GAL PROGRAM
ORGANIZATIONAL SURVEY

July 2017
### Results for July 2017

<table>
<thead>
<tr>
<th>Survey</th>
<th>Respondents</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>2017 Survey</td>
<td>434 Respondents</td>
<td>As of July 9, 2017</td>
</tr>
</tbody>
</table>
How professionally do the employees of your circuit, program work area behave?

- Not at all professionally: 0.46%
- Slightly professionally: 5%
- Moderately professionally: 18%
- Quite professionally: 50%
- Extremely professionally: 27%
How effectively do the employees in your circuit, program or work area work together?

- Not at all effectively: 1%
- Slightly effectively: 6%
- Moderately effectively: 15%
- Quite effectively: 44%
- Extremely effectively: 34%
How often do you look forward to going to work?

- Never: 2%
- Once in a while: 6%
- About half the time: 11%
- Most of the time: 50%
- Always: 30%
Is your workload too heavy, too light, or about right?

- A great deal too light: 0%
- Quite a bit too light: 0.50%
- Somewhat too light: 2%
- About right: 45%
- Somewhat too heavy: 29%
- Quite a bit too heavy: 16%
- A great deal too heavy: 7%
How clear are the GAL recruitment and representation goals?

- Not at all clear: 4%
- Slightly clear: 8%
- Moderately clear: 23%
- Quite clear: 40%
- Extremely clear: 25%
Are you satisfied that you have the tools and resources to do your job effectively?

- Not at all satisfied: 5%
- Slightly satisfied: 12%
- Moderately satisfied: 29%
- Quite satisfied: 41%
- Extremely satisfied: 14%
Are you supervised too much at work, supervised too little, or supervised about the right amount?

- A great deal too little: 2%
- Quite a bit too little: 1%
- Somewhat too little: 4%
- About the right amount: 81%
- Somewhat too much: 6%
- Quite a bit too much: 4%
- A great deal too much: 3%
How much trust do you have in your supervisor’s ability to make the right decisions?

- Not any trust at all: 3%
- A little trust: 6%
- A moderate amount of trust: 13%
- A lot of trust: 26%
- A great deal of trust: 52%
How well does your supervisor motivate you to do your best work?

- Not at all well: 9%
- Slightly well: 9%
- Moderately well: 13%
- Quite well: 27%
- Extremely well: 42%
How comfortable do you feel voicing your concerns to your supervisor?

- Not at all comfortable: 10%
- Slightly comfortable: 9%
- Moderately comfortable: 10%
- Quite comfortable: 24%
- Extremely comfortable: 48%
Management within my circuit recognizes strong job performance.

- Strongly disagree: 10%
- Disagree: 7%
- Neutral/Neither agree nor disagree: 19%
- Agree: 35%
- Strongly agree: 28%
My organization’s work positively impacts children’s lives.

- Strongly disagree: 0.20%
- Disagree: 1%
- Neutral/Neither agree nor disagree: 5%
- Agree: 32%
- Strongly agree: 62%
How well does your supervisor handle employee problems?

- Not at all well: 11%
- Slightly well: 10%
- Moderately well: 20%
- Very well: 28%
- Extremely well: 31%
Were you a Guardian ad Litem Volunteer before you started working for the GAL Program?

- No: 64%
- Yes: 36%
Rate the performance of your Circuit Director.

- Exceptional: 35%
- Above Average: 29%
- Acceptable: 13%
- Needs Improvement: 17%
- I don’t know: 3%
- Not applicable: 4%
Rate the performance of your Supervising Attorney.

- Not applicable: 4%
- I don't know: 5%
- Needs Improvement: 16%
- Acceptable: 19%
- Above Average: 23%
- Exceptional: 32%
Rate the performance of the Executive Director, Alan Abramowitz.

- Exceptional: 44%
- Above Average: 28%
- Acceptable: 9%
- Needs Improvement: 2%
- I don't know: 17%
Rate the performance of the following offices:

<table>
<thead>
<tr>
<th></th>
<th>Exceptional</th>
<th>Above Average</th>
<th>Acceptable</th>
<th>Needs Improvement</th>
<th>I don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Office</td>
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</tr>
<tr>
<td>IT</td>
<td>30%</td>
<td>31%</td>
<td>26%</td>
<td>9%</td>
<td>4%</td>
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<tr>
<td>Budget &amp; Finance</td>
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<td>18%</td>
<td>23%</td>
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<tr>
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<td>21%</td>
<td>32%</td>
<td>14%</td>
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<tr>
<td>Region Mgmt.</td>
<td>19%</td>
<td>25%</td>
<td>23%</td>
<td>7%</td>
<td>25%</td>
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<tr>
<td>Legal Services</td>
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