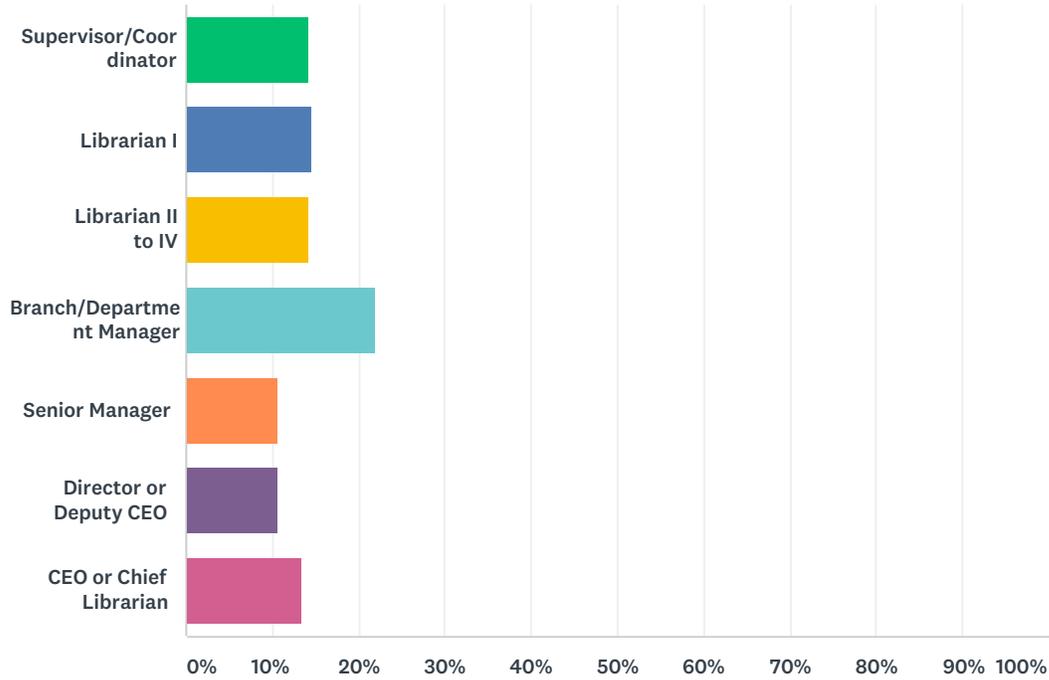


Q1 What is your role in your library system?

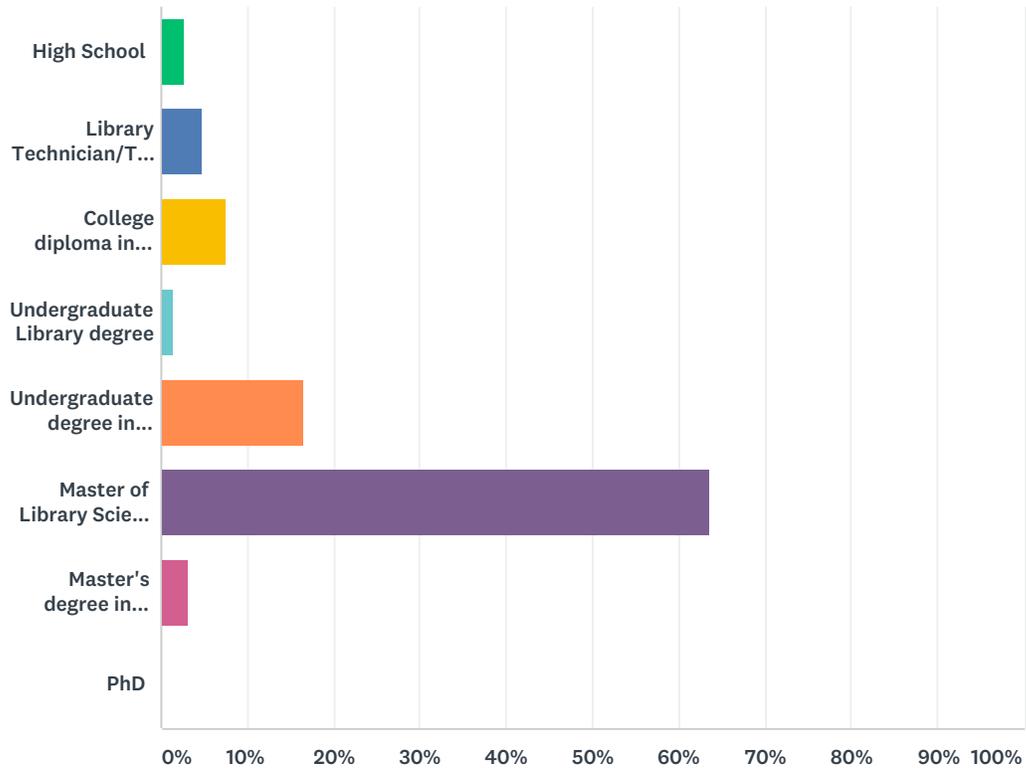
Answered: 245 Skipped: 47



ANSWER CHOICES	RESPONSES
Supervisor/Coordinator	14.29% 35
Librarian I	14.69% 36
Librarian II to IV	14.29% 35
Branch/Department Manager	22.04% 54
Senior Manager	10.61% 26
Director or Deputy CEO	10.61% 26
CEO or Chief Librarian	13.47% 33
TOTAL	245

Q2 What is the highest level of education you have completed?

