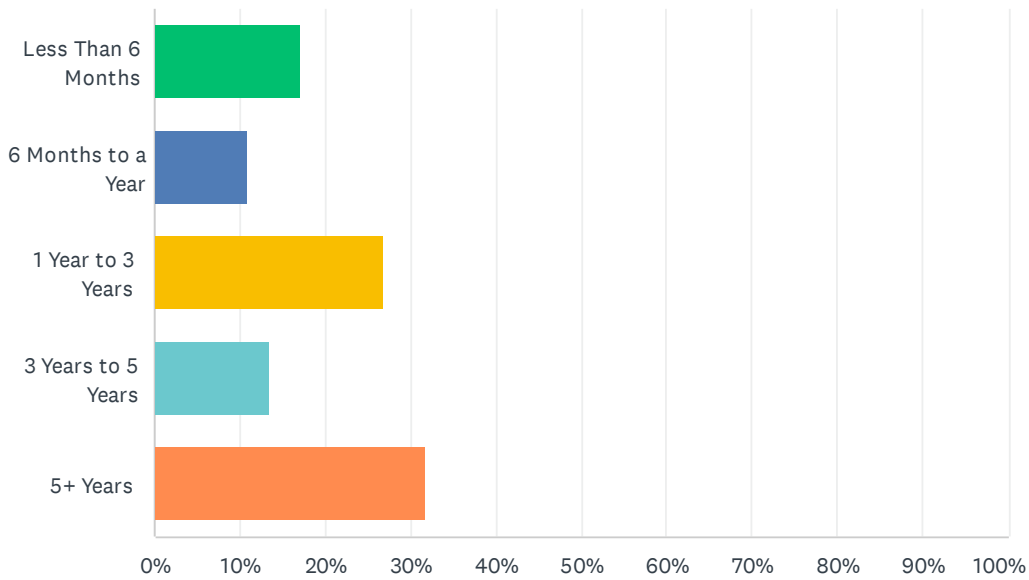


Q1 How Long Have You Been Working At PSL Services/STRIVE?

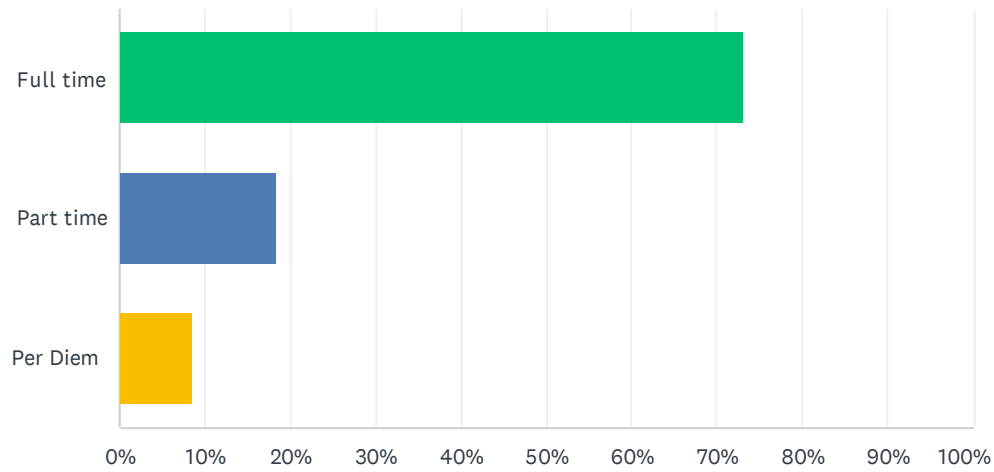
Answered: 82 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less Than 6 Months	17.07%	14
6 Months to a Year	10.98%	9
1 Year to 3 Years	26.83%	22
3 Years to 5 Years	13.41%	11
5+ Years	31.71%	26
TOTAL		82

Q2 What Is Your Current Employment Status?

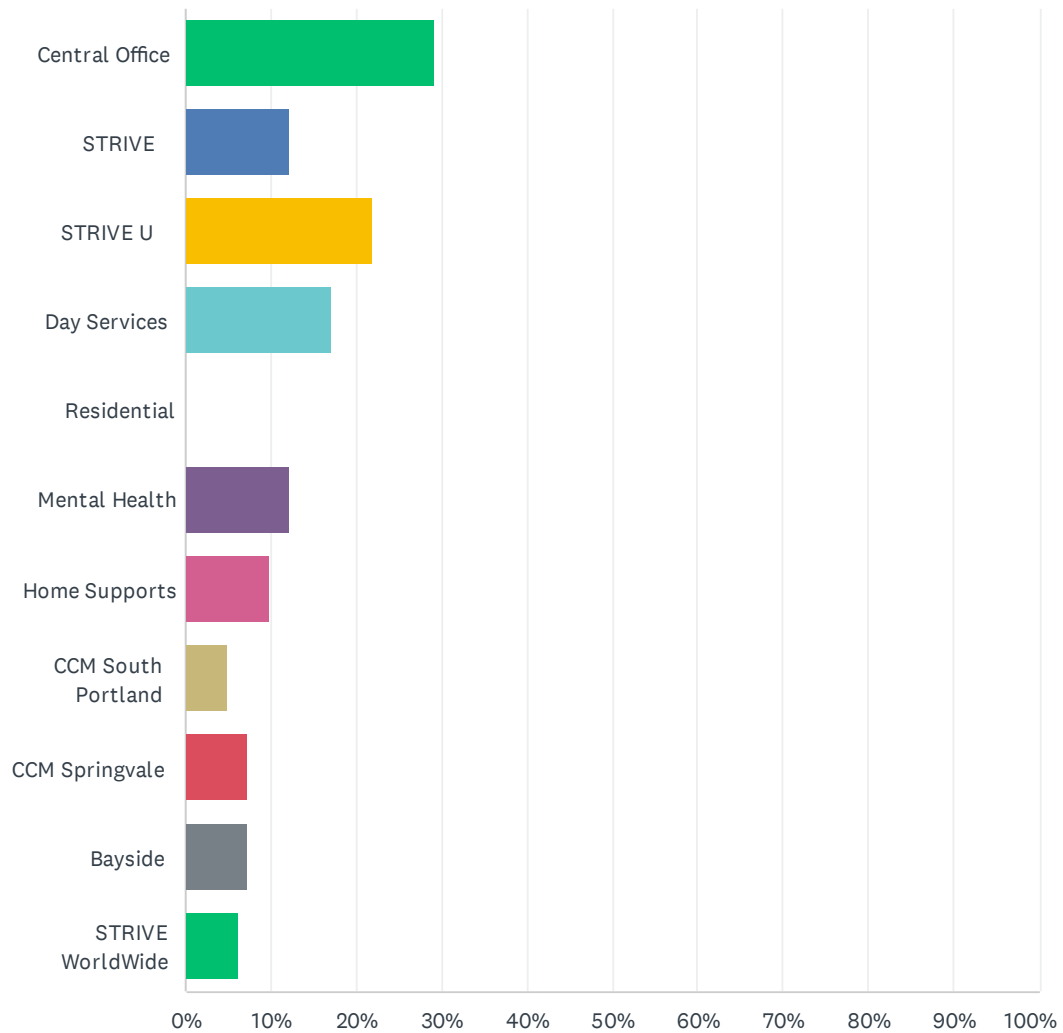
Answered: 82 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full time	73.17%	60
Part time	18.29%	15
Per Diem	8.54%	7
TOTAL		82

Q3 what is Your Work Location? (Check all that apply)

Answered: 82 Skipped: 0

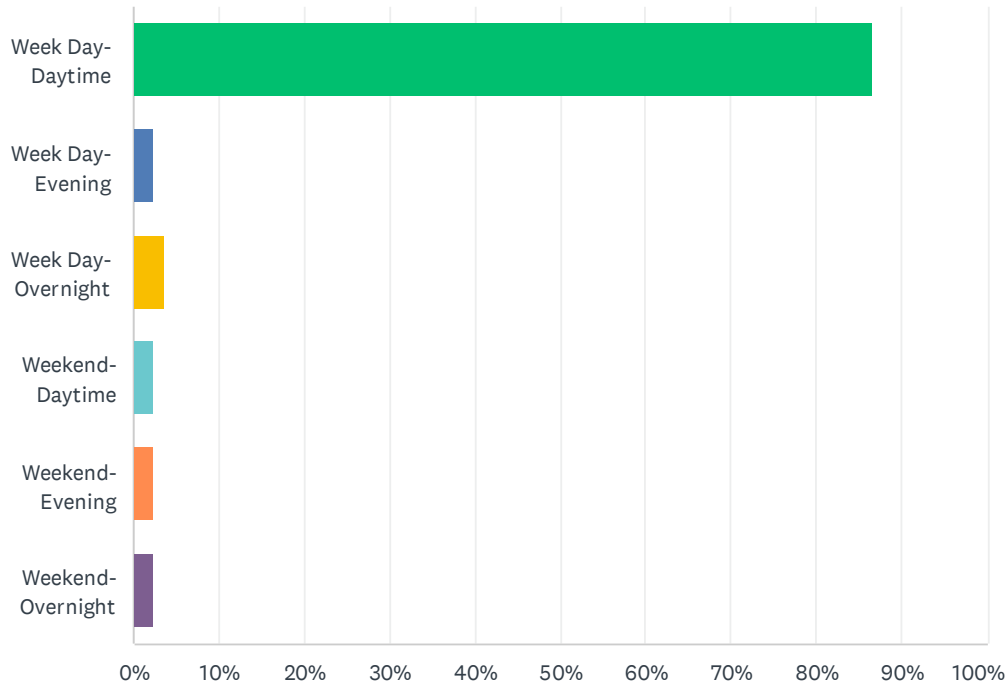


Employee Satisfaction Survey 2023

ANSWER CHOICES	RESPONSES	
Central Office	29.27%	24
STRIVE	12.20%	10
STRIVE U	21.95%	18
Day Services	17.07%	14
Residential	0.00%	0
Mental Health	12.20%	10
Home Supports	9.76%	8
CCM South Portland	4.88%	4
CCM Springvale	7.32%	6
Bayside	7.32%	6
STRIVE WorldWide	6.10%	5
Total Respondents: 82		

Q4 Which Shift Do you Primarily Work?(Please choose option that most closely matches)

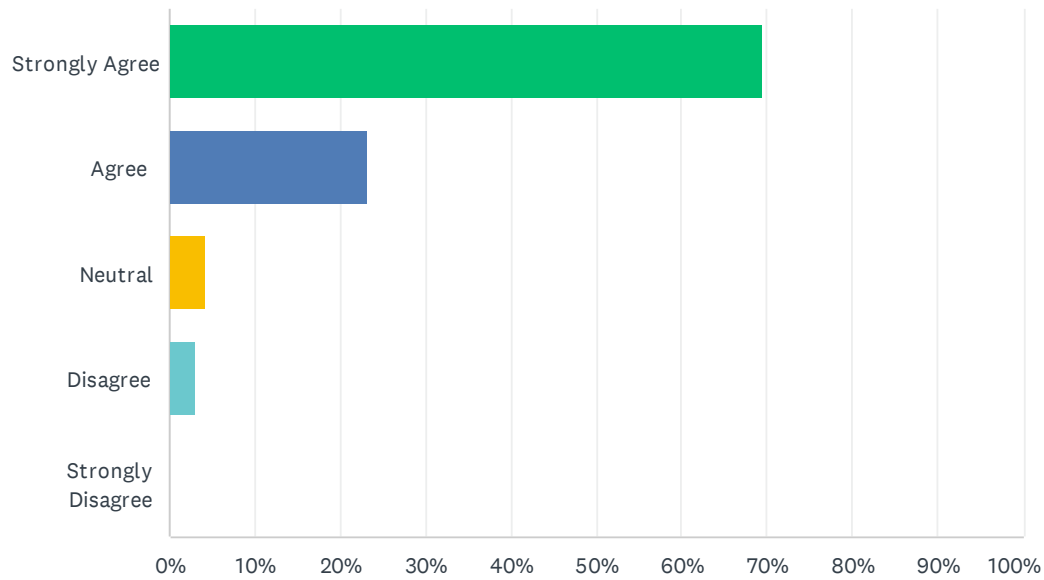
Answered: 82 Skipped: 0



ANSWER CHOICES	RESPONSES	
Week Day- Daytime	86.59%	71
Week Day- Evening	2.44%	2
Week Day- Overnight	3.66%	3
Weekend- Daytime	2.44%	2
Weekend- Evening	2.44%	2
Weekend- Overnight	2.44%	2
TOTAL		82

Q5 I like my job.

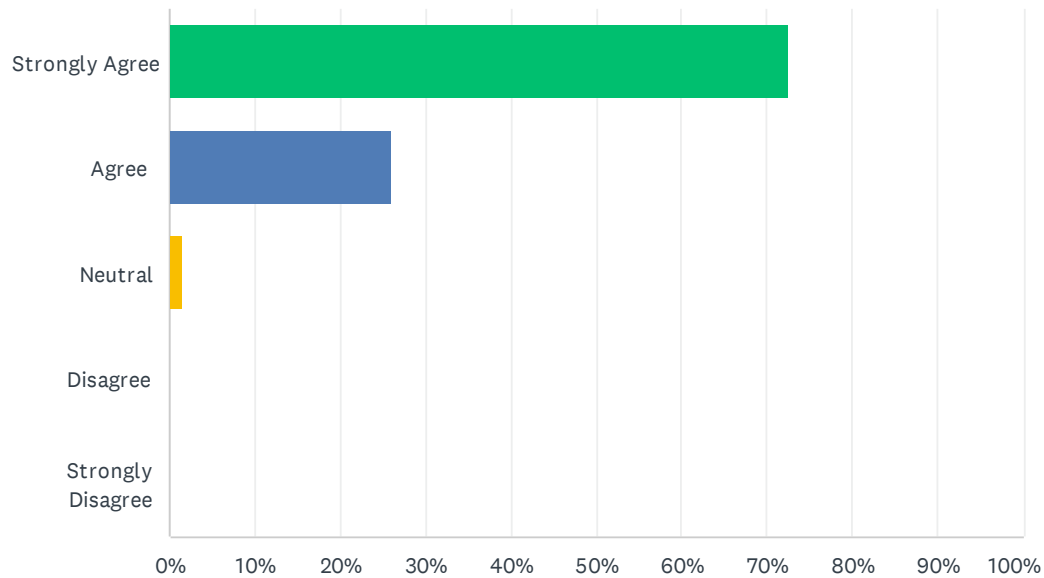
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	69.57%	48
Agree	23.19%	16
Neutral	4.35%	3
Disagree	2.90%	2
Strongly Disagree	0.00%	0
TOTAL		69

Q6 I am productive in my job.

