



# Employee Engagement Organizational Assessment

February 2026 Update





# 52%

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As of February 16, 2026, 52% participation rate.

Understanding the staff's perspectives and experiences related to their work at Lake County is an important step in bringing this vision to life and creating a truly inclusive workplace where all can thrive and have a sense of belonging.

# Survey Focus Areas

## Inclusion

Fostering diverse perspectives in the workplace



## Training

Empowering employees through skill development



## Communications

Enhancing clarity and transparency in messages



## Community Engagement

Building connections within and beyond the workplace



# Survey Focus Areas



## Psychological Safety

Fostering open communication and trust within teams.



## Workplace Wellbeing

Prioritizing employee mental and physical health initiatives.



## Advancement Opportunities

Encouraging growth and career progression for employees.



## Readiness for Change

Preparing staff for evolving workplace challenges.

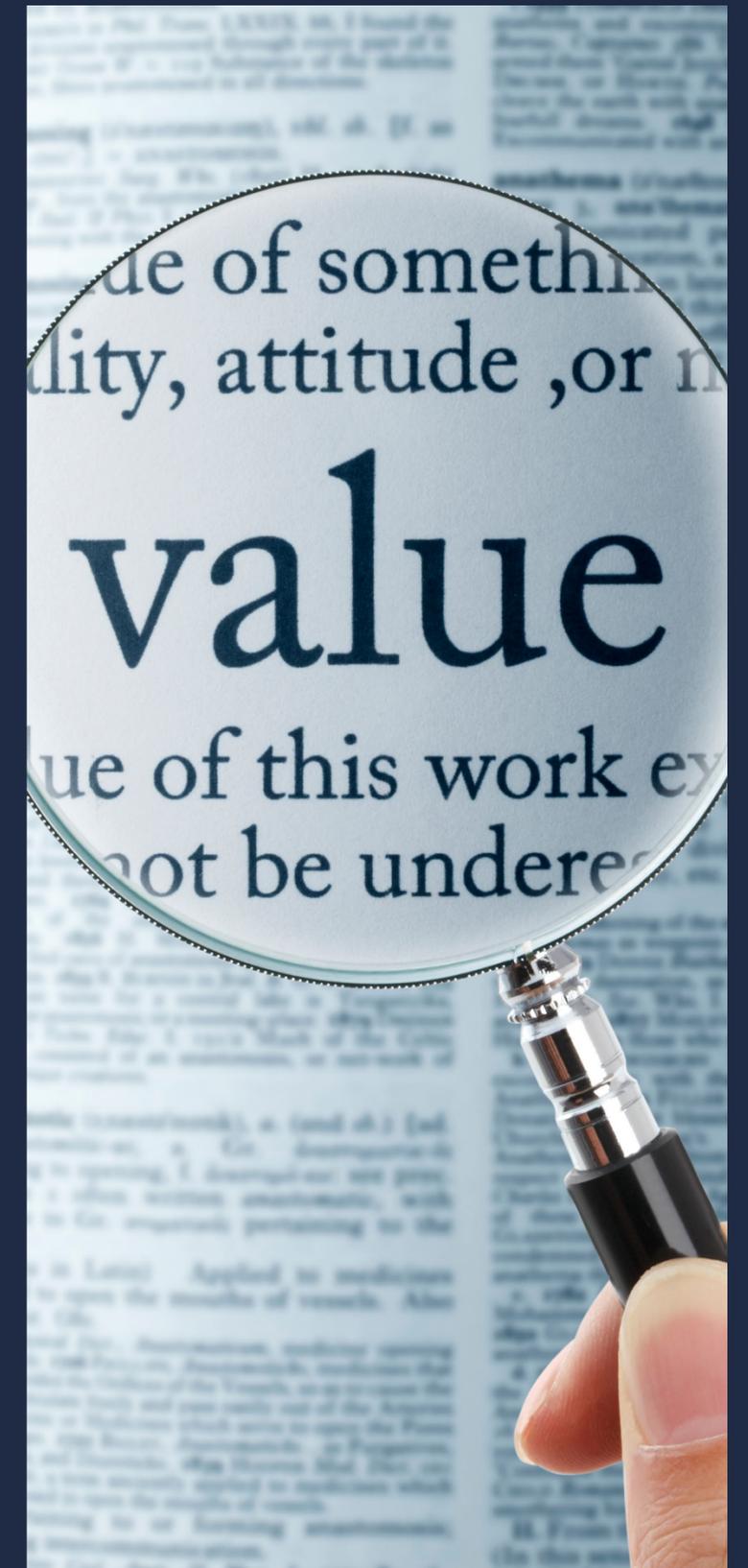
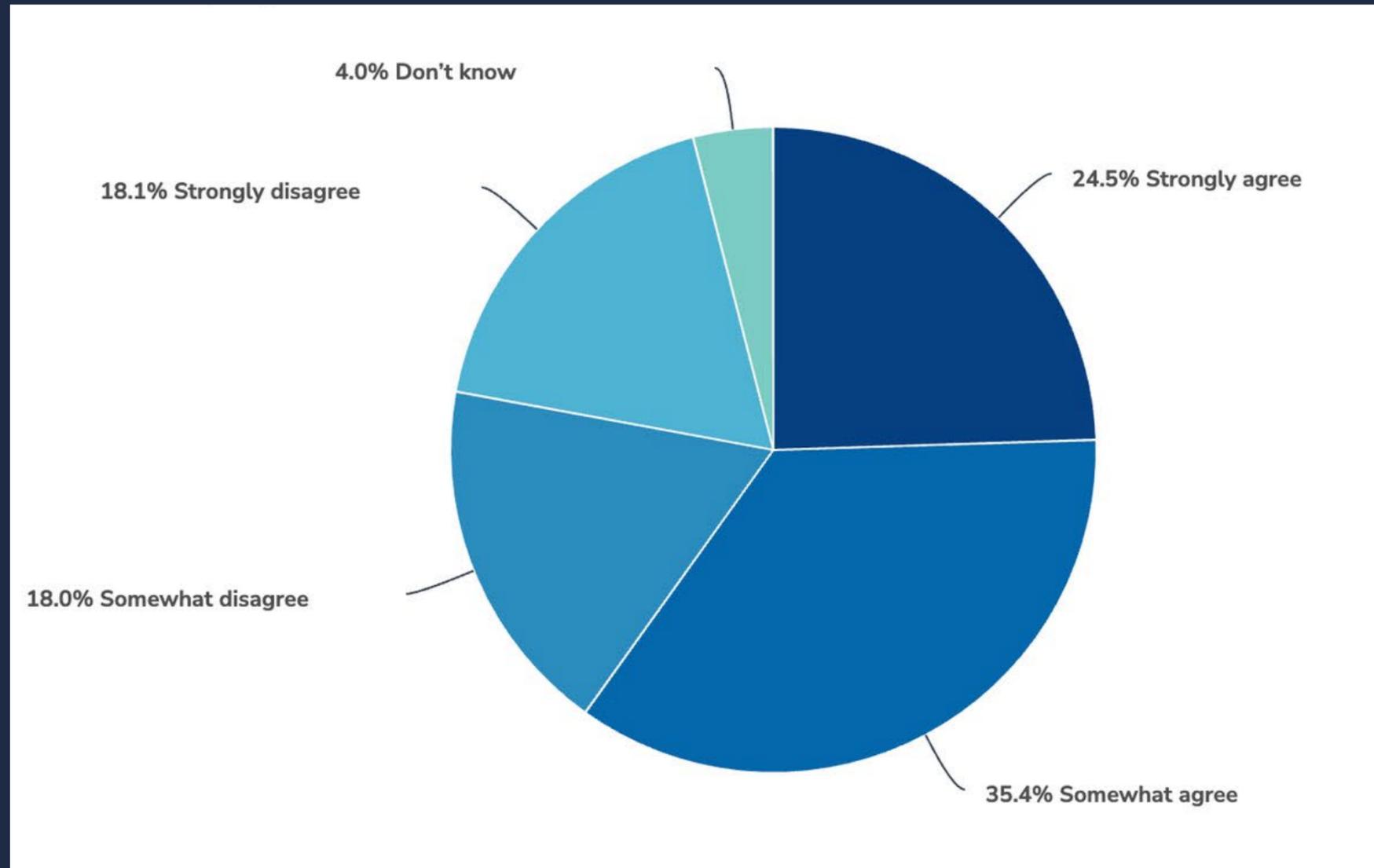


## Work Environment

Creating spaces that enhance productivity and collaboration.

