




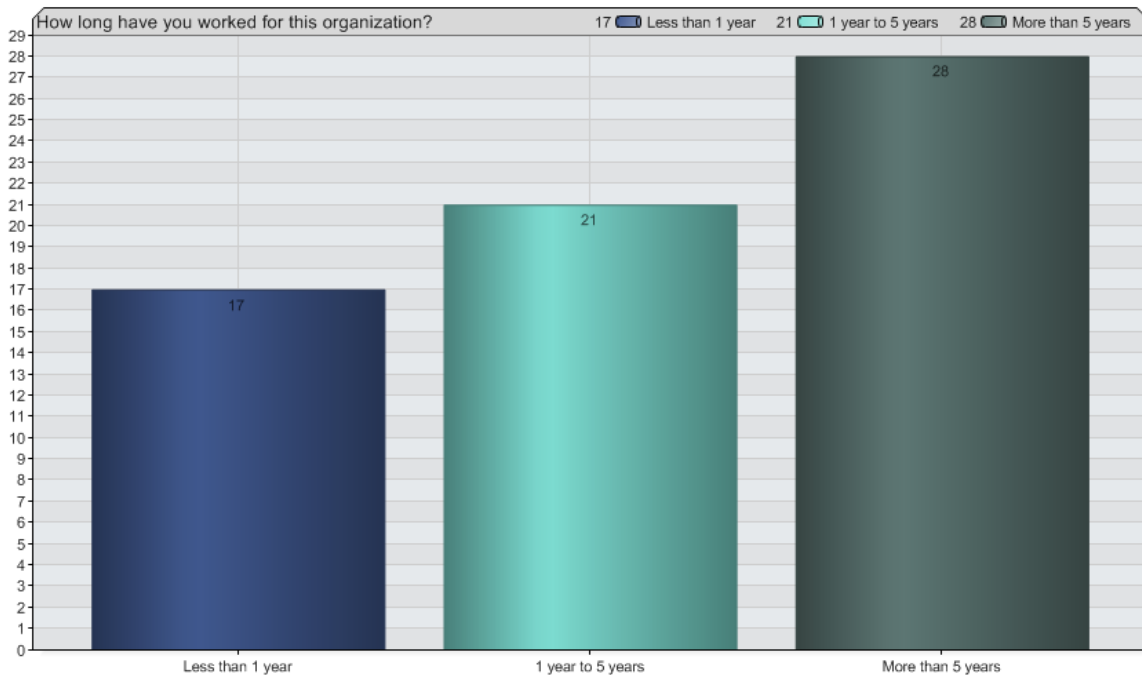
Survey: MOPS Employee Satisfaction Survey 2010

Report: Default Report

Survey Status		Respondent Statistics		Points Summary
Status:	Live	Total Responses:	71	No Points Questions used in this survey.
Deploy Date:	01/06/2011	Completes:	62	
Closed Date:		Partials:	9	

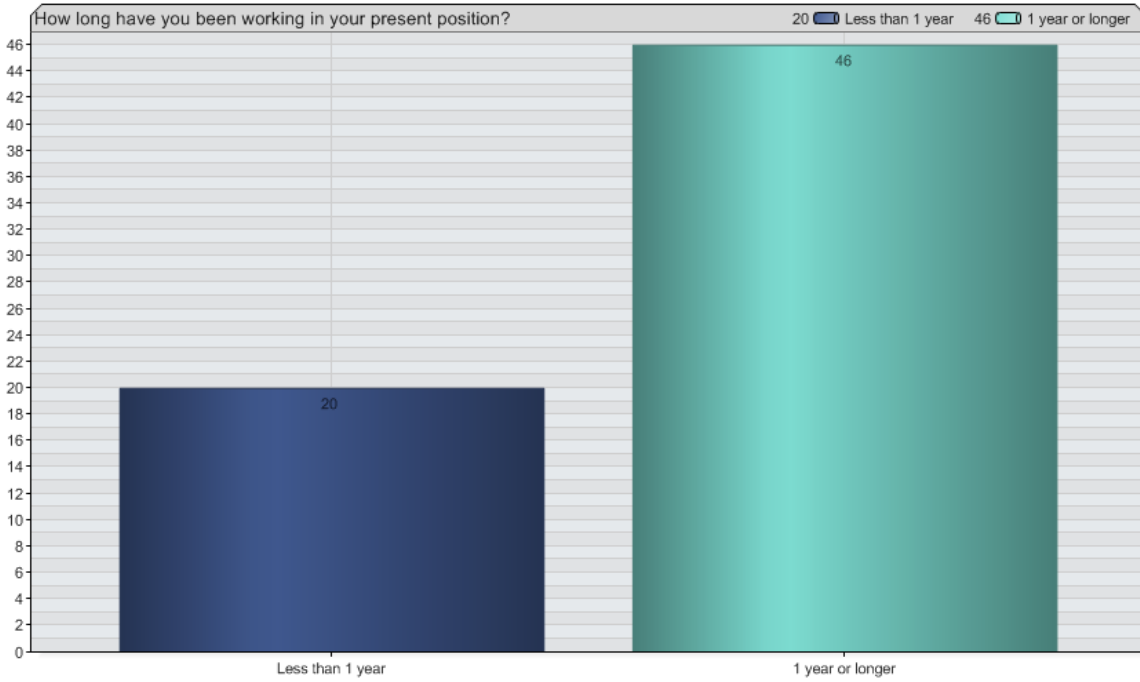
1. How long have you worked for this organization?

	Responses	Percent
Less than 1 year: 	17	25.76%
1 year to 5 years: 	21	31.82%
More than 5 years: 	28	42.42%
Total Responded to this question:		66 92.96%
Total who skipped this question:		5 7.04%
Total:		71 100%



2. How long have you been working in your present position?

	Responses	Percent
Less than 1 year:	20	30.3%
1 year or longer:	46	69.7%
Additional Comments:	1	1.52%
Total Responded to this question:		66 92.96%
Total who skipped this question:		5 7.04%
Total:		71 100%

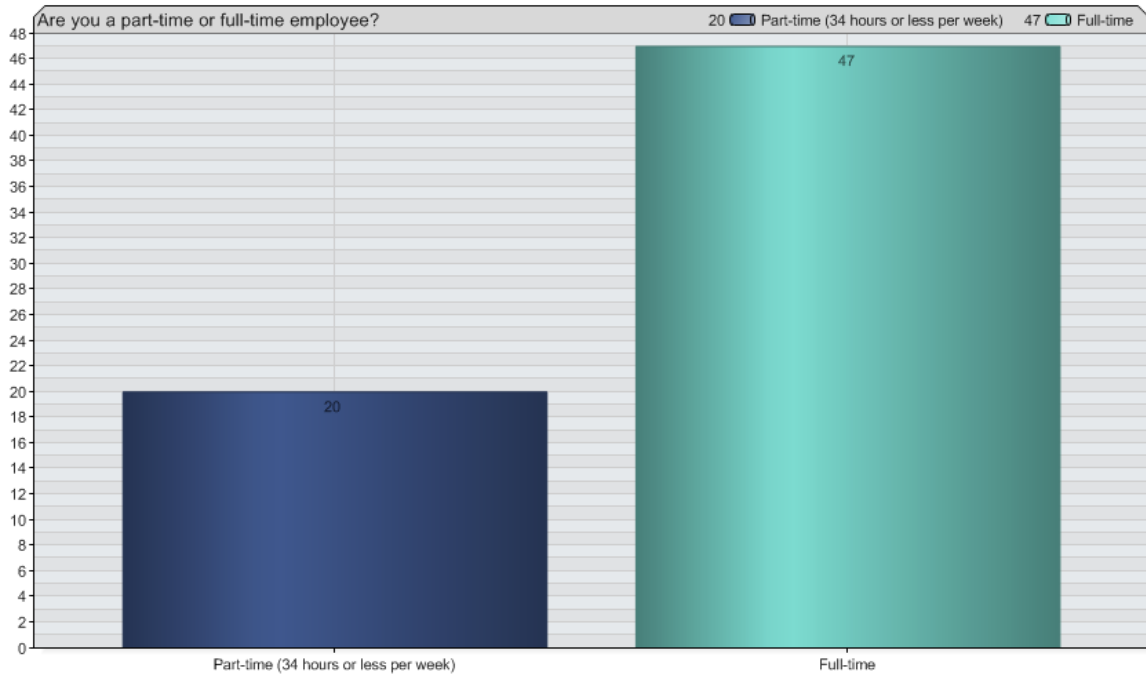


2. How long have you been working in your present position?

Response	Comments
1	6 yrs

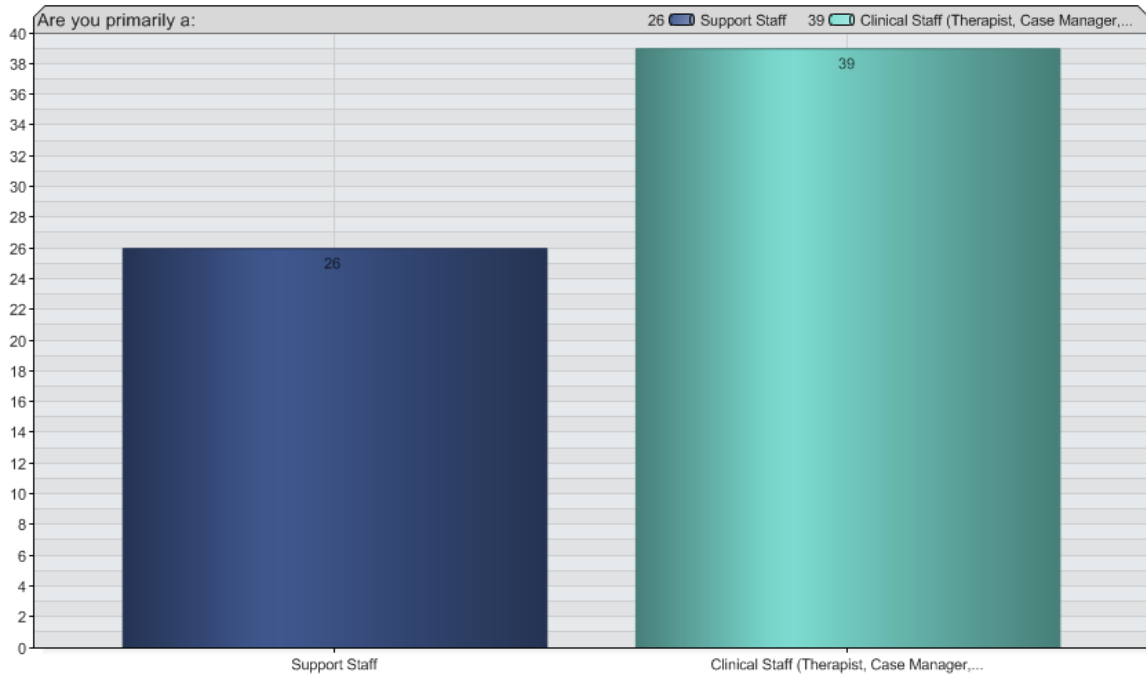
3. Are you a part-time or full-time employee?

	Responses	Percent
Part-time (34 hours or less per week):	20	29.85%
Full-time:	47	70.15%
Total Responded to this question:	67	94.37%
Total who skipped this question:	4	5.63%
Total:	71	100%


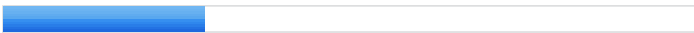


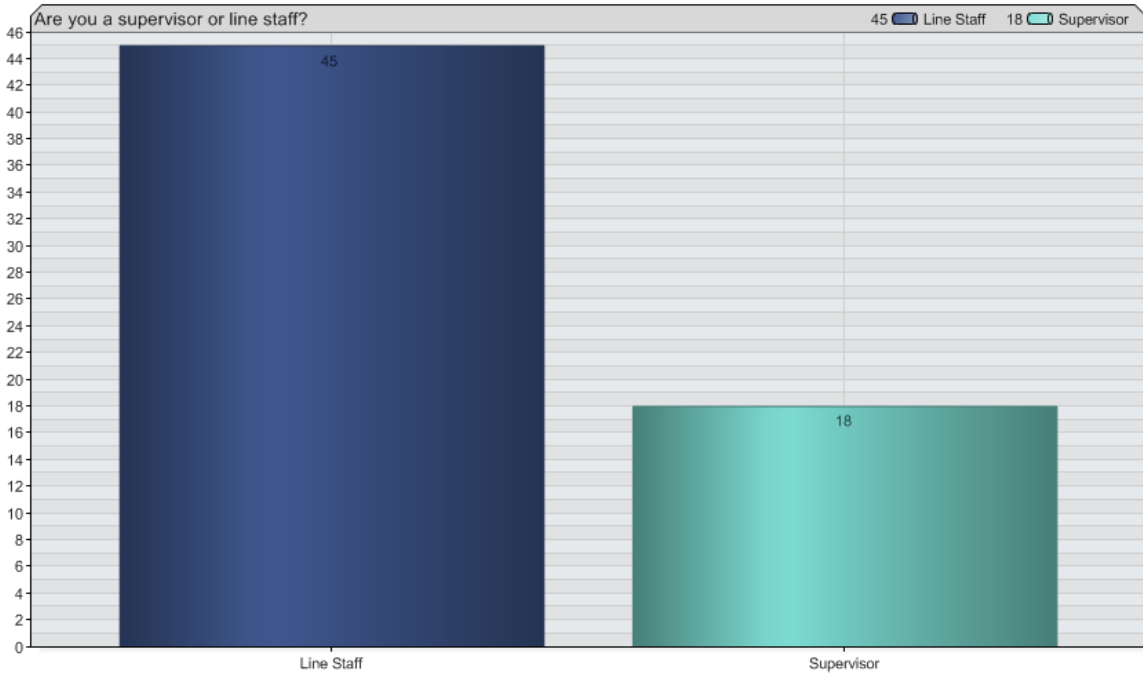
4. Are you primarily a:

	Responses	Percent
Support Staff:	26	40%
Clinical Staff (Therapist, Case Manager, Clinical Supervisor):	39	60%
Total Responded to this question:		65 91.55%
Total who skipped this question:		6 8.45%
Total:		71 100%





