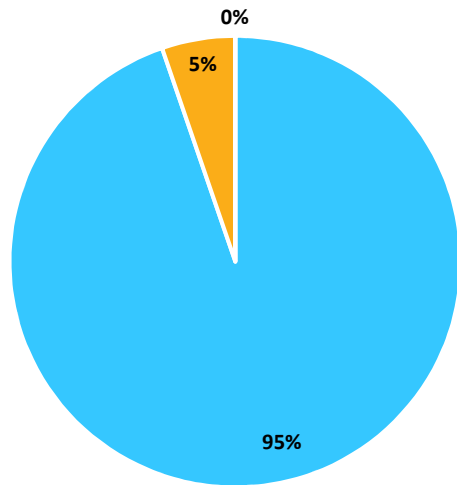


# My View 2019 Results

Where are you mainly based?	Office Based	Community Based	Day Centre	Unknown/Not recorded
	27	12	10	8

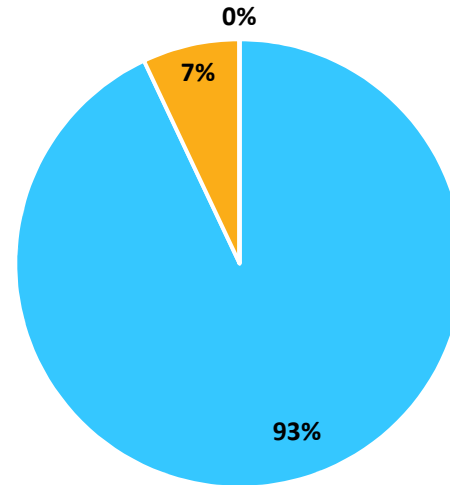
Satisfaction	Agree	Neither agree nor disagree	Disagree
I enjoy my job	94.74%	5.26%	0%
I have a sense of doing something worthwhile	92.98%	7.02%	0%

