

ModernThink Insight Survey© Hand Out: A
Perspectives Framework
DCCCD - Mountain View College

		Overall			Job Role			Supervisor	
		MVC Positive Responses 2008	MVC Positive Responses 2007	DCCCD Positive 2008	Administrator	Faculty	PSS	Yes	No
Total number of MVC survey respondents		187	118		35	52	92	65	112
		Percent of Positive Responses							
Individual Perspective									
1	I understand our institution's mission and strategic goals	82	80	86	97	72	82	90	77
2	My job makes good use of my skills and abilities	74	67	73	85	84	65	78	72
3	I am provided the training I need to be effective in my job	63	60	66	65	73	58	61	64
4	I understand how my job contributes to this institution's success	90	86	91	100	90	86	92	89
5	I am given the responsibility and freedom to do my job	71	60	75	80	69	71	73	71
6	I am regularly recognized for my contributions	39	35	44	54	44	35	46	38
7	I have a clear understanding of this institution's current financial performance	43	37	49	68	27	45	57	36
8	I am provided the resources I need to be effective in my job	54	47	60	57	50	57	56	54
9	I am given a real opportunity to develop my skills in this institution	52	49	59	65	60	45	53	51
10	I understand the steps necessary to advance my career	57	51	58	80	65	47	64	53
11	I have the flexibility and authority to quickly address student needs	63	58	69	81	61	60	76	57
12	I am paid fairly for my work	36	37	42	28	57	28	29	40
13	My supervisor/department chair makes his/her expectations clear	64	59	66	74	75	57	67	63
14	I trust my supervisor/department chair enough to follow him/her, even when I disagree with his/her decisions	64	50	67	80	71	58	80	57
15	My supervisor/department chair actively solicits my suggestions and ideas	63	55	63	71	69	58	67	60
16	My supervisor/department chair keeps his/her promises	61	54	67	65	76	54	61	61
17	I receive feedback from my supervisor/department chair that helps me	63	50	63	74	76	56	67	62
18	My supervisor/department chair takes an active interest in helping me advance my career	61	43	58	71	76	52	65	59
19	I believe what I am told by my supervisor/department chair	63	51	66	71	71	59	69	60
20	My supervisor/department chair supports my efforts to balance my work and personal life	71	59	76	73	76	70	68	73
21	I have a good relationship with my supervisor/department chair	77	71	78	88	80	73	83	74
22	My supervisor/department chair regularly models our institution's values	71	50	70	80	75	68	75	68
23	When I offer a new idea, I believe it will be fully considered	58	48	61	77	63	50	70	52
24	I am comfortable expressing my opinions on issues important to me	64	59	68	80	73	56	73	58
25	Changes that affect me are discussed prior to being implemented	44	30	44	60	55	35	52	41
Individual Perspective - Average		61	53	64	72	67	57	66	59
Department Perspective									
26	In my department, we communicate openly about issues that impact each other's work	59	51	57	77	61	53	69	53
27	Issues of low performance are addressed in my department	51	35	48	71	47	47	58	47
28	Promotions in my department are based on a person's ability	38	19	42	60	45	26	46	32
29	In my department, we have opportunities to contribute to important decisions	55	37	56	74	57	47	69	47
30	My department constantly looks for ways to achieve better results	65	47	70	91	61	59	76	58
31	In my department, we actively seek to understand student needs	84	63	83	100	80	80	90	78
32	In my department, we adapt quickly to changing circumstances	72	60	71	88	61	73	78	69
33	My work environment is fair for everyone	52	43	55	80	47	46	67	43
34	In my department, we genuinely care about each other	60	51	66	82	57	56	73	53
35	People in my department work well together	64	55	62	82	57	60	75	56
Department Perspective - Average		60	46	61	80	57	54	70	53

