



We have a goal to retain every one of you on our team. To do so, we need to know why you are here and how to keep you here. Cooperative has attempted surveys before, and barely got any responses. This time, we vowed to keep it as simple as possible. We sent two questions to all of you and we are *so thankful* that so many of you responded!

Summary of 62 responses to question #1: **Why Do You Choose to Work for Cooperative?** (Remember you may choose more than one answer):

- "I like to help people" - 51 chose this
- "I feel like Cooperative appreciates me" - 18 chose this
- "The opportunity to help people" - 15 chose this
- "Other (please specify)" - 10 chose this, and shared the comments below:

Comments:

- "Flexible schedule"
- "Extra money"
- "Flexible hours"
- "Staff easy to work with" <- **Awesome!**
- "Wide variety of clients"
- "Family needed help"
- "I love the communication that your staff in Fairview heights Illinois have with the nurses they are staffing. They are always pleasant understanding and go above and beyond to meet your needs" <- **We LOVE this!**
- "One of your home nurses introduced me to the company and I have stayed."
- "Gwen and Nicol are great they know their employees and 99 percent match us with a great fit, though I would say. The company pays the least of the staffing agencies, and benefits would be nice like health insurance and etc. I like that the ladies in the office are friend and professional." <- **Gwen and Nicol, you guys are amazing!**
- "My client is with cooperative"

We sincerely appreciate every single person who took a few minutes to answer the questions. **Now, it is our job to listen to your feedback and to make changes as we are able.**

1. We invite those who have not yet taken the survey, [to do so by clicking here](#).
2. We will share the results of question #2 "How Can We Keep You as an Employee" with you next week.
3. Our Leadership Team is reviewing both question responses this week at Strategic Planning, after that we will share what we are doing based on your feedback.
4. We have learned to keep it simple: one or two questions per survey.

Another important thing we learned is that the biggest reason you work at Cooperative is because you truly want to help people. I'm not sure I can explain how amazing that is. Caring for others, especially when they are forgotten, vulnerable, and hurting, is a calling. A calling means it is not easy, and you know that it is not easy- but you choose to do it anyway, because you know you must.

You also know that most people could not handle doing what you do every day. You are strong, committed and meant to do what few others can. There is a greater purpose when you report for your shifts. I believe that when you serve others, there will be an ultimate reward.

I Humbly Thank You,



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