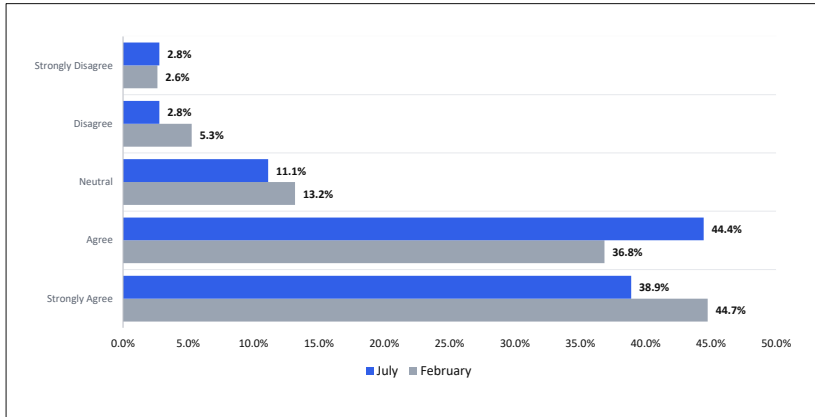
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QUESTION 23

The organization cares about employee well-being.

February n=38 | July n=36



FAVORABLE

81.6% → 83.3%
+1.7 pp

Neutral: 13% → 11%

Largest response shift

Agree: +7.6 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

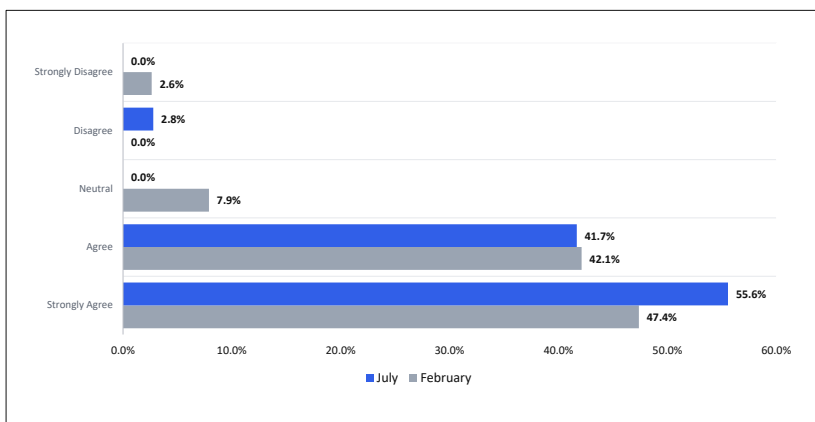
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QUESTION 24

I feel comfortable taking time off when needed.

February n=38 | July n=36



FAVORABLE

89.5% → 97.2%
+7.7 pp

Neutral: 8% → 0%

Largest response shift

Strongly Agree: +8.2 pp

WORKPLACE SATISFACTION & CULTURE SURVEY

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NEXT STEPS, TOGETHER

What should we protect, understand, and improve—together?

Protect Strong meaning, teamwork, and time-off comfort	Understand Belonging, growth opportunity, and workload movement	Improve Turn staff feedback into visible follow-through
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