

Results

Question	Survey #	County	Program	Comment
1 What do you like best about your job?				
				Clients Co-workers Flexibility
	8	Moffat	Adult Services	The ability to support our people to be more independent. Watching them grow as individuals.
	17	Routt	Adult Services	The people we provide services to, my co-workers, the diversity of tasks I am assigned, my ideas and efforts are appreciated, the autonomy I am given.
	21	Routt	Administration	I enjoy the flexibility I have in my job. I also enjoy the support I receive from coworkers. It makes me feel like I belong to a great organization.
	23	Routt	Adult Services	Flexibility, clients, teamwork with main group of members that are present routinely at Park.
2 What training would you like to see offered?				
				Behavior-specific Mental health Diagnosis-specific
	5	Moffat	Adult Services	Behavior How to's (client specific geared).
	9	Moffat	Adult Services	I am always interested in learning more about new programs and activities to do with the clients, as well as latest research into disabilities and they best practice for working with people with disabilities.
	12	Moffat / RB	Children's Services	I have been fortunate to attend some excellent trainings. I believe that infant and toddler mental health will grow as an area where we will want and need more information.
	13	Moffat	CS/SC	Toxic stress, secondary trauma/self care.
	16	Routt	Adult Services	I feel we are trained pretty well in all areas required for our job.
	24	Routt	Adult Services	I think some more mental health type of trainings; a few of our clients are clinically depressed and can be hard to reach and/or motivate.
3 What would improve services to the people in our programs?				
				Community education and integration More mental health support More staff
	6	Moffat	Adult Services	More community involvement and awareness.
	11	Moffat	AS/CS/SC	EI is great! I feel that within service coordination, we have great communication and are aware when new things arise and how to implement. Knowledge is the key to be able to provide great services to the families.
	12	Moffat / RB	Children's Services	If we could more easily access adult mental health services in a timely manner, it would help tremendously.
	17	Routt	Adult Services	We should continue to seek out and attend engaging experiences in town - especially on weekends. These are excellent opportunities for personal growth and integration.
4 Are there any potential safety issues where you work and how they can be addressed?				
				Electrical outlets Over-crowding at Routt day program and Park Avenue Conference Room Shoveling
	10	Moffat	Adult Services	Electrical octopus' in some of the rooms for all the electronics make me nervous.
	13	Moffat	CS/SC	I think we do a great job keeping our offices, houses and daysite in good repair.
	18	Routt	Adult Services	No shoveling, i.e., slips/falls/back.
	21	Routt	Adult Services	The Park Avenue meeting room is so crowded with clothes, recycling, trash cans and unneeded furniture, numerous people have tripped. It is just a matter of time before someone is injured. It is also embarrassing when meetings are held there and parents see the mess. It does not reflect well on Horizons.
	22	Routt	Adult Services	Overcrowding at Day Program (Steamboat).

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5	How can Horizons better manage expenses and save money?			
	Do not buy name brands and watch utilities Increase wages and decrease turnover More group activities			
6	Moffat	Adult Services		I think they already do a superb job of that - just saying.
7	Moffat	Adult Services		Do not buy name brand products.
7	Moffat	Adult Services		Watch utilities cost.
11	Moffat	AS/CS/SC		Continue on the path of electronics.....even though I'm still old school and love papers, I know that having everything electronic is a money saver.
17	Routt	Adult Services		A counselor with three or four individuals bills better than a 1-on-1 situation. We should investigate options to increase our group programs. These could include SLS and PCA enrollees or a combination of both. I have suggested a Friday evening club and am still interested in doing this and exploring other opportunities.
20	Routt	Adult Services		Increase wages, hire capable people and decrease turnover.
22	Routt	Adult Services		HC should be much more conscience of spending clients funds, blatant disregard of expected expenses, sales, coupons.
6	What is your favorite way to be recognized for your work?			
	Personal thank yous from supervisors, co-workers and families Raises, bonuses, gift cards, COLA's More group activities			
1	Moffat	Adult Services		When my boss tells me.
4	Moffat	Adult Services		Every now and then it's nice to hear your doing a good job. I feel a lot of the staff don't hear this and this effectis morale among the staff.
8	Moffat	Adult Services		A simple "Thank you, your doing a great job" is sufficient.
10	Moffat	Adult Services		Raises also help :)
12	Moffat / RB	Children's Services		I appreciate that Horizons works hard to make sure that staff receive raises regularly.
15	Moffat			When coworkers acknowledge good job or good idea.
16	Routt	Adult Services		When clients or family members acknowledge the ways the clients are better off due to our services.
20	Routt	Adult Services		For upper management to appreciate good things and not always only communicate bad/or when something is wrong.
7	What should be pay more attention to?			
	Communication, team building, accountability and professional behavior More staff More group activities			
5	Moffat	Adult Services		Communication could be better.
6	Moffat	Adult Services		Employee professionalism/dress in community. Perception of our organization from the outside.
9	Moffat	Adult Services		I just love working here :)
10	Moffat	Adult Services		Although very difficult, trying to keep someone available for coverage and fill-in would be great. I believe this will be a continuing issue that really cannot be reconciled (due to availability of qualified applicants that only want part-time).
10	Moffat	Adult Services		I love my job!! Thanks for asking!
13	Moffat	CS/SC		Burn out - self care information, gym memberships. Something to keep staff active, healthy and happy.
14	Moffat	Service Coordination		Employee moral. Maybe offer more team building projects and fun days for staff to help ease stress and learn about one another. It would lessen the risk of burn out and improve employee moral and team work. Offer on 2 different days so that all staff can attend.
22	Routt	Adult Services		DSP pay - underpaid, underappreciated, unpaid nights. Stipend is laughable. Lack of staff, lack of attracting staff.
23	Routt	Adult Services		Aging population of clients and what our plans are. Need to keep dialoguing about this. More skilled staff (C.N.A.'s)? More 1:1 attention due to limitations of elderly.
25				Ensure that all staff are accountable for the time they are reporting that they work.
26		Administration		Finding fun things for us to do together (staff, people in services, community) (i.e., the music video, Dance Syndrome workshop).