













Future Guildford Staff Survey

May 2019




2. I feel comfortable with the level of communication I am receiving at the moment about transformation and change within the Council.				Response Percent	Response Total
1	Strongly Agree			5.71%	16
2	Agree			54.29%	152
3	Disagree			30.00%	84
4	Strongly Disagree			10.00%	28
				answered	280
				skipped	2

3. I feel that my views are being listened to and I have a chance to contribute.				Response Percent	Response Total
1	Strongly Agree			5.17%	14
2	Agree			52.03%	141
3	Disagree			34.69%	94
4	Strongly Disagree			8.12%	22
				answered	271
				skipped	11





4. I know how to get more information about the Future Guildford Programme.

			Response Percent	Response Total
1	Strongly Agree		6.20%	17
2	Agree		60.22%	165
3	Disagree		30.66%	84
4	Strongly Disagree		2.92%	8
			answered	274
			skipped	8




5. I would like to receive more frequent communication about the Future Guildford Programme.

			Response Percent	Response Total
1	Strongly Agree		27.94%	76
2	Agree		61.40%	167
3	Disagree		10.66%	29
4	Strongly Disagree		0.00%	0
			answered	272
			skipped	10





6. My Manager keeps me informed about the Future Guildford Programme and how it will impact upon our area of the Council.

			Response Percent	Response Total
1	Strongly Agree		11.96%	33
2	Agree		52.17%	144
3	Disagree		25.00%	69
4	Strongly Disagree		10.87%	30
			answered	276
			skipped	6





7. I understand the challenges facing the Council and why we need to change.

			Response Percent	Response Total
1	Strongly Agree		34.56%	94
2	Agree		57.72%	157
3	Disagree		7.72%	21
4	Strongly Disagree		0.00%	0
			answered	272
			skipped	10





8. I understand what the Future Guildford Programme is and what is involved.

			Response Percent	Response Total
1	Strongly Agree		14.91%	41
2	Agree		67.27%	185
3	Disagree		16.73%	46
4	Strongly Disagree		1.09%	3
			answered	275
			skipped	7





9. I understand the reasons why we need to make changes and believe they are the right ones.

			Response Percent	Response Total
1	Strongly Agree		15.65%	41
2	Agree		60.69%	159
3	Disagree		20.99%	55
4	Strongly Disagree		2.67%	7
			answered	262
			skipped	20





10. I believe that our Leadership Team are committed to the success of the Future Guildford Programme.

			Response Percent	Response Total
1	Strongly Agree		20.15%	55
2	Agree		71.06%	194
3	Disagree		8.06%	22
4	Strongly Disagree		0.73%	2
			answered	273
			skipped	9





11. I feel confident that I can play a positive role in Guildford Borough Council's future.

			Response Percent	Response Total
1	Strongly Agree		32.60%	89
2	Agree		49.08%	134
3	Disagree		15.02%	41
4	Strongly Disagree		3.30%	9
			answered	273
			skipped	9





12. I feel committed to the success of the Future Guildford Programme.

			Response Percent	Response Total
1	Strongly Agree		23.90%	65
2	Agree		64.71%	176
3	Disagree		9.19%	25
4	Strongly Disagree		2.21%	6
			answered	272
			skipped	10





13. I understand how and why processes will be re-designed.

			Response Percent	Response Total
1	Strongly Agree		10.66%	29
2	Agree		46.69%	127
3	Disagree		31.99%	87
4	Strongly Disagree		10.66%	29
			answered	272
			skipped	10





14. I think the Future Guildford programme will achieve an improvement to our current way of operating.

			Response Percent	Response Total
1	Strongly Agree		12.69%	34
2	Agree		59.33%	159
3	Disagree		24.63%	66
4	Strongly Disagree		3.36%	9
			answered	268
			skipped	14





15. I trust the processes we are going through to make changes.

			Response Percent	Response Total
1	Strongly Agree		3.76%	10
2	Agree		53.76%	143
3	Disagree		36.47%	97
4	Strongly Disagree		6.02%	16
			answered	266
			skipped	16





16. I feel worried about what transformation will mean for me.

			Response Percent	Response Total
1	Strongly Agree		26.98%	75
2	Agree		42.09%	117
3	Disagree		27.34%	76
4	Strongly Disagree		3.60%	10
			answered	278
			skipped	4





17. I would be happy to go and talk to members of our Leadership Team about my ideas or questions.

			Response Percent	Response Total
1	Strongly Agree		17.15%	47
2	Agree		61.68%	169
3	Disagree		19.71%	54
4	Strongly Disagree		1.46%	4
			answered	274
			skipped	8

18. The Future Guildford Programme Project Team are visible and talk to us.

			Response Percent	Response Total
1	Strongly Agree		1.82%	5
2	Agree		40.00%	110
3	Disagree		45.45%	125
4	Strongly Disagree		12.73%	35
			answered	275
			skipped	7

19. I feel ready to work in a new way and support others in order to make the Future Guildford Programme a success.

			Response Percent	Response Total
1	Strongly Agree		28.83%	79
2	Agree		64.60%	177
3	Disagree		5.47%	15
4	Strongly Disagree		1.09%	3
			answered	274
			skipped	8

Please let us know what communication methods work best for you by selecting the relevant boxes:

			Response Percent	Response Total
1	Newsletter		29.03%	81
2	Intranet (The Loop)		36.20%	101
3	Staff briefings		49.10%	137
4	Team meetings		45.88%	128
5	121 with your line manager		24.01%	67
6	Notice board		6.45%	18
7	Email		64.87%	181
8	Managing Director's Blog		21.15%	59
9	Frequently Asked Questions (FAQ)		17.56%	49
10	Staff Forum Representatives		15.05%	42
11	Other (please specify):		2.87%	8
			answered	279
			skipped	3
Other (please specify): (8)				
1	Direct communication from CMT or Future Guildford Team			
2	If blog . intranet is updated, please send email advising of this			
3	Regular drop in sessions with Future Guildford/Ignite officers (especially handy if officers want to provide feedback/information but are unable to attend a scheduled meeting)			
4	All staff emails and By the Wey - not specific newsletter			
5	Talk to me and show me things			
6	Have answered negatively to most questions: a lot of communications about communication but not substance about the changes			
7	I don't have 121 or team meetings despite asking my line manager.			

Please let us know what communication methods work best for you by selecting the relevant boxes:

	Response Percent	Response Total
8 Have we considered Whats App groups? Facebook groups? Informal video clip updates from James/FG Team/leadership team? Cafe drop-ins with treats/cakes, take out to other sites too -understand pros/cons inclusivity risk etc - and also think too many channels counterproductive but maybe worth thinking through? Also wondered internal slogan or subtitle under Future Guildford encapsulate unify with #OneGuildford - cheesy but does what says on tin: 'we are all in this together and on same side'		