

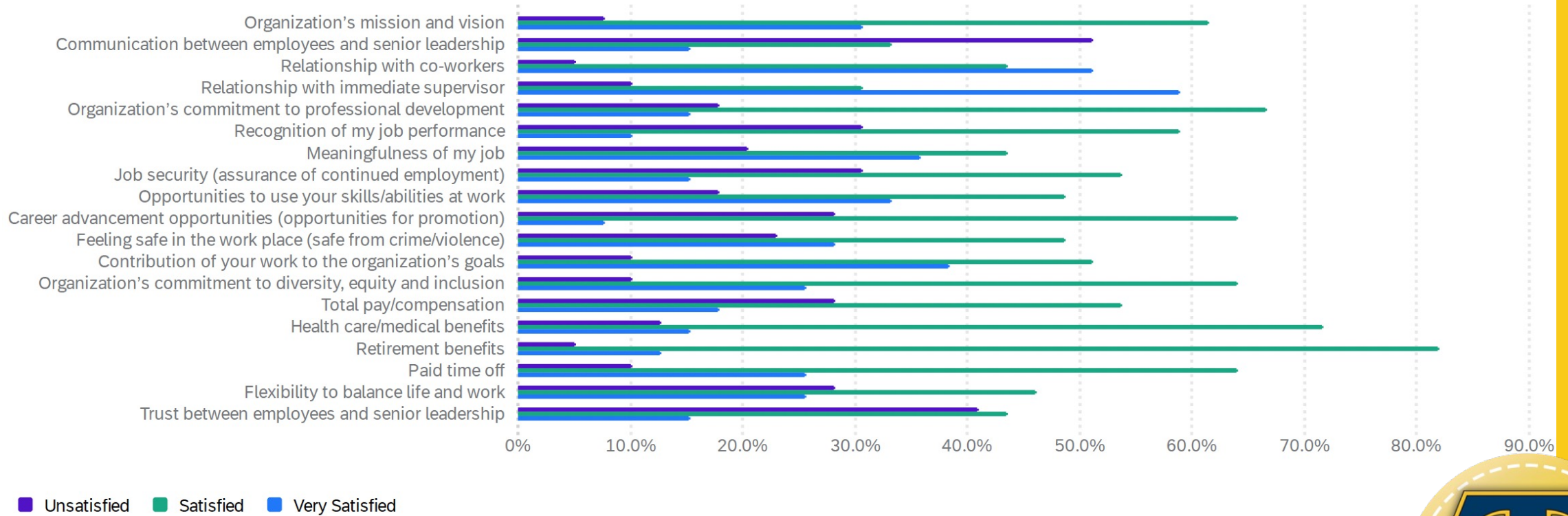
A silhouette of a person holding a sword high in the air, set against a background of a sunset or sunrise with orange and blue clouds. The person is wearing a helmet and a tunic.

# 2022 Climate Survey

Trinidad State College

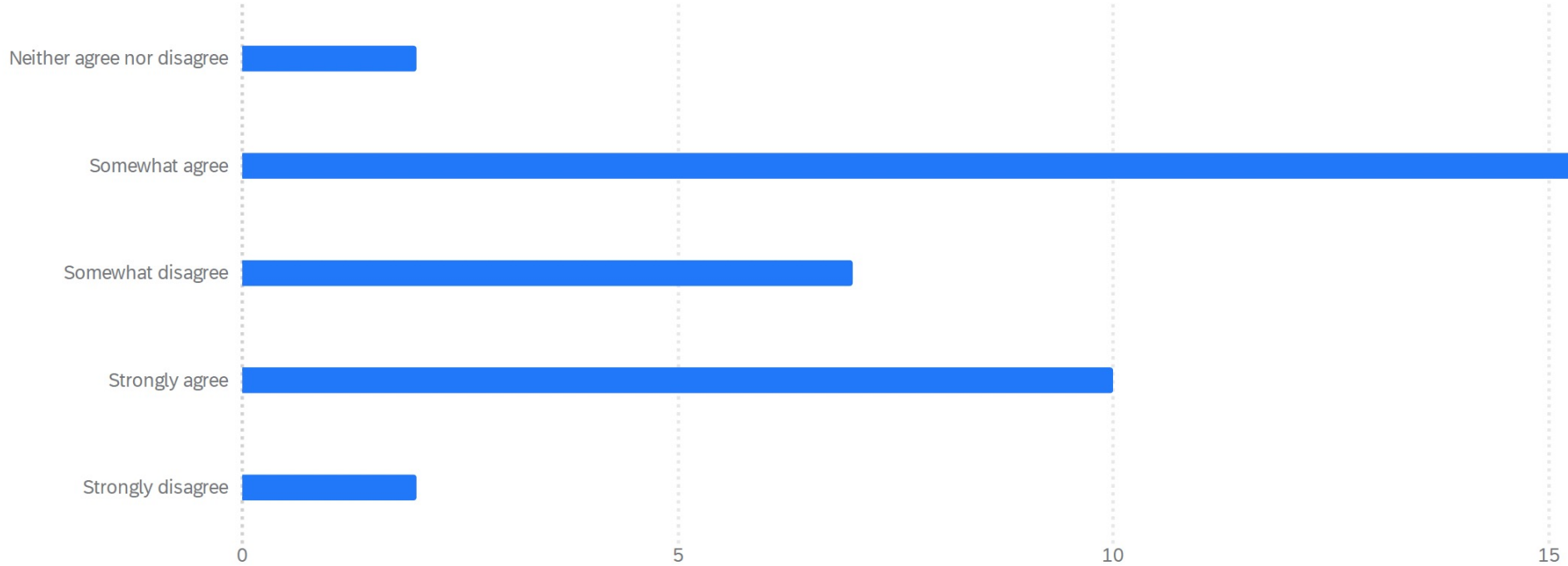
# Employee Satisfaction

Please rate your level of satisfaction with each of the following statements as an employee at your institution.



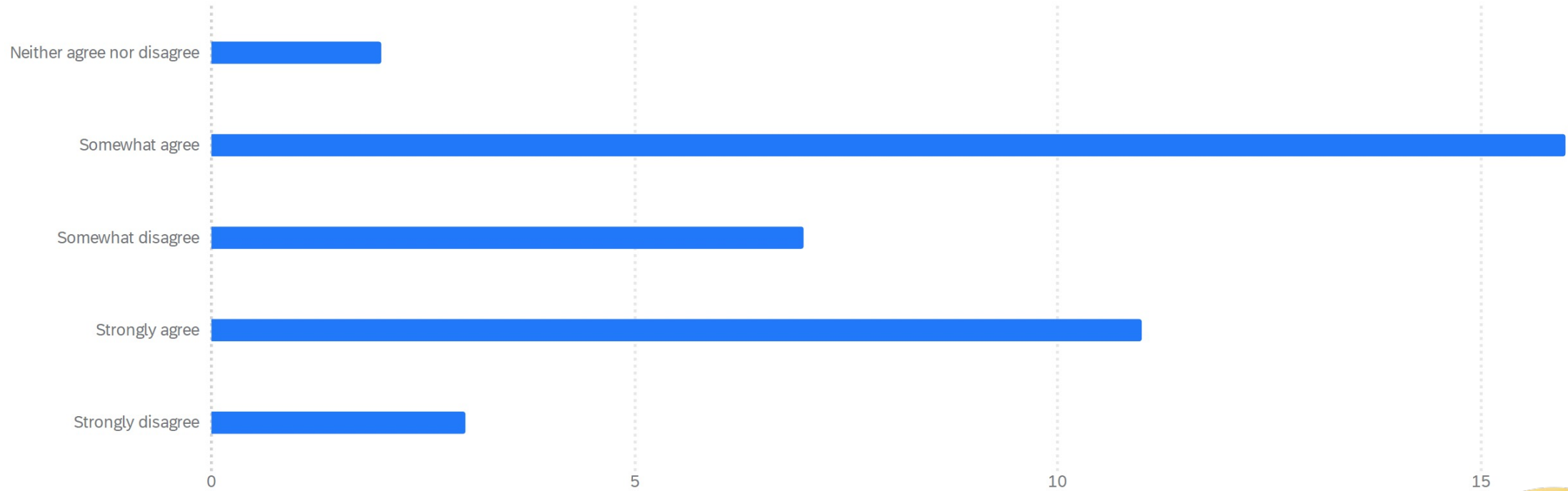
# Great place to work

My institution is a great place to work.



# Student success

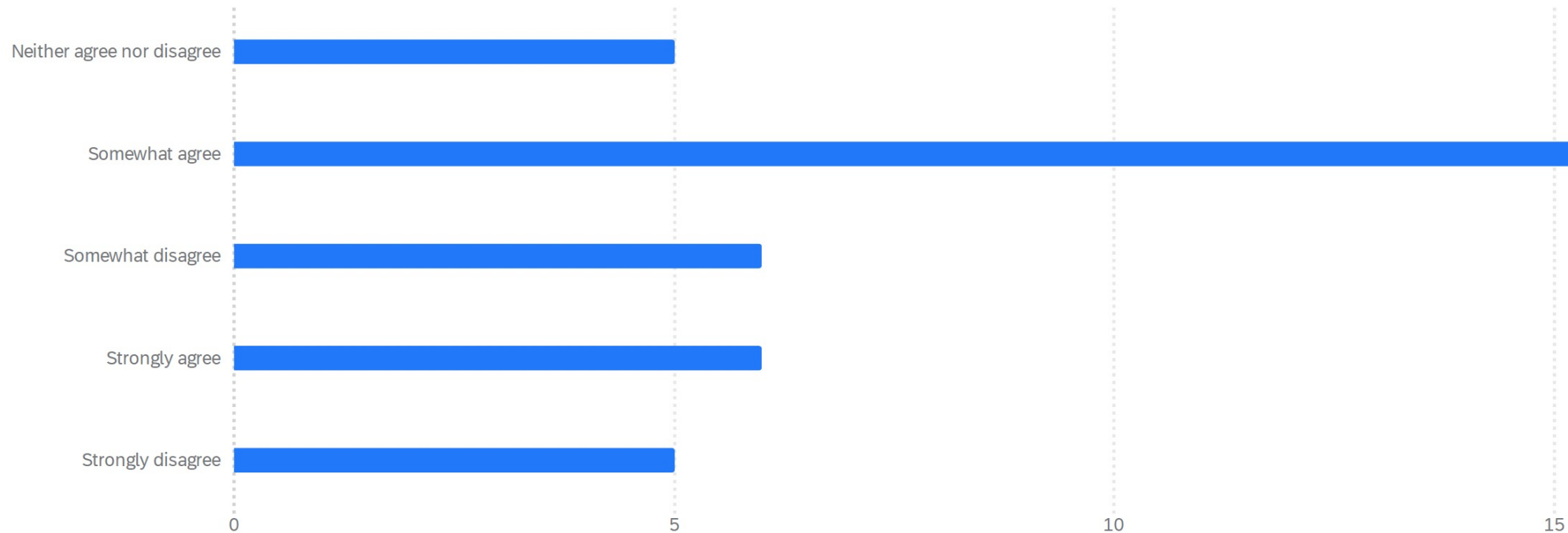
Student success is a top priority at my institution.





