

Figure 3R3a-1: Employee Experience Survey Results for Sound Preparation

- Being prepared to perform and to achieve expected results.

LCCC Employee Experience Survey Item (n=264)	Percent Favorable*	Mean	Conversion to 5 point Scale
I am encouraged to develop skills that I need in order to accomplish what is expected of me.	66.4%	4.59	3.8
I am provided an opportunity to practice new skills before I am held accountable.	47.0%	4.08	3.4
I am provided helpful feedback on how well I perform my job responsibilities.	55.4%	4.28	3.57

*Percent Favorable = Respondents indicating “agree” or “strongly agree”

The Sound Preparation scale was found to be reliable ($\alpha = .83$) and highly correlated with **Employee Engagement**** ($r = .68$). It resulted in 56.3 % favorable responses during this administration.

****Employee Engagement** - An engaged employee is one who regularly volunteers his or her best effort and creativity in order to help an organization successfully deliver upon its mission. Employee engagement is strongly tied to feelings of loyalty, pride, and job satisfaction. Current findings indicate that **65%** of respondents feel engaged in their work at LCCC. Conversely, just **7%** of respondents indicated that they felt disengaged.