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Institution Perspective									
36	There's a sense that we're all on the same team in this institution	34	32	42	40	27	37	43	30
37	Our orientation program prepares new employees to be effective	37	30	45	45	31	37	44	33
38	Our review process accurately measures my job performance	49	37	49	65	58	41	55	47
39	I can count on people to cooperate across departments	36	27	42	48	33	34	41	33
40	Our institution's policies and practices ensure fair treatment for all employees	34	27	41	54	34	30	44	31
41	I am proud to be a part of this institution	69	62	81	88	63	68	79	64
42	Senior District Leadership provides a clear direction for this institution's future	63	35	66	64	53	69	70	61
43	Our Senior District Leadership has the capabilities necessary for us to be successful	67	36	71	61	65	70	66	69
44	Senior District Leadership communicates openly about important matters	56	33	62	61	51	57	64	54
45	Senior District Leadership shows a genuine interest in the well being of employees	55	33	60	61	53	51	59	53
46	Our institution's policies give me the flexibility to manage my personal life	67	56	74	74	61	68	70	66
47	Our recognition and rewards programs are meaningful to me	40	33	44	40	34	47	43	40
48	Our institution's benefits meet my needs	65	55	68	57	61	70	62	65
49	Senior District Leadership keeps their promises	52	35	57	59	50	50	61	47
50	I trust Senior District Leadership enough to follow them, even when I disagree with their decisions	51	33	60	60	47	50	62	45
51	Senior District Leadership regularly models our institution's values	60	36	65	65	64	57	64	60
52	I believe what I am told by Senior District Leadership	51	33	56	54	52	51	59	48
53	In this institution, we discuss and debate issues respectfully to get better results	30	30	46	45	25	31	40	27
54	I would recommend our products/services to my family and friends	72	67	82	82	71	71	76	71
55	In this institution, people are supportive of different personalities and backgrounds	47	49	63	60	42	48	58	42
56	We learn from our mistakes in this institution	38	33	50	51	29	41	52	32
57	In this institution, how well you do your job is more important than who you know	30	24	34	40	31	28	36	28
58	We celebrate our successes in this institution	51	38	66	62	44	54	58	49
59	I would recommend working here to my family and friends	53	44	69	74	48	52	64	49
60	I feel a strong sense of loyalty to this institution	57	53	72	74	55	54	70	49
61	This institution actively contributes to the community	84	77	88	97	78	84	89	81
62	The work of this institution is important and makes a difference	88	78	91	100	75	93	96	84
63	I would invest my own money in this institution	49	50	67	71	46	45	57	45
64	Our institution's culture is special - something you don't find just anywhere	55	52	66	57	47	60	55	55
65	This is a great institution where people want to work	41	38	59	54	45	37	47	40
Institution Perspective - Average		52	42	61	62	49	52	59	49

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Custom DCCCD Statements									
66	My department receives good support from this location's leadership	43	*	57	62	41	40	56	38
67	This location's leadership provides a clear direction for this location's future	39	*	59	60	33	38	53	32
68	This location's leadership has the knowledge, skills and experience necessary for our success	40	*	64	65	33	38	55	33
69	This location's leadership shows a genuine interest in the well being of faculty, administration and staff	34	*	58	62	31	28	52	25
70	This location's leadership respects the faculty	37	*	69	54	35	36	51	33
71	This location's leadership communicates openly about important matters	33	*	55	54	23	34	46	28
72	This location's leadership keeps their promises	34	*	53	55	31	31	50	28
73	This location's leadership regularly models this institution's values	39	*	60	60	30	40	53	33
74	I trust this location's leadership enough to follow them, even when I disagree with their decisions	37	*	57	60	28	36	53	29
75	I believe what I am told by this location's leadership	34	*	53	62	25	31	52	26
Custom DCCCD Statements - Average		37	*	58	59	31	35	52	30
Overall Average (Statements 1-65)		57	47	62	69	57	54	63	54
Overall Average (Statements 1-75)		54	*	62	67	53	52	62	51