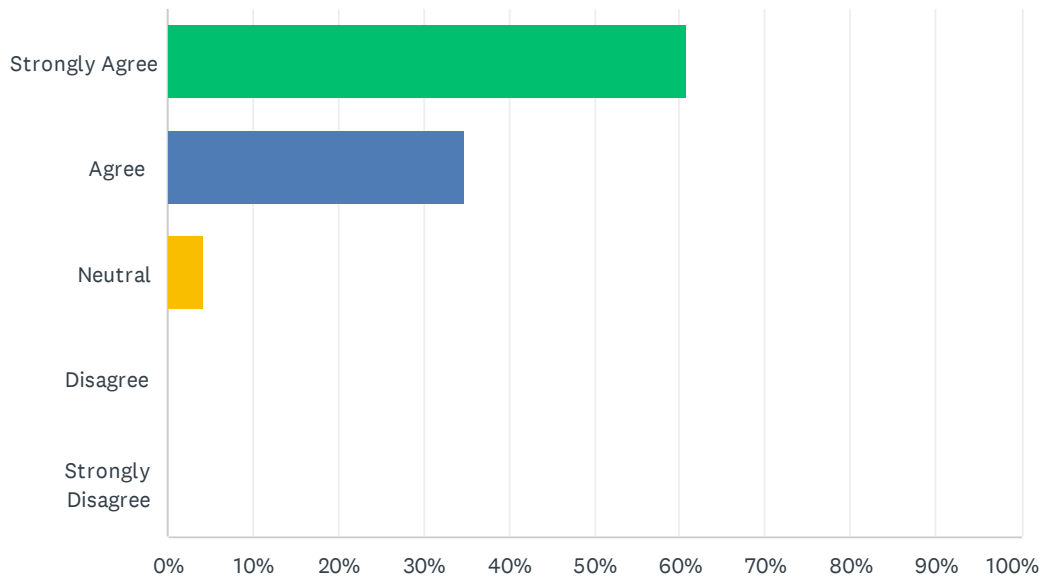
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	72.46%	50
Agree	26.09%	18
Neutral	1.45%	1
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		69

Q7 I clearly understand the expectations of my job.

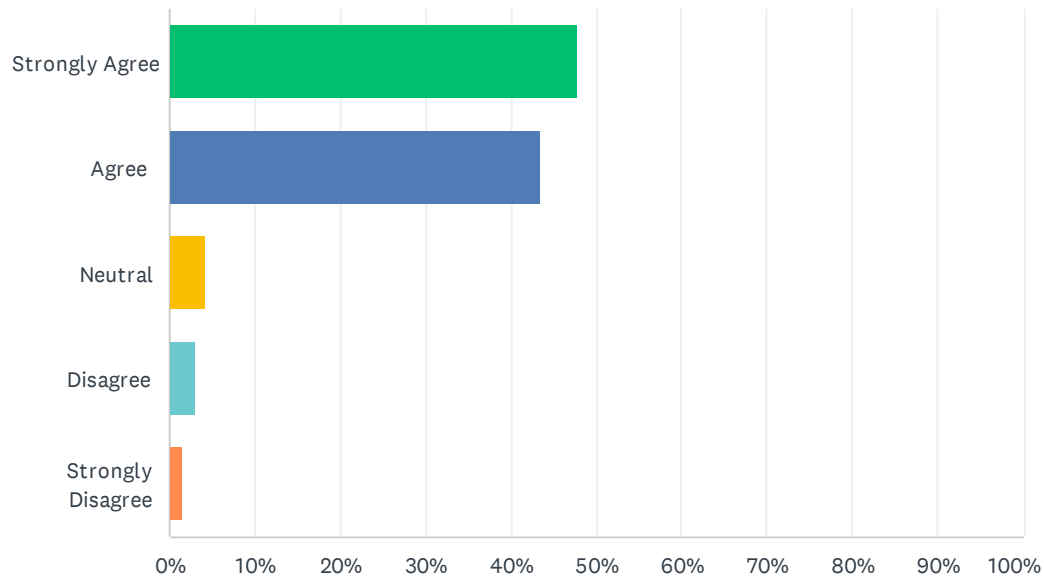
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	60.87%	42
Agree	34.78%	24
Neutral	4.35%	3
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		69

Q8 I have the information I need to do my job well.

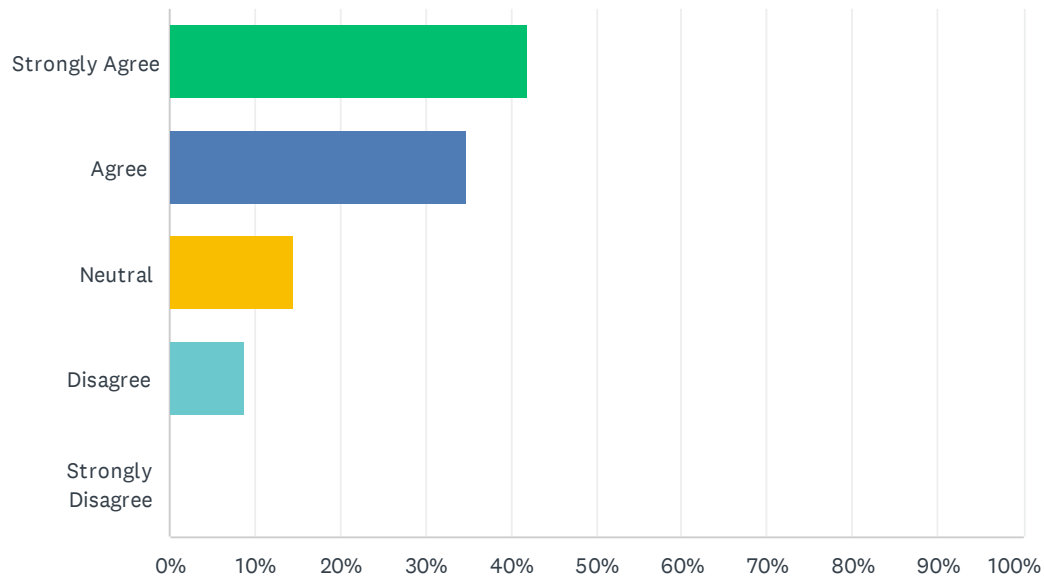
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	47.83%	33
Agree	43.48%	30
Neutral	4.35%	3
Disagree	2.90%	2
Strongly Disagree	1.45%	1
TOTAL		69

Q9 The workload expected of me is realistic.

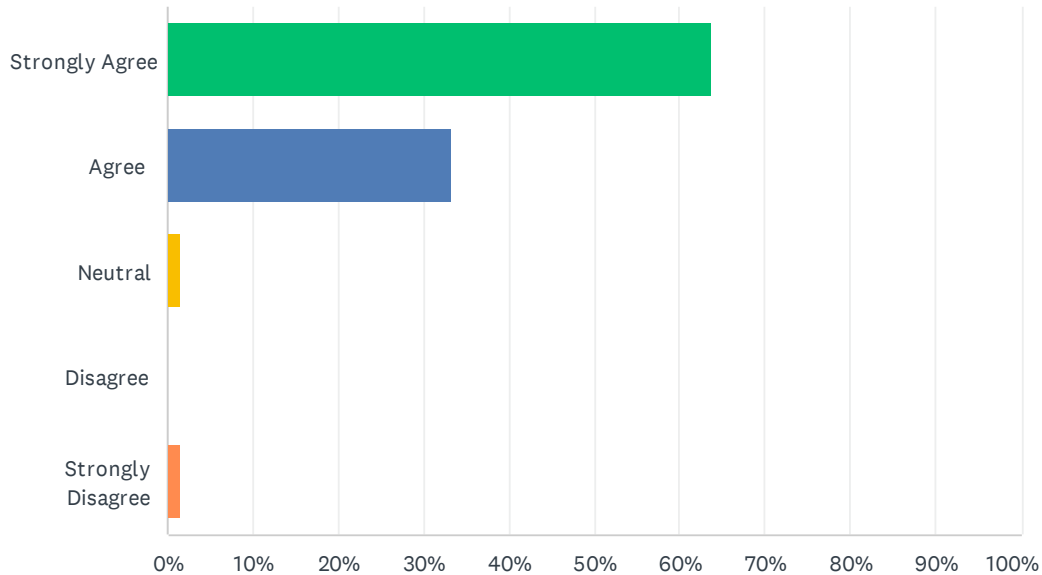
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	42.03%	29
Agree	34.78%	24
Neutral	14.49%	10
Disagree	8.70%	6
Strongly Disagree	0.00%	0
TOTAL		69

Q10 I know where to go or whom to ask if I have a question about my duties.

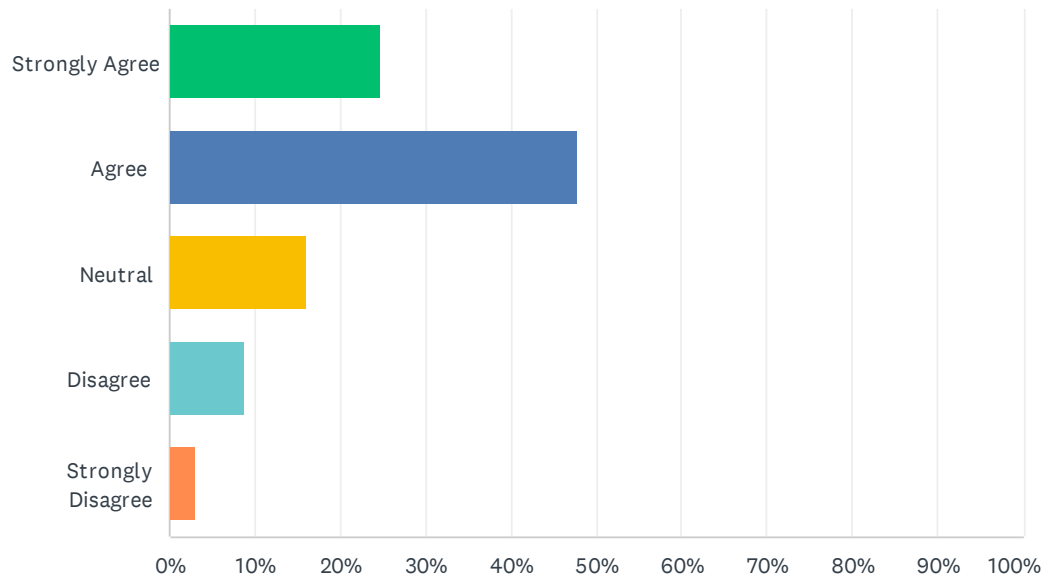
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	63.77%	44
Agree	33.33%	23
Neutral	1.45%	1
Disagree	0.00%	0
Strongly Disagree	1.45%	1
TOTAL		69

Q11 I am involved in making decisions that affect my job.

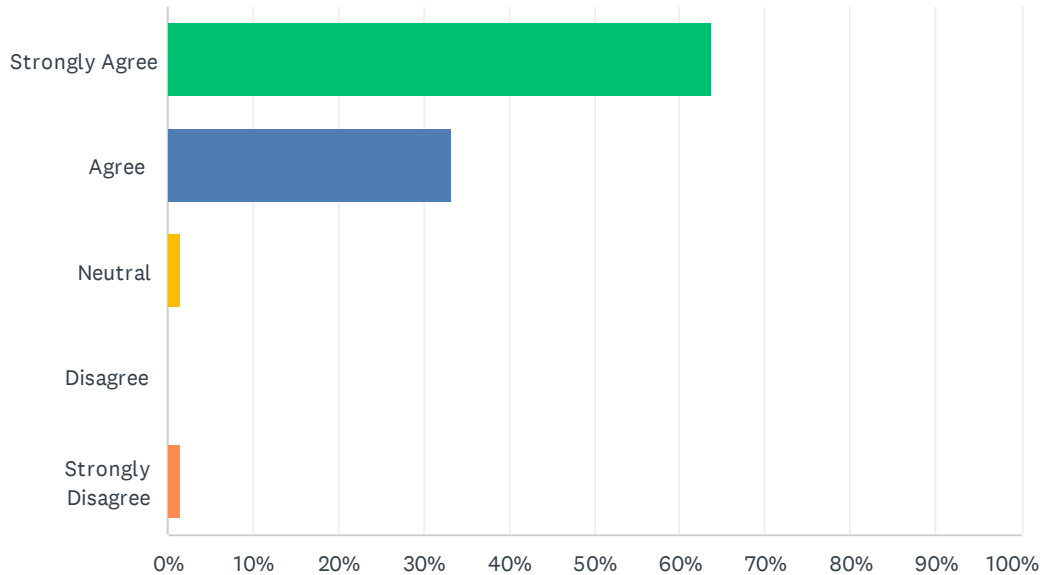
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	24.64%	17
Agree	47.83%	33
Neutral	15.94%	11
Disagree	8.70%	6
Strongly Disagree	2.90%	2
TOTAL		69

Q12 I have a clear understanding of the company's mission, vision, values and objectives.