I enjoy my job

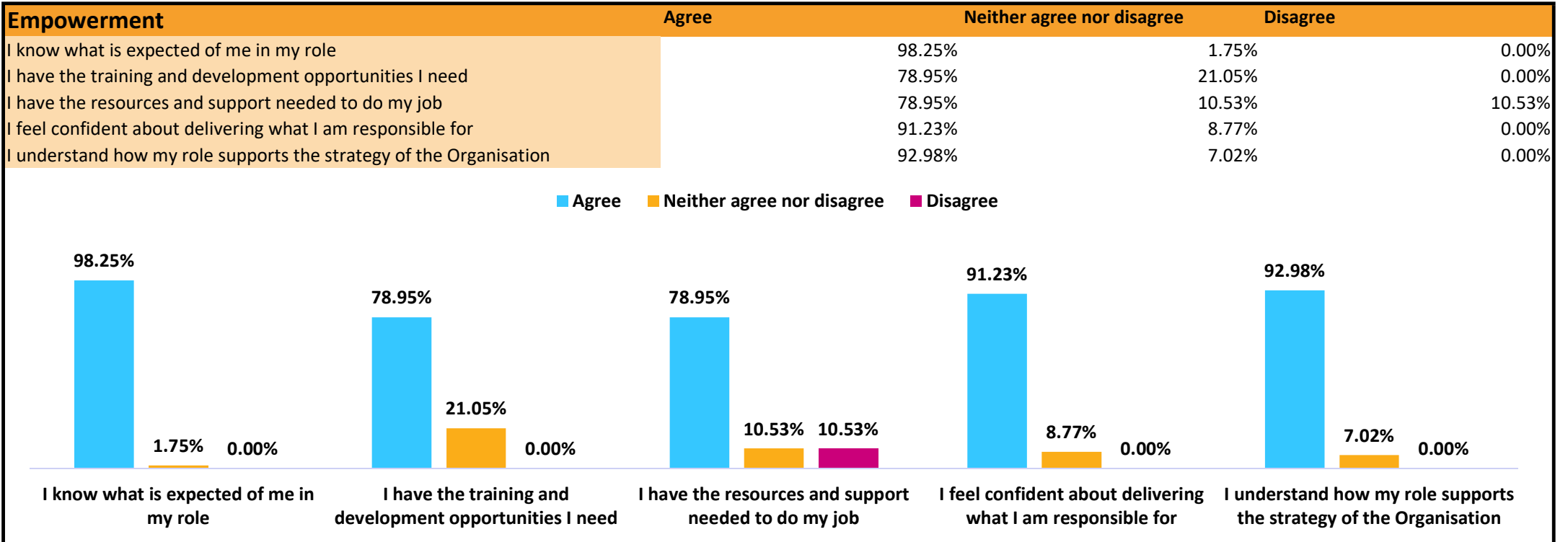
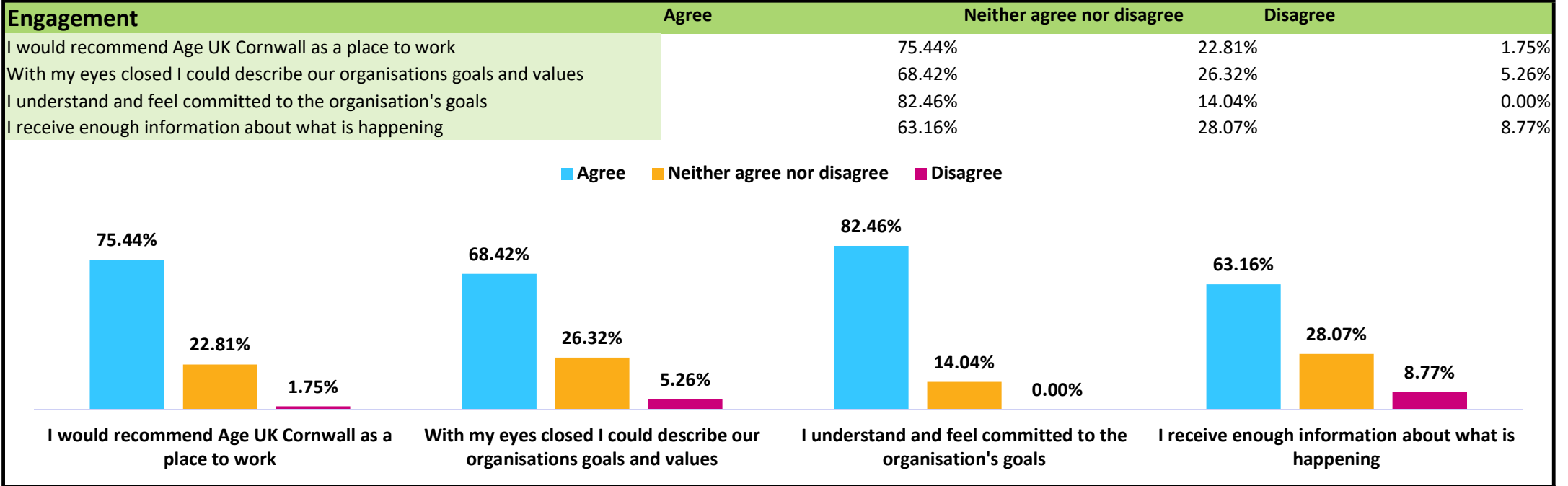