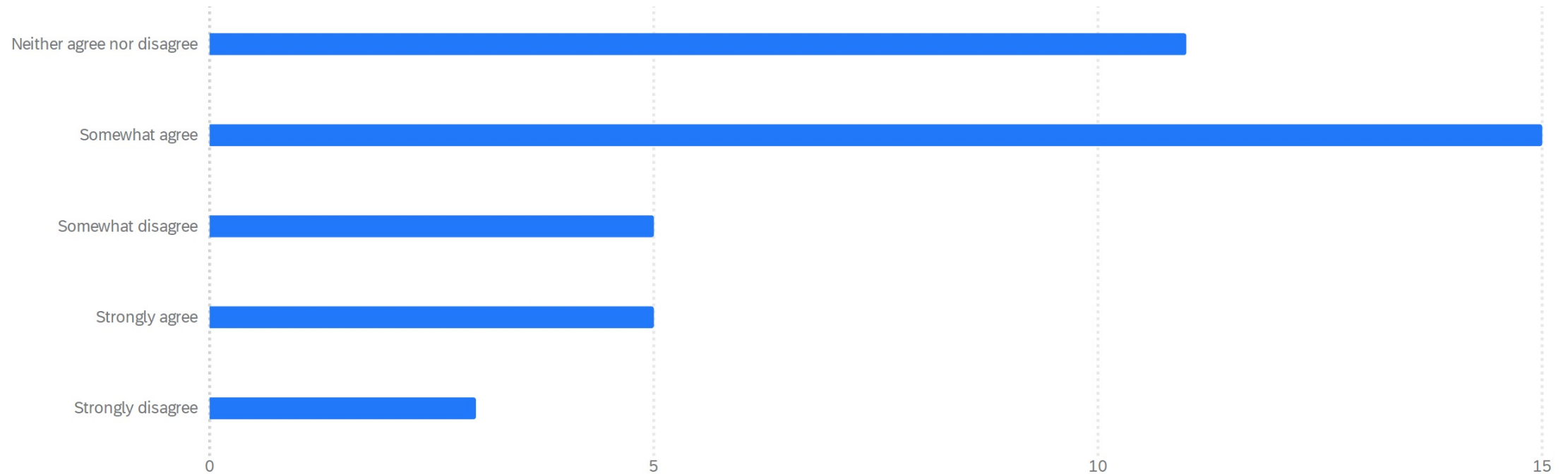
# Partnering with students

My institution does a good job of partnering with students to provide them with the support they need to be successful.



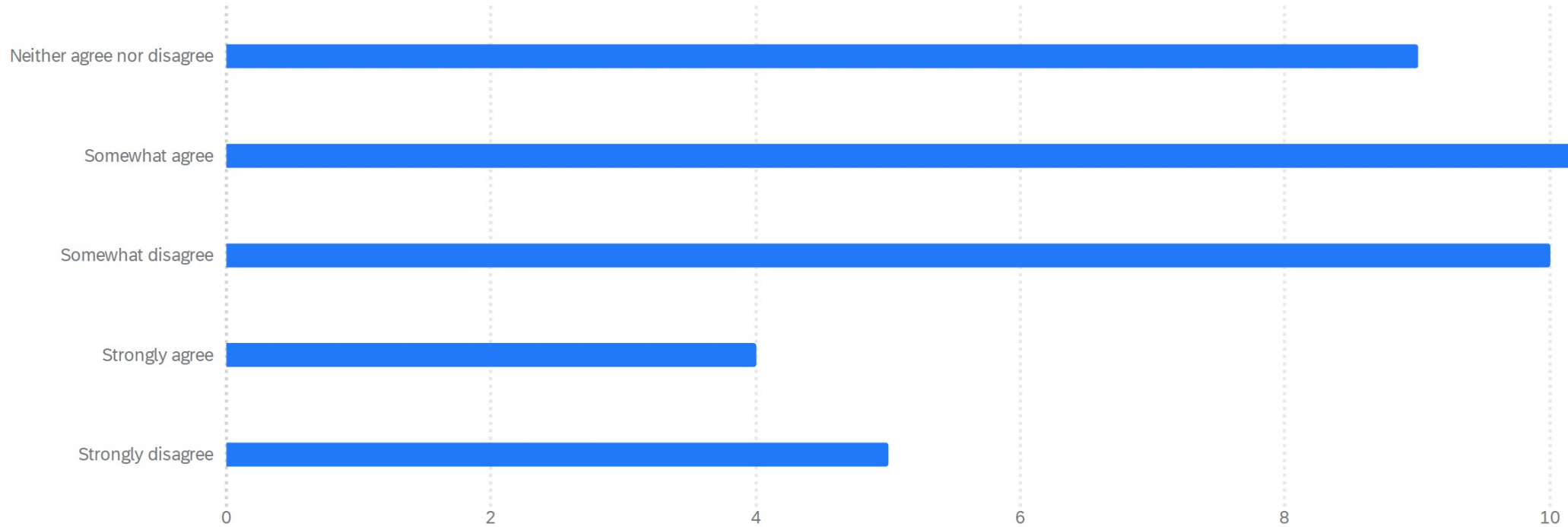
# Data driven decisions

My institution makes data driven decisions.



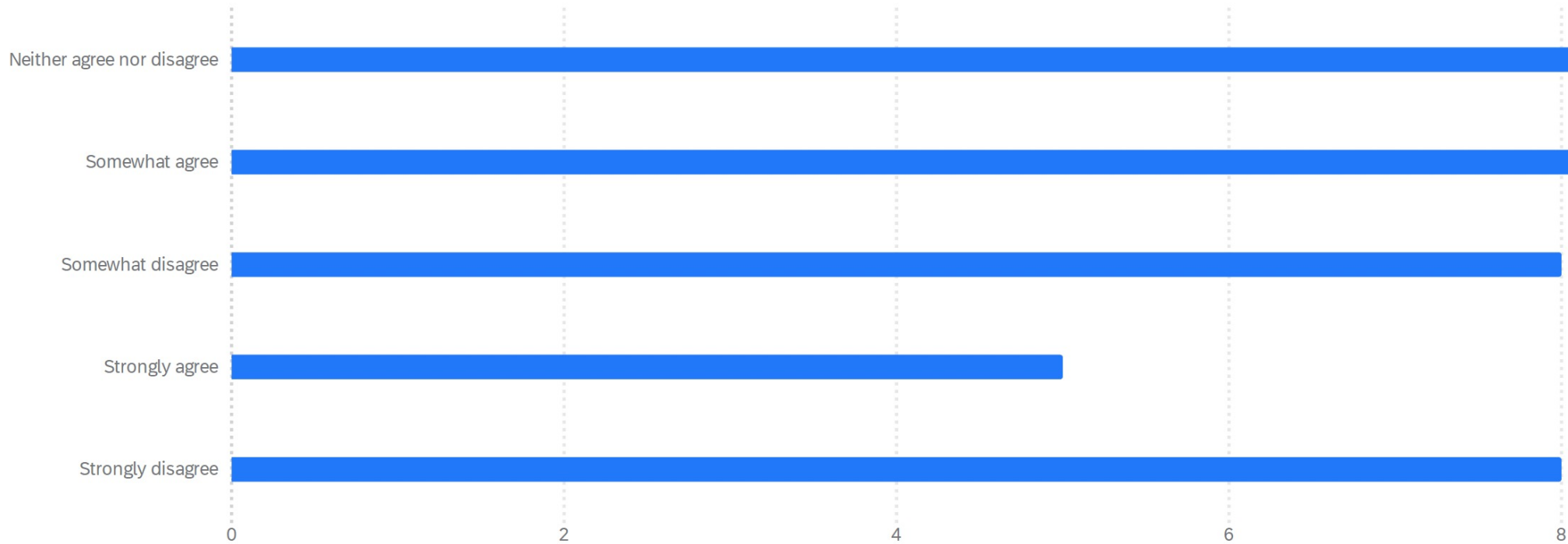
# Is TSC innovative?

My institution is innovative.



# Institutional planning

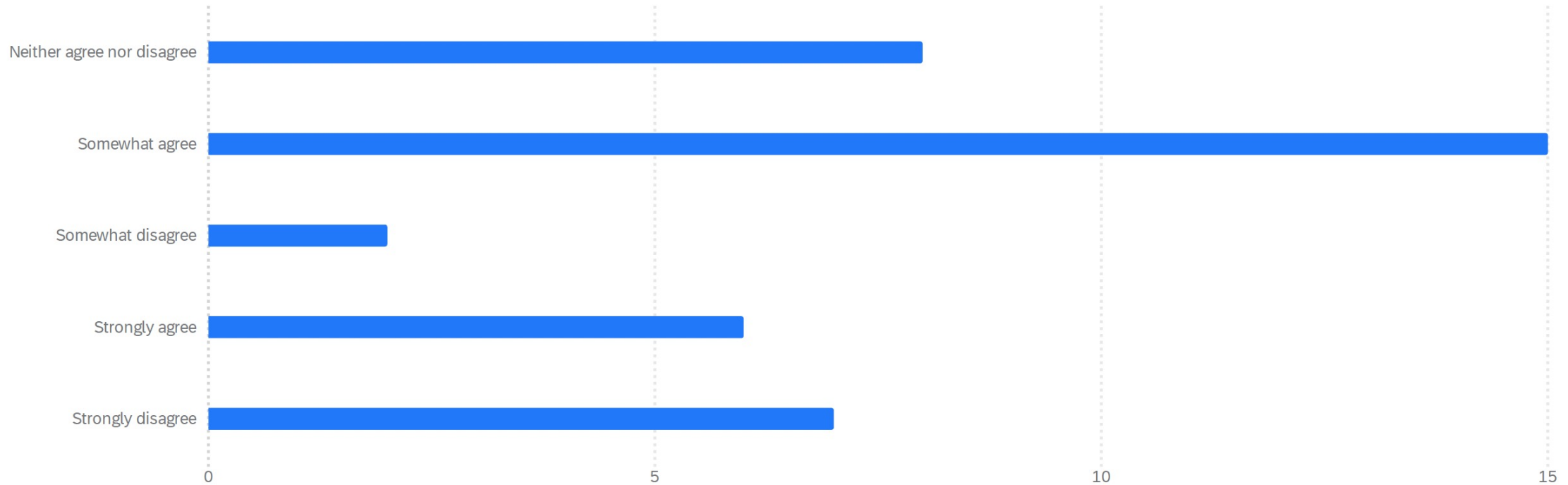
I have sufficient opportunities to participate in institutional planning.





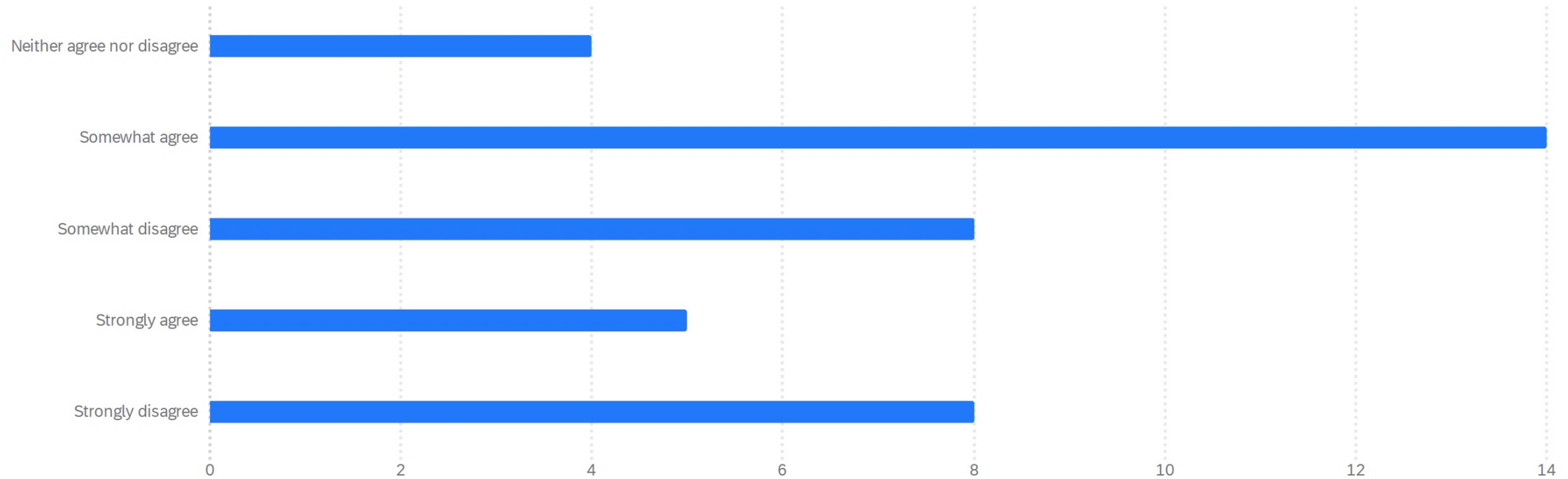
# Institutional goals & strategies

Senior leadership does a good job of communicating institutional goals and strategies.