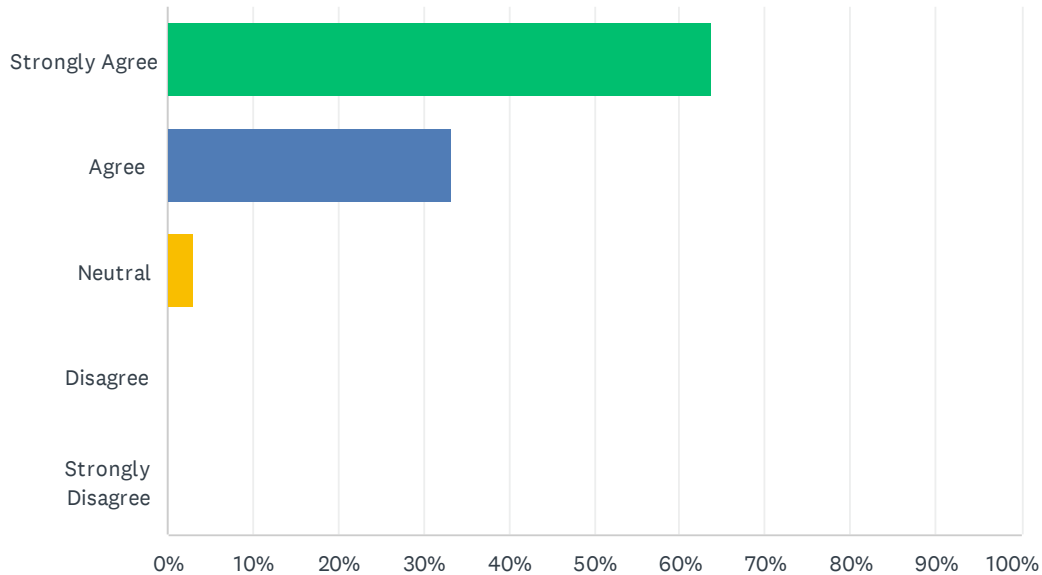
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	63.77%	44
Agree	33.33%	23
Neutral	1.45%	1
Disagree	0.00%	0
Strongly Disagree	1.45%	1
TOTAL		69

Q13 I understand how my efforts contribute to PSL Services/STRIVE's mission.

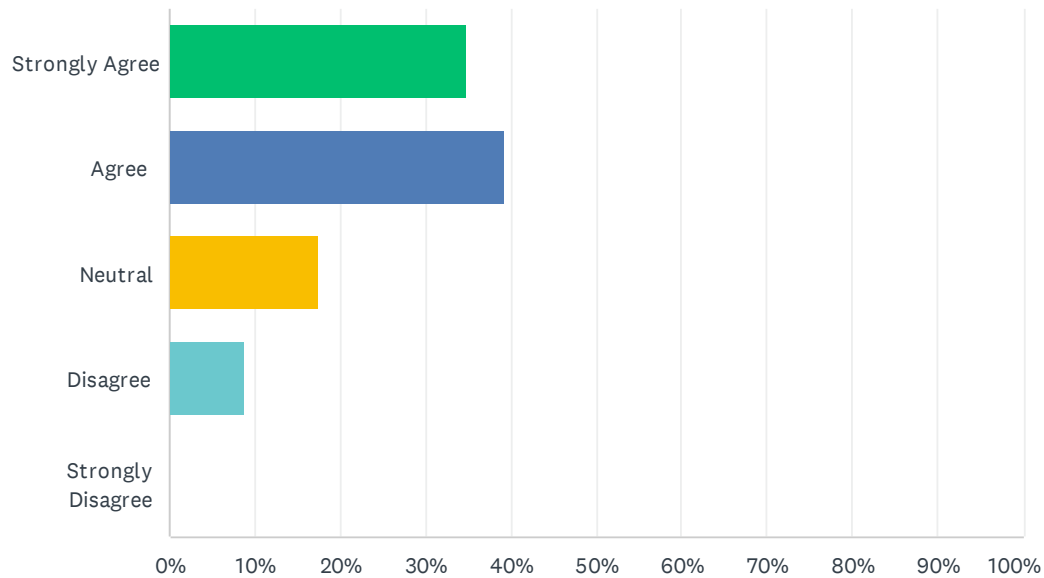
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	63.77%	44
Agree	33.33%	23
Neutral	2.90%	2
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		69

Q14 The performance appraisal process is fair and consistent

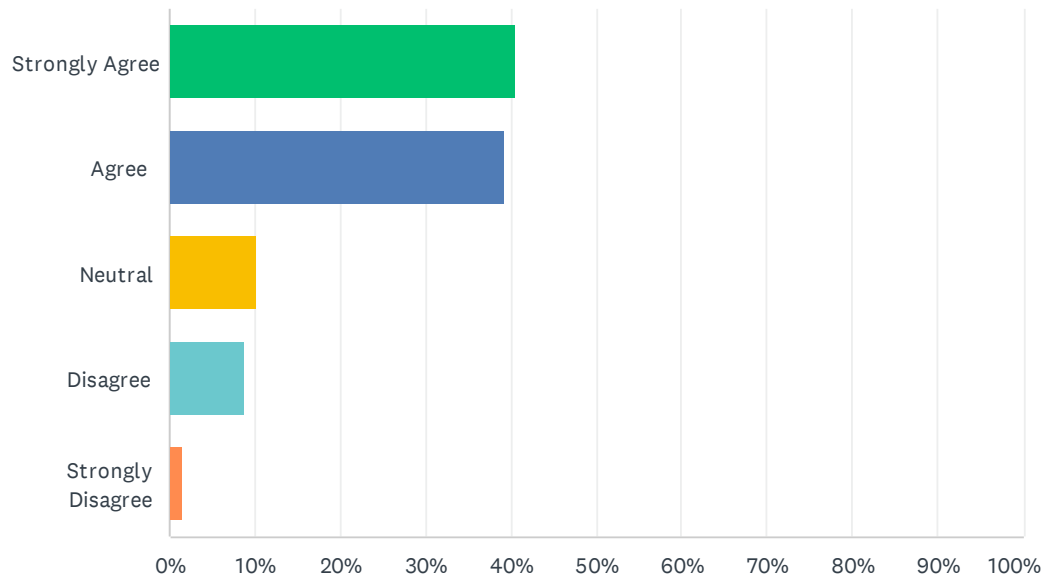
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	34.78%	24
Agree	39.13%	27
Neutral	17.39%	12
Disagree	8.70%	6
Strongly Disagree	0.00%	0
TOTAL		69

Q15 I receive adequate feedback on performance.

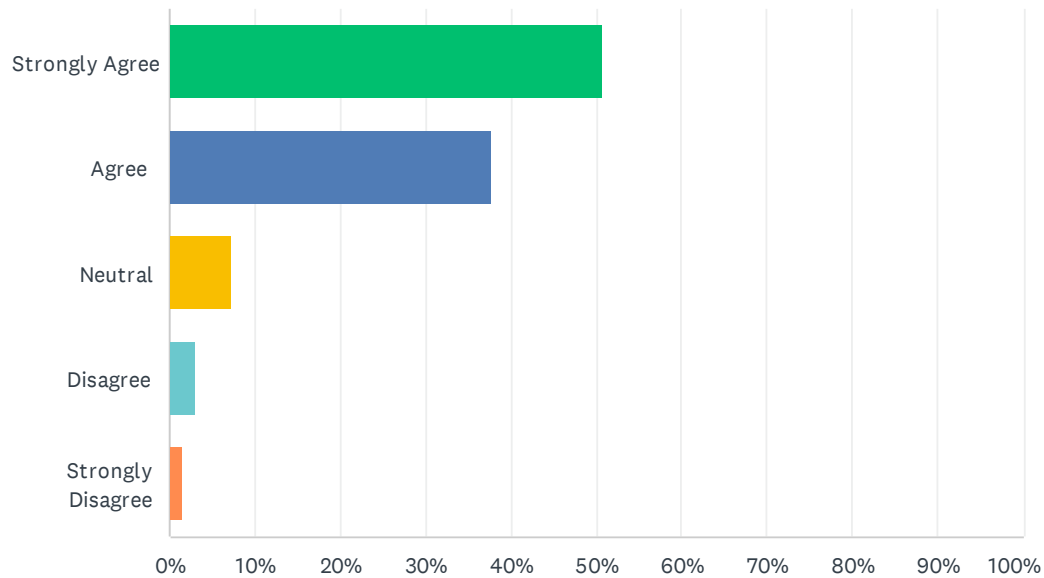
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	40.58%	28
Agree	39.13%	27
Neutral	10.14%	7
Disagree	8.70%	6
Strongly Disagree	1.45%	1
TOTAL		69

Q16 My supervisor recognizes me for the work I do.

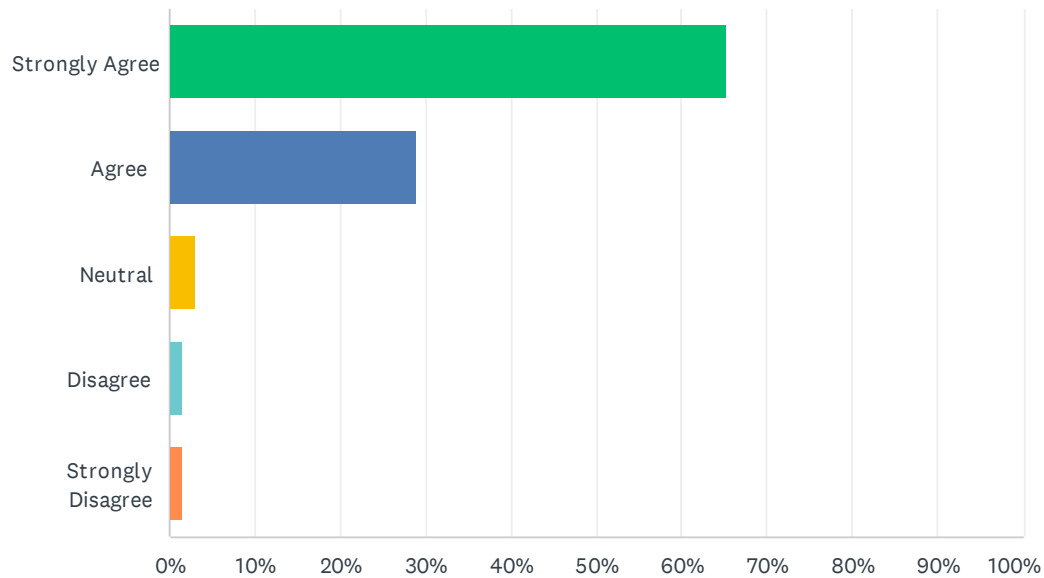
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	50.72%	35
Agree	37.68%	26
Neutral	7.25%	5
Disagree	2.90%	2
Strongly Disagree	1.45%	1
TOTAL		69

Q17 My supervisor is fair and honest.

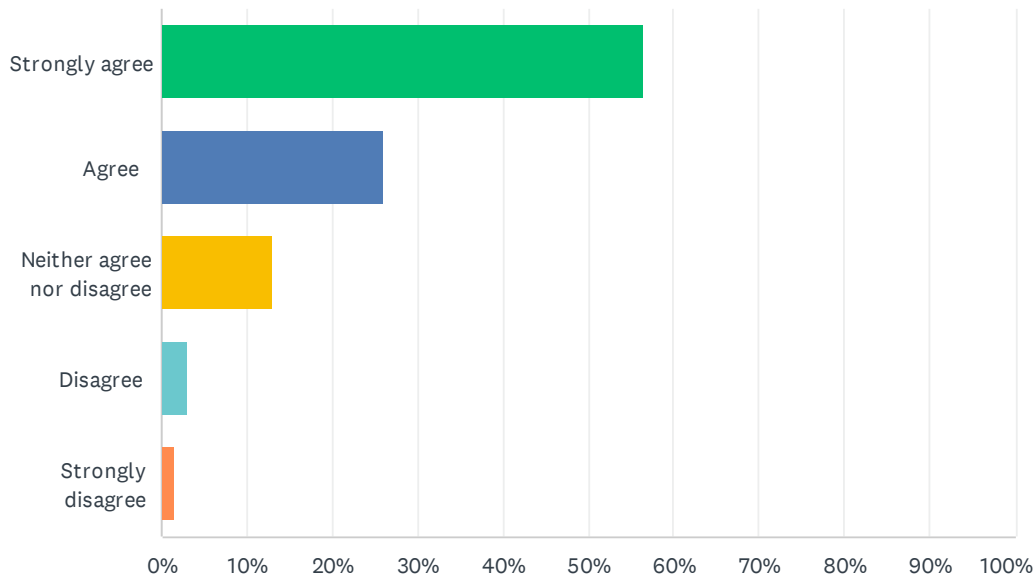
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	65.22%	45
Agree	28.99%	20
Neutral	2.90%	2
Disagree	1.45%	1
Strongly Disagree	1.45%	1
TOTAL		69

Q18 My supervisor provides me with regular supervisions.