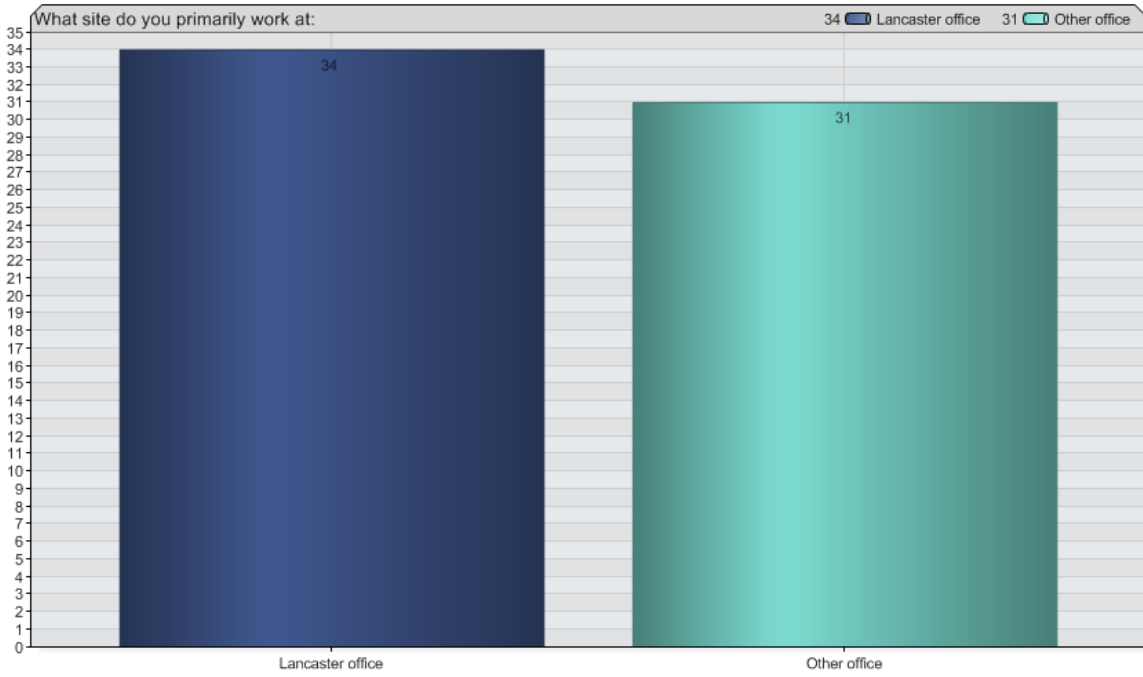
5. Are you a supervisor or line staff?

	Responses	Percent
Line Staff: 	45	71.43%
Supervisor: 	18	28.57%
Total Responded to this question:	63	88.73%
Total who skipped this question:	8	11.27%
Total:	71	100%



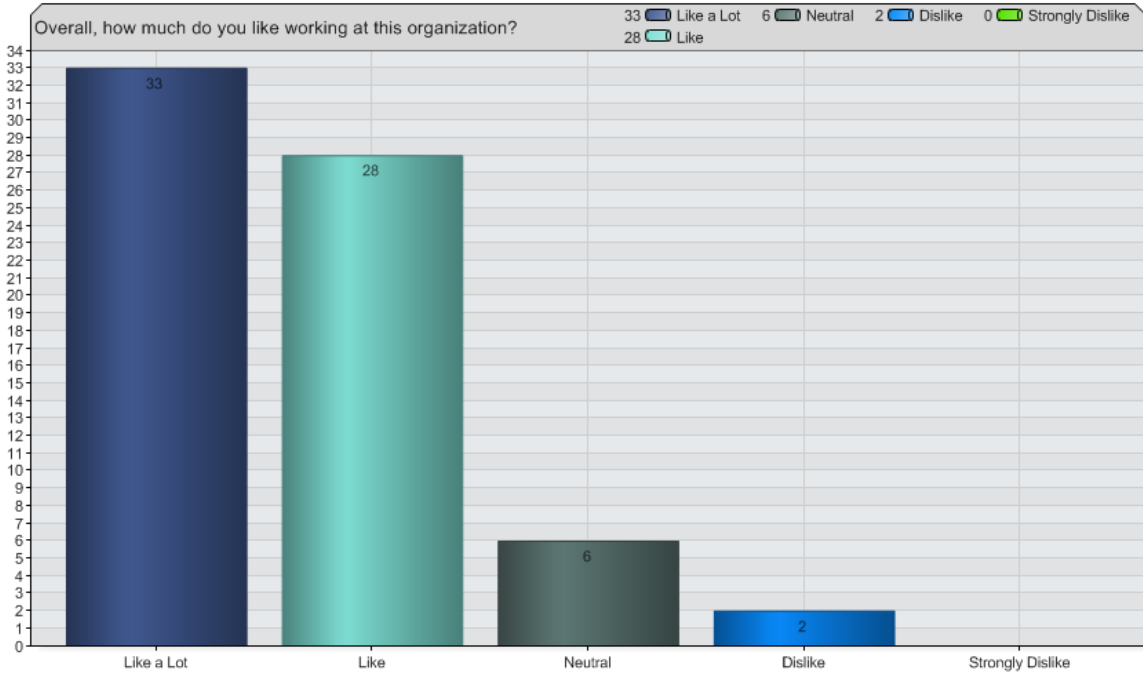
6. What site do you primarily work at:

	Responses	Percent
Lancaster office: 	34	52.31%
Other office: 	31	47.69%
Total Responded to this question:	65	91.55%
Total who skipped this question:	6	8.45%
Total:	71	100%



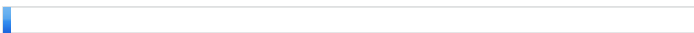



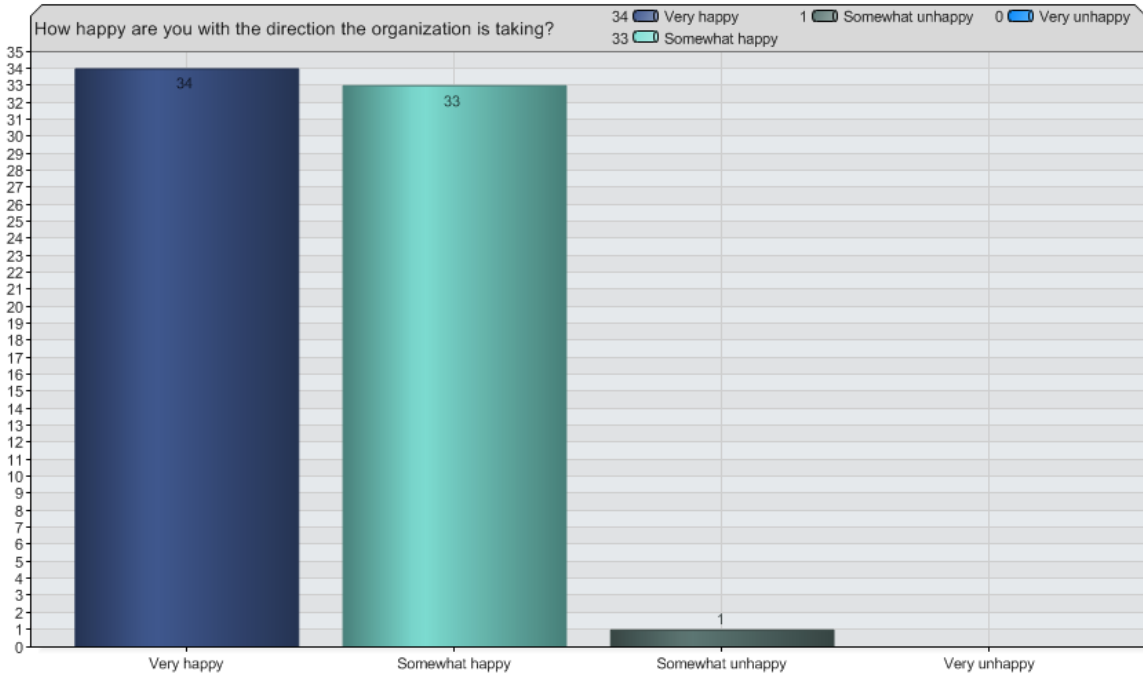
7. Overall, how much do you like working at this organization?

	Responses	Percent
Like a Lot:	33	47.83%
Like:	28	40.58%
Neutral:	6	8.7%
Dislike:	2	2.9%
Strongly Dislike:	0	0%
Total Responded to this question:		69 97.18%
Total who skipped this question:		2 2.82%
Total:		71 100%



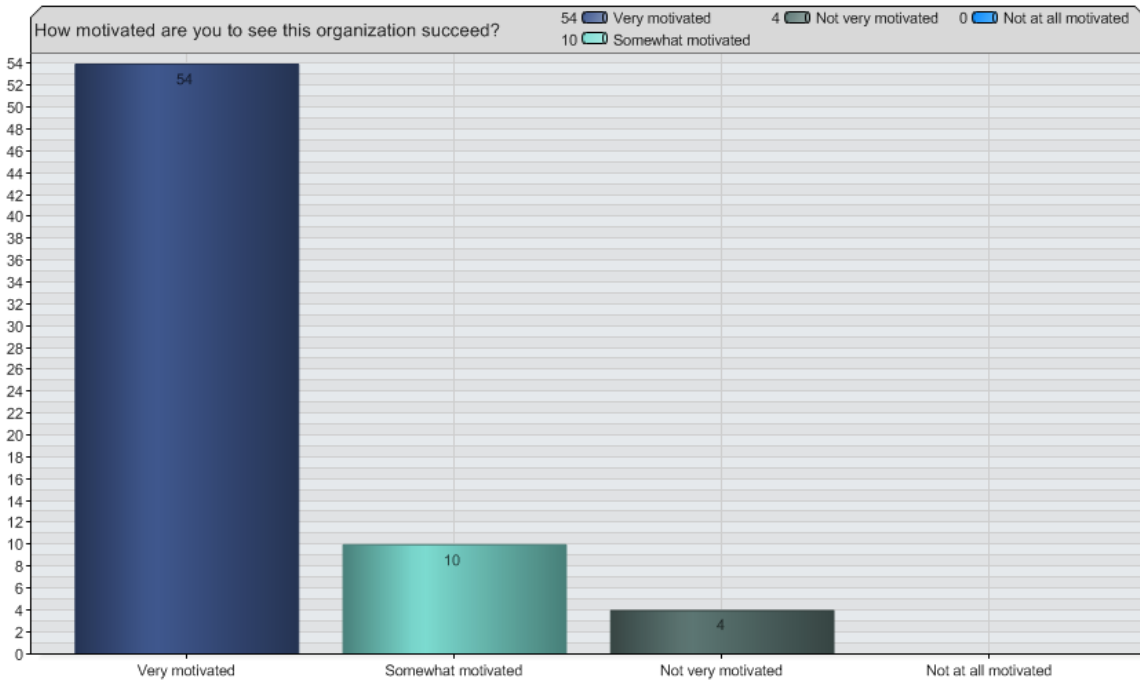
8. How happy are you with the direction the organization is taking?

	Responses	Percent
Very happy: 	34	50%
Somewhat happy: 	33	48.53%
Somewhat unhappy: 	1	1.47%
Very unhappy: 	0	0%
Total Responded to this question:		68 95.77%
Total who skipped this question:		3 4.23%
Total:		71 100%








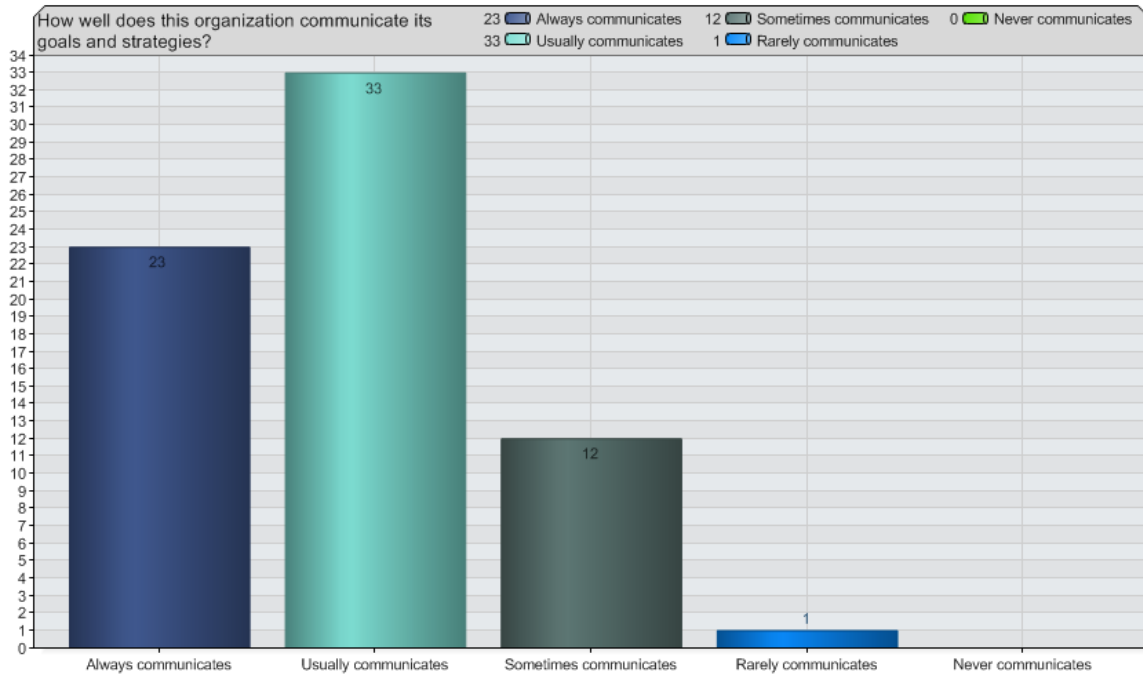
9. How motivated are you to see this organization succeed?