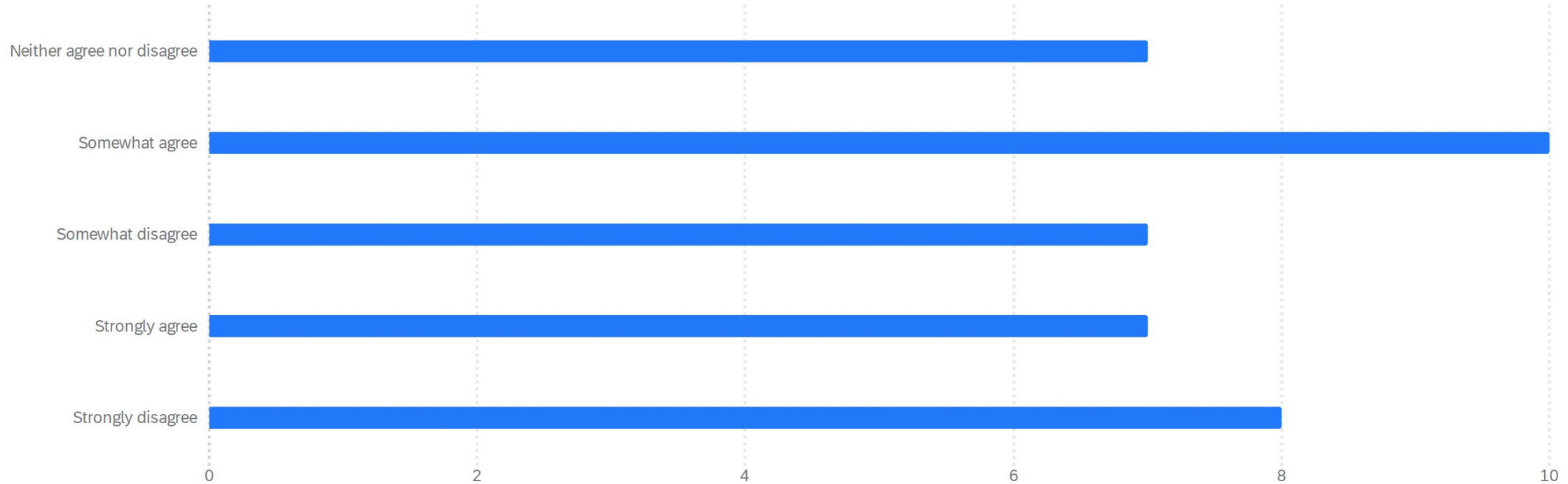
# I am informed

I am informed about what is going on at my institution.



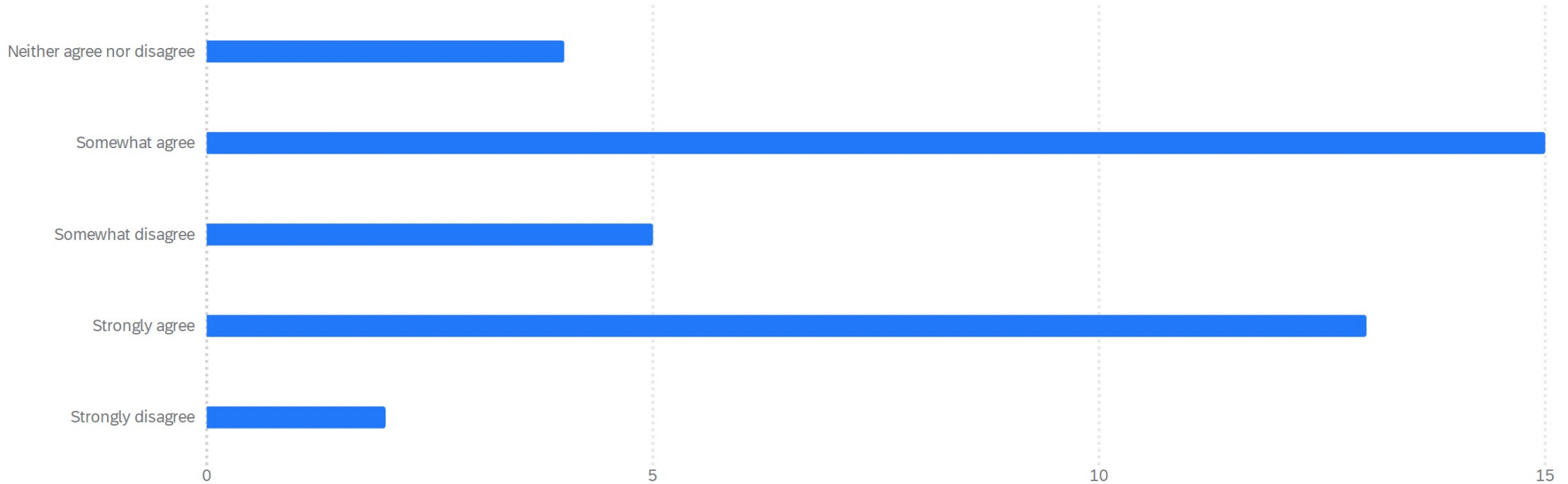
# I can speak up

I can speak up or challenge a traditional way of doing something at my institution without fear of losing my job.



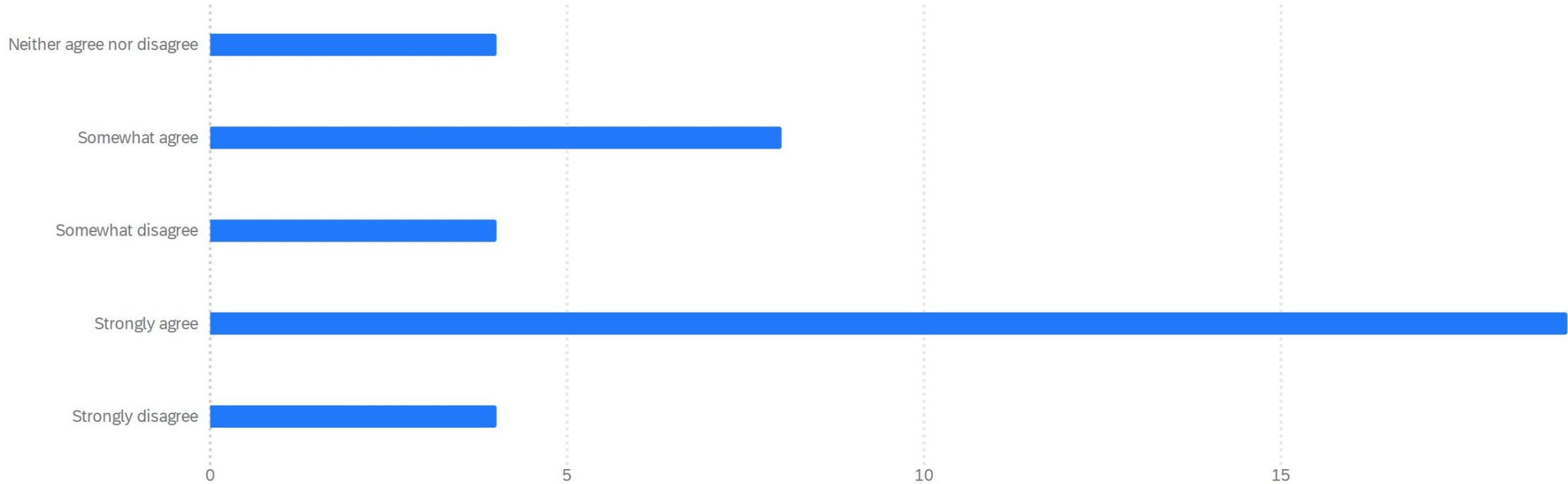
# I know what to do

I know what to do if a crime/act of violence occurs at work.



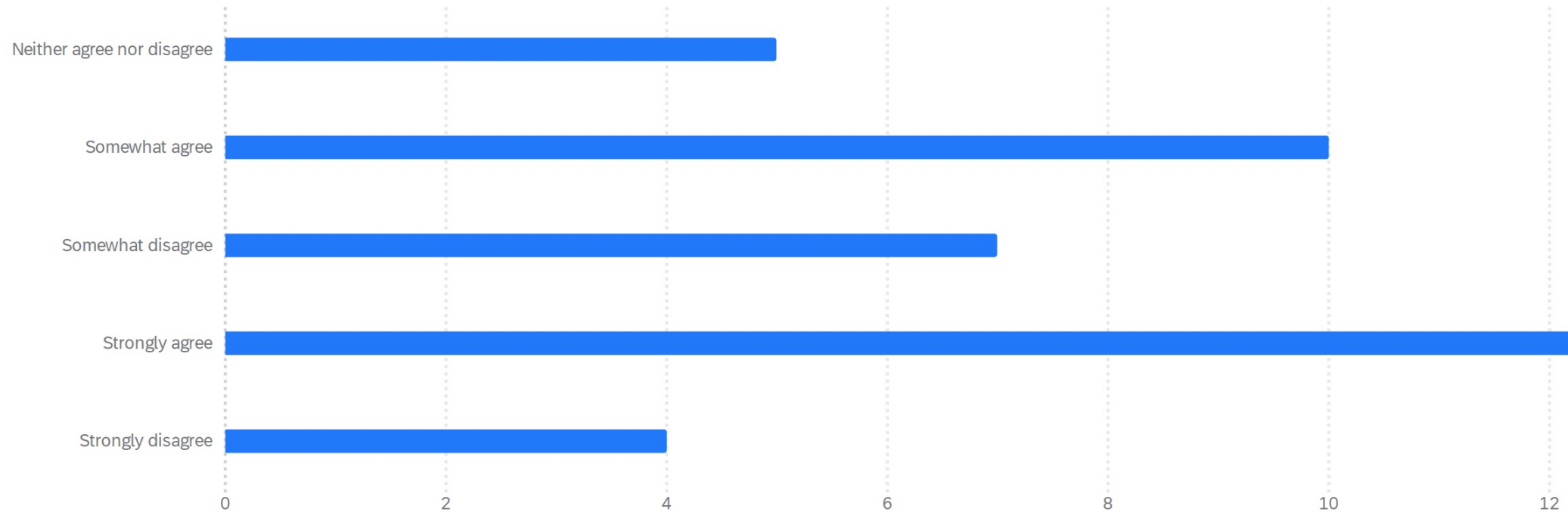
# I know what to do

I know what to do if an emergency such as a fire or tornado occurs at my institution.



# Opportunity to contribute

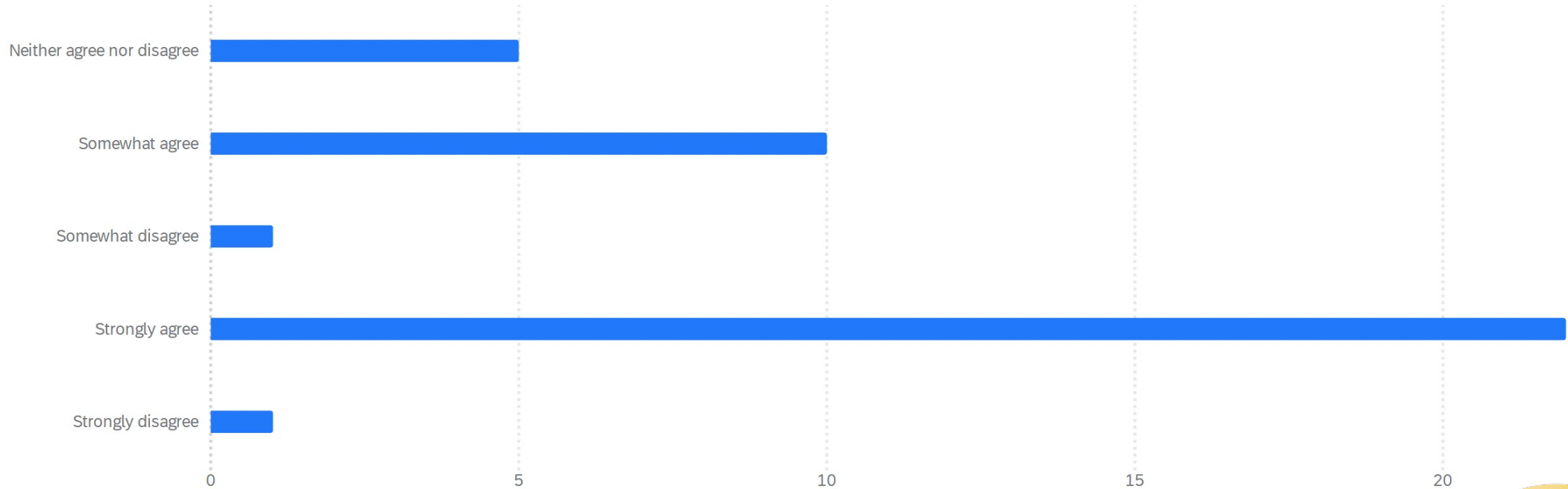
I have the opportunity to contribute to important decisions in my department.