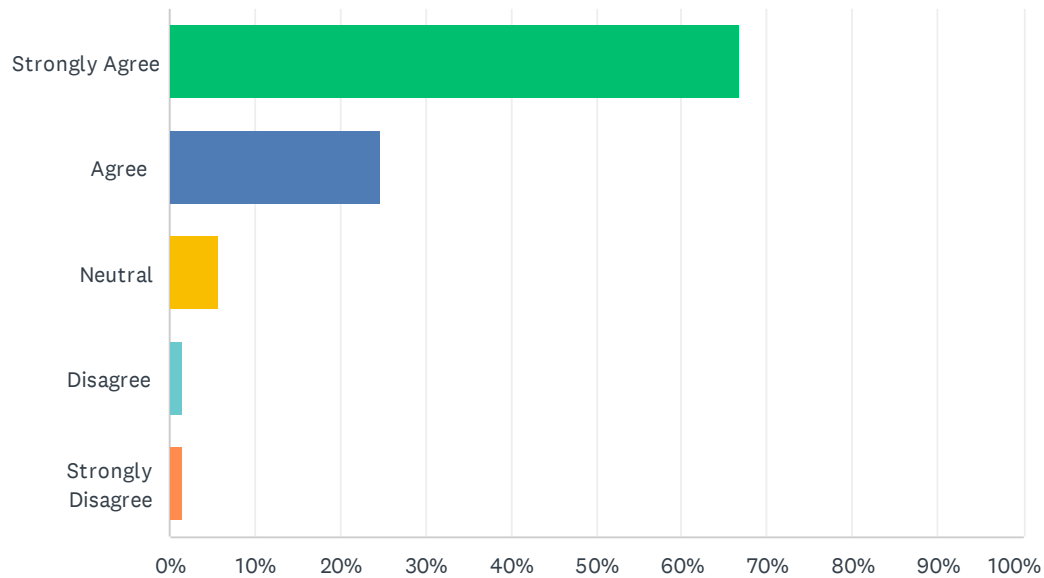
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly agree	56.52%	39
Agree	26.09%	18
Neither agree nor disagree	13.04%	9
Disagree	2.90%	2
Strongly disagree	1.45%	1
TOTAL		69

Q19 My supervisor is knowledgeable of the company's policies.

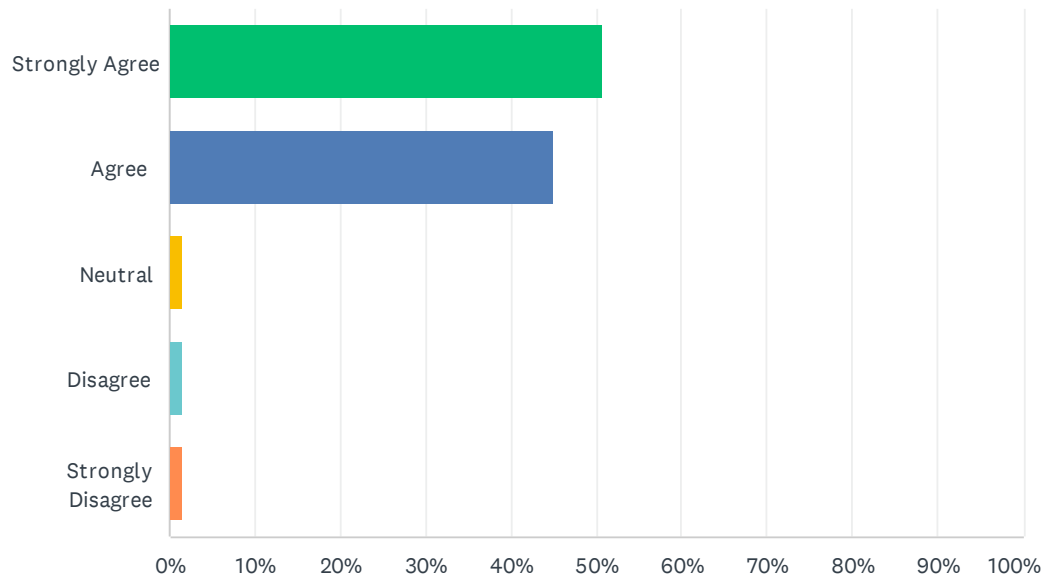
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	66.67%	46
Agree	24.64%	17
Neutral	5.80%	4
Disagree	1.45%	1
Strongly Disagree	1.45%	1
TOTAL		69

Q20 I get the training that I need.

Answered: 69 Skipped: 13



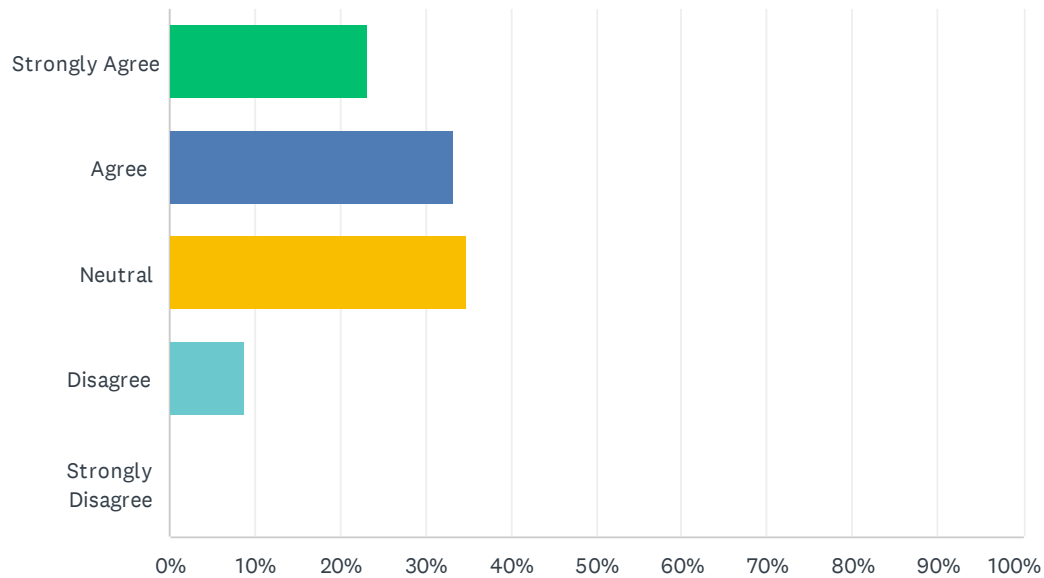
ANSWER CHOICES	RESPONSES	
Strongly Agree	50.72%	35
Agree	44.93%	31
Neutral	1.45%	1
Disagree	1.45%	1
Strongly Disagree	1.45%	1
TOTAL		69

Q21 What other training and/or skill development opportunities would you like to see offered by PSL Services/STRIVE? Are there any changes you would recommend to our training program?

Answered: 36 Skipped: 46

Q22 I have opportunities for advancement.

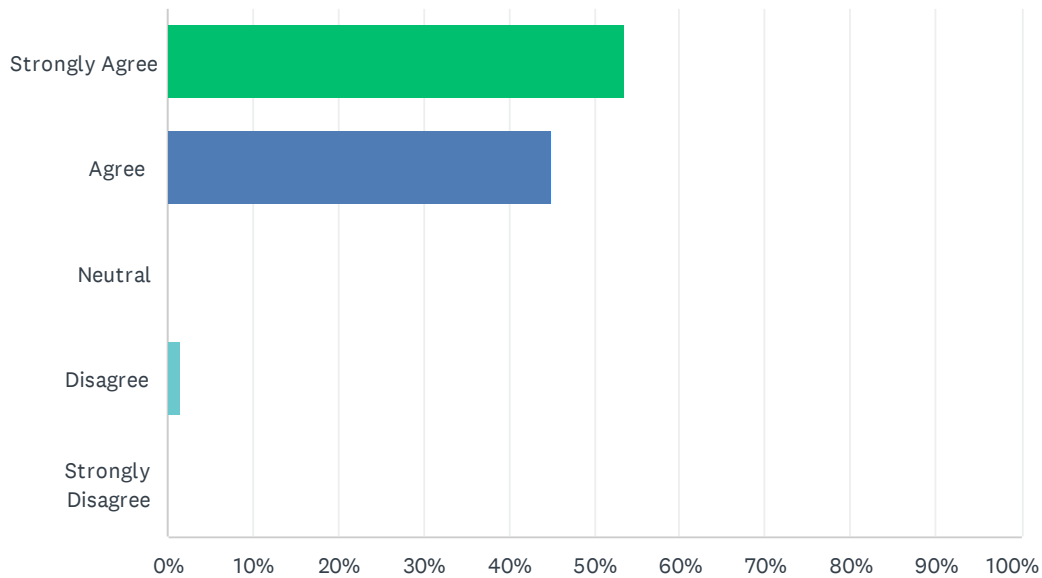
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	23.19%	16
Agree	33.33%	23
Neutral	34.78%	24
Disagree	8.70%	6
Strongly Disagree	0.00%	0
TOTAL		69

Q23 I feel safe while performing my job.

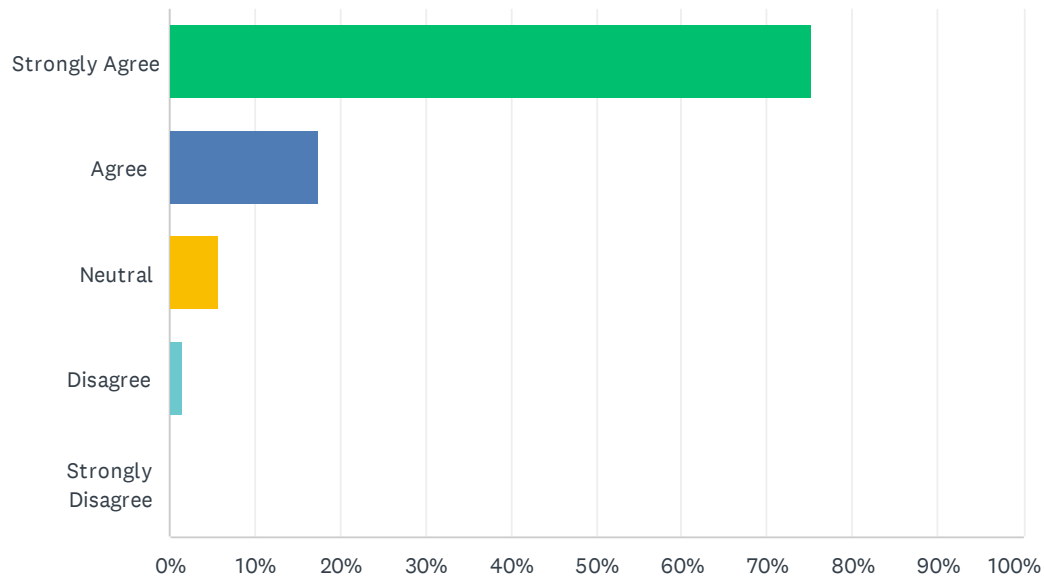
Answered: 69 Skipped: 13



ANSWER CHOICES		RESPONSES	
Strongly Agree		53.62%	37
Agree		44.93%	31
Neutral		0.00%	0
Disagree		1.45%	1
Strongly Disagree		0.00%	0
TOTAL			69

Q24 I am proud to work at PSL Services/STRIVE.

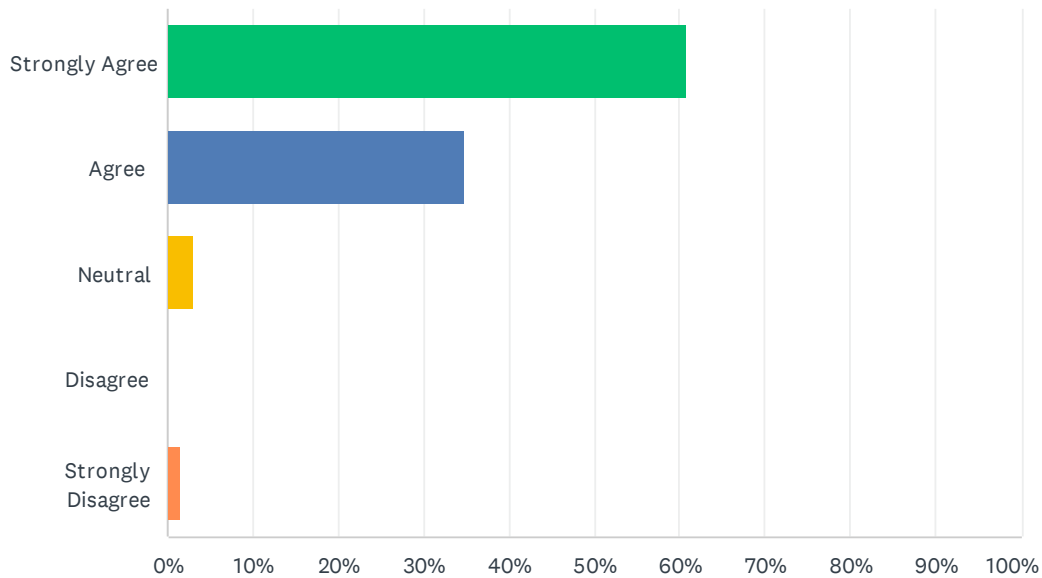
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	75.36%	52
Agree	17.39%	12
Neutral	5.80%	4
Disagree	1.45%	1
Strongly Disagree	0.00%	0
TOTAL		69

Q25 My supervisor pays attention to my ideas or suggestions.