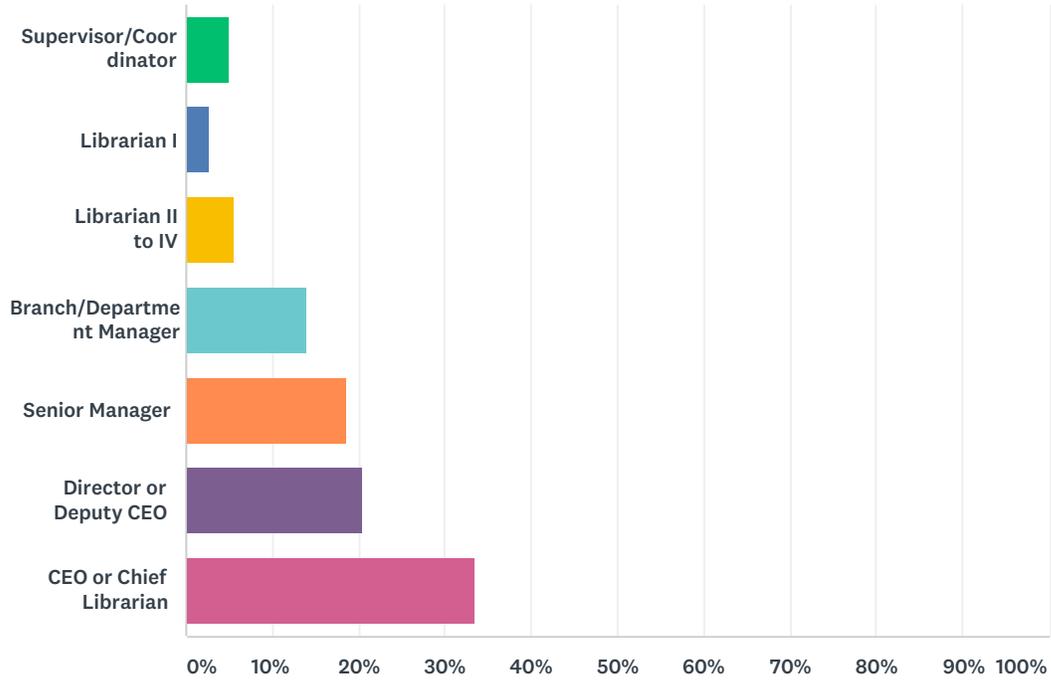
Answered: 289 Skipped: 3



ANSWER CHOICES	RESPONSES	
High School	2.77%	8
Library Technician/Techniques College diploma	4.84%	14
College diploma in another field	7.61%	22
Undergraduate Library degree	1.38%	4
Undergraduate degree in another field	16.61%	48
Master of Library Science (or equivalent)	63.67%	184
Master's degree in another field	3.11%	9
PhD	0.00%	0
TOTAL		289

Q3 What are your career ambitions

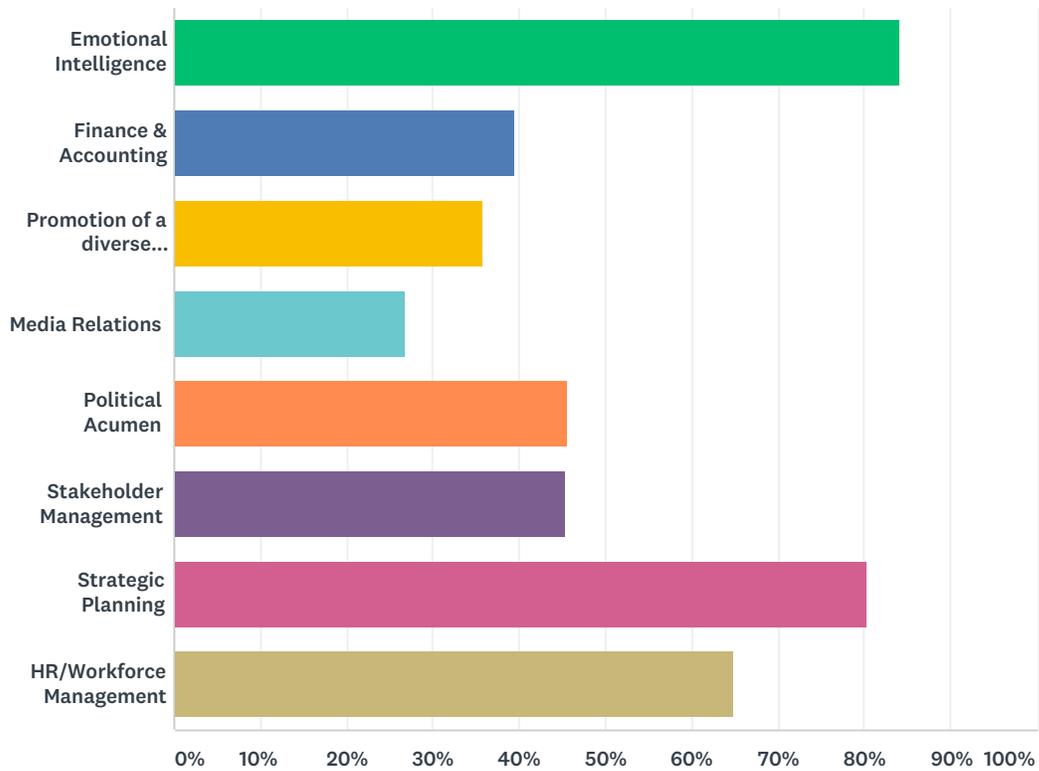
Answered: 263 Skipped: 29



ANSWER CHOICES	RESPONSES	
Supervisor/Coordinator	4.94%	13
Librarian I	2.66%	7
Librarian II to IV	5.70%	15
Branch/Department Manager	14.07%	37
Senior Manager	18.63%	49
Director or Deputy CEO	20.53%	54
CEO or Chief Librarian	33.46%	88
TOTAL		263

Q4 What top competencies do you feel are the most important in leadership?