- Agree
- Neither agree nor disagree
- Disagree

I have a sense of doing something worthwhile

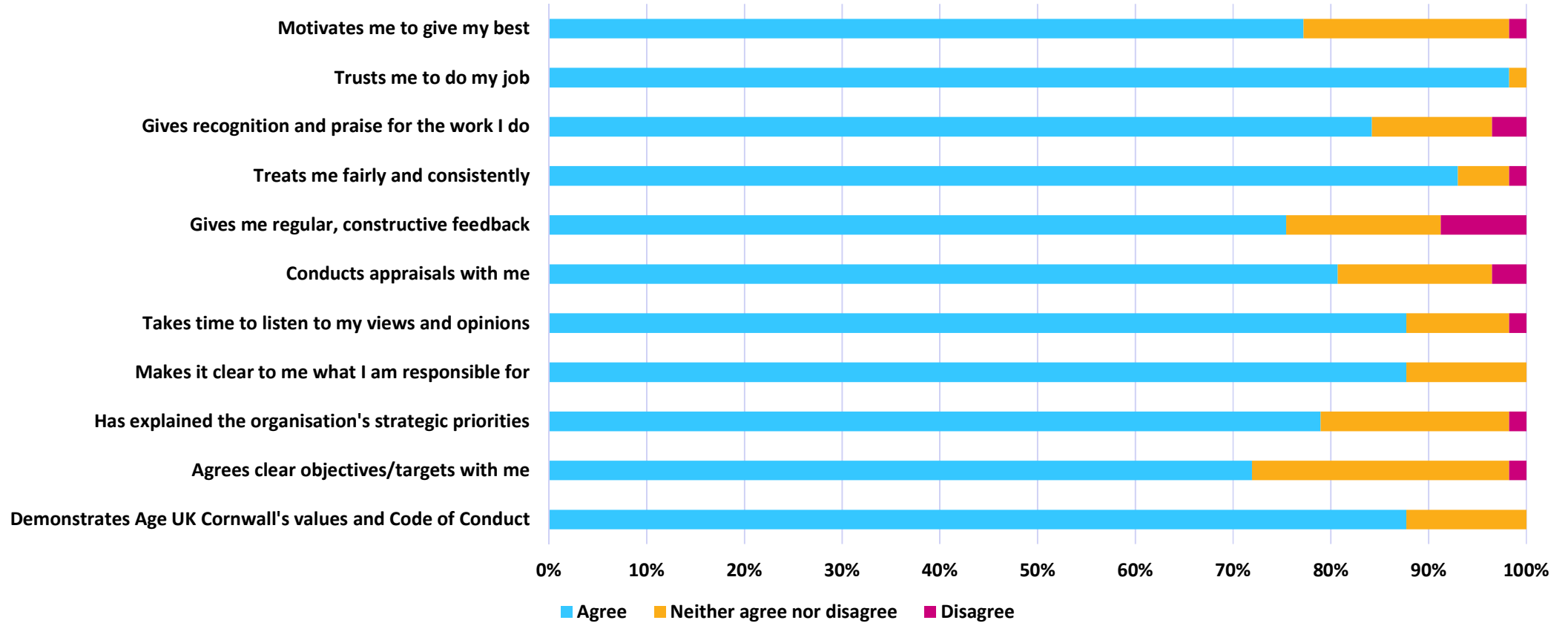


- Agree
- Neither agree nor disagree
- Disagree



## Line Management

My Manager....	Agree	Neither agree nor disagree	Disagree
Demonstrates Age UK Cornwall's values and Code of Conduct	87.72%	12.28%	0.00%
Agrees clear objectives/targets with me	71.93%	26.32%	1.75%
Has explained the organisation's strategic priorities	78.95%	19.30%	1.75%
Makes it clear to me what I am responsible for	87.72%	12.28%	0.00%
Takes time to listen to my views and opinions	87.72%	10.53%	1.75%
Conducts appraisals with me	80.70%	15.79%	3.51%
Gives me regular, constructive feedback	75.44%	15.79%	8.77%
Treats me fairly and consistently	92.98%	5.26%	1.75%
Gives recognition and praise for the work I do	84.21%	12.28%	3.51%
Trusts me to do my job	98.25%	1.75%	0.00%
Motivates me to give my best	77.19%	21.05%	1.75%