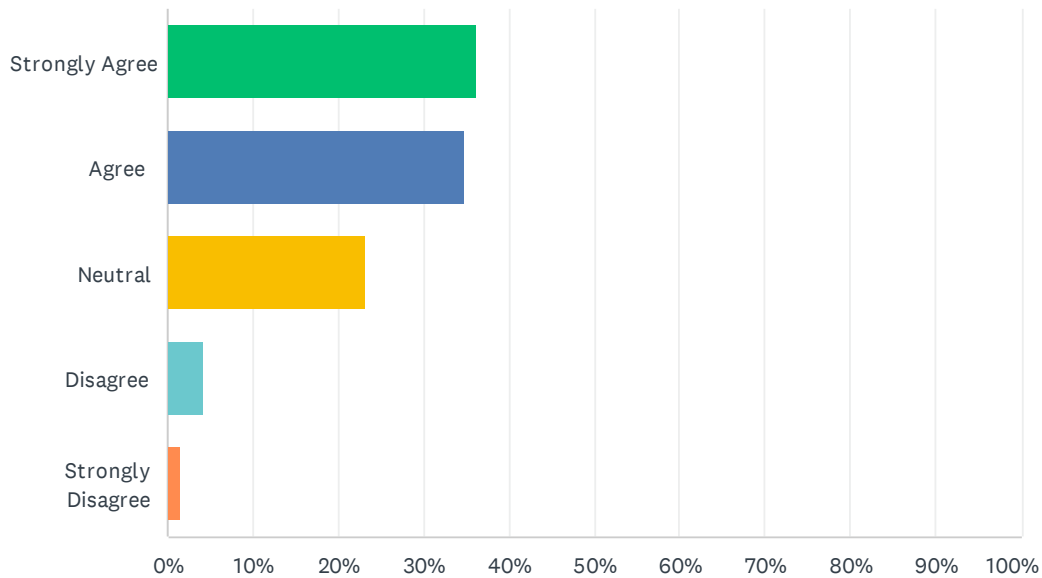
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	60.87%	42
Agree	34.78%	24
Neutral	2.90%	2
Disagree	0.00%	0
Strongly Disagree	1.45%	1
TOTAL		69

Q26 I am optimistic about my future growth and success in the company.

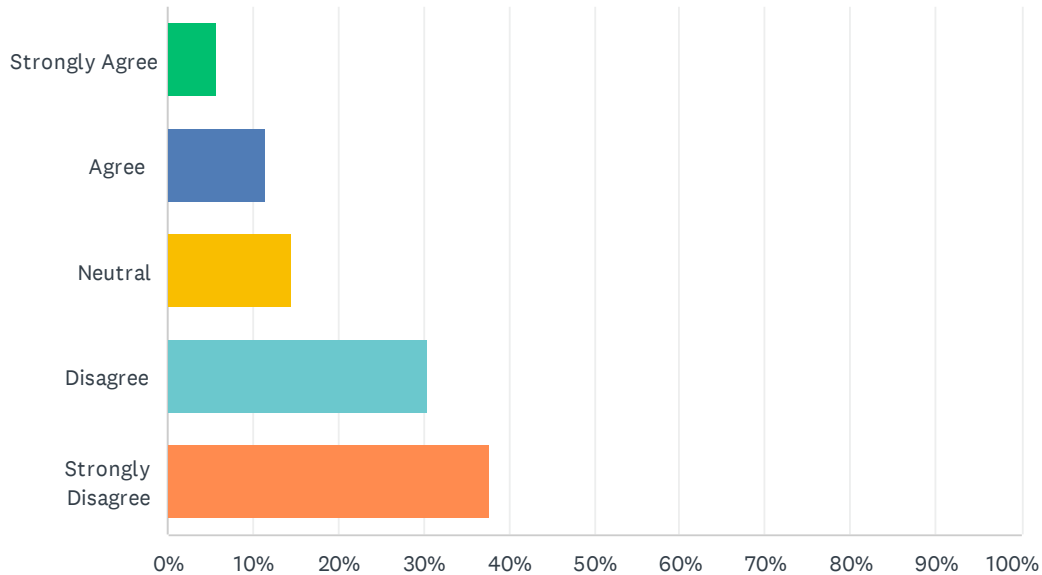
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	36.23%	25
Agree	34.78%	24
Neutral	23.19%	16
Disagree	4.35%	3
Strongly Disagree	1.45%	1
TOTAL		69

Q27 I have seriously considered looking for a new job in the last few months.

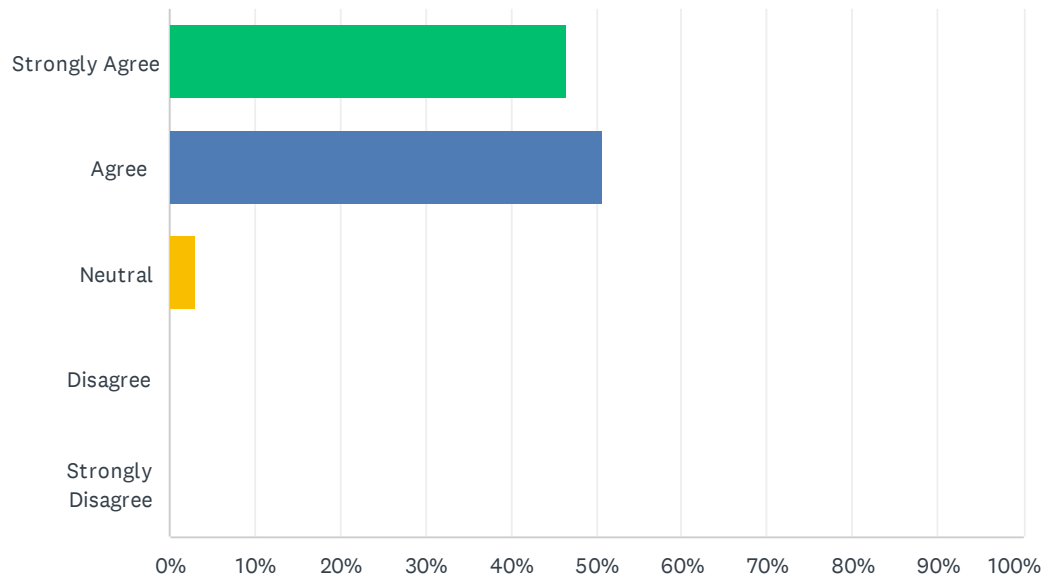
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	5.80%	4
Agree	11.59%	8
Neutral	14.49%	10
Disagree	30.43%	21
Strongly Disagree	37.68%	26
TOTAL		69

Q28 I have a healthy relationship with co-workers.

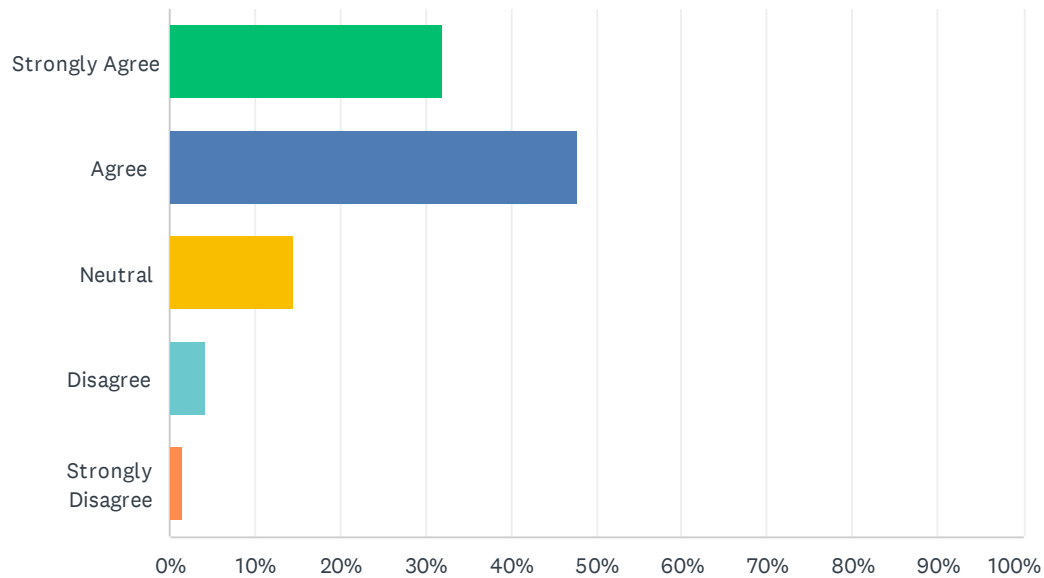
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	46.38%	32
Agree	50.72%	35
Neutral	2.90%	2
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		69

Q29 I believe the morale among my co-workers is positive.

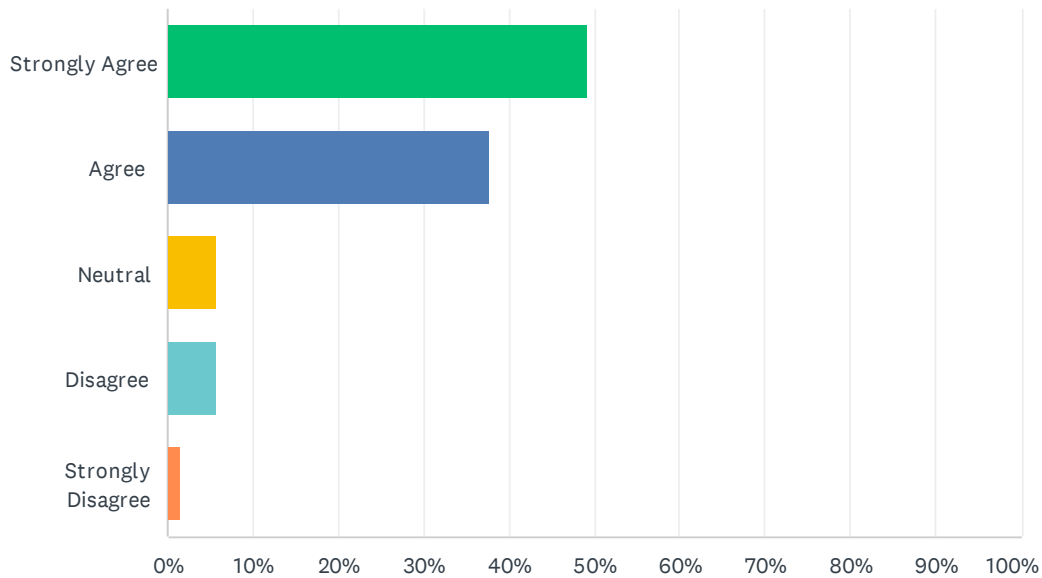
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	31.88%	22
Agree	47.83%	33
Neutral	14.49%	10
Disagree	4.35%	3
Strongly Disagree	1.45%	1
TOTAL		69

Q30 I feel comfortable reporting concerns.

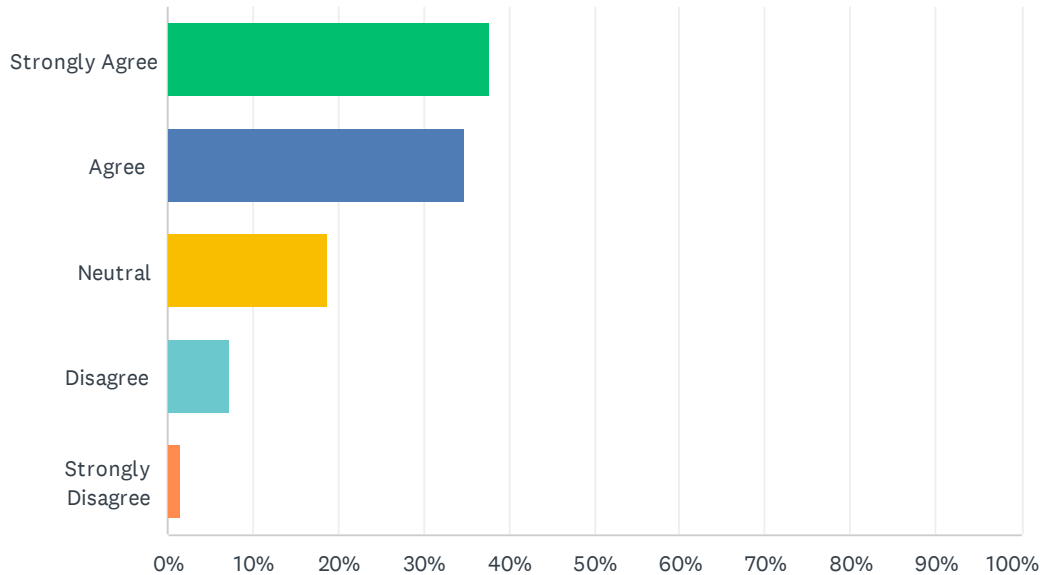
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	49.28%	34
Agree	37.68%	26
Neutral	5.80%	4
Disagree	5.80%	4
Strongly Disagree	1.45%	1
TOTAL		69

Q31 Employee workplace issues are addressed in a manner that fairly resolves them.

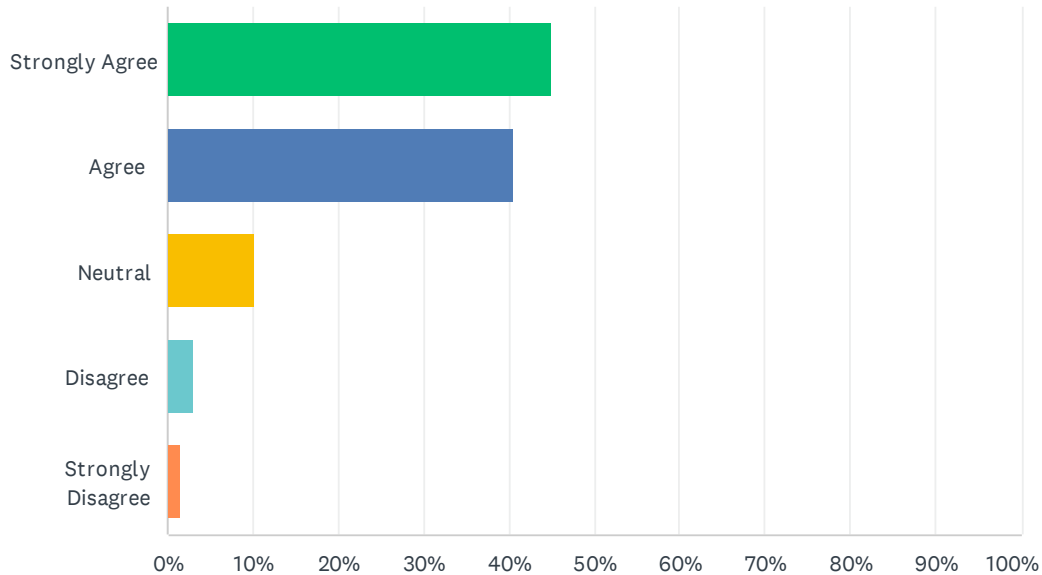
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	37.68%	26
Agree	34.78%	24
Neutral	18.84%	13
Disagree	7.25%	5
Strongly Disagree	1.45%	1
TOTAL		69

Q32 Employees and Managers of PSL Services/STRIVE are focused on solutions rather than blame.