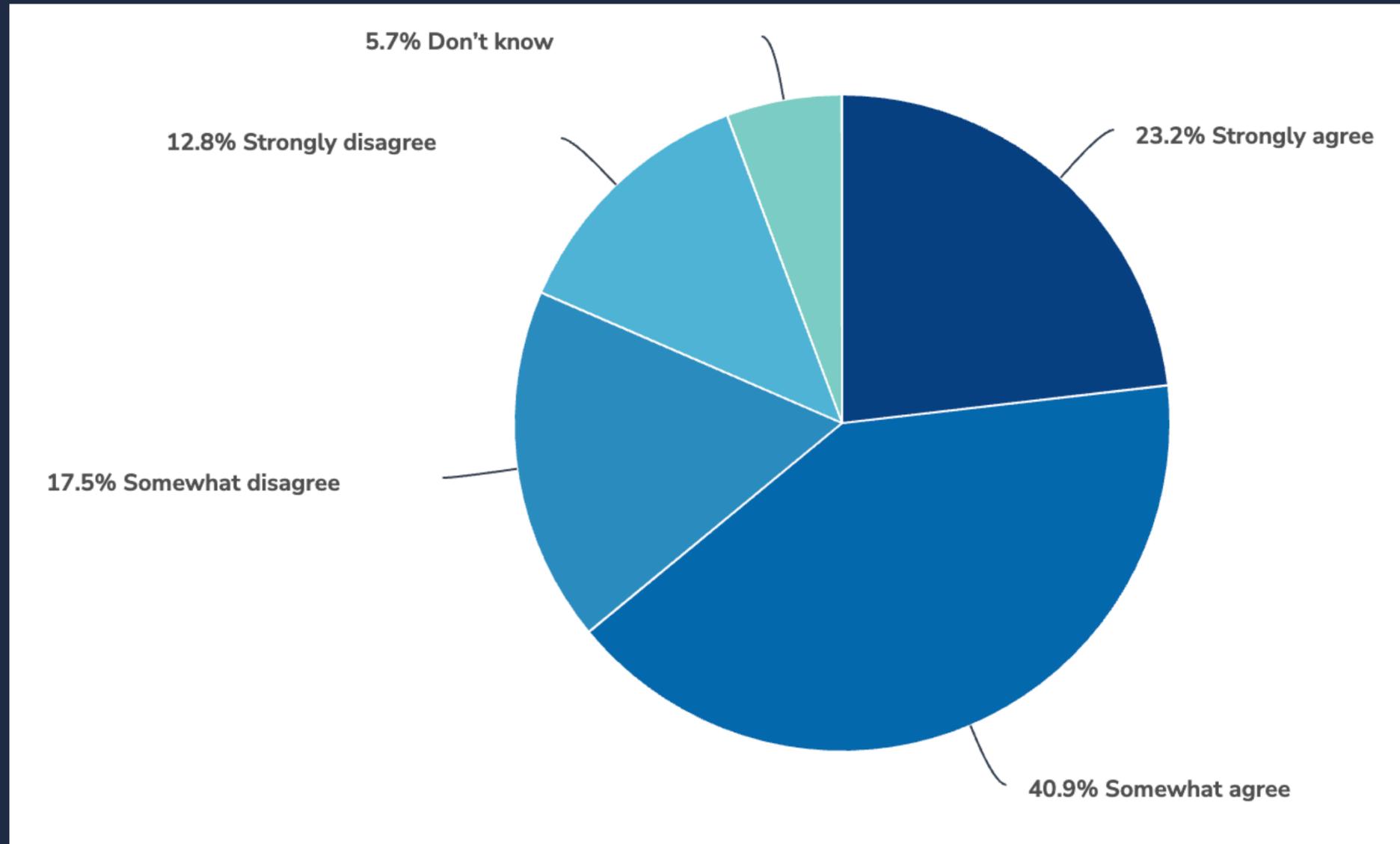
# Key Insights

Lake County values me as an employee.



# Key Insights

Lake County's stated values are reflected in our daily workplace culture.





# Psychological Safety

Building Inclusive & Trusting Teams



# Psychological Safety Defined For Government Leaders

Psychological safety for government leaders means creating a culture where employees, residents, and community stakeholders can participate in the **inclusive community building process** without fear of retaliation, embarrassment, or political punishment.

Community [kə  
locality and

# Inclusive Community Building Process

- Speak openly
- Question decisions
- Report concerns
- Admit mistakes

# Questions

*Thank You*

## WEBSITE

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