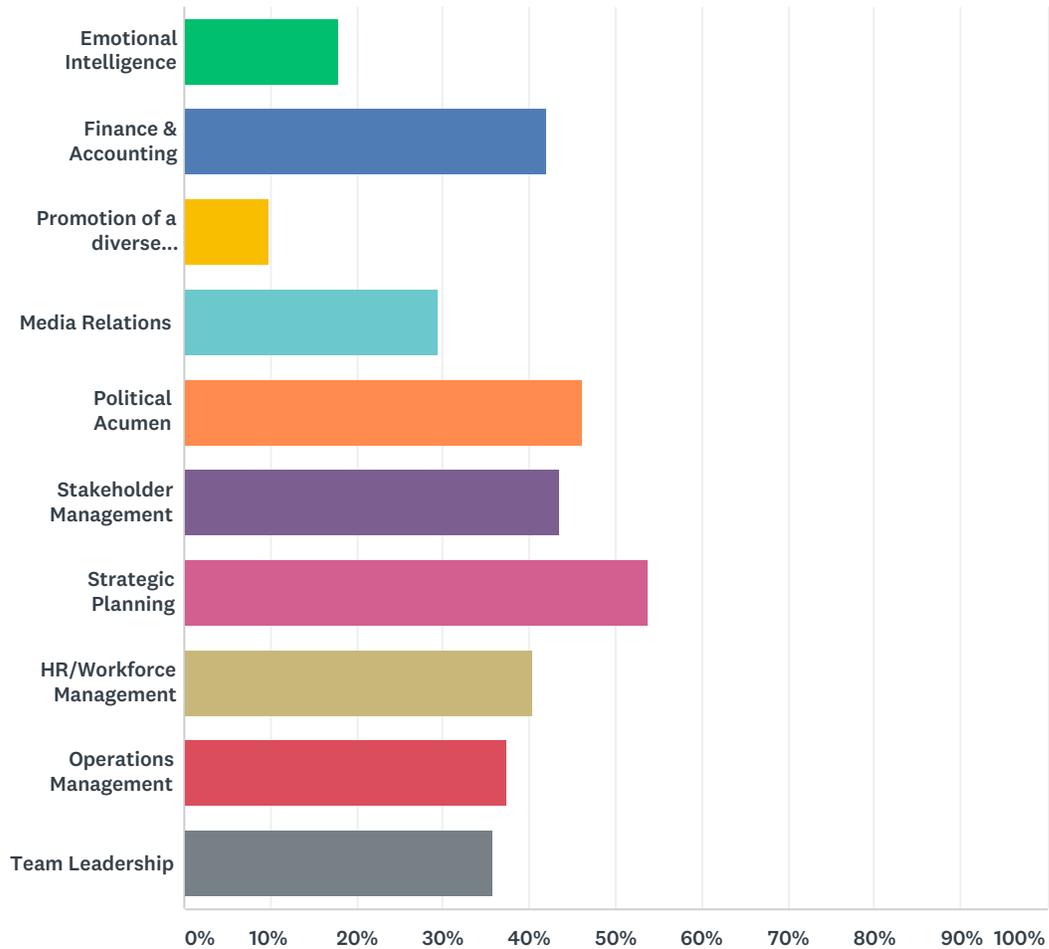
Answered: 291 Skipped: 1



ANSWER CHOICES	RESPONSES	
Emotional Intelligence	84.19%	245
Finance & Accounting	39.52%	115
Promotion of a diverse workforce	35.74%	104
Media Relations	26.80%	78
Political Acumen	45.70%	133
Stakeholder Management	45.36%	132
Strategic Planning	80.41%	234
HR/Workforce Management	64.95%	189
Total Respondents: 291		

Q5 What top competencies do you feel you need to develop as a leader?