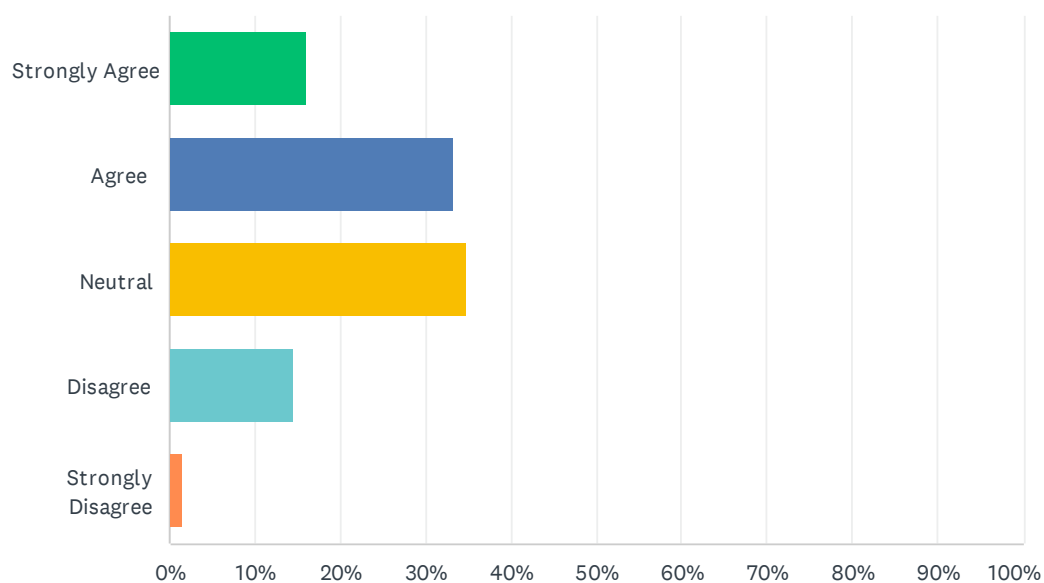
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	44.93%	31
Agree	40.58%	28
Neutral	10.14%	7
Disagree	2.90%	2
Strongly Disagree	1.45%	1
TOTAL		69

Q33 Communication among departments is well coordinated.

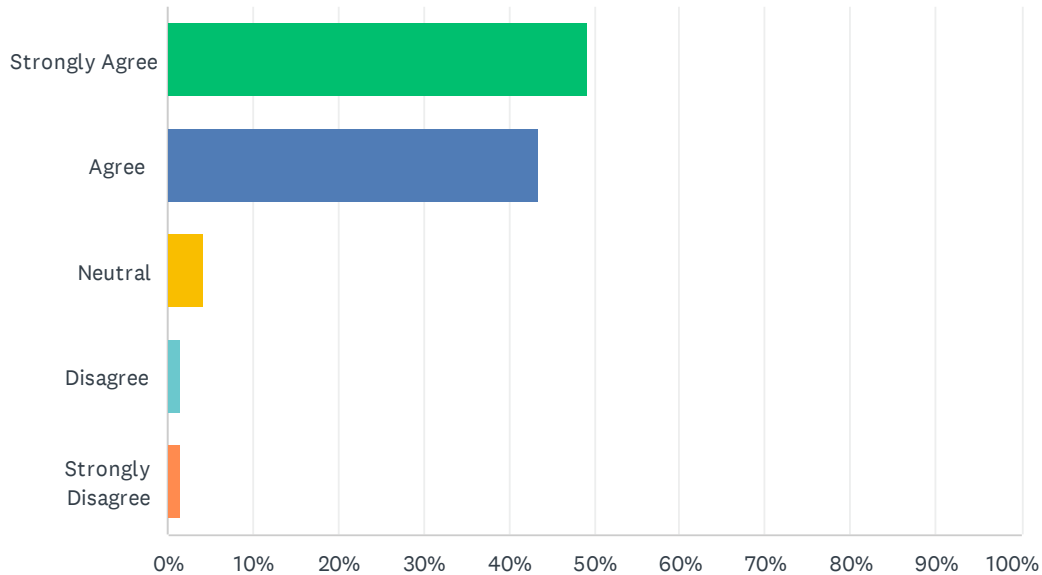
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	15.94%	11
Agree	33.33%	23
Neutral	34.78%	24
Disagree	14.49%	10
Strongly Disagree	1.45%	1
TOTAL		69

Q34 I believe management is committed to working towards the company's mission, vision, values, and objectives.

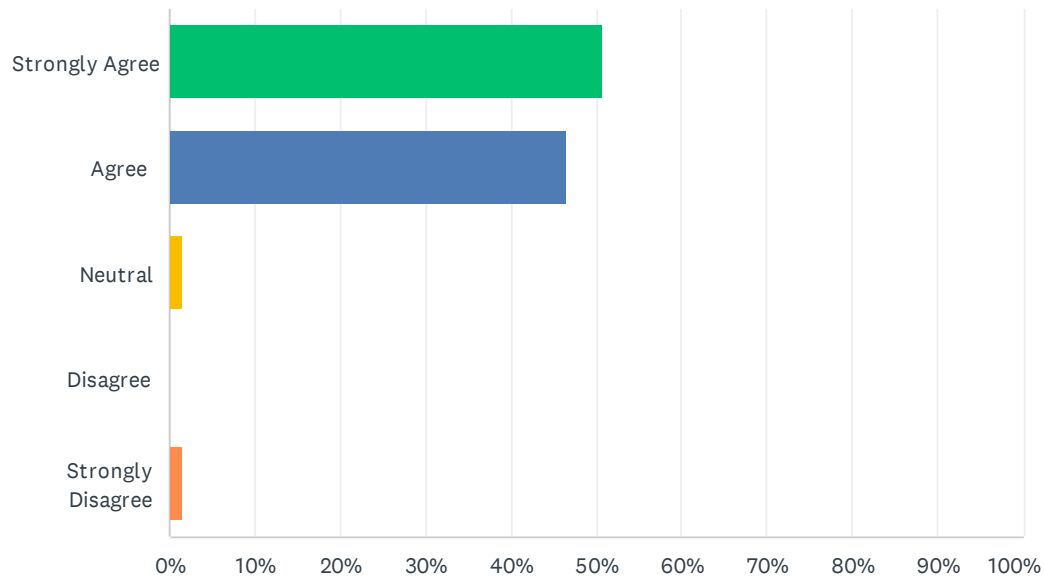
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	49.28%	34
Agree	43.48%	30
Neutral	4.35%	3
Disagree	1.45%	1
Strongly Disagree	1.45%	1
TOTAL		69

Q35 I understand our work rules and policies.

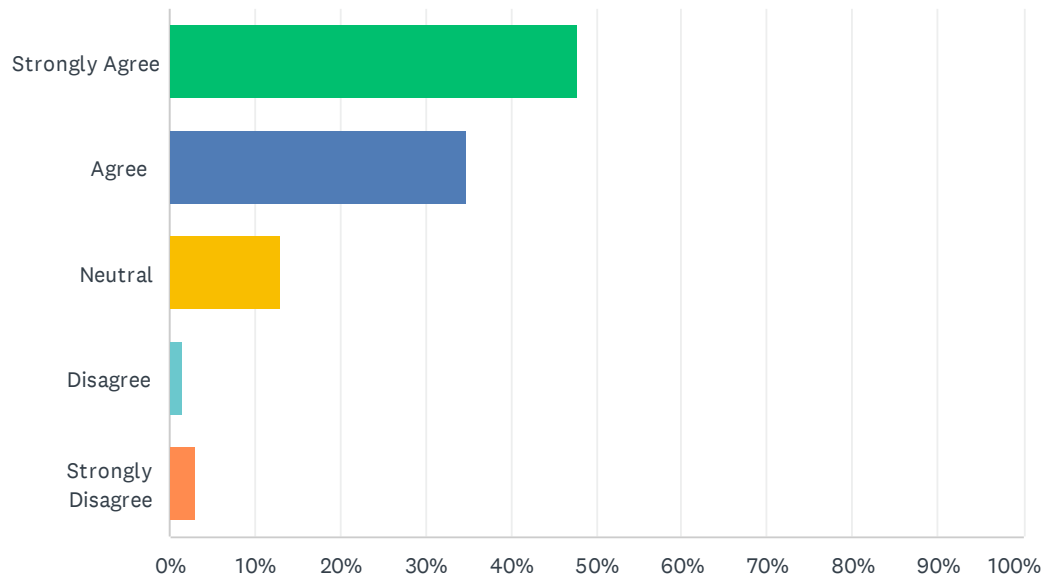
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	50.72%	35
Agree	46.38%	32
Neutral	1.45%	1
Disagree	0.00%	0
Strongly Disagree	1.45%	1
TOTAL		69

Q36 Our policies and rules are applied consistently and fairly.

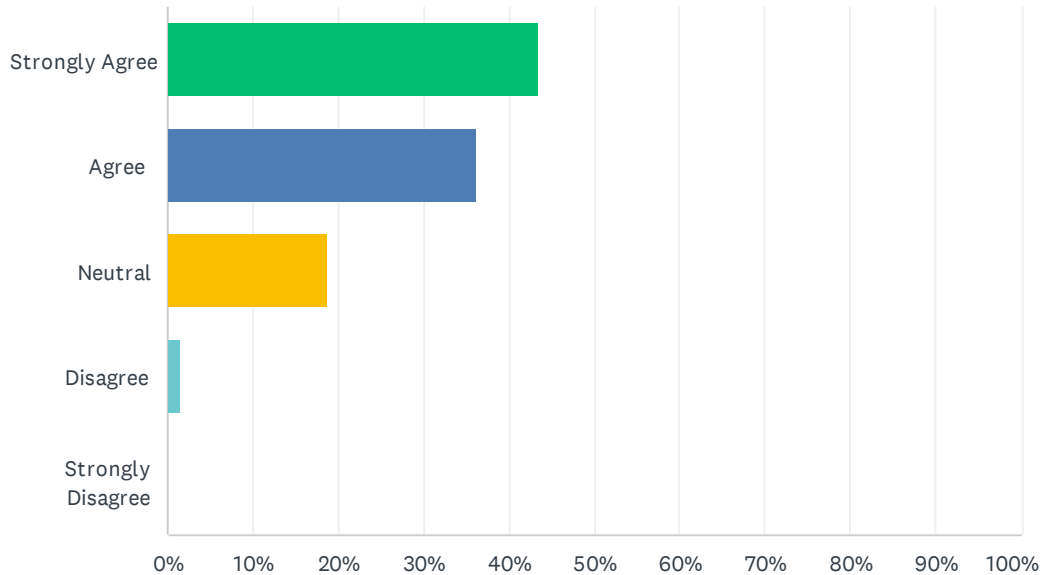
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	47.83%	33
Agree	34.78%	24
Neutral	13.04%	9
Disagree	1.45%	1
Strongly Disagree	2.90%	2
TOTAL		69

Q37 PSL Services/STRIVE focuses on developing people and helping them grow professionally.

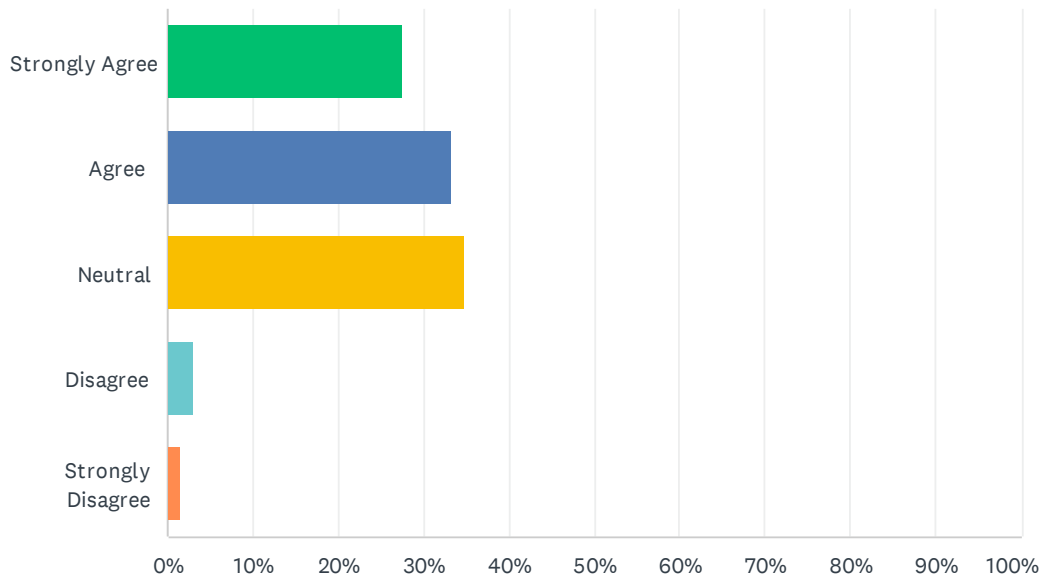
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	43.48%	30
Agree	36.23%	25
Neutral	18.84%	13
Disagree	1.45%	1
Strongly Disagree	0.00%	0
TOTAL		69

Q38 PSL Services/STRIVE promotes people based on performance.