	Responses	Percent
Very motivated:	54	79.41%
Somewhat motivated:	10	14.71%
Not very motivated:	4	5.88%
Not at all motivated:	0	0%
Total Responded to this question:		68 95.77%
Total who skipped this question:		3 4.23%
Total:		71 100%



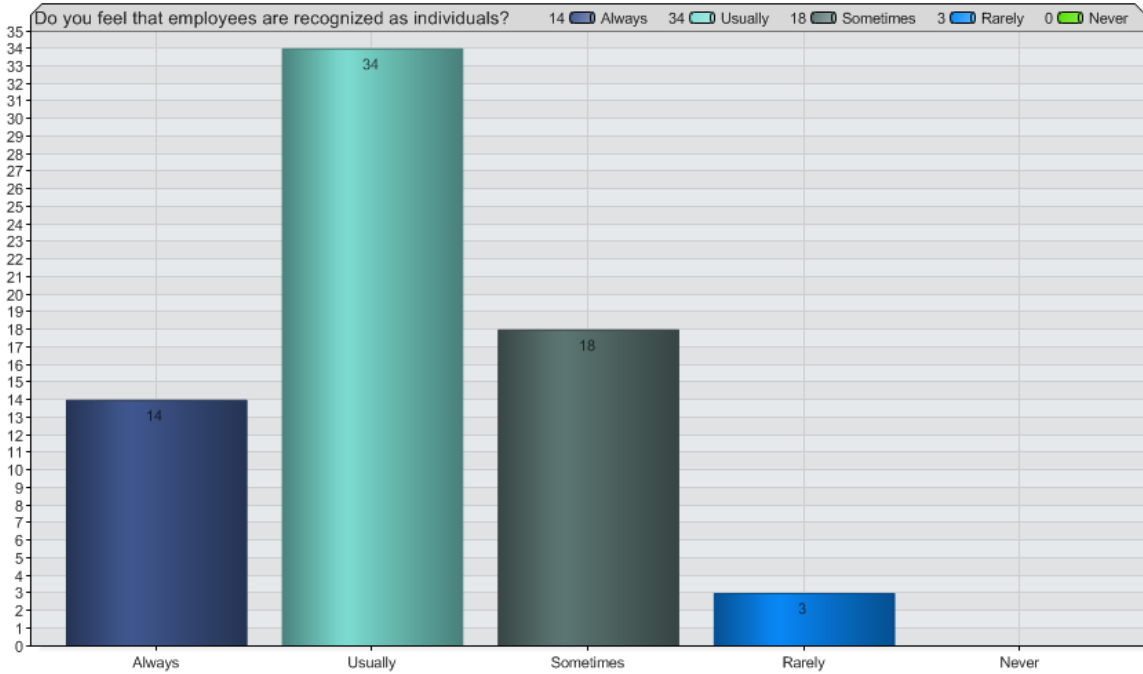
10. How well does this organization communicate its goals and strategies?

	Responses	Percent
Always communicates: 	23	33.33%
Usually communicates: 	33	47.83%
Sometimes communicates: 	12	17.39%
Rarely communicates: 	1	1.45%
Never communicates: 	0	0%
Total Responded to this question:	69	97.18%
Total who skipped this question:	2	2.82%
Total:	71	100%



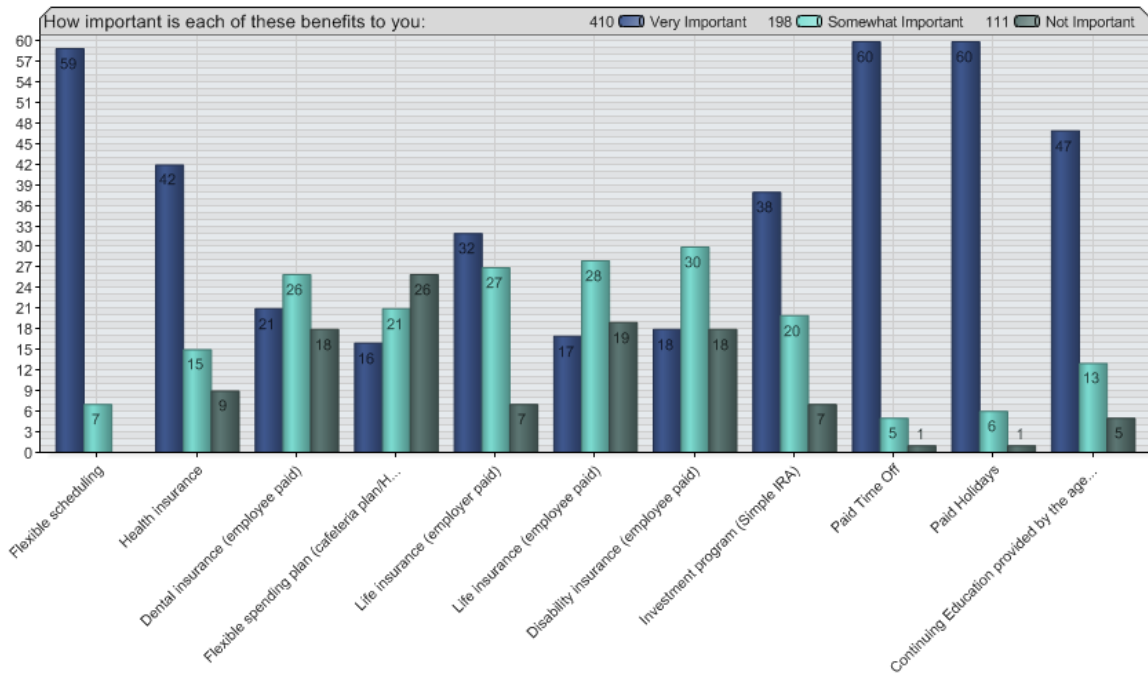
11. Do you feel that employees are recognized as individuals?

	Responses	Percent
Always:	14	20.29%
Usually:	34	49.28%
Sometimes:	18	26.09%
Rarely:	3	4.35%
Never:	0	0%
Total Responded to this question:		69 97.18%
Total who skipped this question:		2 2.82%
Total:		71 100%


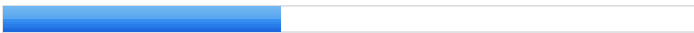



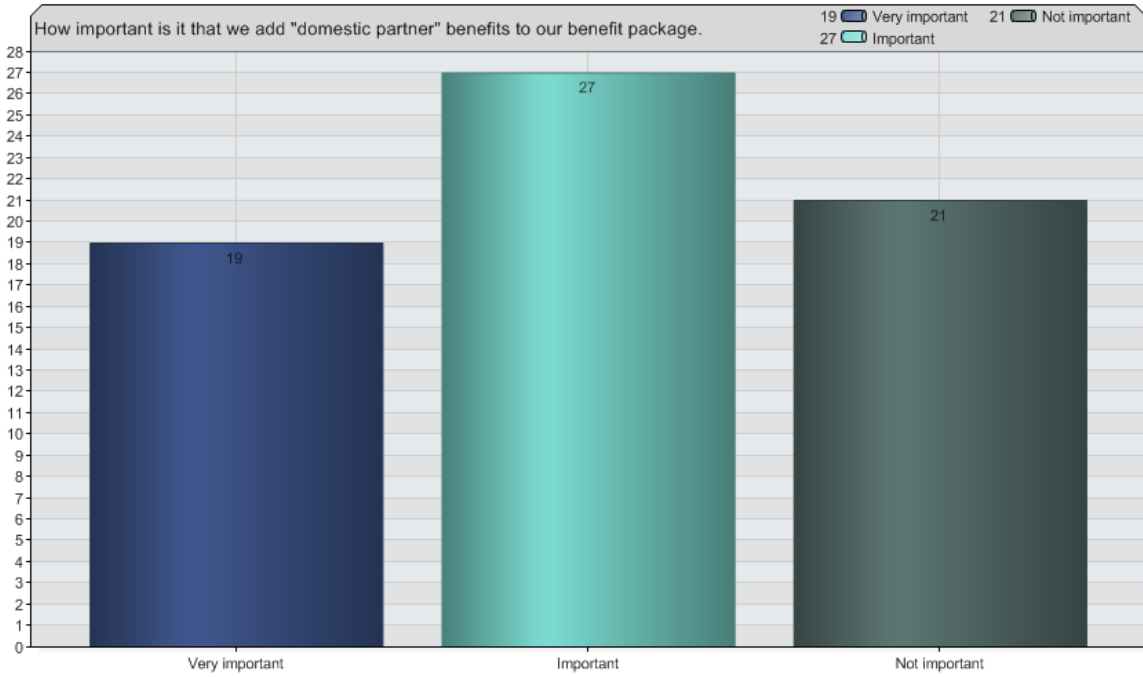
12. How important is each of these benefits to you:

	Very Important	Somewhat Important	Not Important	Total
Flexible scheduling:	59(89.39%)	7(10.61%)	0(0%)	66
Health insurance:	42(63.64%)	15(22.73%)	9(13.64%)	66
Dental insurance (employee paid):	21(32.31%)	26(40%)	18(27.69%)	65
Flexible spending plan (cafeteria plan/HSA):	16(25.4%)	21(33.33%)	26(41.27%)	63
Life insurance (employer paid):	32(48.48%)	27(40.91%)	7(10.61%)	66
Life insurance (employee paid):	17(26.56%)	28(43.75%)	19(29.69%)	64
Disability insurance (employee paid):	18(27.27%)	30(45.45%)	18(27.27%)	66
Investment program (Simple IRA):	38(58.46%)	20(30.77%)	7(10.77%)	65
Paid Time Off:	60(90.91%)	5(7.58%)	1(1.52%)	66
Paid Holidays:	60(89.55%)	6(8.96%)	1(1.49%)	67
Continuing Education provided by the agency:	47(72.31%)	13(20%)	5(7.69%)	65
Total Responded to this question:				67
Total who skipped this question:				4
Total:				71
				94.37%
				5.63%
				100%



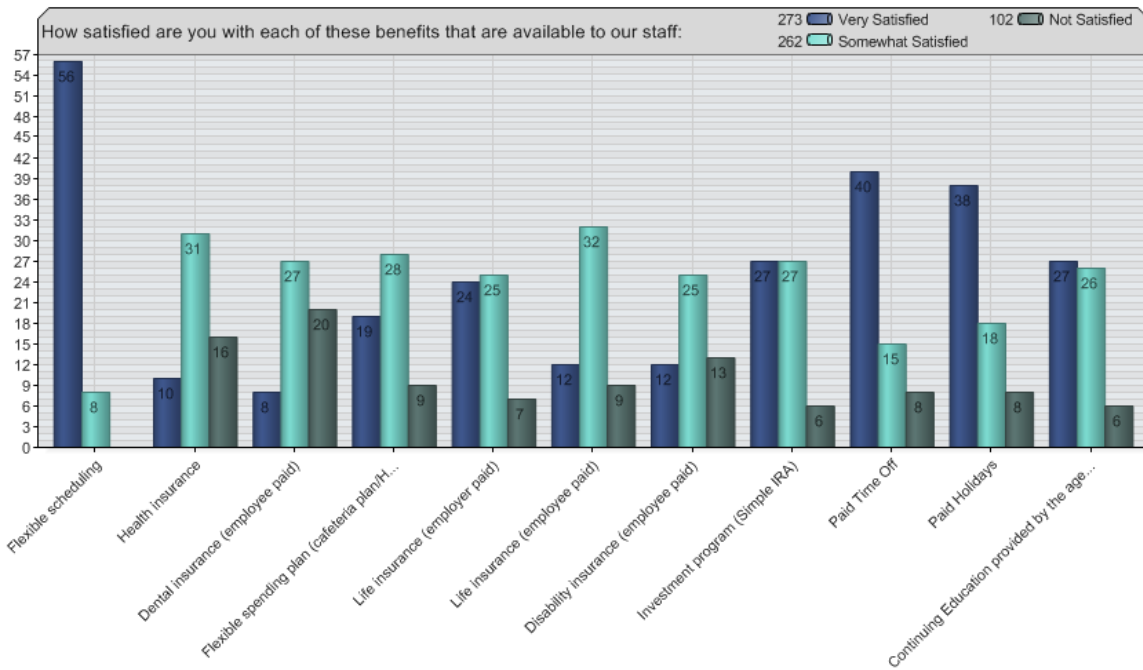
13. How important is it that we add "domestic partner" benefits to our benefit package.