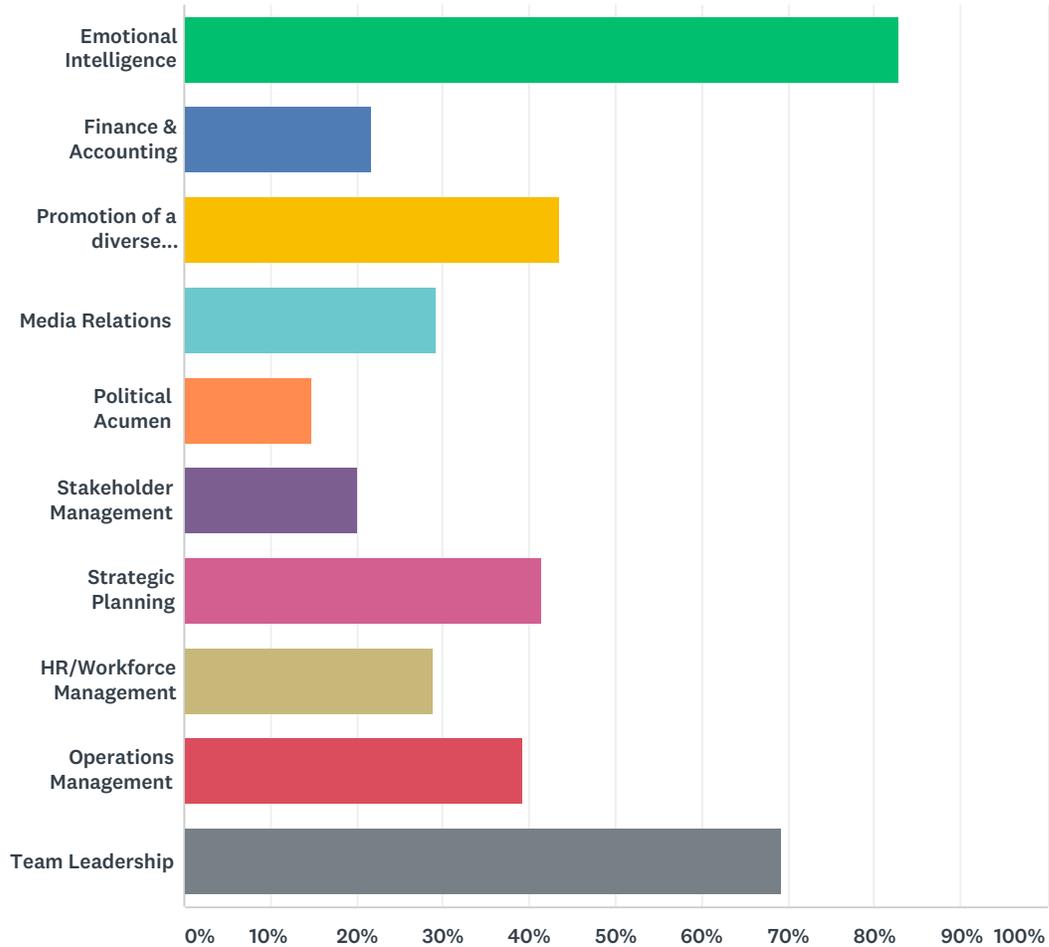
Answered: 285 Skipped: 7



ANSWER CHOICES	RESPONSES	
Emotional Intelligence	17.89%	51
Finance & Accounting	42.11%	120
Promotion of a diverse workforce	9.82%	28
Media Relations	29.47%	84
Political Acumen	46.32%	132
Stakeholder Management	43.51%	124
Strategic Planning	53.68%	153
HR/Workforce Management	40.35%	115
Operations Management	37.54%	107
Team Leadership	35.79%	102
Total Respondents: 285		

Q6 What top competencies do you feel you possess?