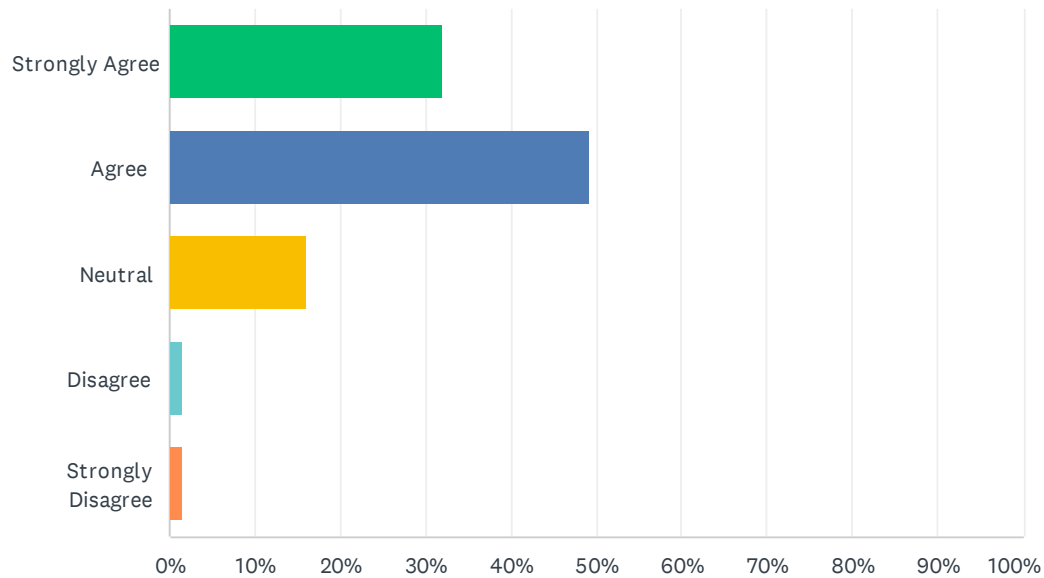
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	27.54%	19
Agree	33.33%	23
Neutral	34.78%	24
Disagree	2.90%	2
Strongly Disagree	1.45%	1
TOTAL		69

Q39 I am kept informed about what's going on in the company.

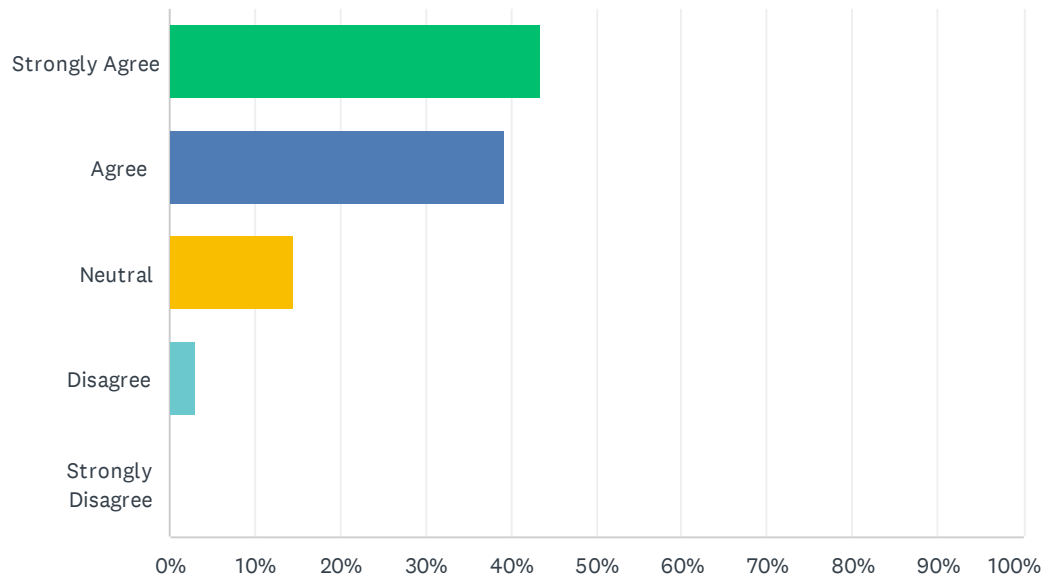
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	31.88%	22
Agree	49.28%	34
Neutral	15.94%	11
Disagree	1.45%	1
Strongly Disagree	1.45%	1
TOTAL		69

Q40 I feel I have job security.

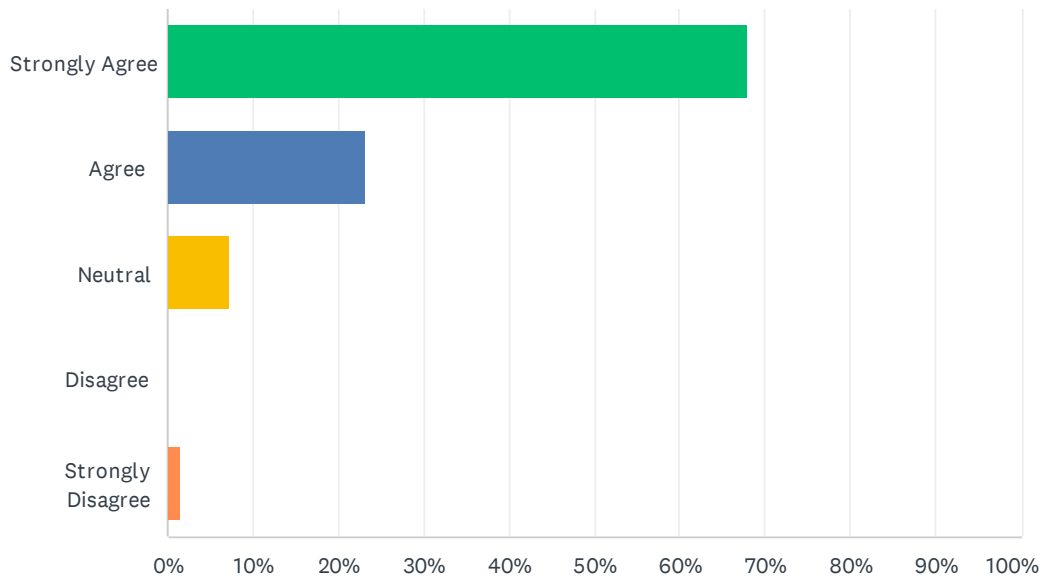
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	43.48%	30
Agree	39.13%	27
Neutral	14.49%	10
Disagree	2.90%	2
Strongly Disagree	0.00%	0
TOTAL		69

Q41 I am happy with the decision to work at this company.

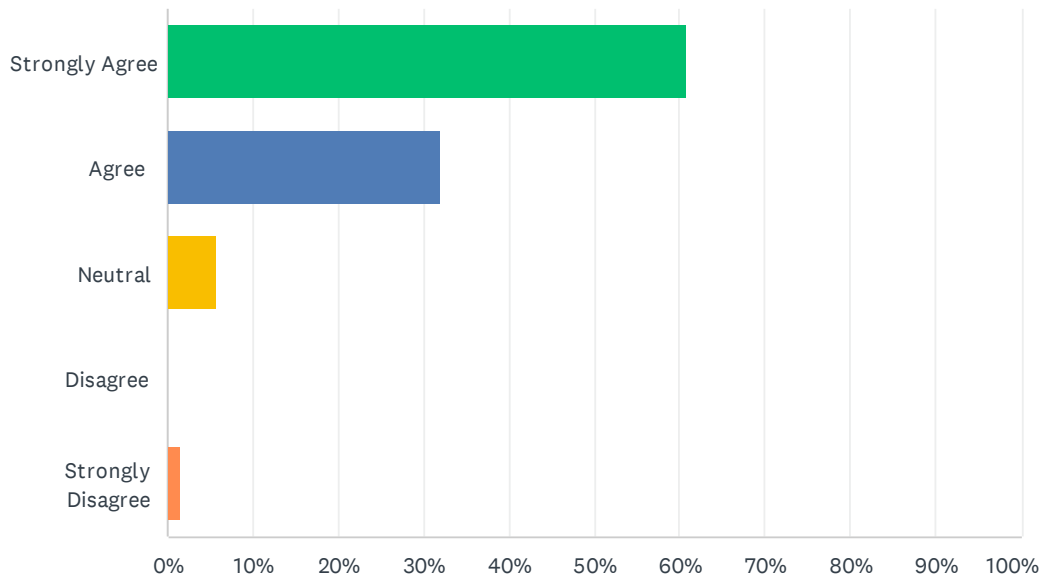
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	68.12%	47
Agree	23.19%	16
Neutral	7.25%	5
Disagree	0.00%	0
Strongly Disagree	1.45%	1
TOTAL		69

Q42 Overall, I feel this is a good place to work.

Answered: 69 Skipped: 13



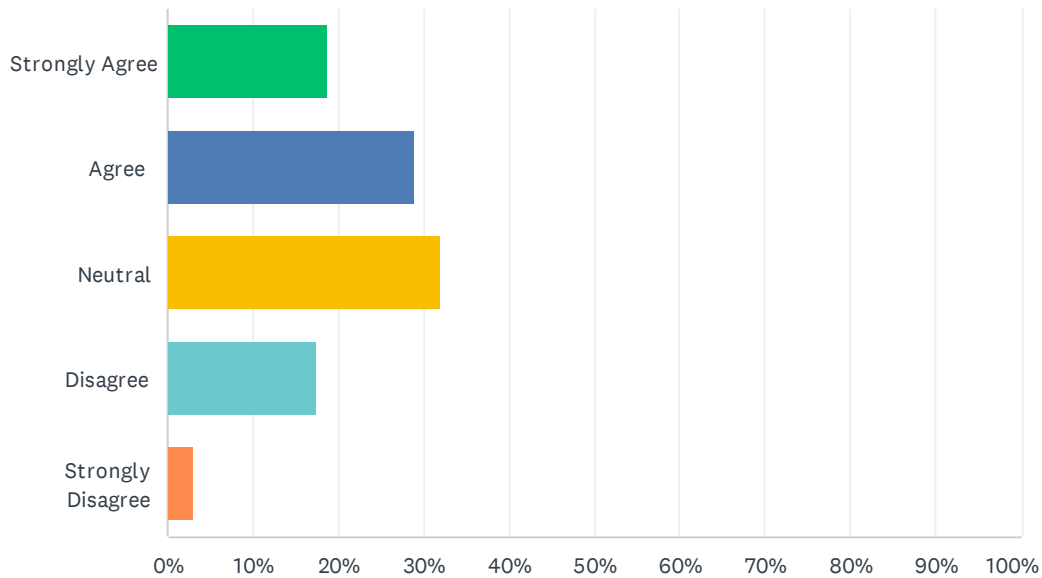
ANSWER CHOICES	RESPONSES	
Strongly Agree	60.87%	42
Agree	31.88%	22
Neutral	5.80%	4
Disagree	0.00%	0
Strongly Disagree	1.45%	1
TOTAL		69

Q43 How would you like to be recognized for your work?

Answered: 69 Skipped: 13

Q44 I believe my compensation is competitive to the local marketplace.

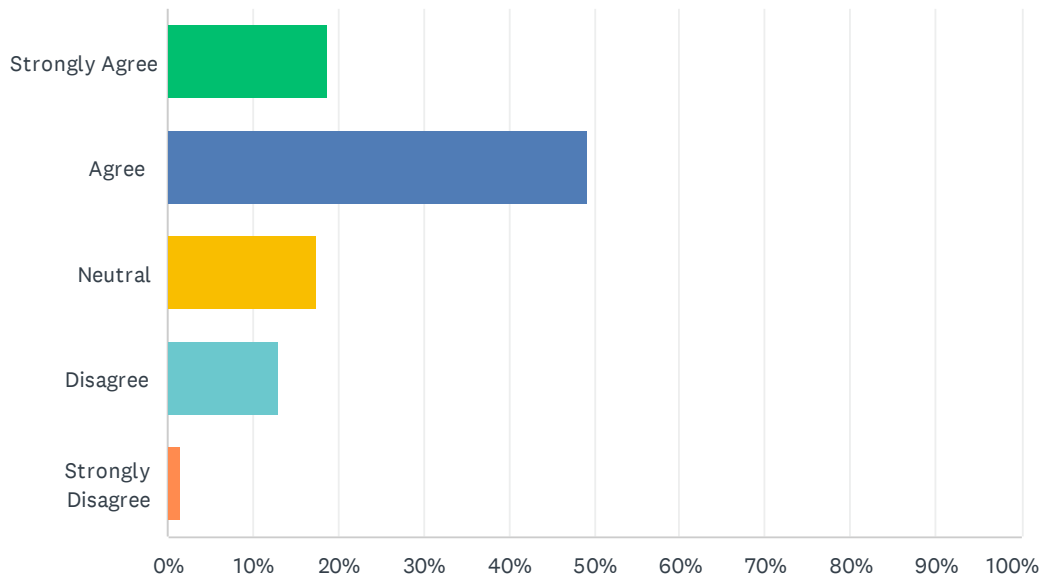
Answered: 69 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly Agree	18.84%	13
Agree	28.99%	20
Neutral	31.88%	22
Disagree	17.39%	12
Strongly Disagree	2.90%	2
TOTAL		69

Q45 I understand how the compensation system works.

