

# JUNCTION ORGANISATIONAL IDENTITY SURVEY

## RESPONSE RATE

2018: 112 (approx. 56%)

2019: 61 staff (approx. 24%)

2020: 90 staff (approx. 39%)

Key highlights: Staff strongly agree or agree with the following statements



## AREAS WHERE JUNCTION EXCELS

**91%** 2018 **93%** 2019 **91%** 2020

I enjoy working at Junction Australia because it allows me to make a positive contribution to the community

**90%** 2018 **93%** 2019 **87%** 2020

I enjoy my job as this forms a great part of who I am and what I believe in

**71%** 2018 **79%** 2019 **88%** 2020

The general community value the services that we provide

**82%** 2018 **90%** 2019 **87%** 2020

I am proud to tell people that I work for Junction Australia

**89%** 2018 **93%** 2019 **82%** 2020

I feel I am able to contribute to the success of Junction Australia



## AREAS WHERE JUNCTION IS STILL GROWING

**67%** 2018 **74%** 2019 **80%** 2020

I am happy with the way that Junction Australia is portrayed to people outside of the organisation

**48%** 2018 **51%** 2019 **70%** 2020

The internal environment of our organisation is supportive of change

**34%** 2018 **43%** 2019 **41%** 2020

The services that we provide are considered prestigious in the wider community

**29%** 2018 **34%** 2019 **42%** 2020

Currently available information tells us what we need to know about the effectiveness of our programs, processes, practices, and services



## AREAS WHERE JUNCTION HAS ROOM TO GROW

**56%** 2018 **51%** 2019 **66%** 2020

Employees continuously look for ways to experiment and innovate to improve services, practices, and processes

**40%** 2018 **33%** 2019 **56%** 2020

Our organisation builds in time for individual and group reflection about services, practices, and processes