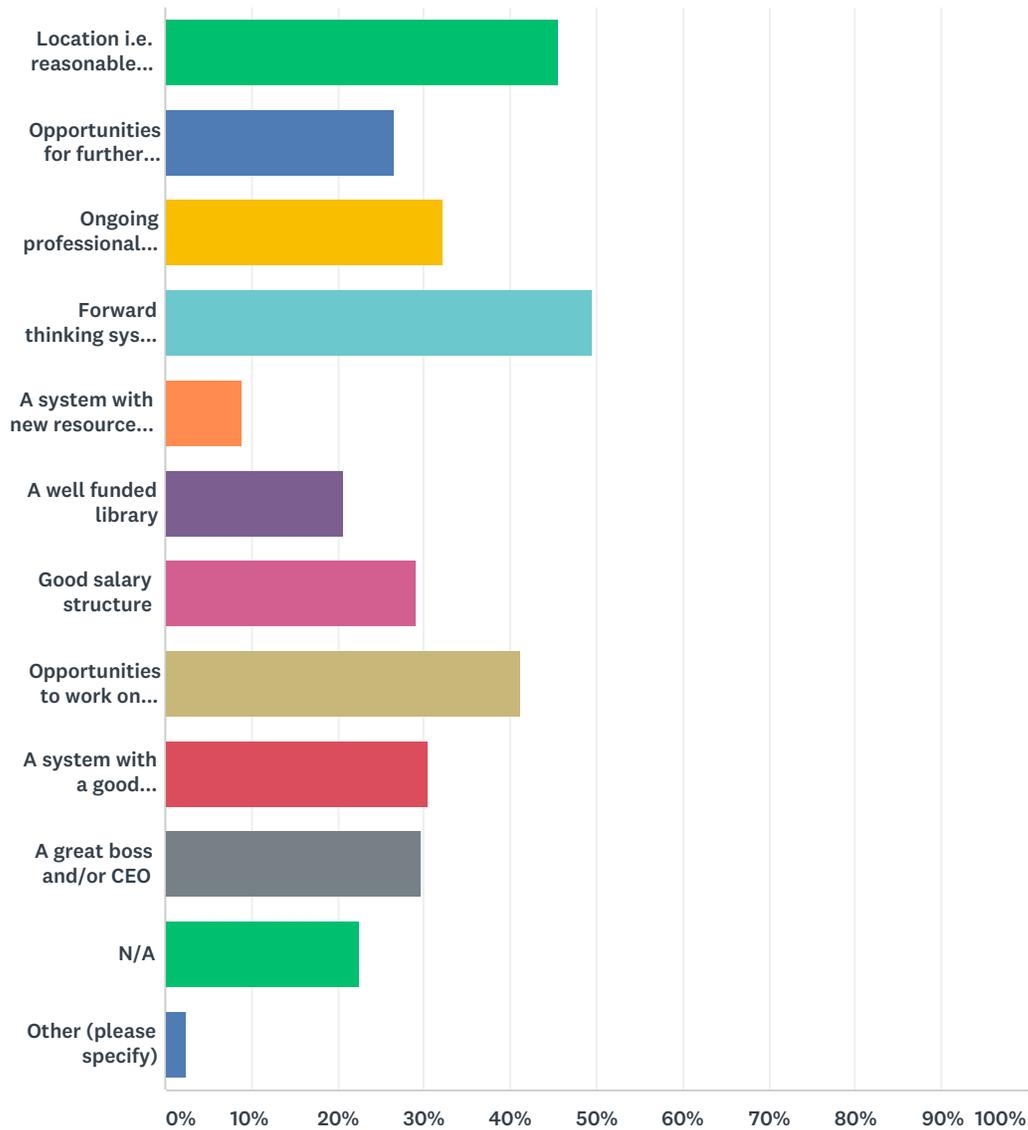
Answered: 290 Skipped: 2



ANSWER CHOICES	RESPONSES
Emotional Intelligence	82.76% 240
Finance & Accounting	21.72% 63
Promotion of a diverse workforce	43.45% 126
Media Relations	29.31% 85
Political Acumen	14.83% 43
Stakeholder Management	20.00% 58
Strategic Planning	41.38% 120
HR/Workforce Management	28.97% 84
Operations Management	39.31% 114
Team Leadership	69.31% 201
Total Respondents: 290	

Q7 If you are seeking career advancement, click on the top three things you are looking for in a new career or library system? Select N/A if you are not seeking career advancement at this time.

Answered: 289 Skipped: 3



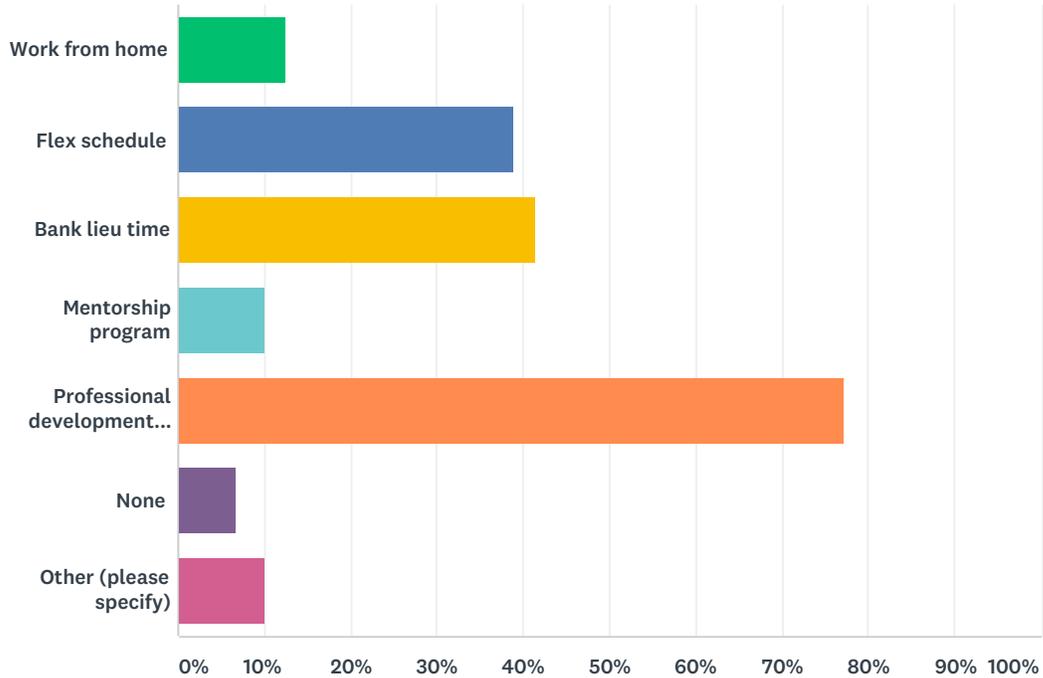
ANSWER CHOICES	RESPONSES	
Location i.e. reasonable commute	45.67%	132
Opportunities for further career advancement	26.64%	77
Ongoing professional development (i.e. conferences)	32.18%	93
Forward thinking system known for doing exciting things	49.48%	143
A system with new resources (new equipment/new buildings)	9.00%	26
A well funded library	20.76%	60

Emerging Library Leaders Survey: Are You Ready to Lead?

Good salary structure	29.07%	84
Opportunities to work on interesting and exciting projects	41.18%	119
A system with a good reputation (includes good employee/community relations)	30.45%	88
A great boss and/or CEO	29.76%	86
N/A	22.49%	65
Other (please specify)	2.42%	7
Total Respondents: 289		

Q8 What intangible benefits are available to you in your library system?