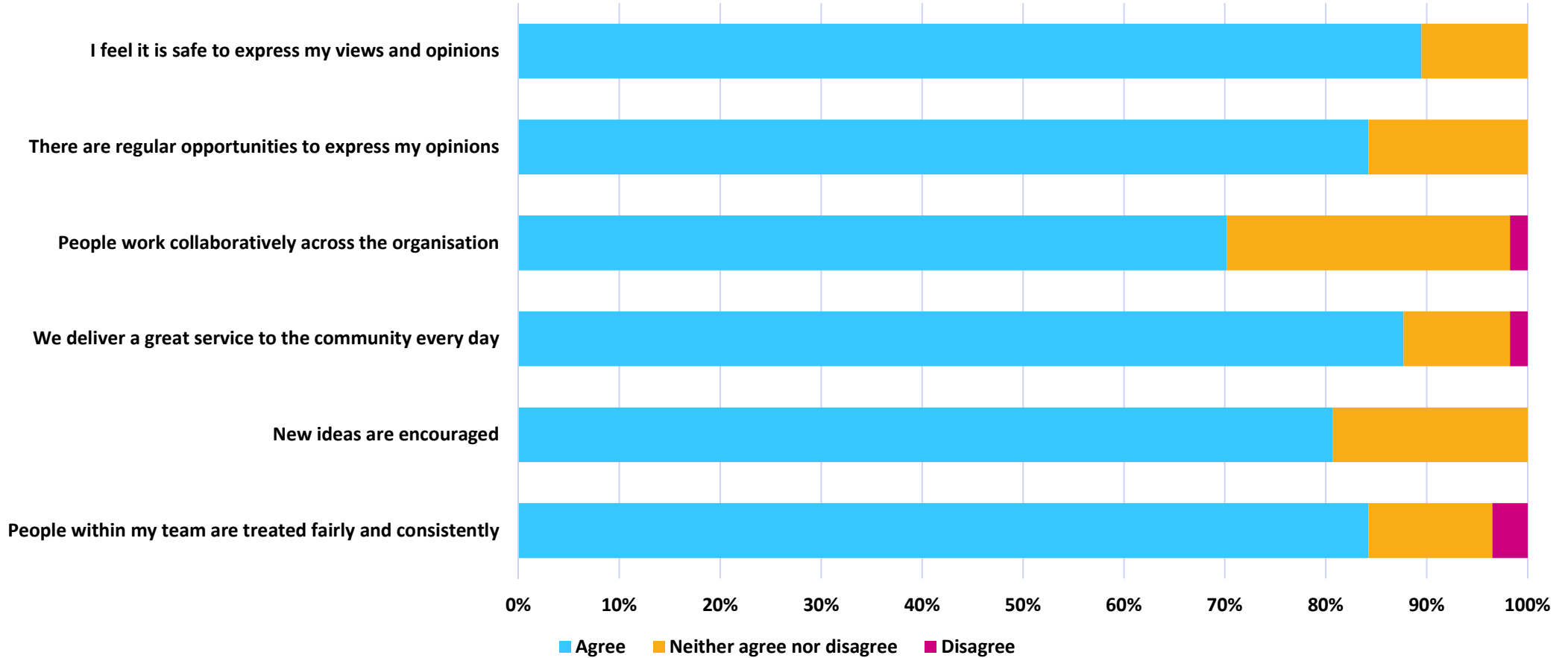
## Culture & Values

Agree

Neither agree nor disagree

Disagree

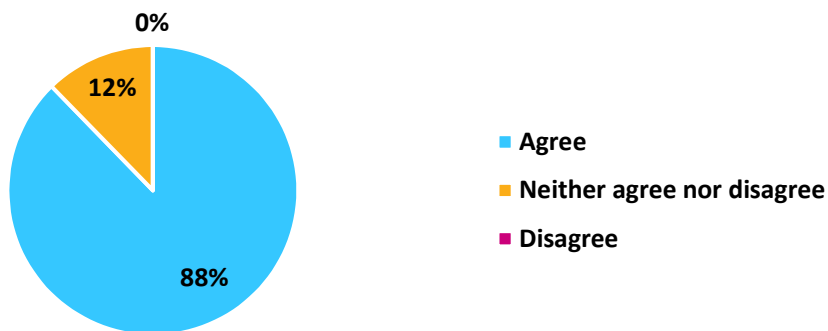
	Agree	Neither agree nor disagree	Disagree
People within my team are treated fairly and consistently	84.21%	12.28%	3.51%
New ideas are encouraged	80.70%	19.30%	0.00%
We deliver a great service to the community every day	87.72%	10.53%	1.75%
People work collaboratively across the organisation	70.18%	28.07%	1.75%
There are regular opportunities to express my opinions	84.21%	15.79%	0.00%
I feel it is safe to express my views and opinions	89.47%	10.53%	0.00%



## Code of conduct

	Agree	Neither agree nor disagree	Disagree
I feel confident that I understand the code of conduct	87.72%	12.28%	0.00%
Our code of conduct is the right code of conduct for our organisation	87.72%	12.28%	0.00%