	Responses	Percent
Very important: 	19	28.36%
Important: 	27	40.3%
Not important: 	21	31.34%
Total Responded to this question:	67	94.37%
Total who skipped this question:	4	5.63%
Total:	71	100%



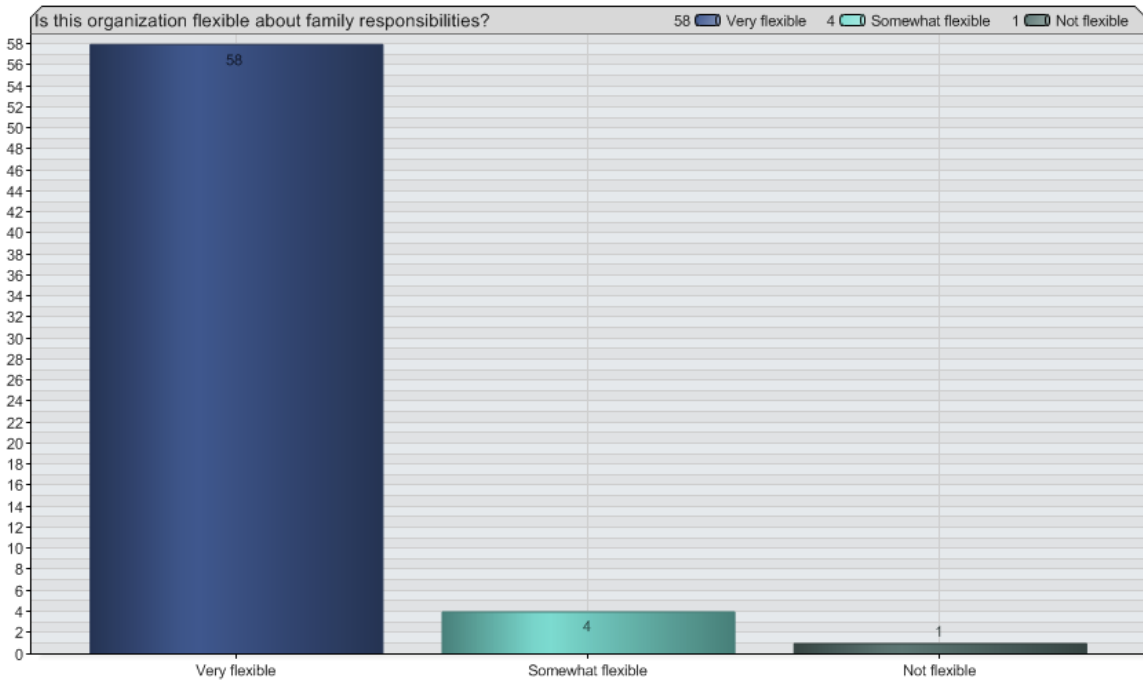
14. How satisfied are you with each of these benefits that are available to our staff:

	Very Satisfied	Somewhat Satisfied	Not Satisfied	Total
Flexible scheduling:	56(87.5%)	8(12.5%)	0(0%)	64
Health insurance:	10(17.54%)	31(54.39%)	16(28.07%)	57
Dental insurance (employee paid):	8(14.55%)	27(49.09%)	20(36.36%)	55
Flexible spending plan (cafeteria plan/HSA):	19(33.93%)	28(50%)	9(16.07%)	56
Life insurance (employer paid):	24(42.86%)	25(44.64%)	7(12.5%)	56
Life insurance (employee paid):	12(22.64%)	32(60.38%)	9(16.98%)	53
Disability insurance (employee paid):	12(24%)	25(50%)	13(26%)	50
Investment program (Simple IRA):	27(45%)	27(45%)	6(10%)	60
Paid Time Off:	40(63.49%)	15(23.81%)	8(12.7%)	63
Paid Holidays:	38(59.38%)	18(28.12%)	8(12.5%)	64
Continuing Education provided by the agency:	27(45.76%)	26(44.07%)	6(10.17%)	59
Total Responded to this question:				64
Total who skipped this question:				7
Total:				71
				90.14%
				9.86%
				100%


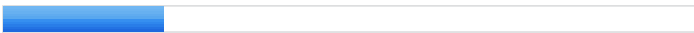


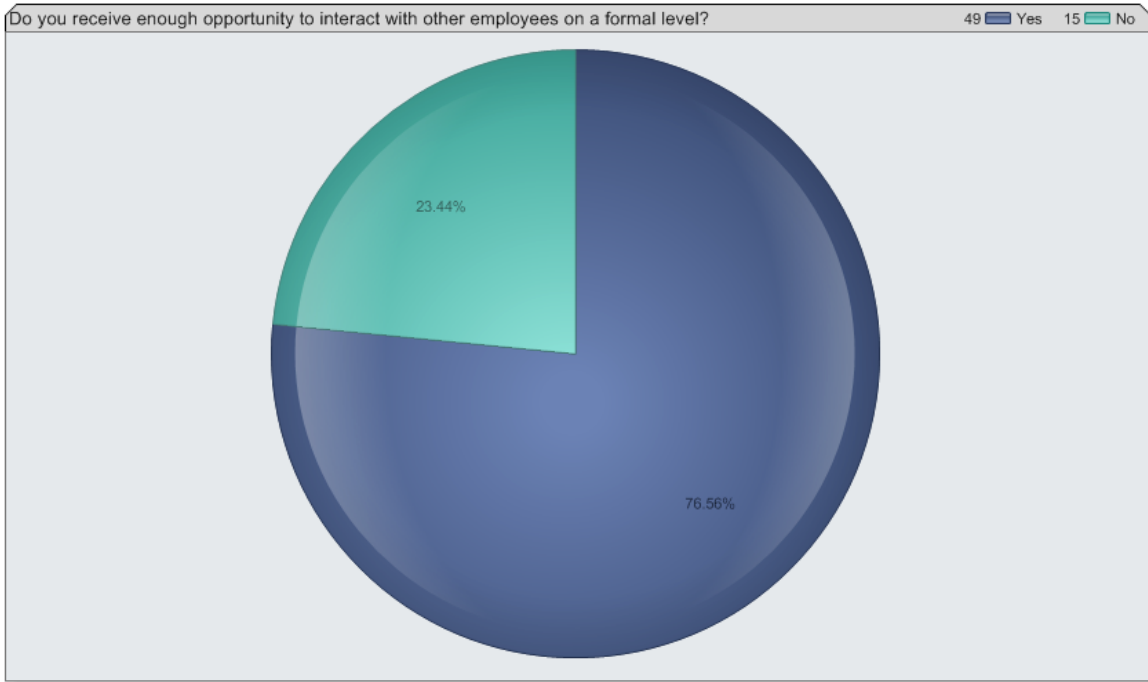
15. Is this organization flexible about family responsibilities?

	Responses	Percent
Very flexible:	58	92.06%
Somewhat flexible:	4	6.35%
Not flexible:	1	1.59%
Total Responded to this question:		63 88.73%
Total who skipped this question:		8 11.27%
Total:		71 100%


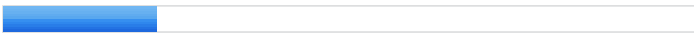


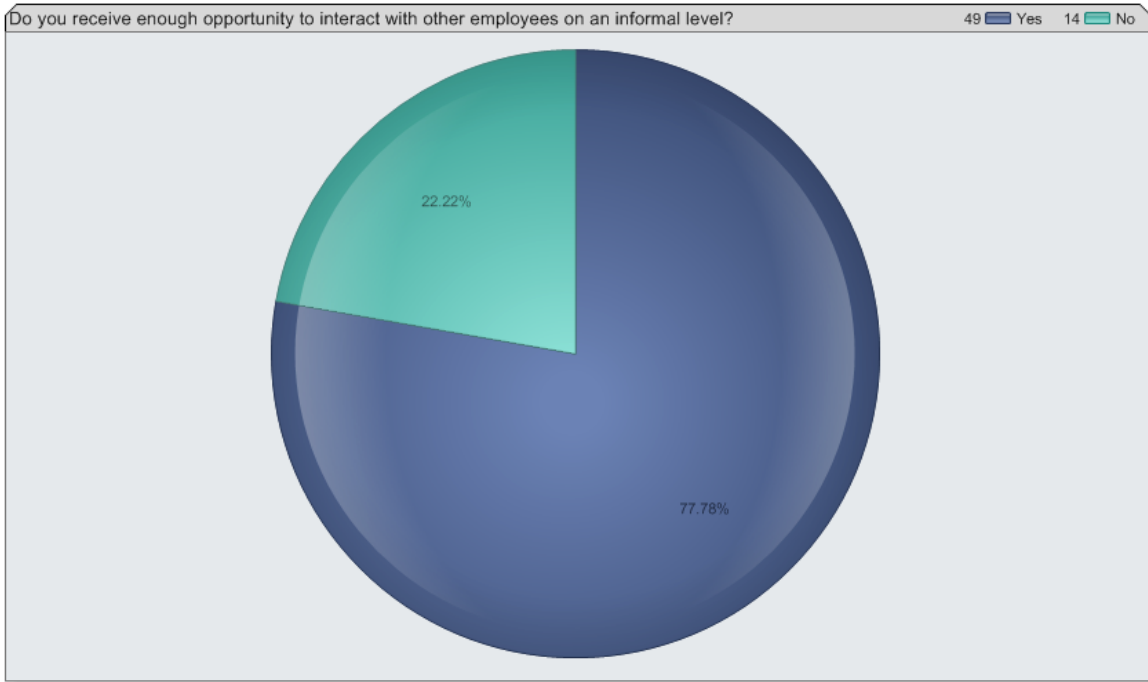
16. Do you receive enough opportunity to interact with other employees on a formal level?

	Responses	Percent
Yes: 	49	76.56%
No: 	15	23.44%
Total Responded to this question:	64	90.14%
Total who skipped this question:	7	9.86%
Total:	71	100%



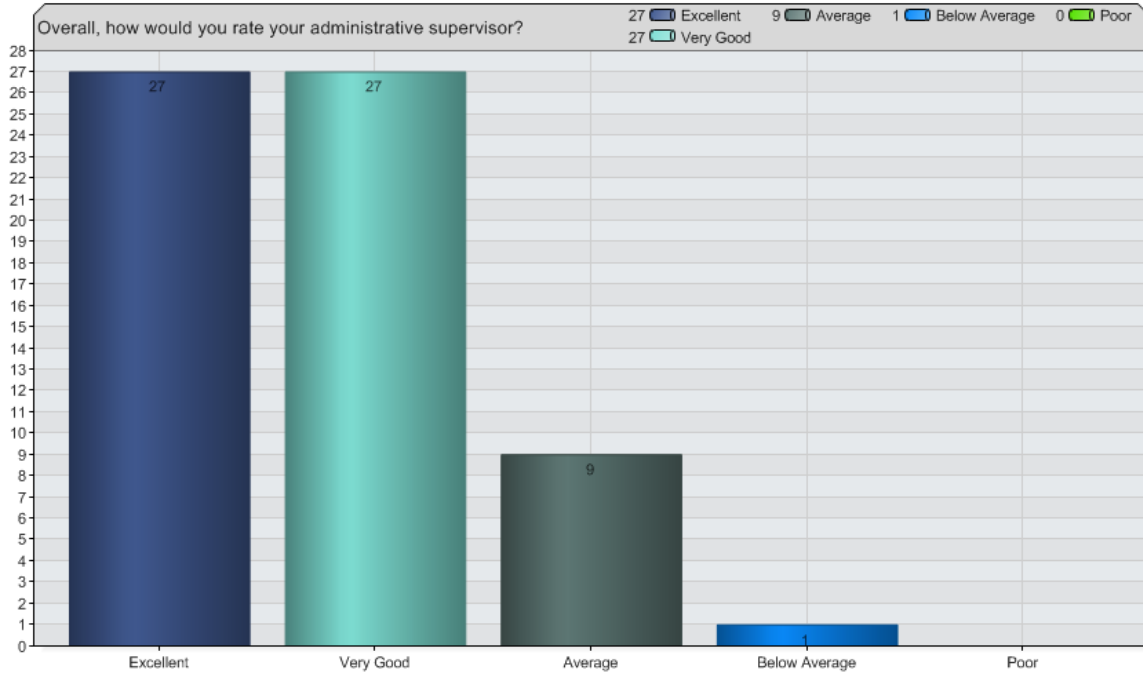
17. Do you receive enough opportunity to interact with other employees on an informal level?

	Responses	Percent
Yes: 	49	77.78%
No: 	14	22.22%
Total Responded to this question:	63	88.73%
Total who skipped this question:	8	11.27%
Total:	71	100%





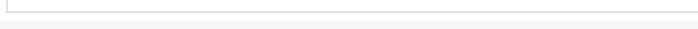


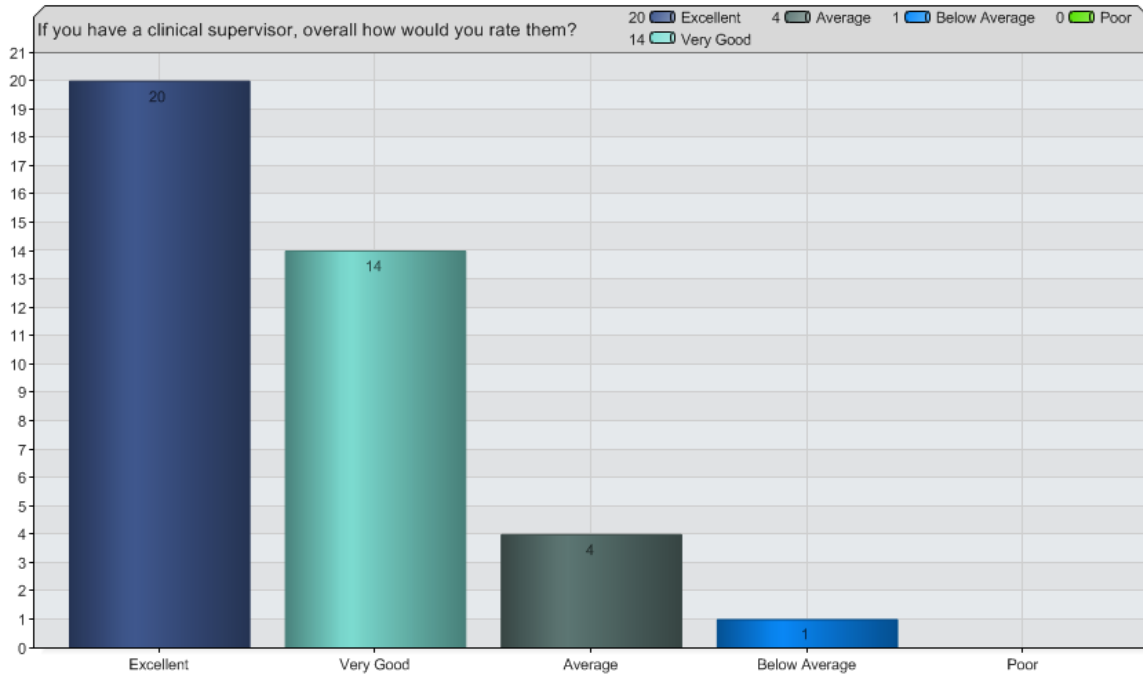
18. Overall, how would you rate your administrative supervisor?

