

## All Assertions

Success Factors	Assertion	Score
Leadership	My direct manager treats people the way they ask us to treat customers and each other	79%
Leadership	The actions of my direct manager are consistent with our values	77%
Leadership	I am confident that our Executive Leadership Team is leading us in the right direction	68%
Leadership	There is a clear vision for the council	66%
Leadership	People are confident that our leadership team (CE and members of ELT) will implement our strategy and purpose successfully	65%
Leadership	There is a clearly articulated purpose and strategy for Council	65%
Leadership	There is a culture of trying to empower and enable our people to maximise their performance	64%
Culture	I understand clearly how the things I do affect the ability of others in my team to do their job	82%
Culture	I enjoy working for WCC	79%
Culture	WCC is a great place to work	76%
Culture	I have the autonomy to make decisions with matters I am responsible for	73%
Culture	There is a strong focus on how we can work together better as a team	68%
Culture	At WCC we celebrate achievements as a team	68%
Culture	Our Leadership Team (CE and members of ELT) supports people who come forward with new ideas and innovations	65%
Culture	Honesty and directness are valued at WCC	64%
Culture	The contribution of individuals is recognised	64%
Culture	We have clear and effective systems for dealing with intimidating behaviour and workplace bullying, which are applied equally to everyone	62%
Culture	Effective cross-functional teams are common in WCC	53%
Performance Development	My own performance targets are aligned with the objectives of the council	73%
Performance Development	WCC provides opportunities for me to develop my skills and competencies and actively encourages career development	67%
Performance Development	You receive regular, constructive and appropriate feedback, which enhances your performance. This can be either formal or informal feedback.	66%
Performance Development	I have regular performance conversations and receive effective feedback from my manager	65%
Performance Development	Each person in the council has clearly defined roles and responsibilities which they understand	61%
Performance Development	The remuneration I receive for my job is fair	59%
Performance Development	Poor performance is managed effectively in our organisation	49%