

Hope College Trust Index
RESPECT
Organization Data



Hope College (Overall)
Organization Data

		Overall Hope	50 Best	Race/ Ethnicity					Sex		Work Status		Job Type	
				African American or Black	Asian	Caucasian or White	Hispanic/ Latino	Two or More Races	Female	Male	Full-time	Part-time	Faculty	Staff
Number of Responses:		594	5,060	6	6	533	24	7	333	245	486	94	211	331
Respect	I am offered training or development to further myself professionally.	51	89	40	67	52	35	83	51	53	53	40	52	47
	I am given the resources and equipment to do my job.	64	93	60	83	64	55	50	66	62	62	70	59	66
	Management shows appreciation for good work and extra effort.	46	88	80	67	46	50	50	46	46	46	50	37	50
	Management recognizes honest mistakes as part of doing business.	62	89	100	80	63	42	83	63	62	61	70	49	68
	Management genuinely seeks and responds to suggestions and ideas.	40	85	75	50	42	22	33	41	41	42	37	33	44
	Management involves people in decisions that affect their jobs or work environment.	42	82	75	67	43	32	50	44	43	42	45	34	48
	This is a physically safe place to work.	92	97	100	100	92	84	100	93	90	93	89	87	95
	This is a psychologically and emotionally healthy place to work.	59	88	100	50	61	47	67	61	59	59	68	46	67
	Our facilities contribute to a good working environment.	77	93	100	67	77	75	83	79	74	77	75	78	76
	I am able to take time off from work when I think it's necessary.	80	94	80	50	82	68	80	84	76	80	82	68	87
	People are encouraged to balance their work life and their personal life.	56	86	50	50	57	39	67	60	52	53	72	36	66
	Management shows a sincere interest in me as a person, not just an employee.	58	88	40	67	60	32	60	56	61	60	52	51	60
	We have special and unique benefits here.	71	88	40	67	72	58	80	71	71	71	67	59	77
Respect Average		61	89	72	66	62	49	68	63	61	61	63	53	66
Great Place to Work®														
Taking everything into account, I would say this is a great place to work.		73	93	80	50	74	63	100	76	70	72	80	55	83
Average of all Great Place to Work® Model© Statements		63	90	70	62	64	51	77	64	62	63	66	53	68
Client-Specific Statements														
We value discourse and dialogue about issues on which opinions differ.		47		40	50	48	28	60	51	44	45	55	33	53
We respect and value differing Christian theological perspectives and denominational traditions.		60		20	40	61	50	83	59	62	59	64	49	64
My opinions are valued.		53		60	50	54	42	100	53	54	54	51	40	59

Hope College Trust Survey

RESPECT

Work Group Data



Hope College (Overall) Work Group Data

		Overall Hope		Race/ Ethnicity					Sex		Work Status		Job Type	
		594	5,060	African American or Black	Asian	Caucasian or White	Hispanic/ Latino	Two or More Races	Female	Male	Full-time	Part-time	Faculty	Staff
	Number of Responses:	594	5,060	6	6	533	24	7	333	245	486	94	211	331
Respect	I am offered training or development to further myself professionally.	59	89	20	67	60	58	71	56	65	61	47	61	56
	I am given the resources and equipment to do my job.	75	93	60	67	76	58	86	76	75	75	78	78	74
	Management shows appreciation for good work and extra effort.	67	88	40	67	67	62	86	67	68	67	67	65	69
	Management recognizes honest mistakes as part of doing business.	79	89	80	83	81	62	100	81	80	79	82	77	81
	Management genuinely seeks and responds to suggestions and ideas.	70	85	60	83	70	57	86	71	70	70	73	75	68
	Management involves people in decisions that affect their jobs or work environment.	67	82	60	83	68	50	71	68	67	67	72	74	65
	This is a physically safe place to work.	94	97	100	83	95	79	100	93	94	94	93	94	93
	This is a psychologically and emotionally healthy place to work.	68	88	60	67	68	62	86	68	69	67	76	66	69
	Our facilities contribute to a good working environment.	69	93	80	83	68	73	86	70	68	67	76	72	67
	I am able to take time off from work when I think it's necessary.	84	94	80	67	85	71	86	86	81	84	85	80	86
	People are encouraged to balance their work life and their personal life.	66	86	60	67	68	46	57	67	67	65	78	60	71
	Management shows a sincere interest in me as a person, not just an employee.	79	88	40	83	80	62	100	80	80	79	82	81	77
	We have special and unique benefits here.	75	88	60	83	76	54	100	75	75	75	70	66	80
Respect Average		73	89	62	76	74	61	85	74	74	73	75	73	73

Great Place to Work®		
Taking everything into account, I would say this is a great place to work.	81	93
Average of all Great Place to Work® Model© Statements	75	90

60	67	82	79	100	84	80	80	87	73	86
60	79	76	65	85	76	75	75	78	75	76

Client-Specific Statements		
We value discourse and dialogue about issues on which opinions differ.	67	
We respect and value differing Christian theological perspectives and denominational tradi	80	
My opinions are valued.	73	

40	83	69	57	57	67	69	65	78	70	66
40	83	81	74	100	82	79	81	80	81	80
40	83	74	62	86	72	75	72	78	71	74