	Responses	Percent
Excellent:	27	42.19%
Very Good:	27	42.19%
Average:	9	14.06%
Below Average:	1	1.56%
Poor:	0	0%
Total Responded to this question:		64 90.14%
Total who skipped this question:		7 9.86%
Total:		71 100%



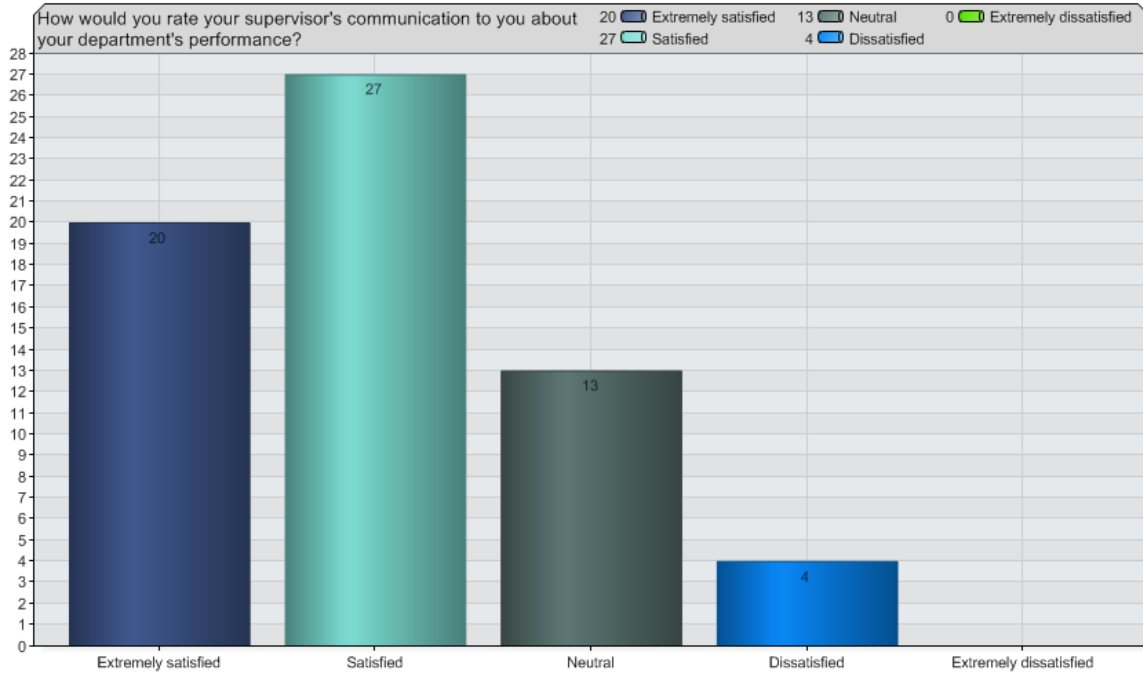
19. If you have a clinical supervisor, overall how would you rate them?

	Responses	Percent
Excellent: 	20	51.28%
Very Good: 	14	35.9%
Average: 	4	10.26%
Below Average: 	1	2.56%
Poor: 	0	0%
Total Responded to this question:		39 54.93%
Total who skipped this question:		32 45.07%
Total:		71 100%








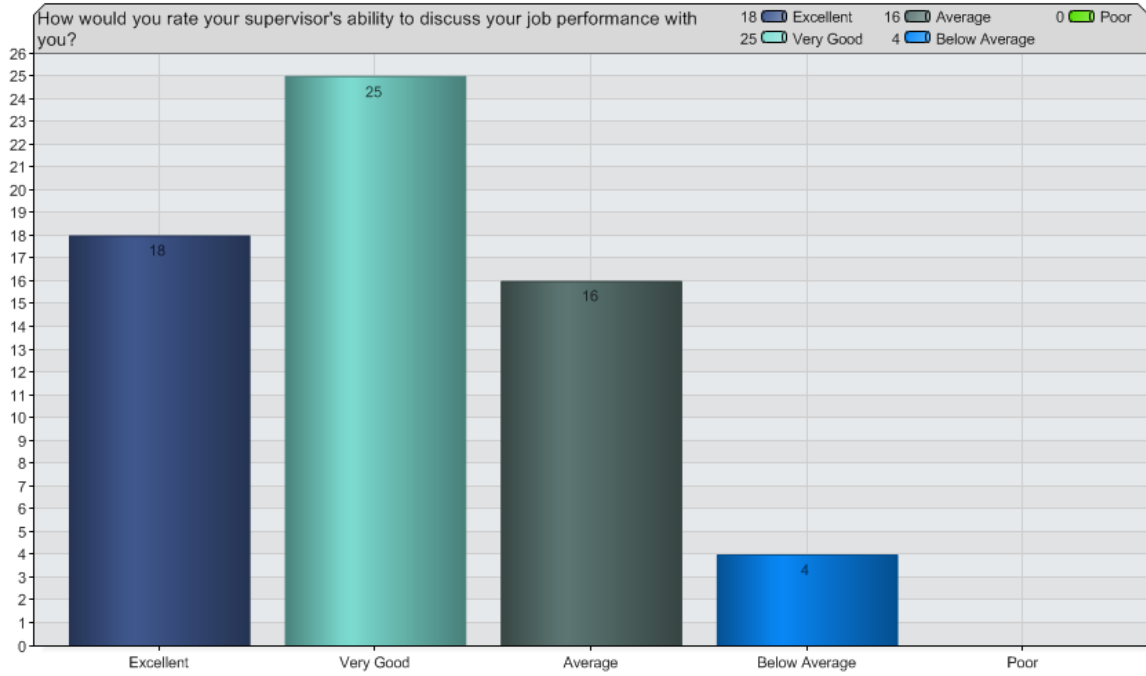
20. How would you rate your supervisor's communication to you about your department's performance?

	Responses	Percent
Extremely satisfied:	20	31.25%
Satisfied:	27	42.19%
Neutral:	13	20.31%
Dissatisfied:	4	6.25%
Extremely dissatisfied:	0	0%
Total Responded to this question:	64	90.14%
Total who skipped this question:	7	9.86%
Total:	71	100%

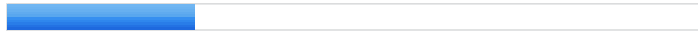


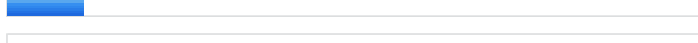
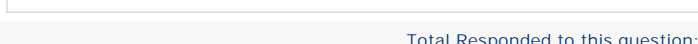


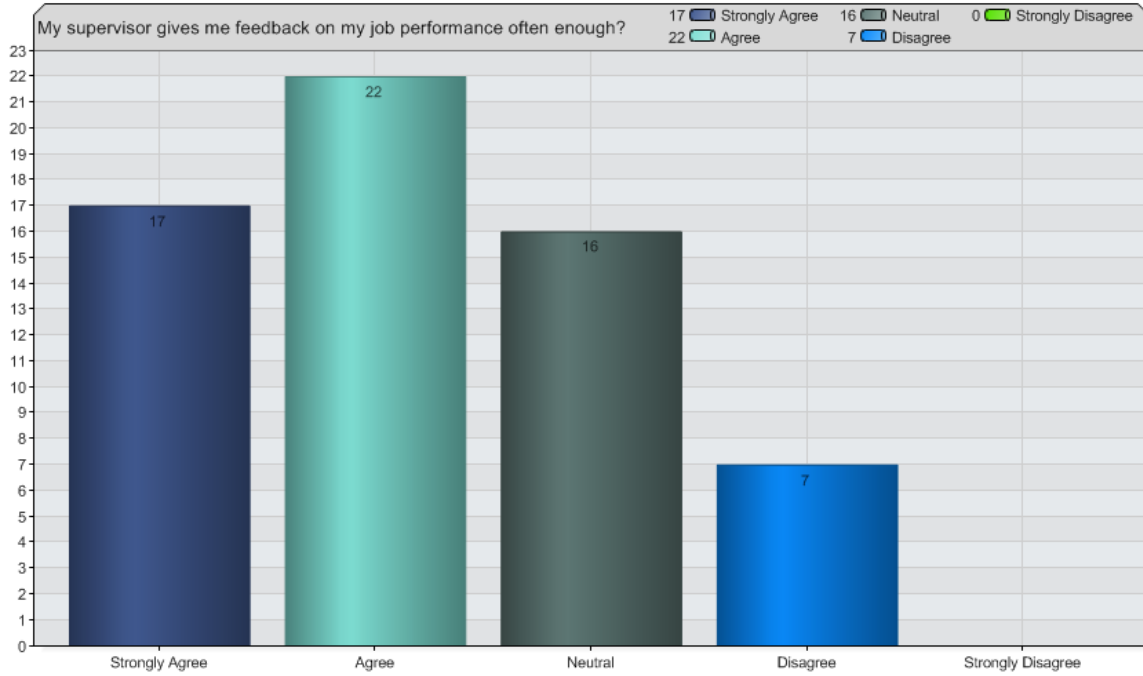
21. How would you rate your supervisor's ability to discuss your job performance with you?

	Responses	Percent
Excellent: 	18	28.57%
Very Good: 	25	39.68%
Average: 	16	25.4%
Below Average: 	4	6.35%
Poor: 	0	0%
Total Responded to this question:		63 88.73%
Total who skipped this question:		8 11.27%
Total:		71 100%



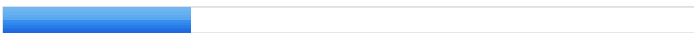

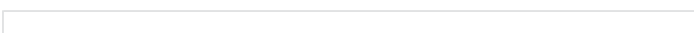


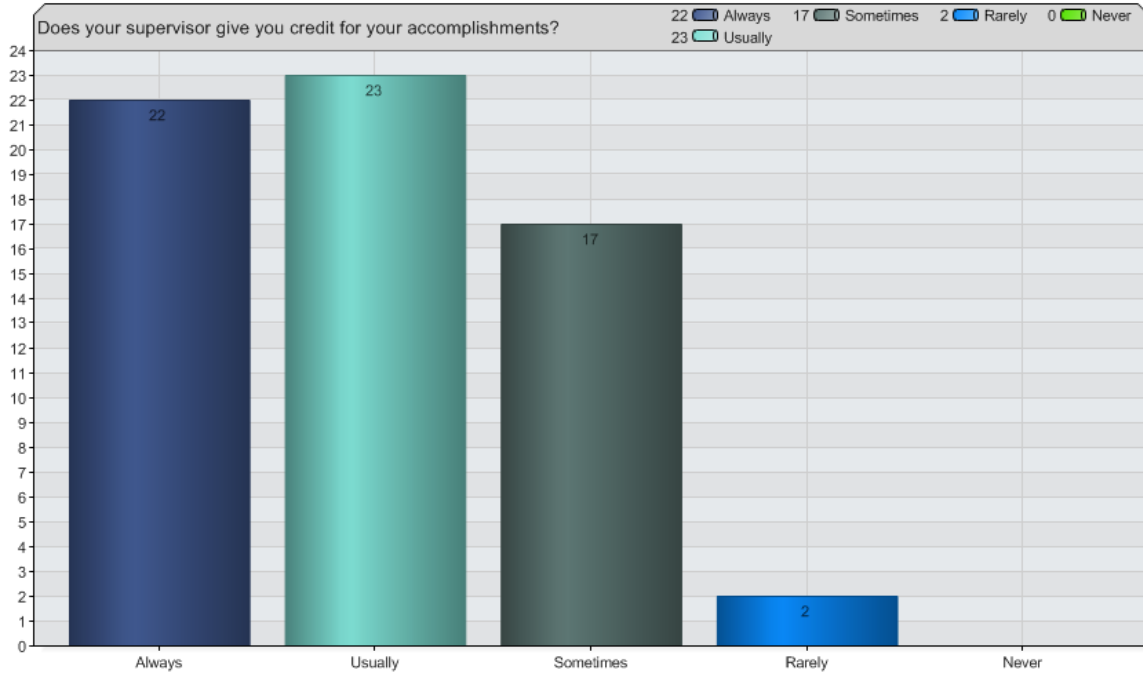
22. My supervisor gives me feedback on my job performance often enough?

	Responses	Percent
Strongly Agree: 	17	27.42%
Agree: 	22	35.48%
Neutral: 	16	25.81%
Disagree: 	7	11.29%
Strongly Disagree: 	0	0%
Total Responded to this question:	62	87.32%
Total who skipped this question:	9	12.68%
Total:	71	100%








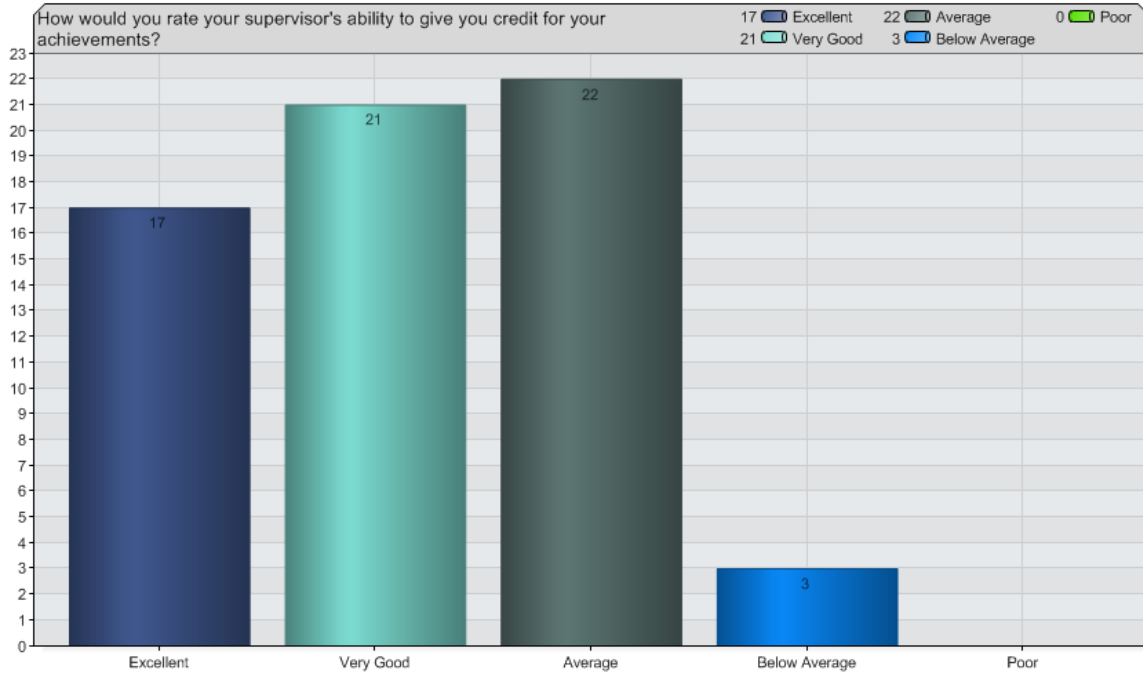
23. Does your supervisor give you credit for your accomplishments?