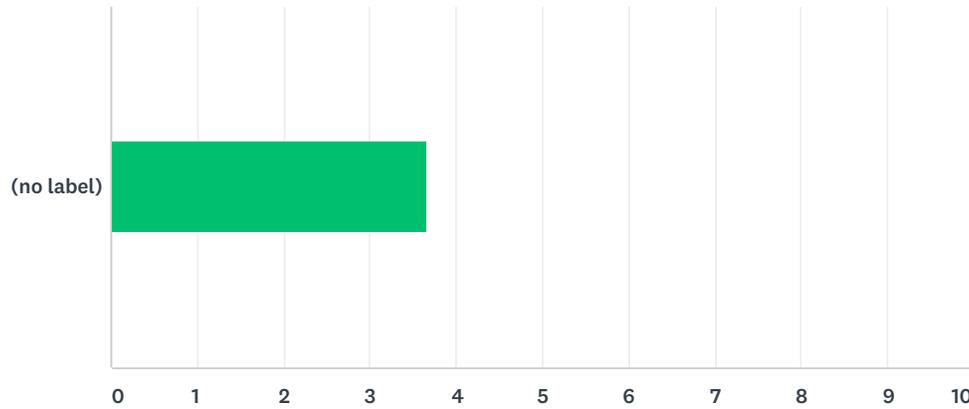
Answered: 241 Skipped: 51



ANSWER CHOICES	RESPONSES	
Work from home	12.45%	30
Flex schedule	39.00%	94
Bank lieu time	41.49%	100
Mentorship program	9.96%	24
Professional development opportunities	77.18%	186
None	6.64%	16
Other (please specify)	9.96%	24
Total Respondents: 241		

Q9 How important are intangible benefits to you?

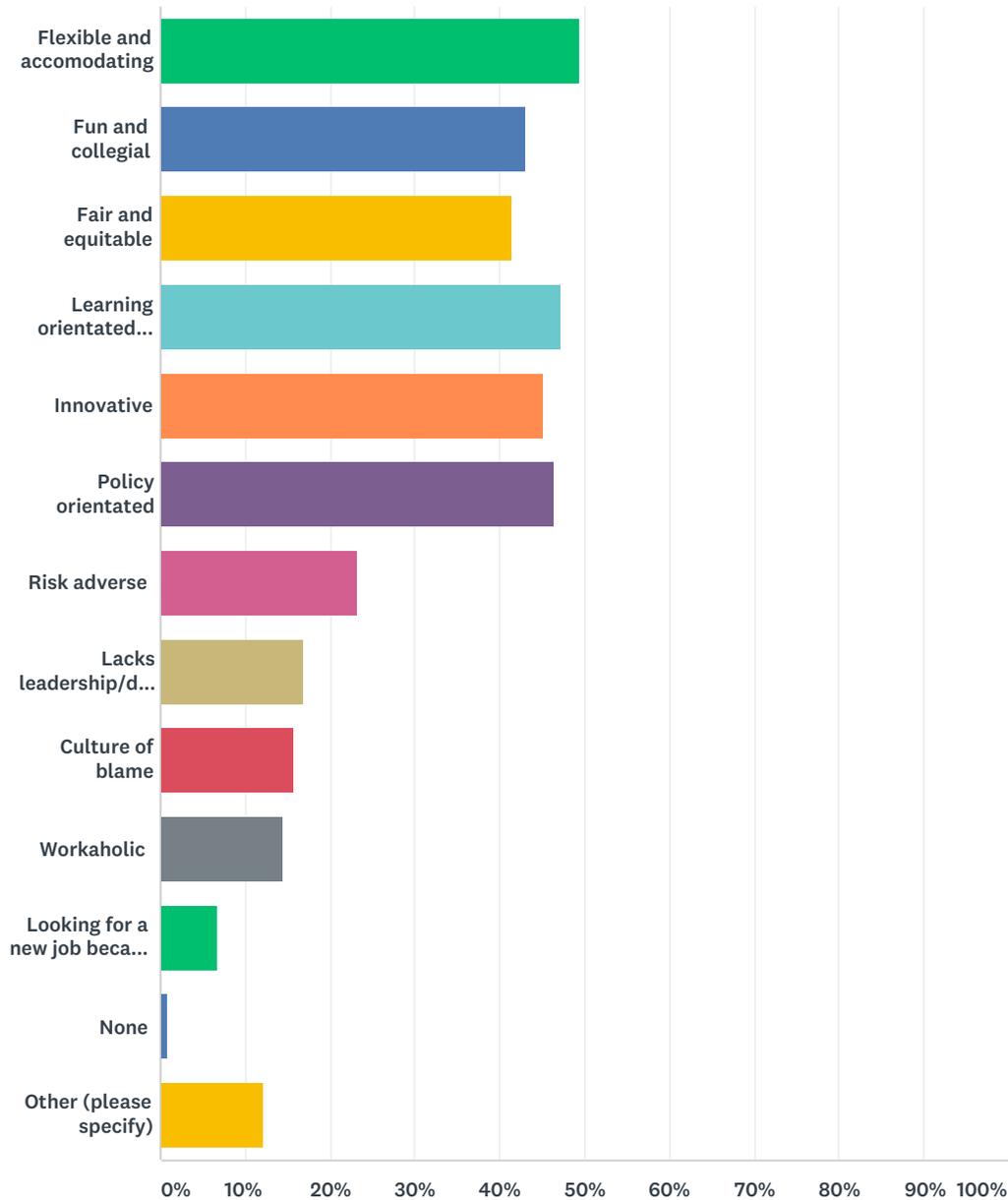
Answered: 288 Skipped: 4



	NOT IMPORTANT	SOMEWHAT IMPORTANT	IMPORTANT	VERY IMPORTANT	MUST HAVE	TOTAL	WEIGHTED AVERAGE
(no label)	0.69% 2	9.38% 27	26.74% 77	48.26% 139	14.93% 43	288	3.67