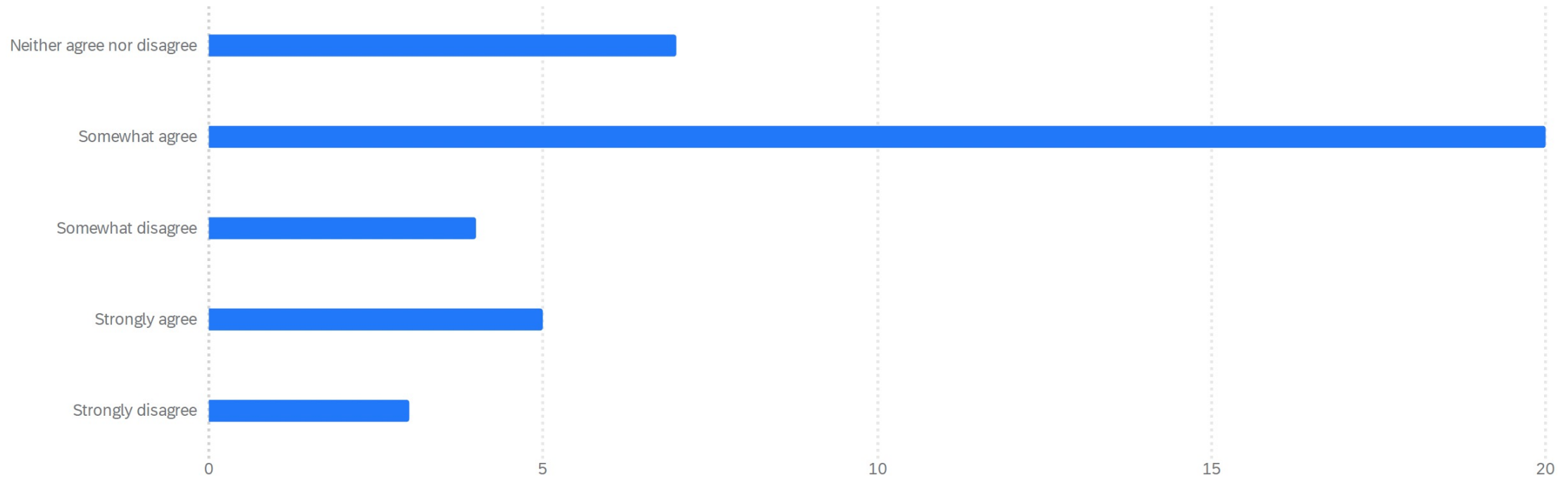
# Working well together

People in my department work well together.



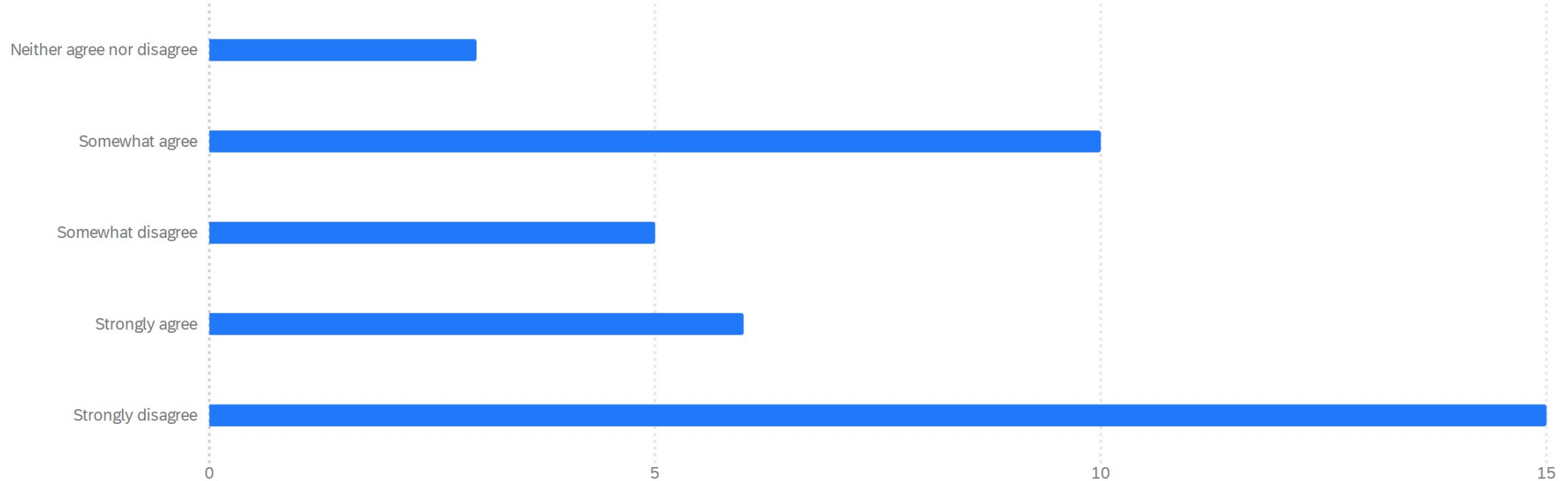
# Collaboration encouraged

Collaboration across departments is encouraged at my institution.



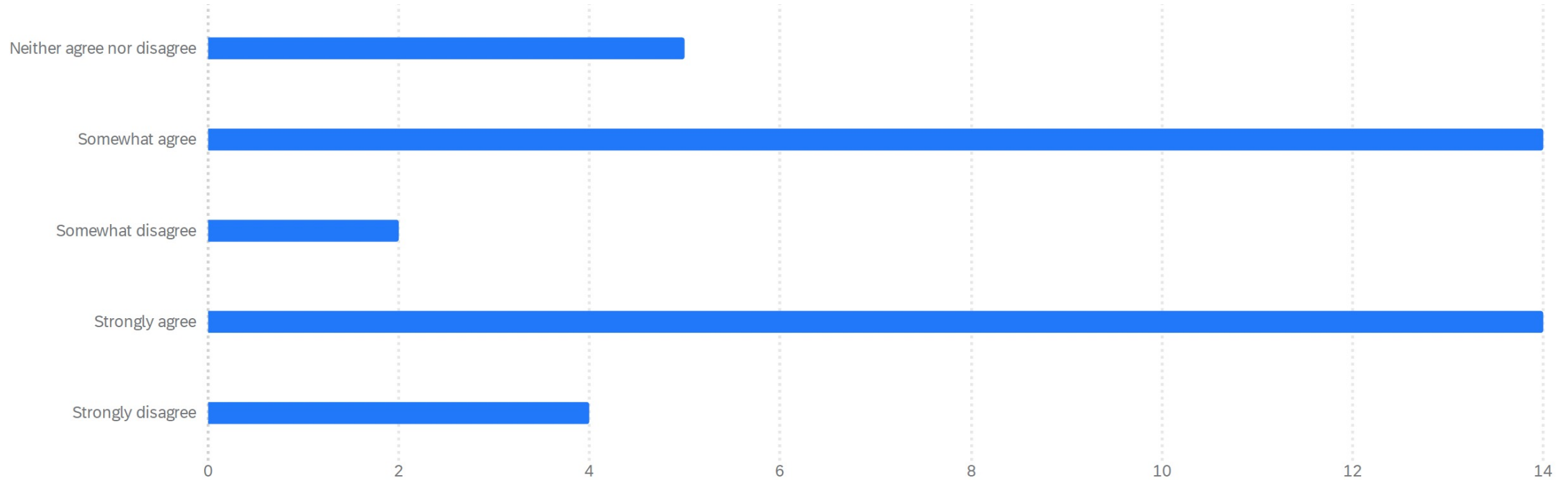
# Changes are discussed

Changes that affect me are discussed with me prior to being implemented.



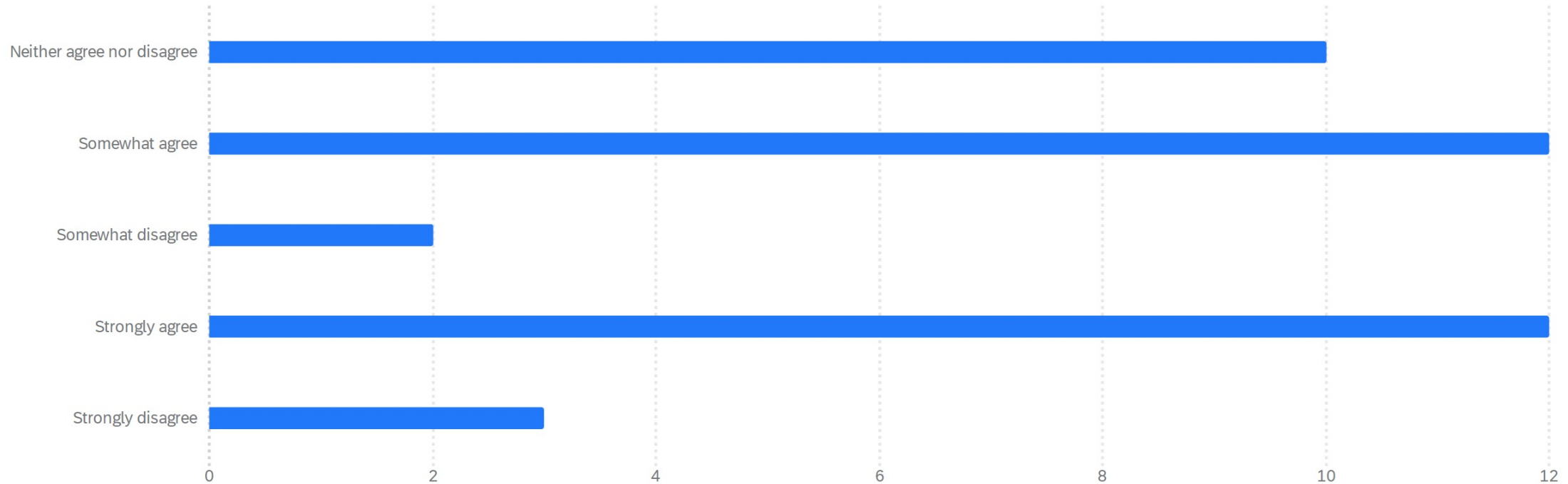
# Collegial & professional

I work in a collegial, professional environment.



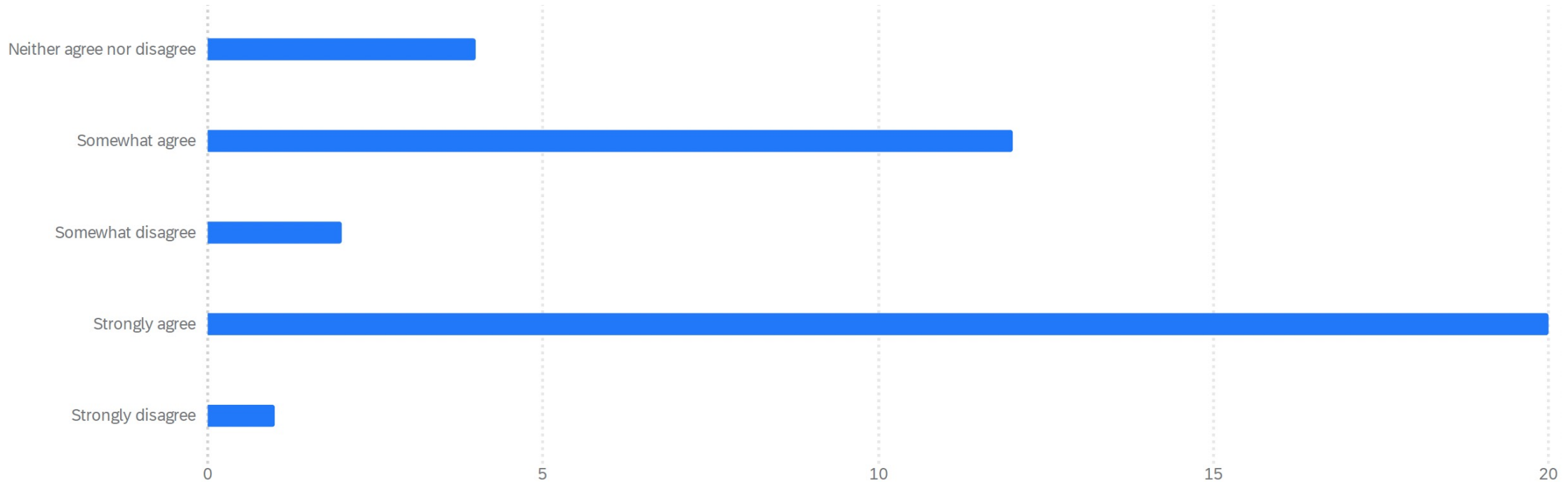
# Performance/personnel issues

Performance/personnel issues are addressed in my department.