	Responses	Percent
Always: 	22	34.38%
Usually: 	23	35.94%
Sometimes: 	17	26.56%
Rarely: 	2	3.12%
Never: 	0	0%
Total Responded to this question:	64	90.14%
Total who skipped this question:	7	9.86%
Total:	71	100%



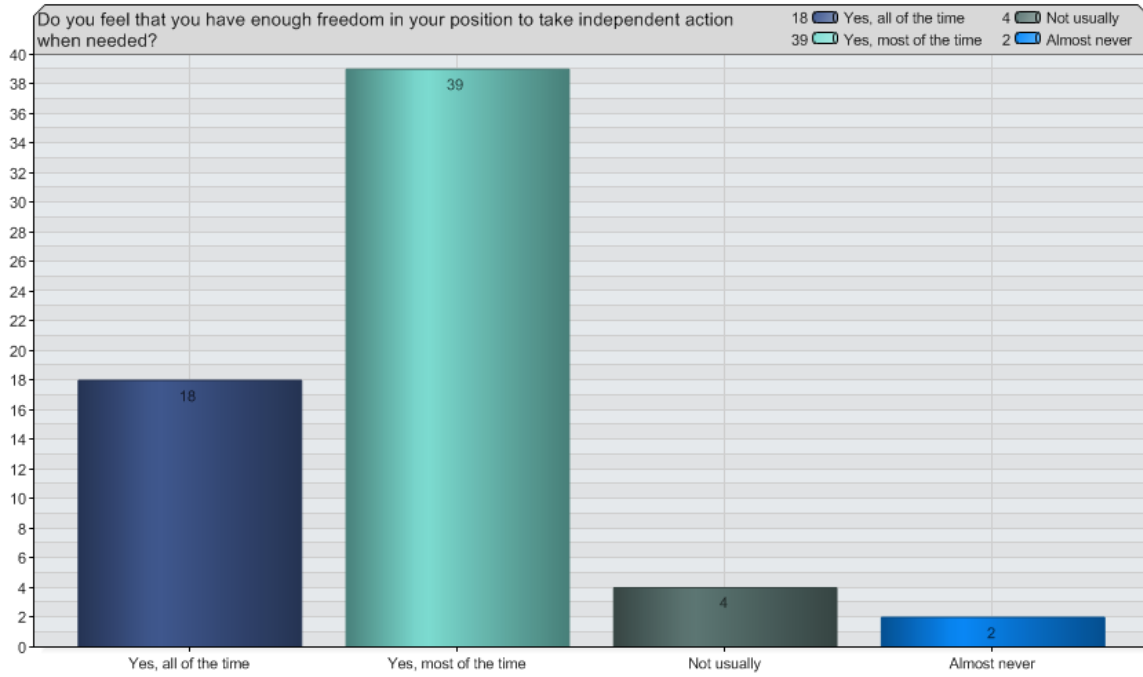
24. How would you rate your supervisor's ability to give you credit for your achievements?

	Responses	Percent
Excellent: 	17	26.98%
Very Good: 	21	33.33%
Average: 	22	34.92%
Below Average: 	3	4.76%
Poor: 	0	0%
Total Responded to this question:	63	88.73%
Total who skipped this question:	8	11.27%
Total:	71	100%



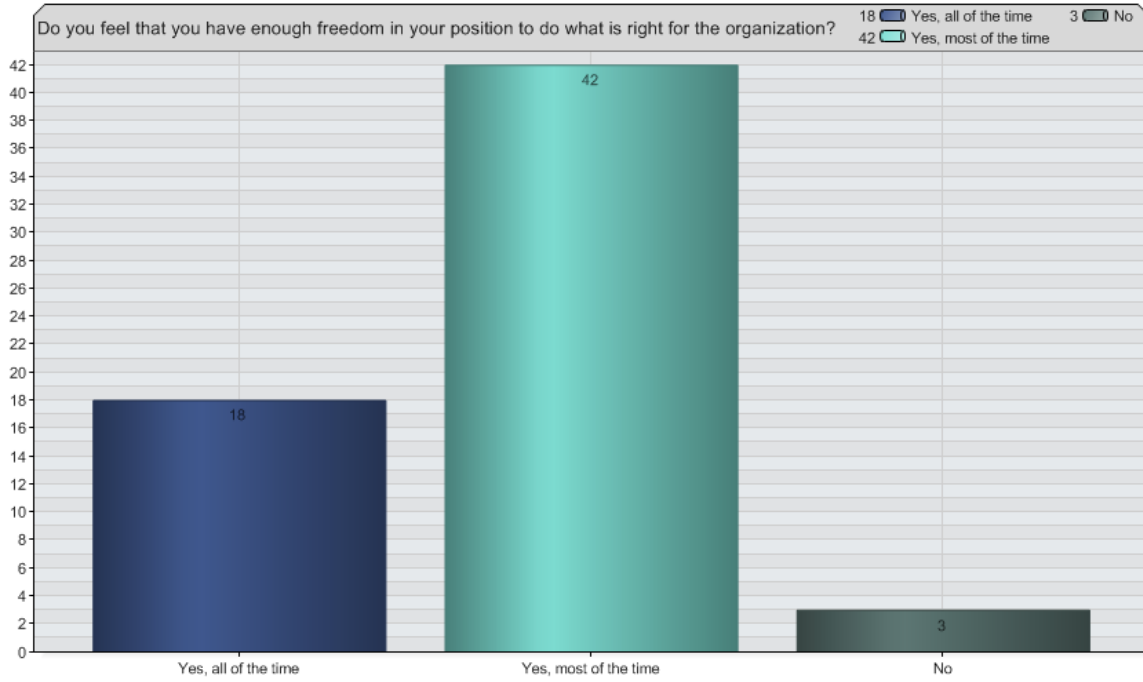
25. Do you feel that you have enough freedom in your position to take independent action when needed?

	Responses	Percent
Yes, all of the time:	18	28.57%
Yes, most of the time:	39	61.9%
Not usually:	4	6.35%
Almost never:	2	3.17%
Total Responded to this question:		63 88.73%
Total who skipped this question:		8 11.27%
Total:		71 100%



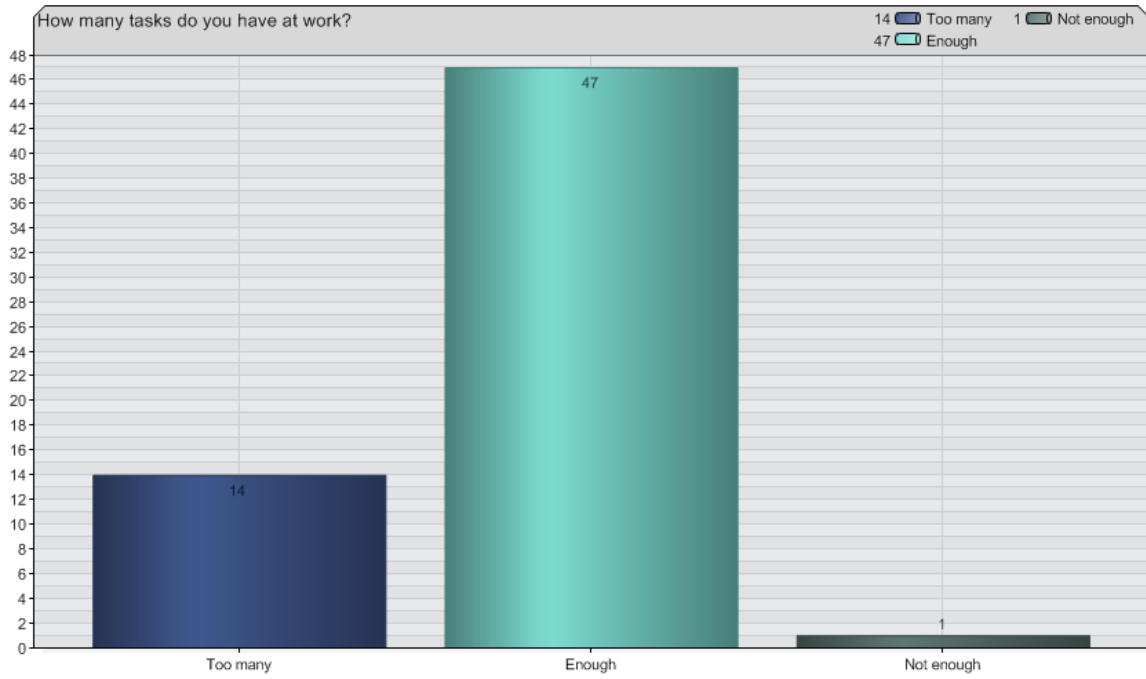
26. Do you feel that you have enough freedom in your position to do what is right for the organization?

	Responses	Percent
Yes, all of the time:	18	28.57%
Yes, most of the time:	42	66.67%
No:	3	4.76%
Total Responded to this question:		63 88.73%
Total who skipped this question:		8 11.27%
Total:		71 100%



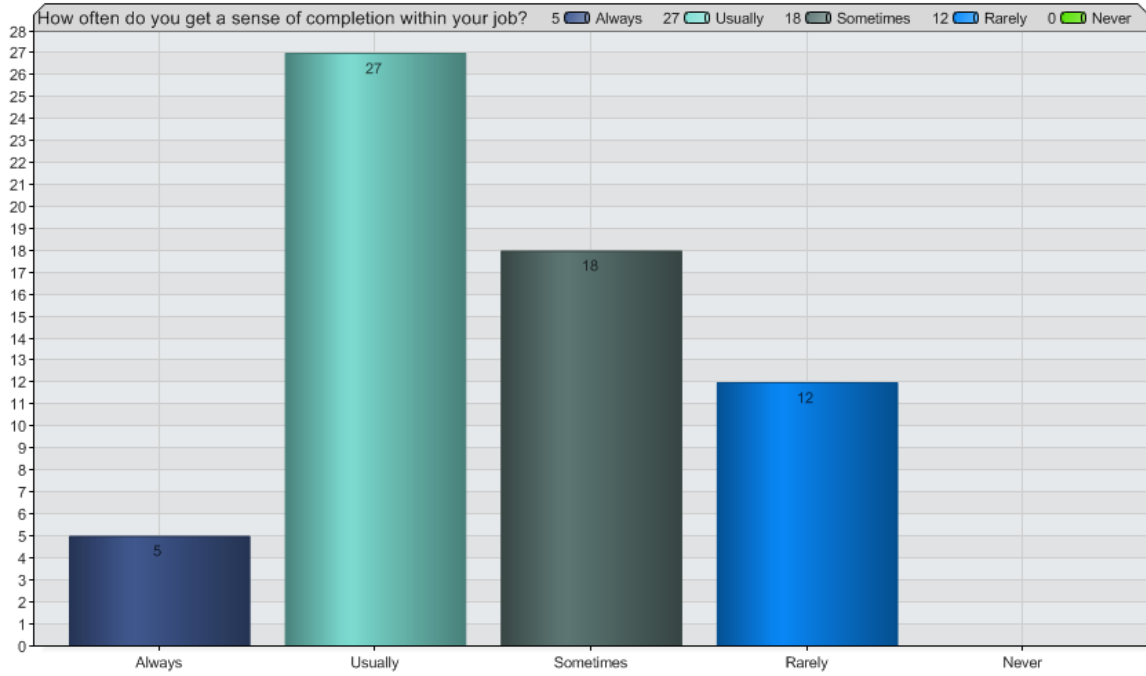
27. How many tasks do you have at work?

	Responses	Percent
Too many:	14	22.58%
Enough:	47	75.81%
Not enough:	1	1.61%
Total Responded to this question:		62 87.32%
Total who skipped this question:		9 12.68%
Total:		71 100%



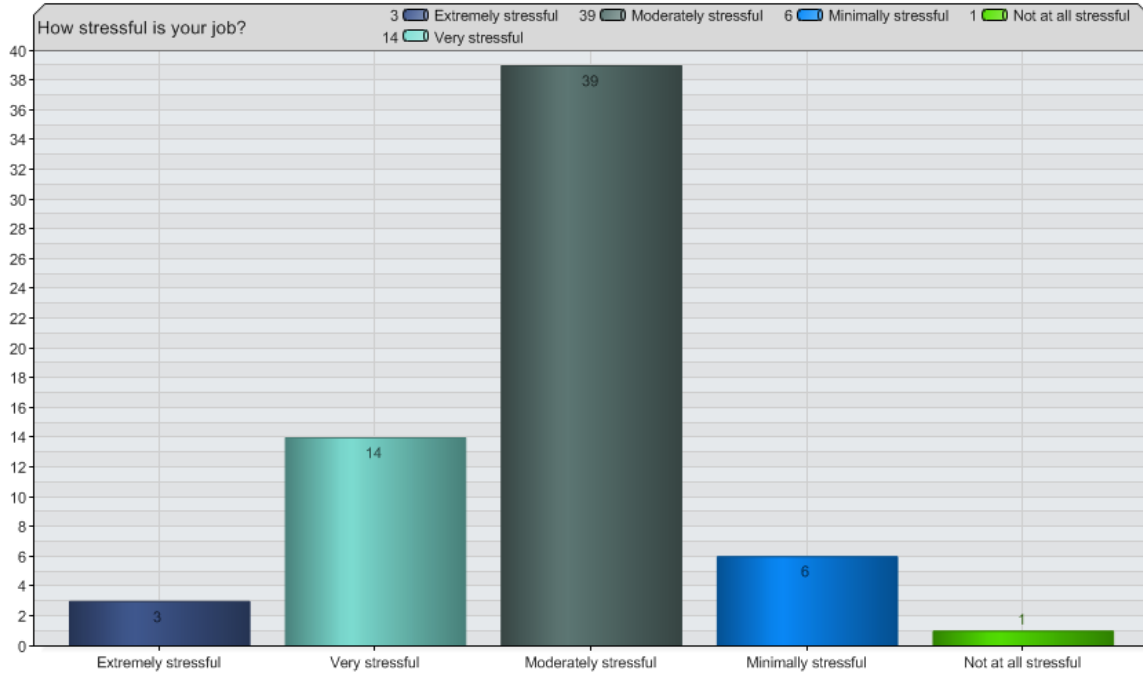
28. How often do you get a sense of completion within your job?