Q10 How would you describe your work culture? Check all the apply

Answered: 241 Skipped: 51



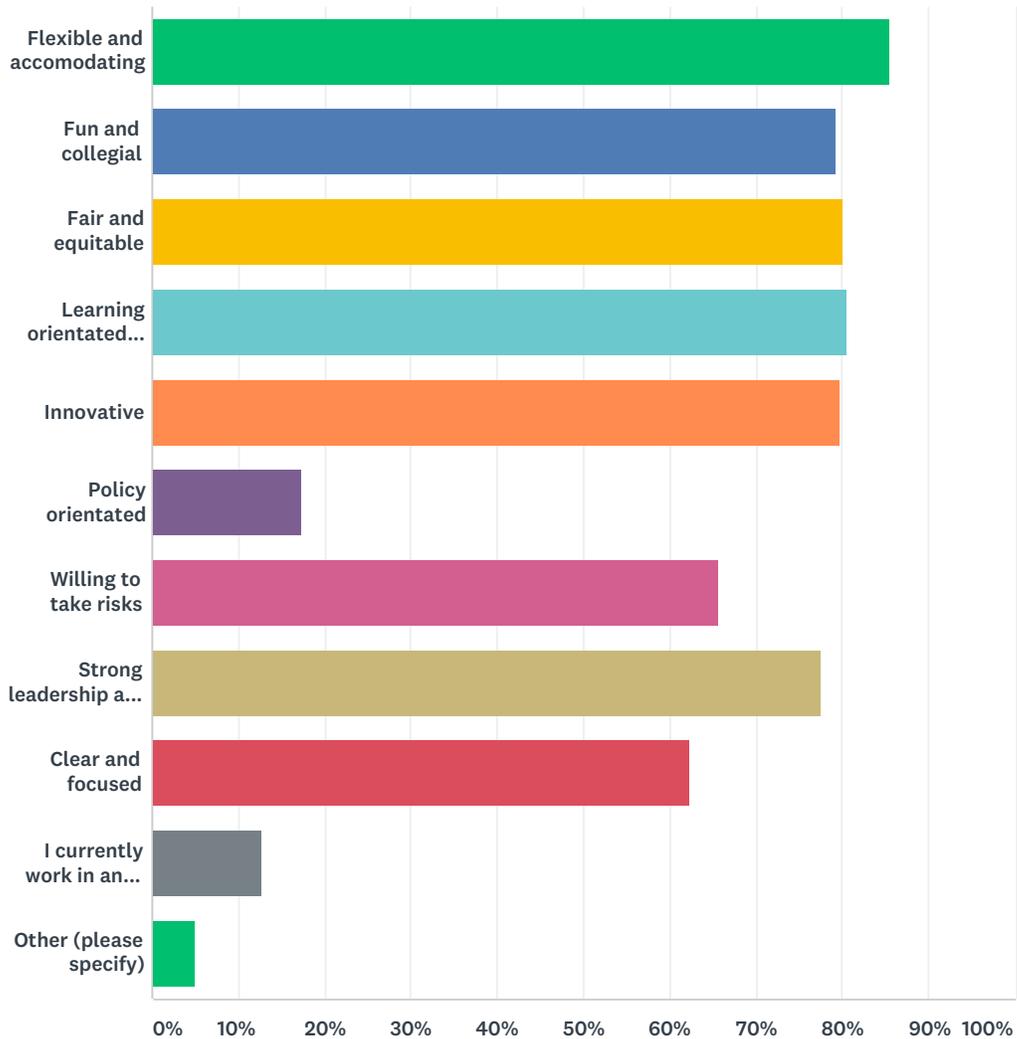
ANSWER CHOICES	RESPONSES	
Flexible and accomodating	49.38%	119
Fun and collegial	43.15%	104
Fair and equitable	41.49%	100
Learning orientated culture	47.30%	114
Innovative	45.23%	109
Policy orientated	46.47%	112

Emerging Library Leaders Survey: Are You Ready to Lead?

Risk adverse	23.24%	56
Lacks leadership/direction	17.01%	41
Culture of blame	15.77%	38
Workaholic	14.52%	35
Looking for a new job because of the culture	6.64%	16
None	0.83%	2
Other (please specify)	12.03%	29
Total Respondents: 241		