# Supervisor expectations

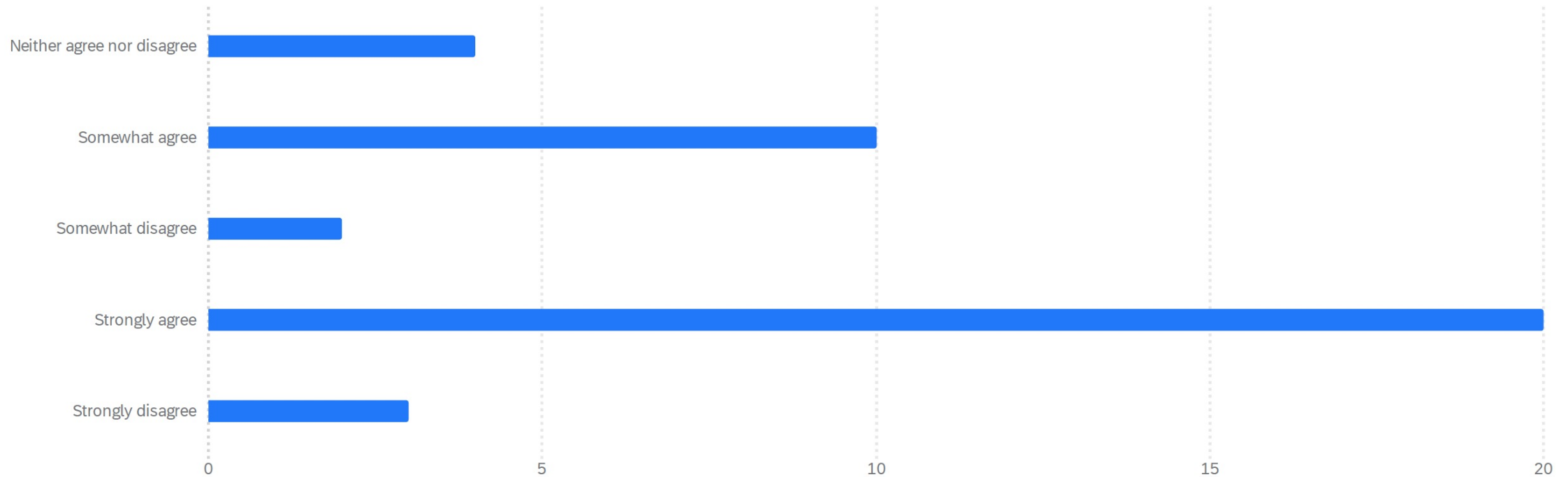
My supervisor makes their expectations clear.





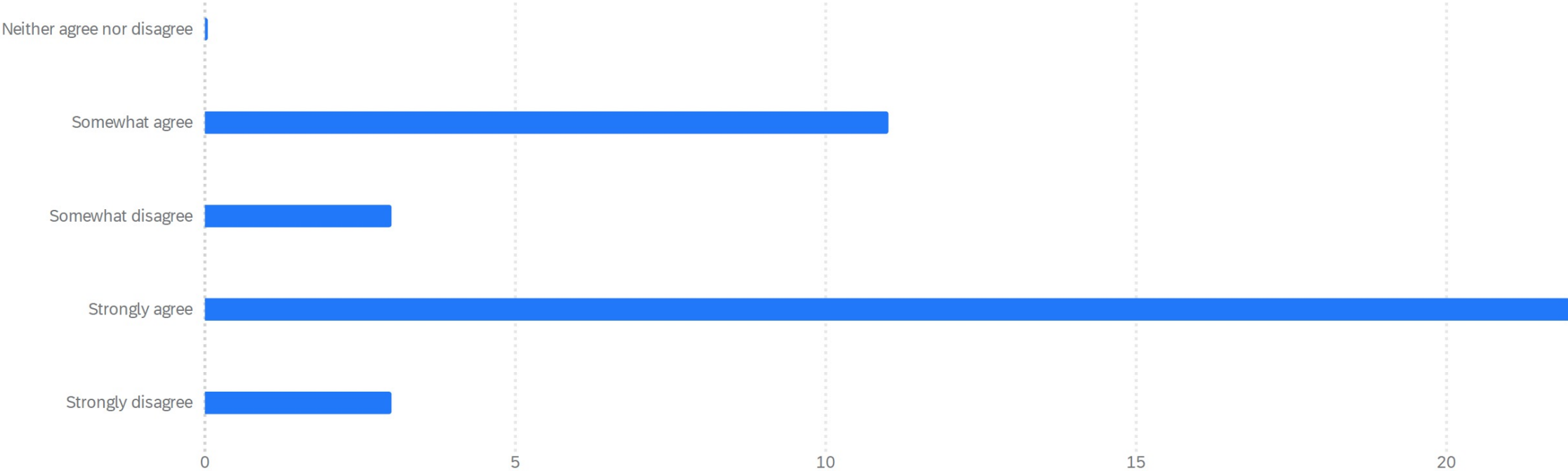
# Supervisor coaching

I receive meaningful coaching from my supervisor.



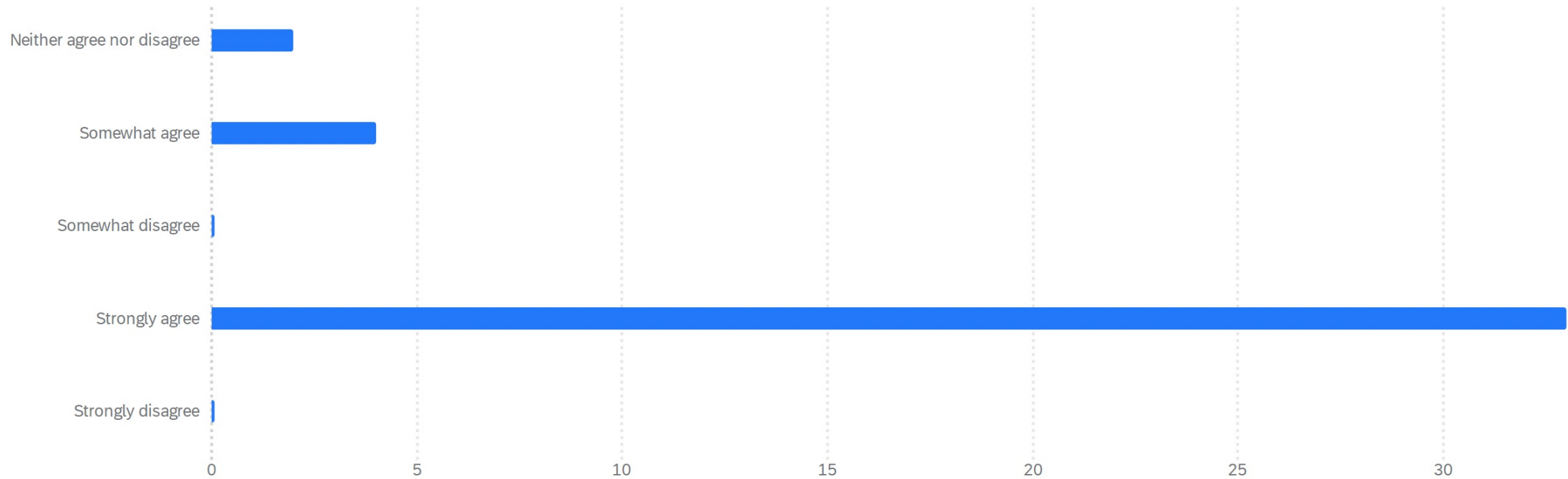
# Responsibility & freedom

I am given the appropriate level of responsibility and freedom to do my job.



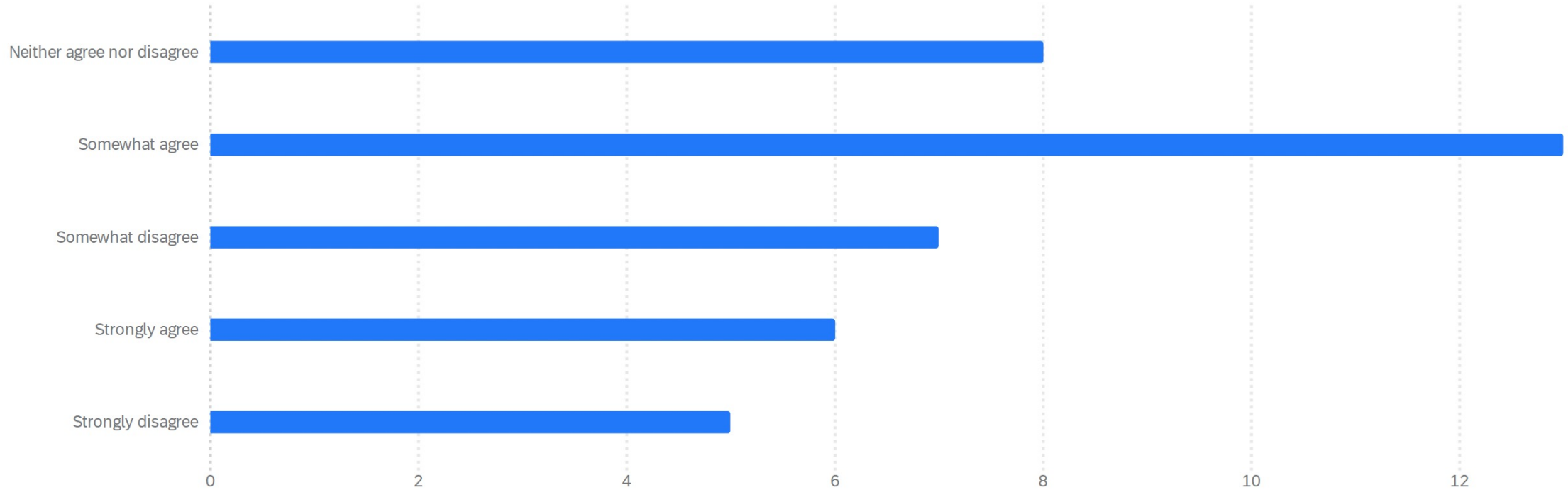
# Personal satisfaction/accomplishment

Doing my job well gives me a sense of personal satisfaction and accomplishment.



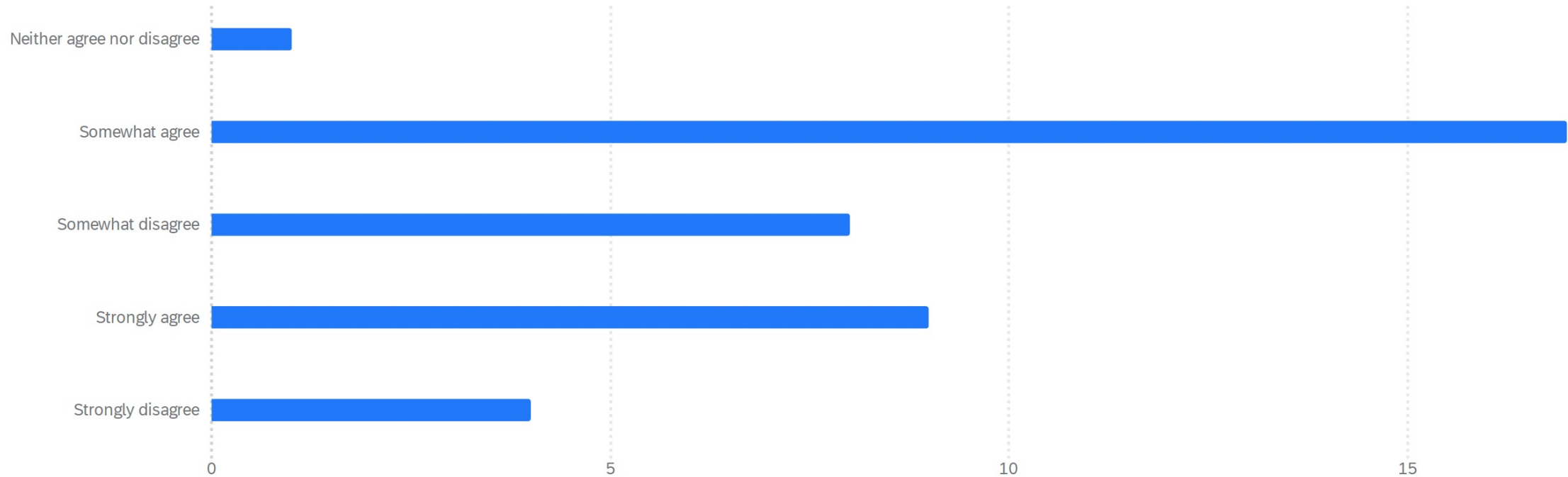
# Provided resources

I am provided the resources I need to be effective in my job.