	Responses	Percent
Always:	5	8.06%
Usually:	27	43.55%
Sometimes:	18	29.03%
Rarely:	12	19.35%
Never:	0	0%
Total Responded to this question:		62 87.32%
Total who skipped this question:		9 12.68%
Total:		71 100%



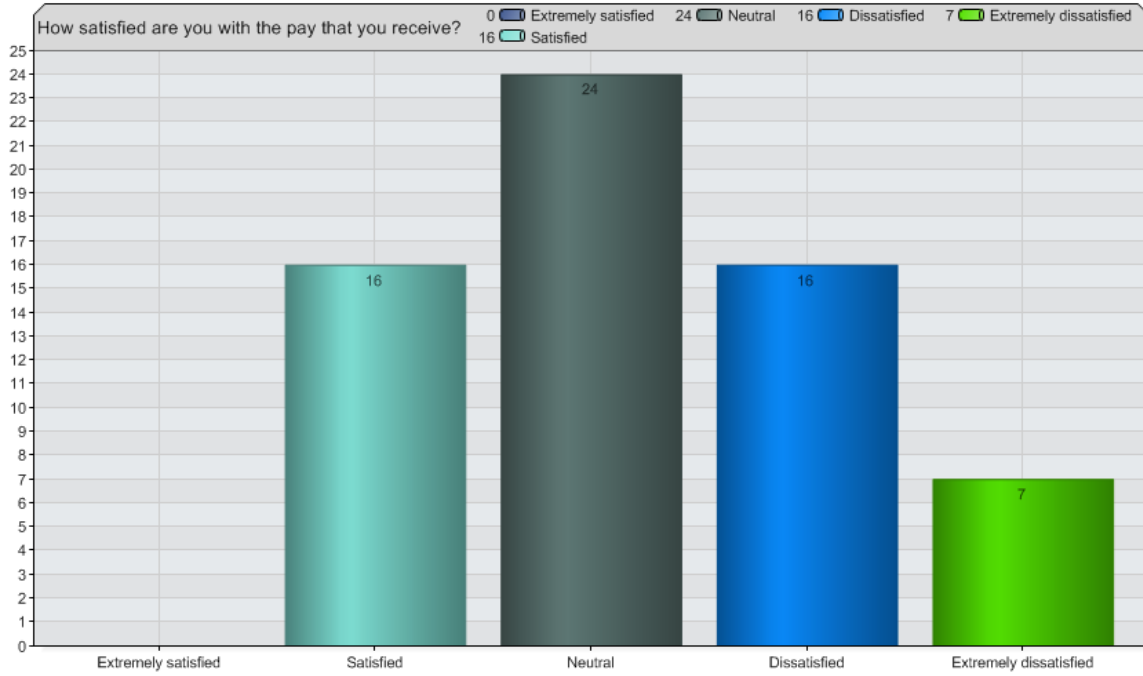
29. How stressful is your job?

	Responses	Percent
Extremely stressful:	3	4.76%
Very stressful:	14	22.22%
Moderately stressful:	39	61.9%
Minimally stressful:	6	9.52%
Not at all stressful:	1	1.59%
Total Responded to this question:		63 88.73%
Total who skipped this question:		8 11.27%
Total:		71 100%



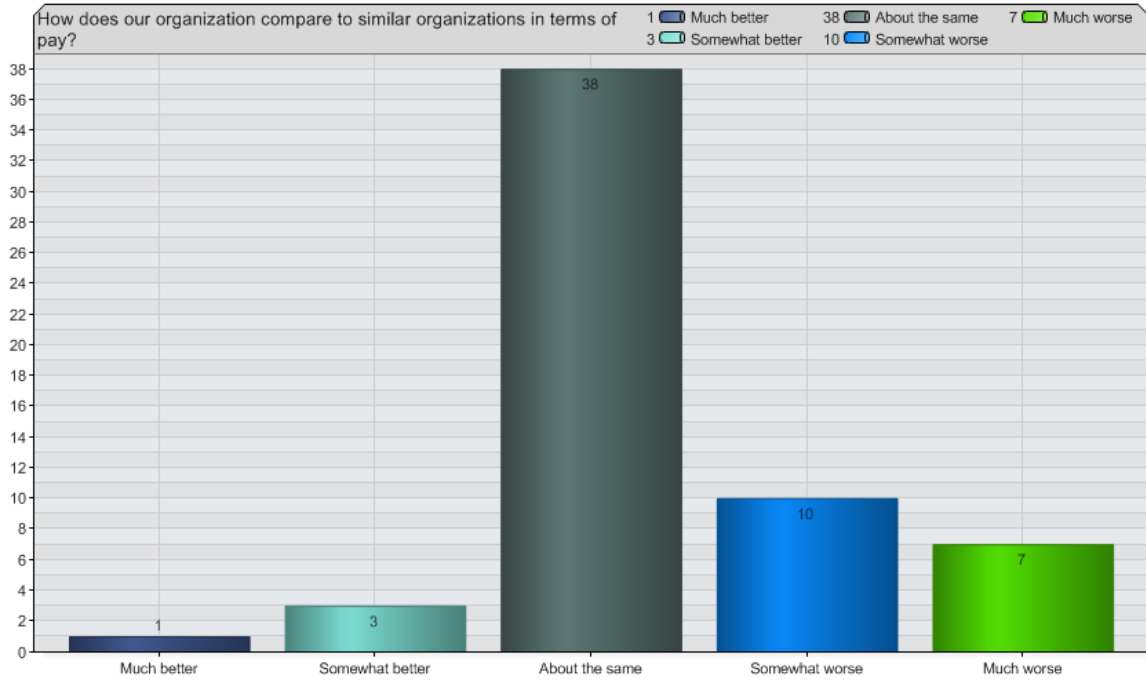
30. How satisfied are you with the pay that you receive?

	Responses	Percent
Extremely satisfied:	0	0%
Satisfied:	16	25.4%
Neutral:	24	38.1%
Dissatisfied:	16	25.4%
Extremely dissatisfied:	7	11.11%
Total Responded to this question:		63 88.73%
Total who skipped this question:		8 11.27%
Total:		71 100%


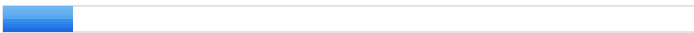



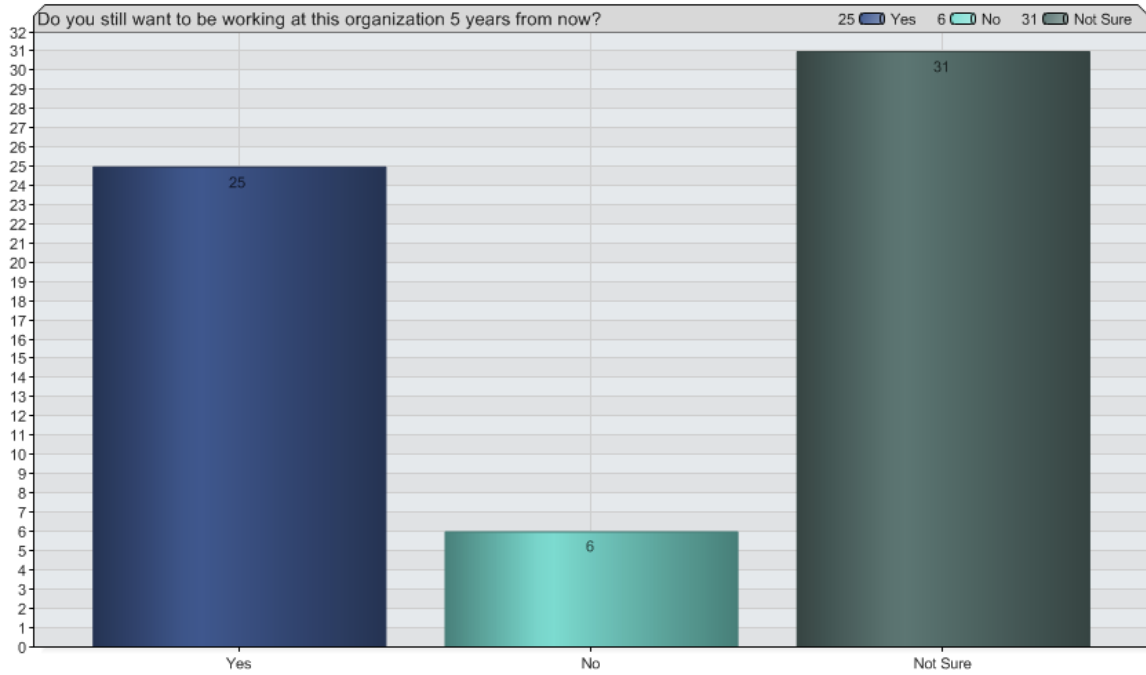
31. How does our organization compare to similar organizations in terms of pay?

	Responses	Percent
Much better:	1	1.69%
Somewhat better:	3	5.08%
About the same:	38	64.41%
Somewhat worse:	10	16.95%
Much worse:	7	11.86%
Total Responded to this question:		59 83.1%
Total who skipped this question:		12 16.9%
Total:		71 100%



32. Do you still want to be working at this organization 5 years from now?

	Responses	Percent
Yes: 	25	40.32%
No: 	6	9.68%
Not Sure: 	31	50%
Total Responded to this question:	62	87.32%
Total who skipped this question:	9	12.68%
Total:	71	100%



33. What would make you want to be working here 5 years from now? What would need to be different?

	Responses	Percent
Responses:	37	100%
Total Responded to this question:	37	52.11%
Total who skipped this question:	34	47.89%
Total:	71	100%

Graph/Chart function not relevant for this question type.

33. What would make you want to be working here 5 years from now? What would need to be different?

Response	Response Text
1	Like to be up to at least 9.00. Someone that started later than me is making more than I am. I understand that we are non profit and we usually don't get pay raises.
2	Continued as it is currently on a clinical and administrative level. In order to be with the agency in 5 years, working and living in closer proximity would be the main desired difference.
3	i enjoy working with my co-workers i need to be more informed about what is going on and how to do things, instead of only 2-3 people knowing how to do the task. i have asked several times to be included on how to do task, but as of yet, have not learned any new task.
4	Though doing this type of work has been advantageous for me, it is not something I would like to stick with long-term. Pay and benefits would need to be much better, as well as opportunities to excel and advance. There are opportunities for clinical staff to gain more training, but none for support staff. I would like to see support staff have, at minimum, the opportunity to take a Windows class to advance their word processing and computer skills, which would benefit the agency greatly as well
5	Better benefits i.e. more frequent and substantial opportunity for pay increases (annually) and more affordable health insurance benefits. I think it would be difficult for me to support myself and my level of student loan debt at this agency for more than a period of approximately 3 years.
6	It would be helpful if the pay rate would increase, primarily for P1 rates. It would also be helpful to be paid overtime, as there are many times that we work over and do not get compensated. A new location with more safety. As well as an option to work a different schedule such as earlier in the morning and leave earlier at night.
7	increased pay, more clinical independence
8	The ability to improve my job level.
9	Opportunity for experience is excellent. However, there is not much financial incentive to stay in the position after a few years when other organizations adjust the base pay rate to match skill and experience.
10	Better health benefits and more communication
11	increased leave for pregnancy, and increase in pay.
12	I'll be retired.
13	Greatly increased and consistent pay. Increased paid time off. Improved work environment. Coherent and consistent organizational strategy -- I have no idea where this organization is headed, in terms of strategy. A different electronic health records system -- consider Anasazi.
14	More independent thinking
15	more independent decision making ability; better pay
16	Increased salary/ base pay; improved health insurance
17	I enjoy working for Mops. If I am not here in 5 years it is only because the tasks I perform is not the job direction I wish to pursue. It would have nothing to do with Mops Nation. Mops is a wonderful organization and if the agency offered my "dream" job position, I would work here FOREVER!
18	A reasonable workload, ongoing administrative and clinical support, positive moral and professional development opportunities.
19	Continued financial success.
20	Would need to be able to have more input as to how the agency can be improved in certain areas.
21	Increase in pay
22	Though the bonuses are nice, I would like a cost of living increase on a regular basis. A new luxurious office over looking beautiful Main St. free of mold.
23	I like the staff and the agency as a whole and what they stand for. I would like to see them offer Dental and Vision insurance.
24	My client list would need to greatly improve.
25	I feel the pay and the benefits would have to be a little better. As a new employee I am unaware of what benefits we have or the cost of them. I think that is something that we should be aware of. I believe it should not be my responsibility to find this info out. The reason I say pay is because it is not a typical support staff job you are dealing with extreme emotions of clients and trying to help with their issues.
26	Better pay and affordable benefits
27	There is some risk in this work that we end up doing the same thing every day with little to show for it. Though there are occasional "events" that break up the monotony, most days are all the same. I would like to experience some changes that would continue to make working her attractive.
28	Perhaps feeling more integrated into the "organization" and the sense of contributing more instead of just "doing the work."

29	It would depend if I had gone to more school to be able to have upward mobility within the organization.
30	Continued flexible schedule, debriefing time with clinicians
31	increase in pay, as well as be paid for overtime, reduce paperwork, if possible. I ned to feel that I can advance and move up as my skills grow.
32	I would want to either live closer to work or else be moved to a branch closer to my home. Perhaps more pay (unsure). Basically I would need to feel that my employment with MOPS was making a positive impact on my clients, the community of Lancaster (or whatever area I was in), and on other staff.
33	Higher pay Less cost on benefits
34	I would like to work with this company, but in a different location. Add sister/brother offices out of state. I enjoy the "team" feel of the company.
35	Personal reasons and personal goals unrelated to the agency.
36	My own health
37	I would need a financial investment in regards to a salary and better health/retirement benefits

34. What is your overall view of this organization?

	Responses	Percent
Responses:	41	100%
Total Responded to this question:	41	57.75%
Total who skipped this question:	30	42.25%
Total:	71	100%

Graph/Chart function not relevant for this question type.