### I feel confident that I understand the code of conduct

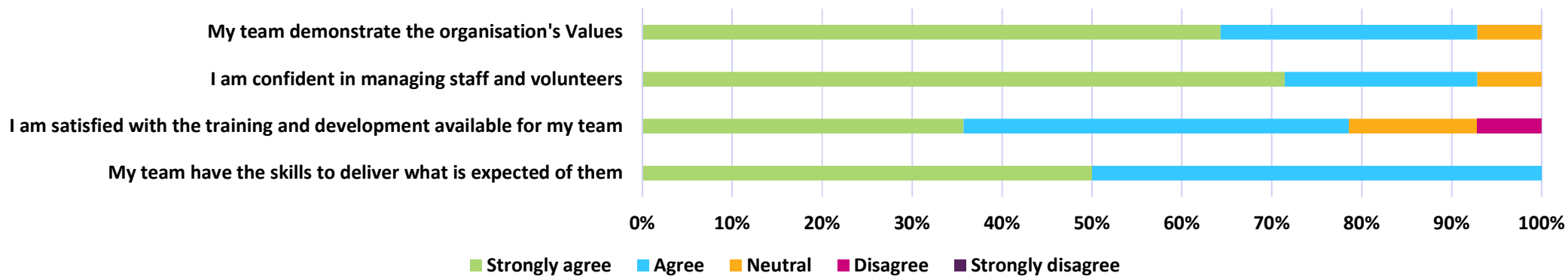


### Our code of conduct is the right code of conduct for our organisation



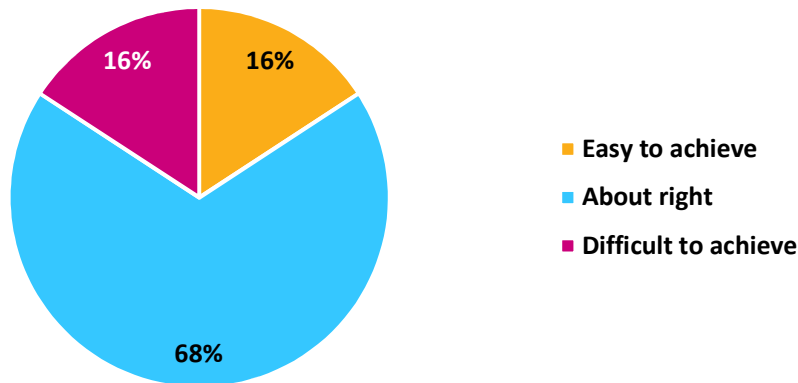
## Staff and volunteer resource and capacity

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Total number of team managers who answered	14				
My team have the skills to deliver what is expected of them	50.00%	50.00%	0.00%	0.00%	0.00%
I am satisfied with the training and development available for my team	35.71%	42.86%	14.29%	7.14%	0.00%
I am confident in managing staff and volunteers	71.43%	21.43%	7.14%	0.00%	0.00%
My team demonstrate the organisation's Values	64.29%	28.57%	7.14%	0.00%	0.00%

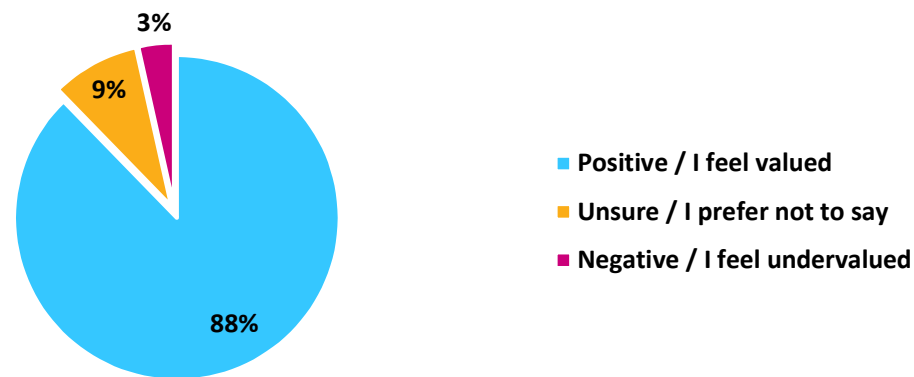


Well-being	Easy to achieve	About right	Difficult to achieve	
To what extent does your workload feel achievable?		15.79%	68.42%	15.79%
	Positive / I feel valued	Unsure / I prefer not to say	Negative / I feel undervalued	
To what extent do you feel the organisation is a positive place to work and you feel valued?	87.72%	8.77%	3.51%	

To what extent does your workload feel achievable?

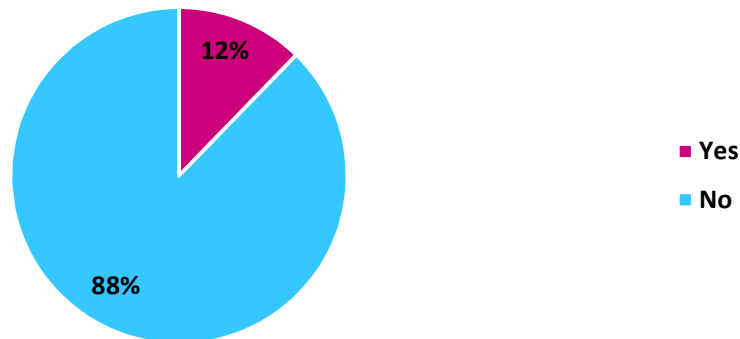


To what extent do you feel the organisation is a positive place to work and you feel valued?



	Yes	No
Have you experienced or witnessed unacceptable behaviour at work?	12.28%	7
If yes, do you feel satisfied with how it was dealt with?	100.00%	0.00%

Have you experienced or witnessed unacceptable behaviour at work?



If yes, do you feel satisfied with how it was dealt with?