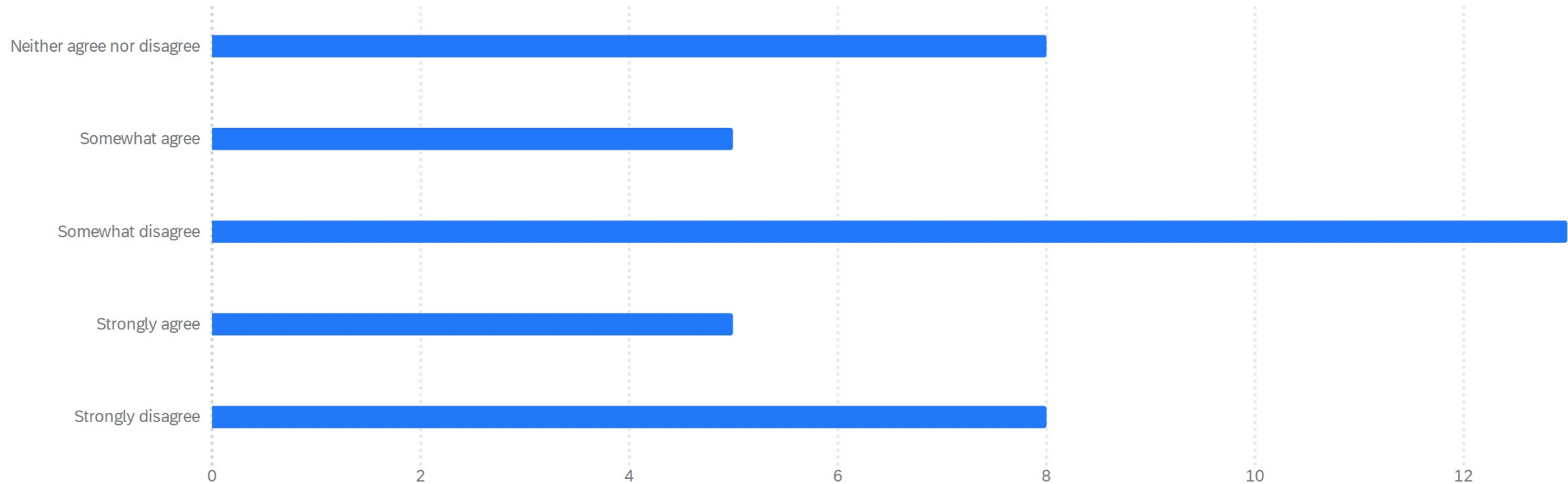
# Technical equipment

The technical equipment (e.g. computer, classroom/meeting technology, etc.) at my institution adequately meets my needs.



# Complete job responsibilities

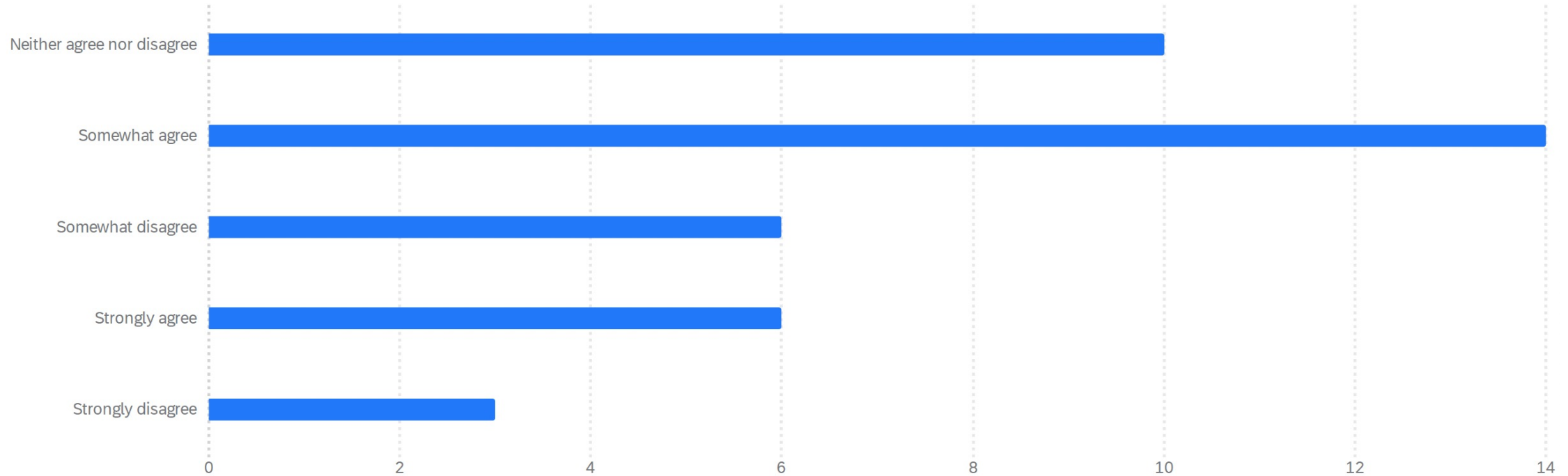
I am usually able to complete my job responsibilities without having to work additional hours.





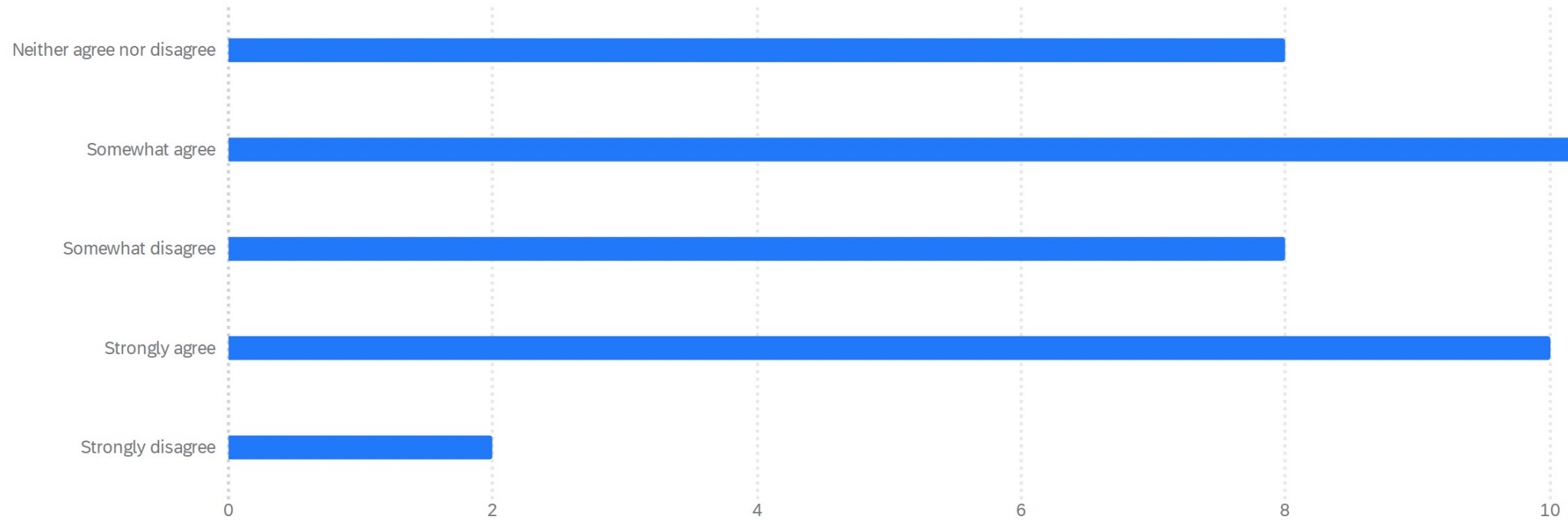
# Access to training

I have access to the training I need to do my job well.



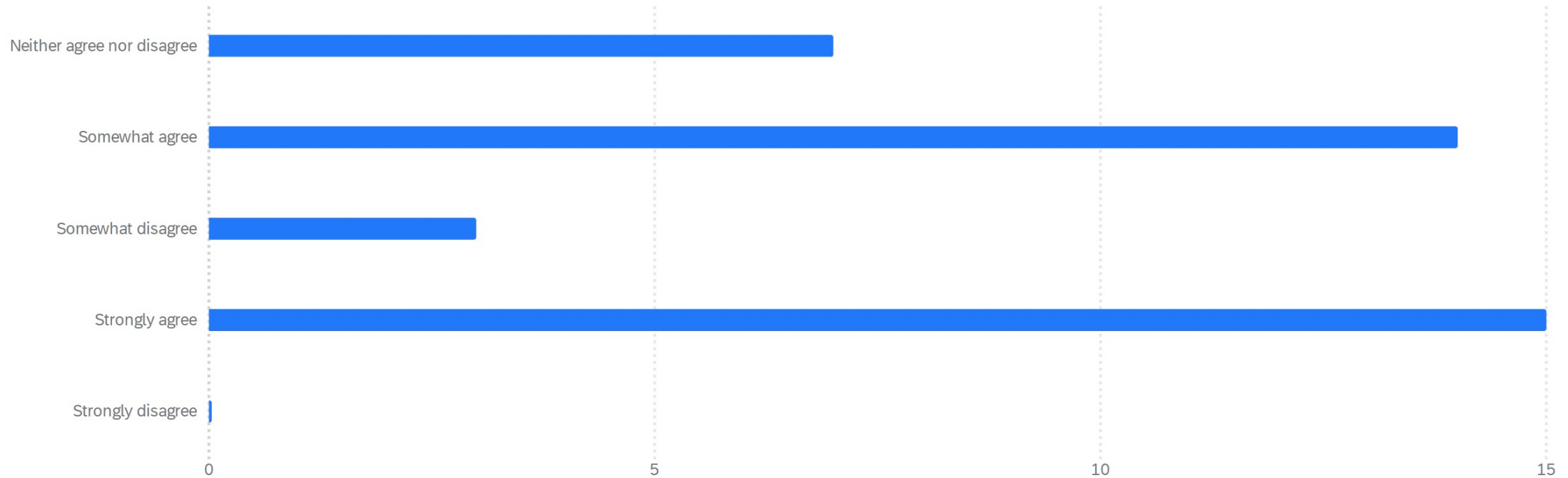
# Performance review

My institution's performance review process accurately measures my job performance.