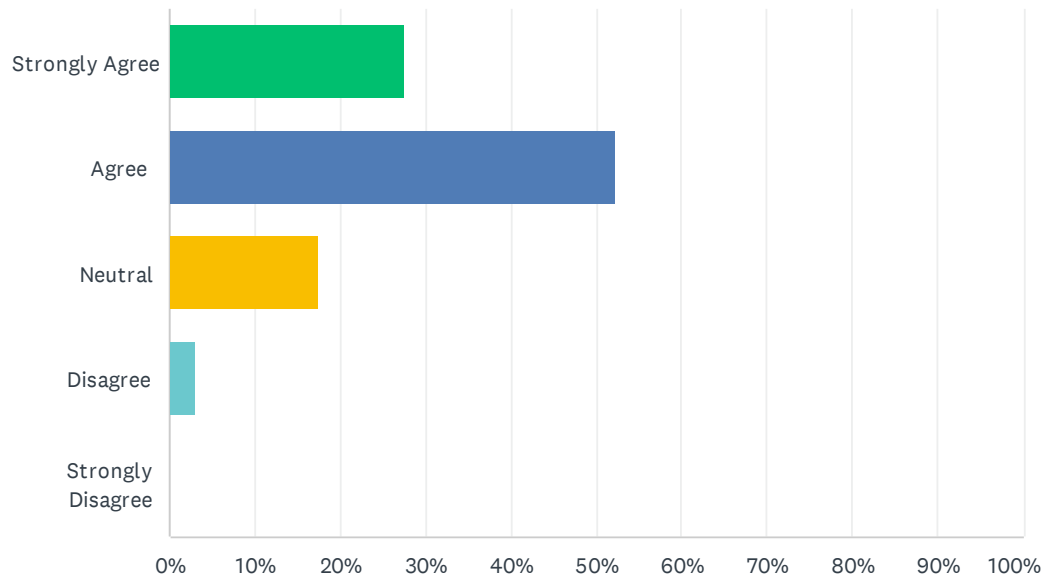
Answered: 69 Skipped: 13



ANSWER CHOICES		RESPONSES	
Strongly Agree		18.84%	13
Agree		49.28%	34
Neutral		17.39%	12
Disagree		13.04%	9
Strongly Disagree		1.45%	1
TOTAL			69

Q46 I feel our benefits are competitive.

Answered: 69 Skipped: 13



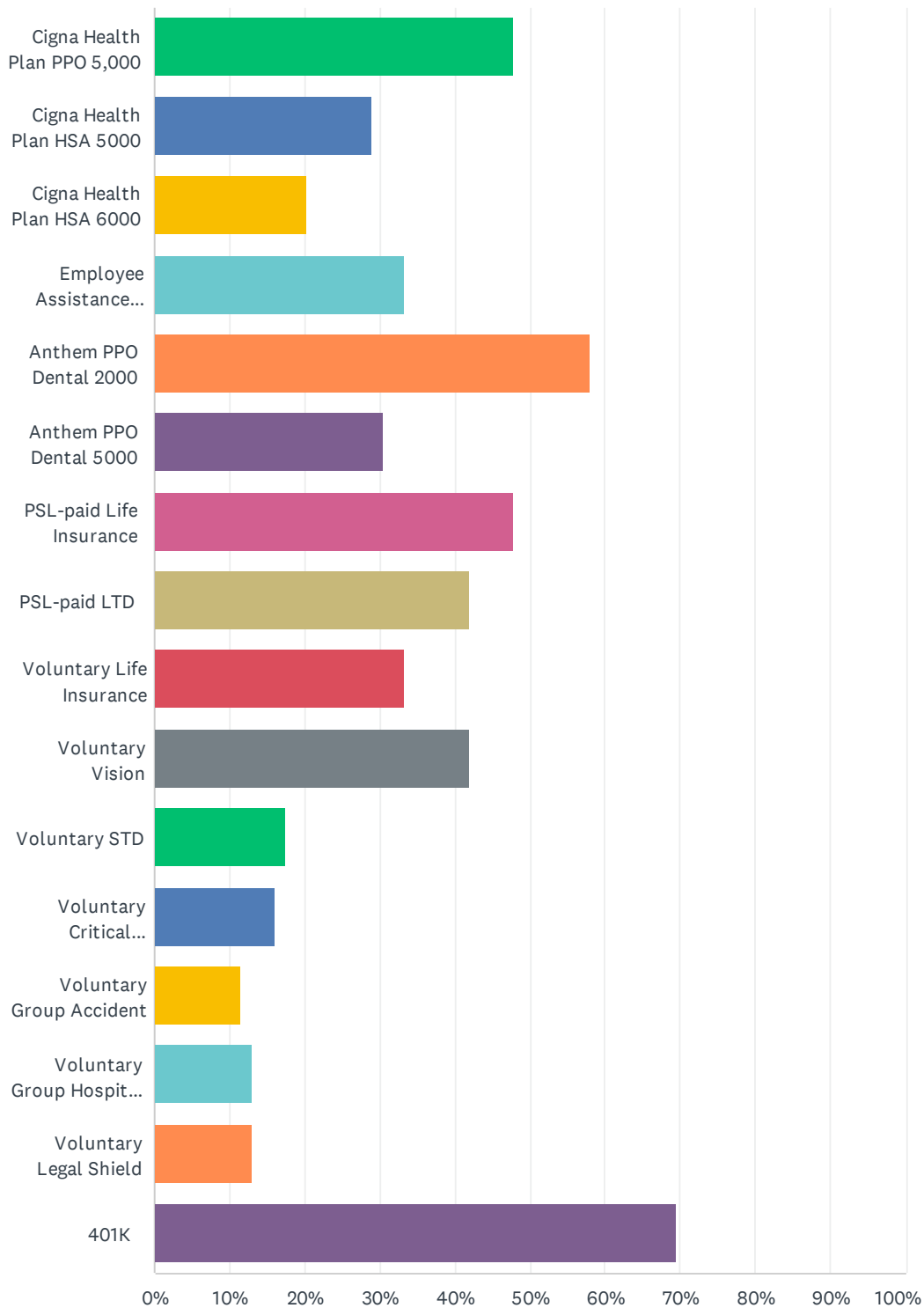
ANSWER CHOICES		RESPONSES	
Strongly Agree		27.54%	19
Agree		52.17%	36
Neutral		17.39%	12
Disagree		2.90%	2
Strongly Disagree		0.00%	0
TOTAL			69

Q47 Please share your thoughts on improving our insurance benefits structure, including any different types of benefits you'd like to see offered:

Answered: 23 Skipped: 59

Q48 Please check the following benefits that are importance to you:

Answered: 69 Skipped: 13



Employee Satisfaction Survey 2023

ANSWER CHOICES	RESPONSES	
Cigna Health Plan PPO 5,000	47.83%	33
Cigna Health Plan HSA 5000	28.99%	20
Cigna Health Plan HSA 6000	20.29%	14
Employee Assistance Program	33.33%	23
Anthem PPO Dental 2000	57.97%	40
Anthem PPO Dental 5000	30.43%	21
PSL-paid Life Insurance	47.83%	33
PSL-paid LTD	42.03%	29
Voluntary Life Insurance	33.33%	23
Voluntary Vision	42.03%	29
Voluntary STD	17.39%	12
Voluntary Critical Illness Insurance	15.94%	11
Voluntary Group Accident	11.59%	8
Voluntary Group Hospital Indemnity	13.04%	9
Voluntary Legal Shield	13.04%	9
401K	69.57%	48
Total Respondents: 69		

Q49 What other Benefits would you like to see offered to employees?

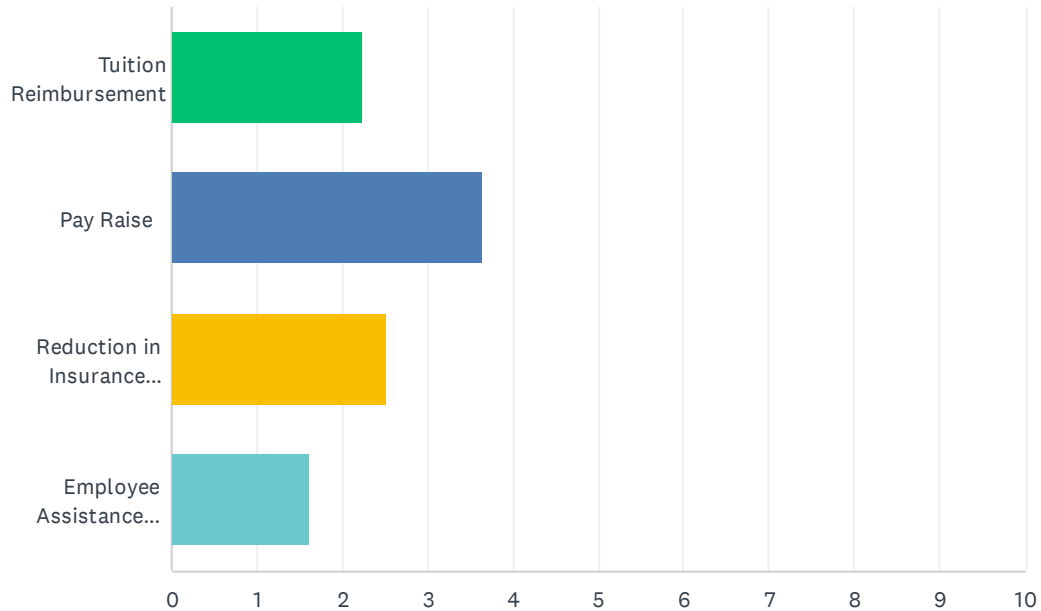
Answered: 28 Skipped: 54

Q50 What are your ideas for improving the employee wellness program?

Answered: 24 Skipped: 58

Q51 If there were greater funds and I were to receive further benefits, I would prefer (please rank the following propositions):

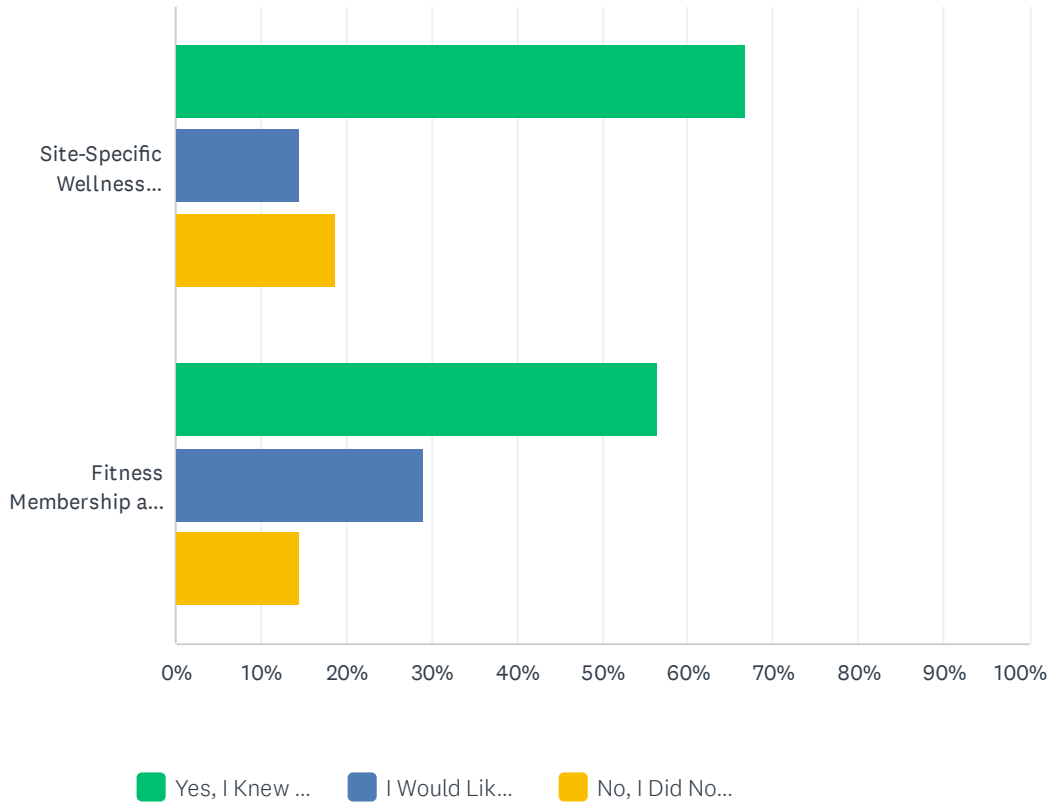
Answered: 69 Skipped: 13



	1	2	3	4	TOTAL	SCORE
Tuition Reimbursement	13.04% 9	27.54% 19	28.99% 20	30.43% 21	69	2.23
Pay Raise	72.46% 50	23.19% 16	0.00% 0	4.35% 3	69	3.64
Reduction in Insurance Weekly Co-pay	10.14% 7	46.38% 32	28.99% 20	14.49% 10	69	2.52
Employee Assistance Program	4.35% 3	2.90% 2	42.03% 29	50.72% 35	69	1.61

Q52 Are you aware that PSL Services/STRIVE offers the following wellness opportunities:

Answered: 69 Skipped: 13



	YES, I KNEW ABOUT THIS	I WOULD LIKE MORE INFORMATION	NO, I DID NOT KNOW ABOUT THIS	TOTAL	WEIGHTED AVERAGE
Site-Specific Wellness Initiatives (e.g. Central Office Wellness Walks)	66.67% 46	14.49% 10	18.84% 13	69	1.52
Fitness Membership and Healthy Eating Financial Incentives	56.52% 39	28.99% 20	14.49% 10	69	1.58

Q53 Additional Comments:

Answered: 10 Skipped: 72

Q54 What obstacles/boundaries (if any) do you feel you face that keeps you from doing your job at a very high level?

Answered: 35 Skipped: 47

Q55 Please share any thoughts you have that we haven't addressed in this employee satisfaction survey:

Answered: 21 Skipped: 61