Are we on the right track?

1. How important is it to you to have professional growth and training opportunities?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

2. As it relates to your development, how important is it to you to have an annual performance review?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

3. How important is it to you to have an individual development plan for your career?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

4. How important is it to you to have appreciation and recognition from peers and supervisors?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

5. How important do you think it is that DCH has a strategic plan that defines our direction, decision making and resource allocation, and that all staff understand how they contribute to our success?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

6. How important do you think workforce planning is (having the right staff, with the right training, in the right job, at the right time, to meet current and future business needs)?

Extremely Important	Really Important	Important	Somewhat Important	Not At All
○	○	○	○	○

7. How important is it to you that process improvement ideas get implemented to accomplish our work better/faster/cheaper (especially innovative ideas from the staff actually doing the work)?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

8. How important is it to you to have a diverse workforce, comprised of various ages, genders, races, etc., that is representative of our citizens, and offers broader, richer perspectives?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

9. How important do you think it is for us to market Michigan, being a civil servant and working for DCH, to recruit our future workforce?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

10. How important is it for DCH to use retention strategies to help keep great employees working at DCH?

Extremely Important	Really Important	Important	Somewhat Important	Not at All
○	○	○	○	○

11. What else should DCH be doing, or doing more of?

_____

12. What shouldn't we be doing, or what should we do less of?

_____