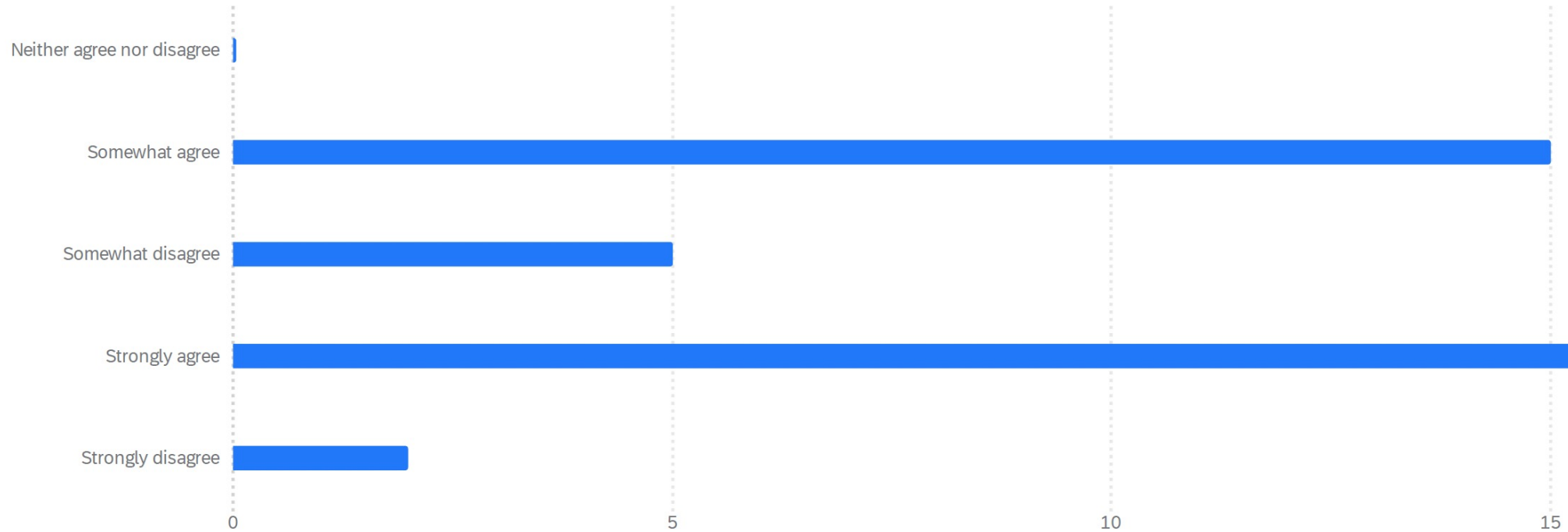
# Connections with coworkers

I am satisfied with the level of connection I have with my coworkers.



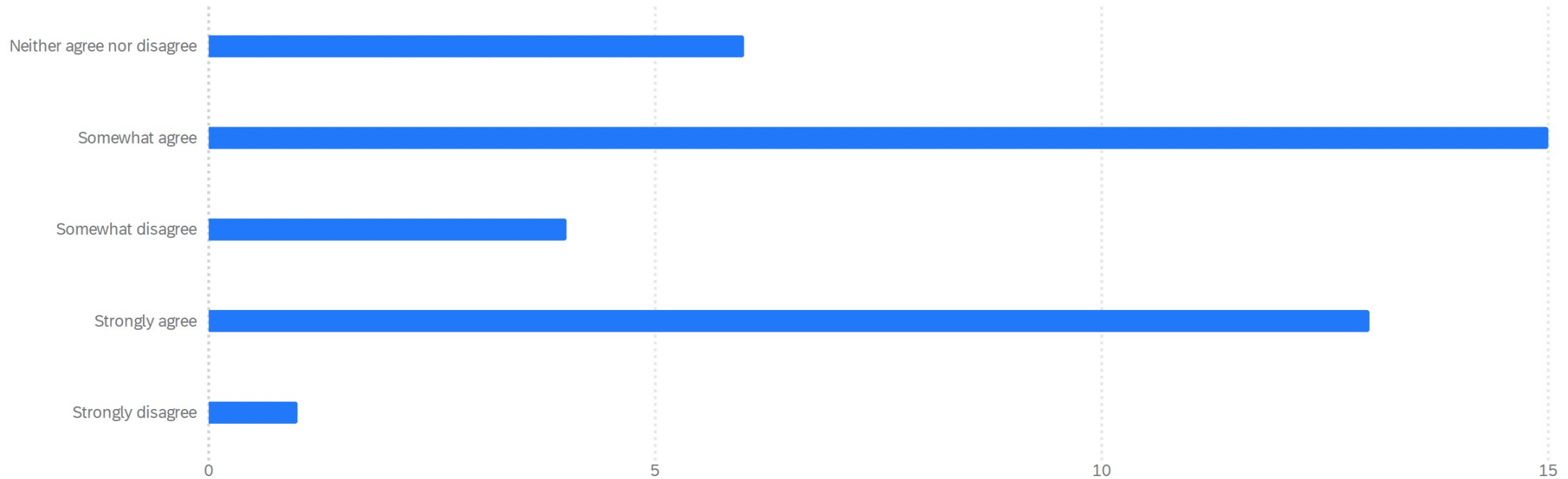
# I believe my supervisor

I believe what I am told by my supervisor.



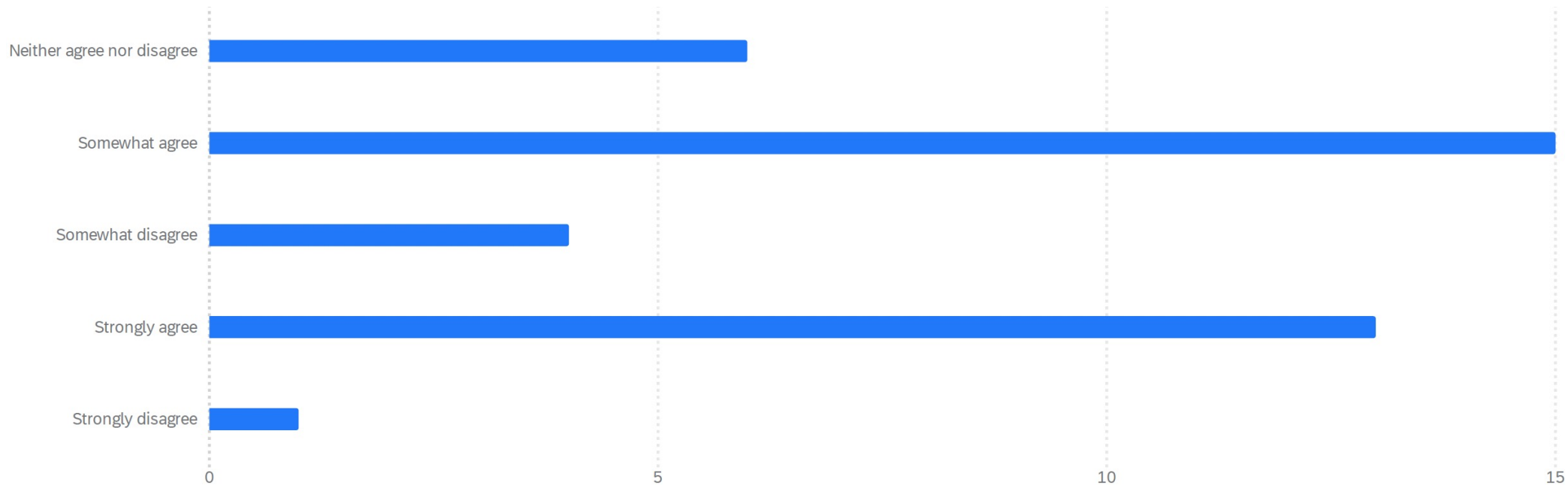
# I support diversity, equity, inclusion

I support the goals of my institution's diversity, equity and inclusion initiatives.



# Leadership supports diversity, equity, inclusion

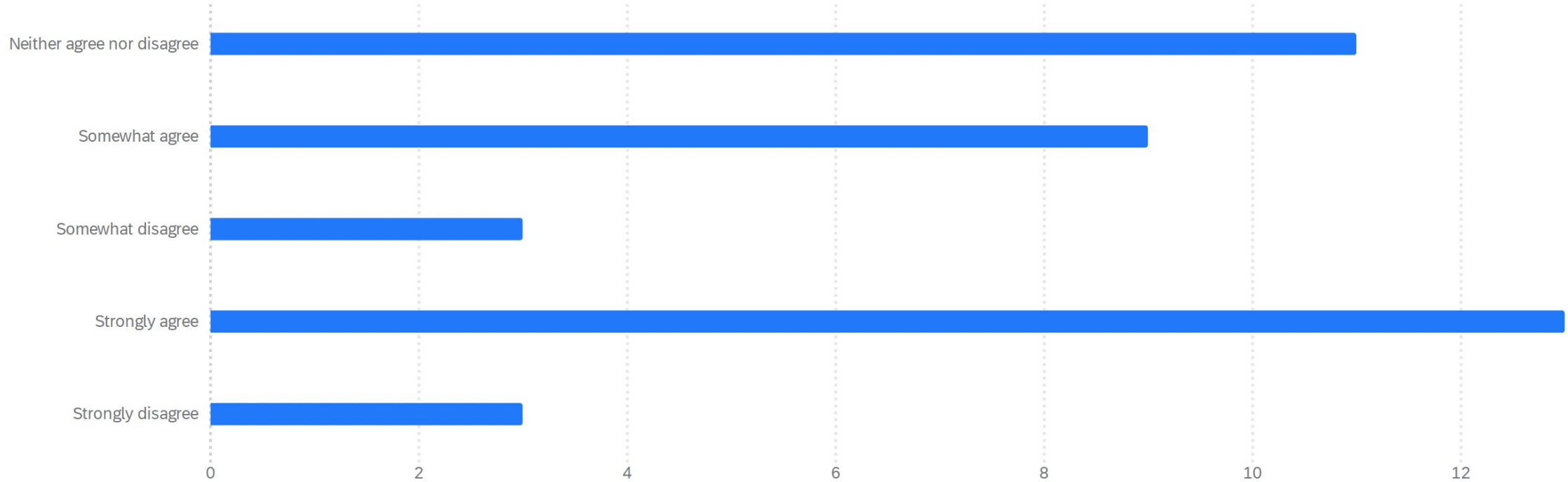
I see strong leadership support of the institutions value of diversity, equity and inclusion.





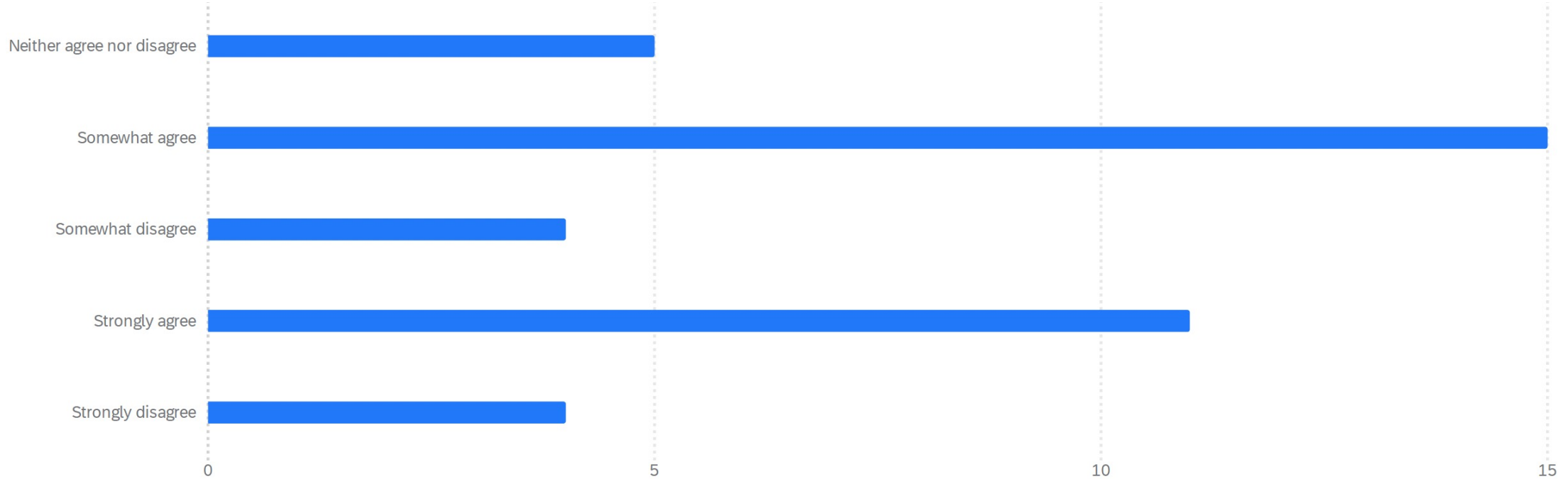
# Bias & discrimination procedures

My institution has clearly defined procedures for dealing with incidents of bias and discrimination.