Q11 Describe your idea work culture? Check all the apply

Answered: 242 Skipped: 50



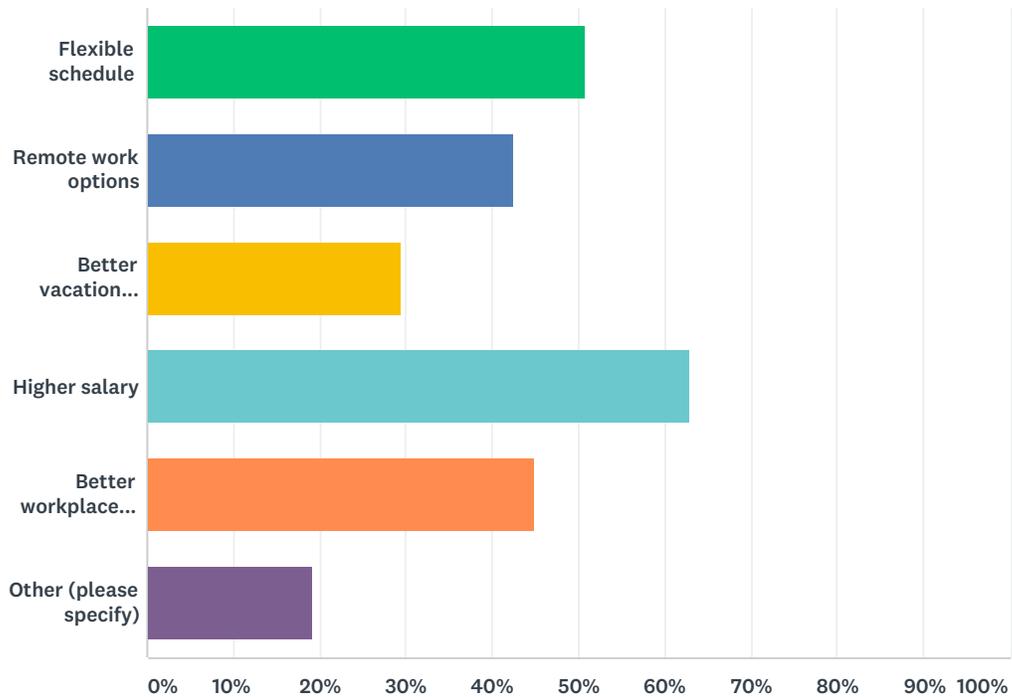
ANSWER CHOICES	RESPONSES
Flexible and accomodating	85.54% 207
Fun and collegial	79.34% 192
Fair and equitable	80.17% 194
Learning orientated culture	80.58% 195
Innovative	79.75% 193
Policy orientated	17.36% 42
Willing to take risks	65.70% 159
Strong leadership and direction	77.69% 188
Clear and focused	62.40% 151
I currently work in an ideal work culture	12.81% 31

Emerging Library Leaders Survey: Are You Ready to Lead?

Other (please specify)	4.96%	12
Total Respondents: 242		

Q12 What benefits would you be looking for to leave your current employer?

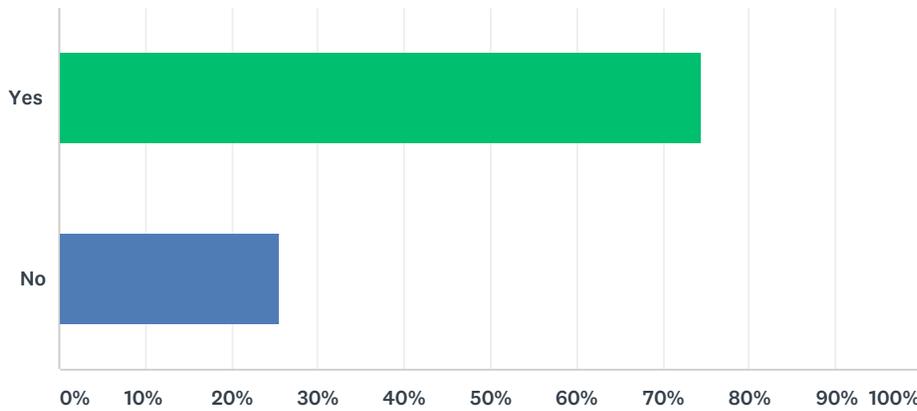
Answered: 240 Skipped: 52



ANSWER CHOICES	RESPONSES
Flexible schedule	50.83% 122
Remote work options	42.50% 102
Better vacation allotment	29.58% 71
Higher salary	62.92% 151
Better workplace culture	45.00% 108
Other (please specify)	19.17% 46
Total Respondents: 240	

Q13 Are you satisfied with your current employment situation and benefits?

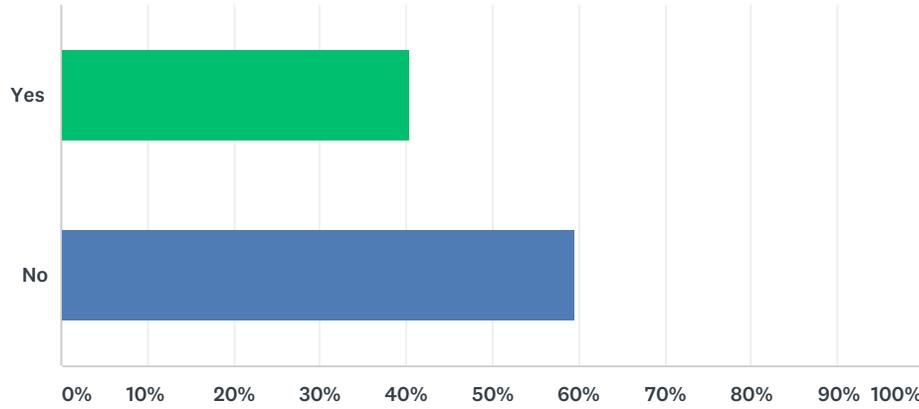
Answered: 290 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	74.48%	216
No	25.52%	74
TOTAL		290

Q14 Do you want to be a CEO?

Answered: 280 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	40.36%	113
No	59.64%	167
TOTAL		280