34. What is your overall view of this organization?

Response	Response Text
1	It is positive and supportive to all individuals who are a part of it. Individuals are also respected and heard, despite their "line staff" or "supervisor" status. The focus of the organization reflects the same then for the clients, which is good.
2	i greatly appreciate what this organization does and offers to the community. i feel that we have changed lives and that we have had a hand in helping people learn how to accept and change a lot of things in their lives, that without the counseling a lot of people may not have been able to acquire the skills and tools to change their lives. i love each and everyone of our clinicians and greatly appreciate them for the outstanding jobs that they do.
3	I believe this agency is really making huge strides in providing services. We have multiple sites set up to serve more people, and we have a variety of committees organized to stay on top of potential concerns. I also believe this agency excels at providing ongoing training for clinicians and psychology students. However, while I believe this agency is a great opportunity for clinicians, I feel very much the opposite about support staff positions at this agency.
4	I thoroughly enjoy the work environment at this agency and the range of tasks that I am assigned to complete. I feel comfortable in my work environment and enjoy the flexibility. My only qualms are with the pay level; however, the pay level was explained to be in detail before I accepted my position. Additionally, I am familiar with the monetary restrictions of work in a non-profit organization and do not find the pay level incredibly unreasonable given these restrictions.
5	It is very understanding of personal lives and allows for flexibility for people to manage their lives outside of work. The agency helps clinical staff remain up to date on the newest information as well as provide free continuing education courses.
6	I think that this organization is overall very good and clinically sound. I would like to see much better use of assessments. I would also like to see a little more tolerance for individual style in report-writing and write-ups.
7	I enjoy the flexibility. It has allowed me to maximize my time with my children, but to still make a financial contribution to my family.
8	It is a very solid and pragmatic organization that is driven to move in the right direction and at the right pace.
9	MOPS provides excellent feedback and professional growth opportunities while validating the individual's current skills and contributions. This organization is a great place to work and is flexible enough to meet the demands of one's personal life.
10	Great!!
11	It's a blessing to me personally and to the community.
12	Honest and consistent, but extremely low-paying.
13	Constrained
14	positive; I like working at MOPS. The agency has experienced a lot of growth and needs to make more internal changes to keep pace with that growth and keep itself sustainably healthy. It has stayed true to its mission and goals; it faces the task of keeping to those goals in its larger (and growing) state without bureaucracy taking over and losing site of those goals.
15	A well-run organization with an excellent blend of personalities and qualities
16	Mops is awesome.
17	It is a great organization. I am glad to be a part of MOPS.
18	Progressive.
19	Clinical skills are very good and support staff are very efficient.
20	Positive
21	I think we are heading in the right direction but a little worried we are moving too fast. Which could lead to very stressful catch up situations and impact our quality of work.
22	I think it's moving in a positive direction for the most part but don't understand the decisions being made in regards to some of the off site offices. I think some of the locations are hurting us financially.
23	I think we have come a long way from when I started. We've had many ups and downs, but the agency as a whole has had the strength to hold together and become stronger yet. I love what the agency does for the community and the clients.
24	I agree with the views and mission of the organization. I would like to see the organization give back to it's employees more as well as the community.
25	I fell it is good but could be a little better
26	MOPS is a good place to work for, the vision and mission of the company is respectable and I believe for the most part that is what is important to MOPS, I believe they try to do things for the employees to make them feel appreciated but the bottom line is I need to be paid more for what I do and to be able to continue working for this company
27	I like it here. The people are pleasant for the most part. I think there is a general belief that we need to take care of each other. I do worry though that as we grow the beast takes on a life of itself and we lose sight of our greater mission.
28	Things are going good

29	Overall, it appears this organization provides a comprehensive service for people in the community (while there is always room for improvement--i.e., perhaps more psychiatric services).
30	It is full of caring, compassionate people and is really making a difference.
31	Overall, it's good. There has seemed to be a lot of turn over and transition, sometimes difficult to form relationships with other staff because of that.
32	It is a positive work environment, where growth is encouraged.
33	I love the work that we do here, and the organization as a whole. The training and supervision is wonderful and I genuinely enjoy working for MOPS. This is also what makes working here difficult, because while I enjoy coming to work everyday, and can honestly say I love my career, it is hard to pay the bills. The growth of the agency is promising, and I feel that I am encouraged and supported in moving forward in my career and developing my skills.
34	Fairly positive, I believe that improving community mental health can be a difficult mission and is logistically challenging. I believe that we could improve slightly in educating and preparing new clinicians on how to best use our technology and I also believe that we could do a better job casting vision for a community impact both internally as an organization and externally to the communities we practice in.
35	Positive Encouraged Hopeful
36	I think it's a great agency that cares and does a lot of good for the clients, thus helping the community.
37	MOPS is a good, friendly place to work; very "family oriented" where one has a sense of belonging and being part of a "team" that serves the clients well. It is an organization that strives for excellence in all areas, from staff performance to client satisfaction.
38	I am excited to see it grow and change lives for the better!
39	excellent; quality; professional
40	Being new so far it looks very successful to me
41	I appreciate and value MOPS and its mission

35. What first motivated you to come and work for a non-profit organization?

	Responses	Percent
Responses:	36	100%
Total Responded to this question:	36	50.7%
Total who skipped this question:	35	49.3%
Total:	71	100%

Graph/Chart function not relevant for this question type.

35. What first motivated you to come and work for a non-profit organization?

Response	Response Text
1	Flexibility, worked for non profit organization before and really liked it.
2	Offered a job.
3	i was just looking for a job
4	I had had some previous experience with non-profit organizations while volunteering for a couple women's shelters.
5	The flexibility and range of tasks associated with my position.
6	The opportunity to work with people of varying ages and mental disorders.
7	job availability, flexibility, desire to have quality people working for individuals who typically don't receive quality services.
8	The opprotunity to work within my profession while at the same time helping others.
9	I personally like the idea of providing assistance to our Client's and I want to contribute in a positive was to my community.
10	What they can do for a community. The goals of the organization
11	Worked in the past for non-profit, wide range of experience
12	My giftings being utilized.
13	Availability of jobs which allow for clinical supervision.
14	I liked the agency and believed in its goals and purpose; it happened to be non-profit.
15	The diverse population of clients
16	full time employment
17	The ad in the paper and Alice. No offense to Alan. What would we do without our G-Bear?
18	The desire to provide mental health services to a diverse population of individuals.
19	Helping others.
20	My degree!
21	I had no idea what that meant at the time. Would I now make the same decision?
22	The idea that a non-profit isnt driven by how much money it will make (in a corporate sense) but more so on the quality of service it provides.
23	I honestly did not know it was non-profit until after I started.
24	I was not really motivated by the non-profit aspect as I was not aware that it was non-profit untill I was hired. However what did prompt me was the warm welcome, that I felt in the interview.
25	I've come to see this as a vocation not a job. Though I have worked for, for-profit places they were few and I think it's just the nature of the work that organizations that serve this population are going to be non-profit.
26	Nothing specifically in reference to a non-profit organization. A friend referred me for the position.
27	Primarily, looking for employment oppportunity.
28	I liked the goal and motivations of MOPS
29	Wanted to work in my field of study. This seemed like a good place to learn. Have worked in the past with non profit organizations.
30	The type of work that is done here is wonderful. Also there is a greater deal of job security in working with this type of agency.
31	State required experience, and payment for duties as an intern.
32	Got offered a position
33	I am a people person and I love to help out any way I can.
34	professional goals; availability
35	Job description and type of service
36	Internship oppurtunities

36. What are the reasons you have stayed at this organization?

	Responses	Percent
Responses:	41	100%
Total Responded to this question:	41	57.75%
Total who skipped this question:	30	42.25%
Total:	71	100%

Graph/Chart function not relevant for this question type.

36. What are the reasons you have stayed at this organization?

Response	Response Text
1	Flexibility, well organized, Friendly staff, hours, and really enjoy working with people.
2	Reasons previously stated, being respected and it being a positive environment for career development. From a clinical standpoint, supervisors are clinically sound and make ethical choices.
3	i really enjoy the people that i work with, the flexibility that we have here when personal things come up, we can take the time off that we need to deal with it.
4	Flexibility
5	I enjoy the work environment and attitude of my co-workers. Additionally, this agency is supportive of my growth and development as a professional.
6	The supervision is outstanding, the office staff (both clinical and clerical) are great to work with.
7	flexibility and love the job.
8	The amount of trust I'm given, the flexibility, the atmosphere. The bonuses are generous, and the holiday pay are as well. As a part time employee, I cannot vouch for other perks or benefits.
9	I feel a greater responsibility to this organization than I would a corporate company.
10	I have a high level of job satisfaction and enjoy the flexibility of my job.
11	I'm happy, satisfied, and learning.
12	The relationships and the place to be to serve.
13	The need for clinical supervision while pursuing licensure.
14	Belief in the mission and goals and providing good services to underprivileged populations. Flexibility in scheduling is immensely important.
15	gaining experience
16	Flexibility and the most awesomest supervisor ever.
17	Same as described above.
18	Positive work environment. Good Communication between staff.
19	Good supervision and experience
20	I have enjoyed working with wonderful people and the flexibility the agency provides.
21	flexibility and co-workers
22	The people who work here, the flexibility of hours and how they are very family oriented, have a lot of time invested.
23	I really like the people involved.
24	Co-workers
25	I believe in the vision and mission statement, I enjoy the people that I work with and for the most part have been treated well since I started here. Unfortunately that is not enough to keep me long term.
26	The people are nice. There is flexibility to "have a life" outside of work. I have never been attracted to "glitz". We are not exactly bare bones but, at lease in lancaster, there is a attitude that we can do our job even if we have to take out our own trash once in a while.
27	Having a full time job is very nice
28	Flexibility, and always learning
29	Superlative flexibility and enjoying the type of work that I do.
30	The nice atmosphere and feeling like I am helping the community.
31	Close to home, flexible schedule, good supervision
32	The flexibility, enjoy the job role.
33	I have stayed because of the people and the company as a whole, as well as the opportunities that have been presented to me.
34	State required experience and payment for duties as an intern. However I have found various sources of wisdom and have had excellent opportunity of learning from the experience and expertise of staff members here. It has been a privilege for me to consult others in treating clients and learning the craft counseling in terms of practice, professionalism, and self-care.
35	Flexibility Collegues Staff

36	It's a fun place to work, for the most part! I also like the fact that we "help" people.
37	Good leadership and stable work environment.
38	Great working environment! Everyone is so helpful!
39	enjoy the professional atmosphere; accomplish professional goals
40	New hire
41	Supervision and education

37. What could be done to make this a better place for our employees?

	Responses	Percent
Responses:	33	100%
Total Responded to this question:	33	46.48%
Total who skipped this question:	38	53.52%
Total:	71	100%

Graph/Chart function not relevant for this question type.

37. What could be done to make this a better place for our employees?

Response	Response Text
1	More informal gatherings of employees.
2	can't think of anything
3	Regarding a previous question on staff being recognized as individuals, I believe we are recognized, but not respected. Support staff do an immense amount of work for this agency, but most support staff I know are not recognized or respected for that. Very few clinical staff recognize how much work support staff members have or give thanks for such work. There is a huge respect gap between the that of clinicians and support staff, which is not conducive to a happy work environment.
4	As stated before, an increase in benefits.
5	More safety for employees while at work, as well as increased pay or pay for ALL time that has been spent on work.
6	more opportunities for interaction, better benefits and / or pay, more clinical independence
7	I would like to see 1-2 holidays added for personal use at the employee's discretion. For example, I would like the option to take a holiday day on Good Friday for religious purposes. I am not sure how that would balance into the already given time, but it is something I think about on days like that.
8	The recent addition of bonuses has closed some of the financial gap between cost of living increases and our regular pay. This greatly increases the incentive to stay long term in a position where there is no base pay adjustment for years of services.
9	Better health insurance and more communication and benefits package
10	?
11	Supervision time to be paid at a higher rate thus denoting the value of the time to both the supervisor and the supervisee more than doing paperwork.
12	Greatly increased and consistent pay. Increased paid time off. Improved work environment. Coherent and consistent organizational strategy.
13	Better health and dental care benefits, better retirement plans and benefits (expanding existing ones), improved physical sites.
14	Increased salary/base pay; improved work setting (i.e. office location and office decor to be more inviting and professional)
15	It would be nice to make more money (the bonuses have been both helpful and appreciated). Covered walkways to and from buildings 1,2,3, and part of 4, but I never go to 4, so take 4 out. Also, bring back the concrete cookies from the office supply store. And finally, my own designated parking spot.
16	Maintain support, guidance and respect for each individual.
17	Education benefits. Pay for continued education, be it CEU's or advanced degrees.
18	More motivation for some people to change poor work habits.
19	It is difficult to watch some employees handled with "kid gloves" while others are just expected to take on more duties and do an outstanding job.
20	nicer offices (example: cleaner, no peeling paper, falling ceilings, nasty carpet, and mold)
21	Put us all in one building in the Lancaster offices.
22	Give more back to the employees. I really like the Kudos award but it would be nice if the supervisors and director made more nominations for the employees.
23	Money spent in better ways
24	I don't think we will ever get much credit from the culture that what we do is implortant. We have to do it for each other. Money is always nice. The bonuses have been a pleasent addition to this year but hearing nice things from co-workers and being thanked for grinding it out everyday is a real boost also.
25	Increased recognition of individual contribution and/or accomplishment, and perhaps better/more interactive communication.
26	Redecorating! Continued technology to help make paperwork efficient. Continued C.E. classes. Encouragement. Resource room.
27	The pay scale is quite low and it is difficult to accomadate financially for clients that are not present for sessions, which is often out of our control. Also, there seems to be limited opportunities, after being independently licensed, or receiving supervisory licensure, for raises. The Pay 1 rate is extremely low, and I feel it would be helpful to increase it. Also I often work more than 40 hours and am not compensated for those hours over 40. There also need to be more advancement options
28	More thorough training, for example a more structured orientation. Perhaps more formal employee interaction-maybe a once a week group supervision or some forum to bounce ideas and concerns of practice off of each other.
29	Not sure.
30	Not too much. It is pretty good the way it is now.
31	We need to continue to work on improving the physical environment and making the agency look professional - clean, etc.

32

Too early to answer

33

Financial investment in employees and more efficient tools (which I've seen progress in)