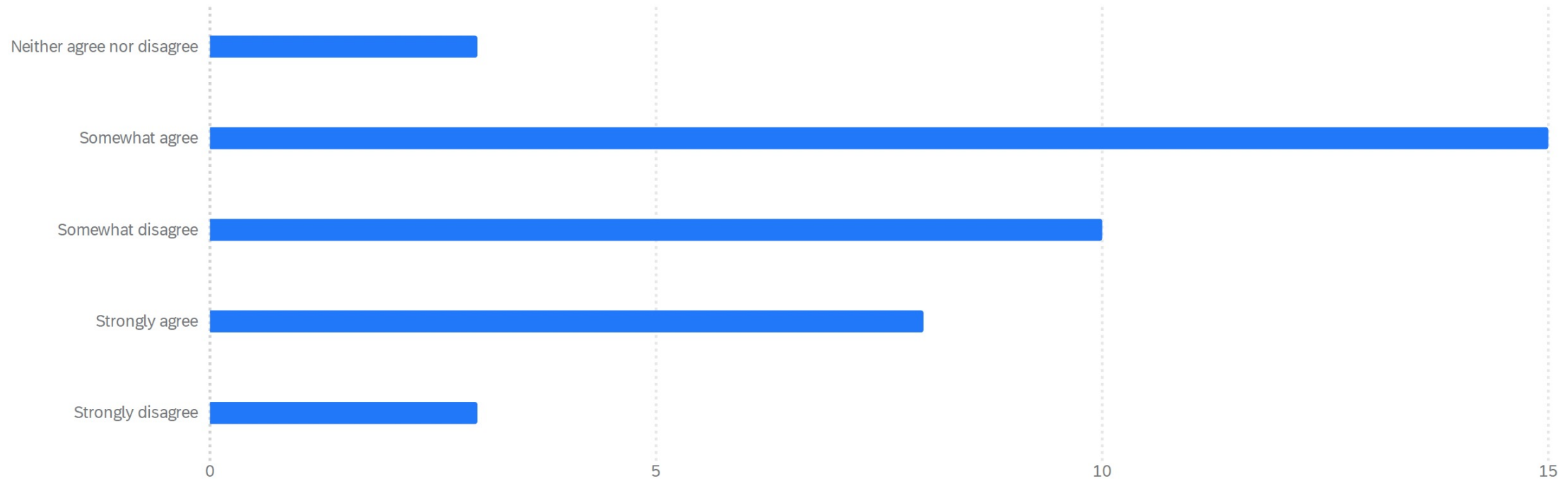
# Discuss experiences

I feel safe talking about my background and cultural experiences with my colleagues.



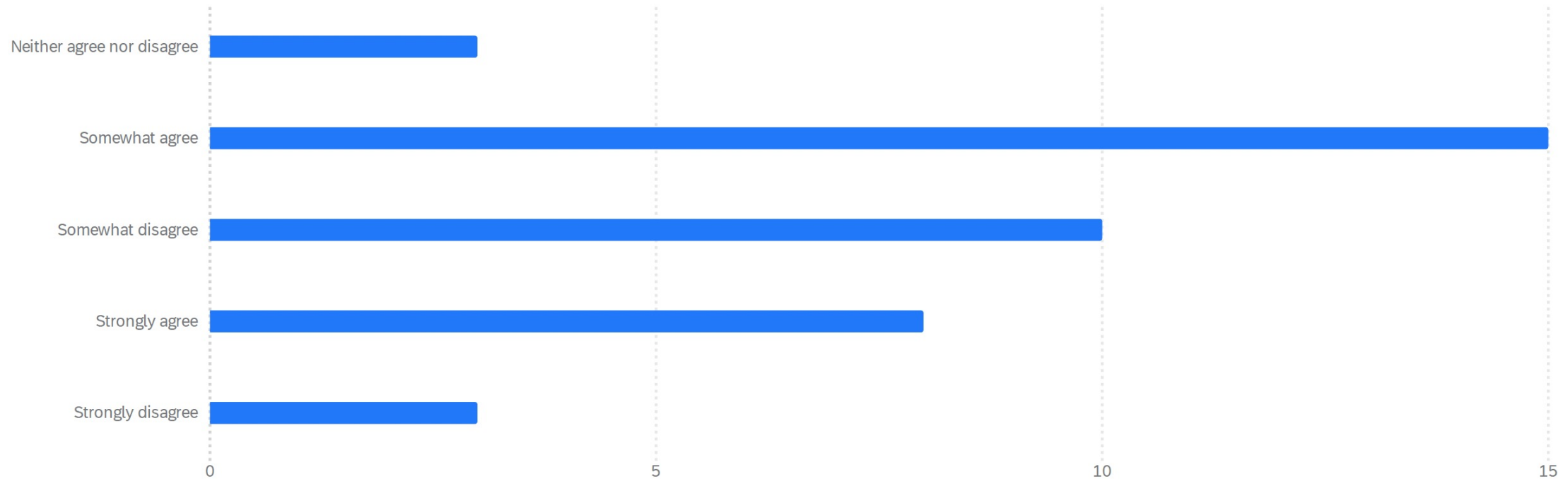
# Free & open expression

My institution provides an environment for the free and open expression of ideas, opinions, and beliefs.



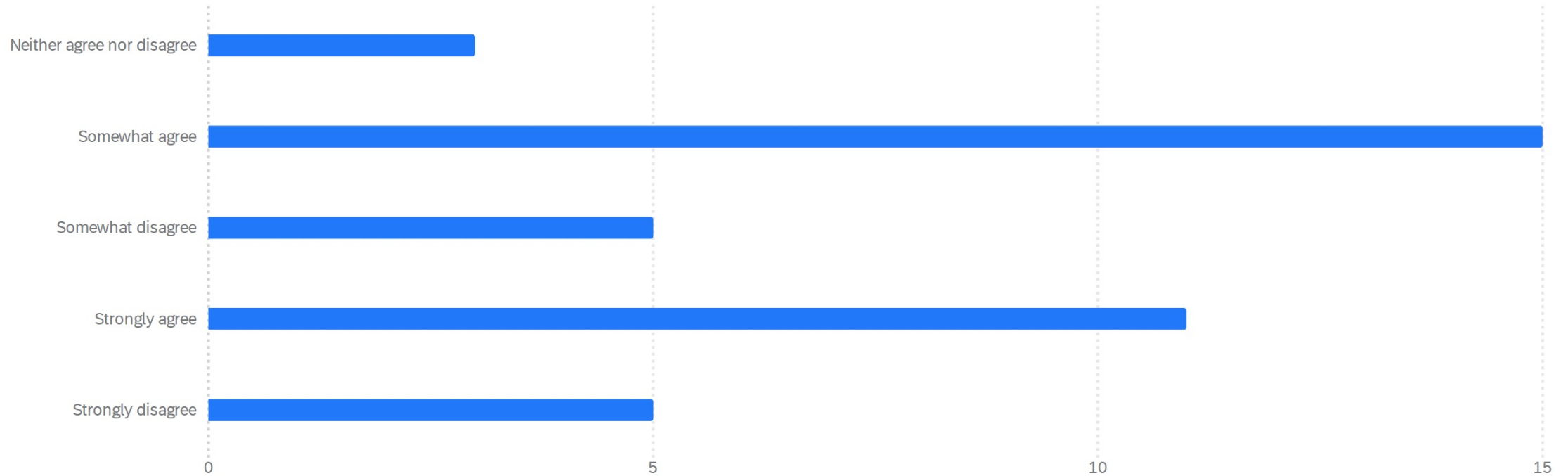
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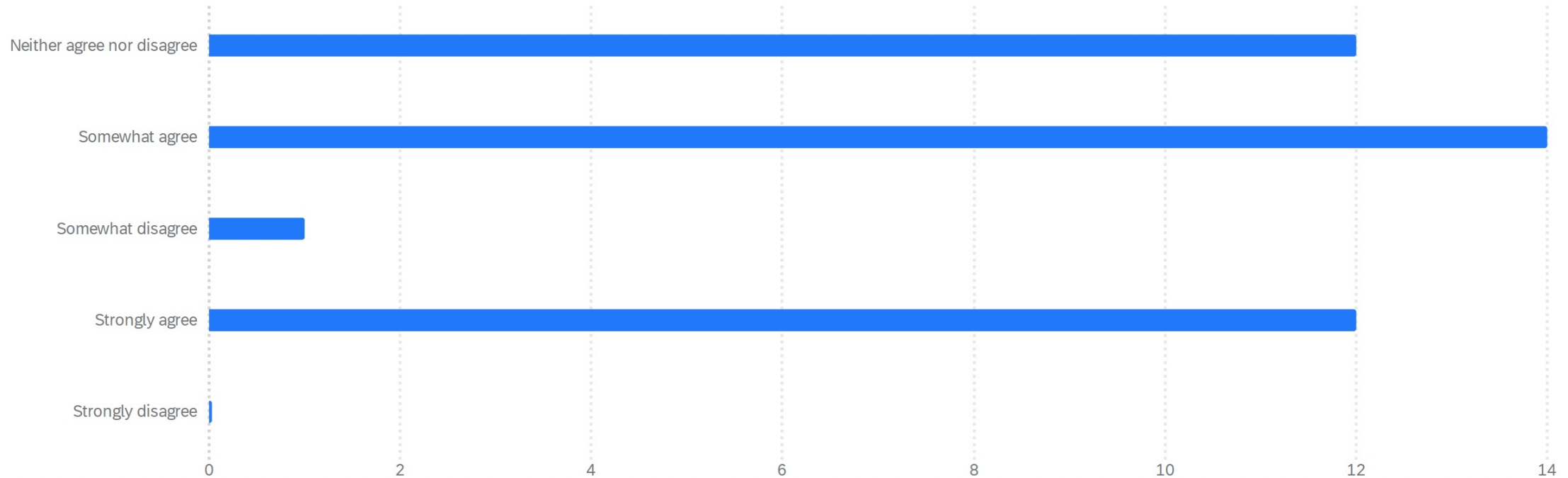
# Authentic self

I can be my authentic self at my institution.



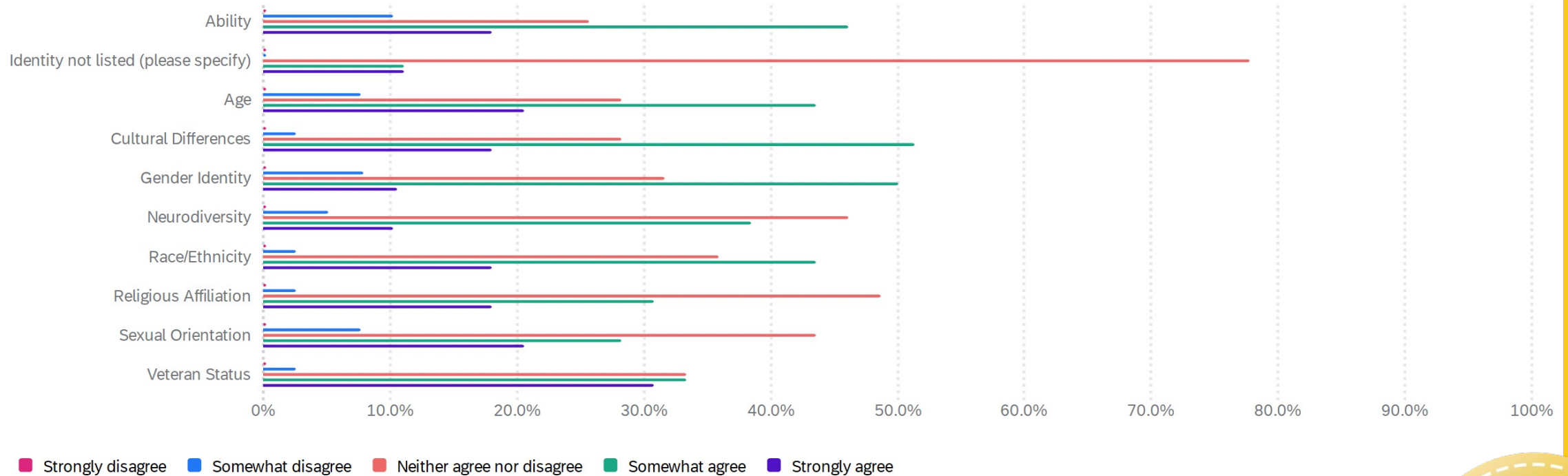
# Respectful discussions

Discussions about diversity, equity and inclusion at my institution are respectful.



# Inclusion based on:

My institution supports the inclusion of employees based on:



**Thank You**

Trinidad State College