

APPENDIX A
MONTANA SUPREME COURT
Employee Survey Results
2011

Survey Question	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	Number of Responses
1. I am kept informed about matters that affect me.	27.8%	61.1%	11.1%	0%	0.0%	18
	5	11	2	0	0	
2. I understand what is expected of me.	33.3%	50.0%	16.7%	0.0%	0.0%	18
	6	9	3	0	0	
3. I have the resources (materials, equipments, supplies, etc.) necessary to do my job well.	38.9%	50.0%	5.6%	0.0%	5.6%	18
	7	9	1	0	1	
4. I have the time necessary to do my job well.	38.9%	50.0%	5.6%	5.6%	0.0%	18
	7	9	1	1	0	
5. I am able to do my best every day.	27.8%	50.0%	22.2%	0.0%	0.0%	18
	5	9	4	0	0	
6. Communication within my work unit is good.	38.9%	33.3%	22.2%	5.6%	0.0%	118
	7	6	4	1	0	
7. In the last month, I was recognized and praised for doing a good job.	33.6%	50.0%	11.1%	5.6%	0.0%	18
	6	9	2	1	0	
8. Someone at work cares about me as a person.	55.6%	38.9%	5.6%	0.0%	0.0%	18
	10	7	1	0	0	
9. I have opportunities to express my opinion about how things are done	44.4%	44.4%	5.6%	5.6%	0	18
	8	8	1	1	0	
10. The Montana Supreme Court is respected in the community.	33.3%	55.6%	11.1%	0.0%	0.0%	18
	6	10	2	0	0	
11. My co-workers work well together.	33.3%	44.4%	16.7%	5.6%	0.0%	18
	6	8	3	1	0	
12. I am encouraged to try new ways of doing things.	22.2%	33.3%	33.3%	11.1%	0.0%	18
	4	6	6	2	0	
13. I understand the relationship between the work I do and the mission and goals of the Court.	44.4%	44.4%	11.1%	0.0%	0.0%	18
	8	8	2	0	0	
14. My working conditions and environment enable me to do my job well.	38.9%	38.9%	11.1%	11.1%	0.0%	18
	7	7	2	2	0	
15. I feel valued by my supervisor based on my knowledge and contributions	33.3%	44.4%	16.7%	5.6%	0.0%	18
	6	8	3	1	0	
16. I feel free to speak my mind.	44.4%	50.0%	5.6%	0.0%	0.0%	18
	8	9	1	0	0	
17. In the last month, someone at work has talked to me about my performance.	16.7%	22.2%	50.0%	11.1%	0.0%	18
	3	4	9	2	0	
18. I enjoy coming to work.	33.3%	44.4%	22.2%	0.0%	0.0%	18
	6	8	4	0	0	

APPENDIX A (Continued)
MONTANA SUPREME COURT
Employee Survey Results
2011

Survey Question	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	Number of Responses
19. I care about the quality of my work.	72.2%	27.8%	0.0%	0.0%	0.0%	18
	13	5	0	0	0	
20. My co-workers care about the quality of their work.	55.6%	27.8%	16.7%	0.0%	0.0%	18
	10	5	3	0	0	
21. I am treated with respect.	50.0%	44.4%	5.6%	0.0%	0.0%	18
	9	8	1	0	0	
22. I am proud that I work for the Montana Supreme Court.	64.7%	29.4%	5.9%	0.0%	0.0%	17
	11	5	1	0	0	