

ONI DIRECTOR SEARCH—COMMUNITY SURVEY

ROUGH SUMMARY OF CATEGORIES/NUMBERS OF RESPONSES TO OPEN ENDED QUESTION #10

Friday, July 21, 2017

**Q10--What qualities or attributes would make it difficult for an ONI director to be effective?**

Personality Type/Style

<b>Ego/Arrogant/Self-focused/Stubborn</b>	48
<b>Political</b>	22
<b>Preconceived Ideas / Biased / Closed Minded</b>	21
<b>Arrogant</b>	20
<b>Know it All</b>	18
<b>Not Collaborative</b>	16
<b>Top Down</b>	16
<b>Rigid</b>	15
<b>Narrow Focus</b>	11
<b>Thin-skinned / Defensive</b>	10
<b>Bureaucratic</b>	4

Communication

<b>Doesn't Listen</b>	35
<b>Poor Communicator</b>	12

Community Engagement

<b>Doesn't Involve Community</b>	12
<b>Doesn't Get Out Into the Community</b>	5

Agenda/Favoritism

<b>Favors Some over Others</b>	56
<b>Defends Status Quo</b>	25
<b>Pushes Own Agenda</b>	13

Values/Commitment

<b>Unethical/Dishonest</b>	18
<b>Doesn't champion community interests</b>	15
<b>Not Transparent / Accountable</b>	10
<b>Poor Values/Commitment</b>	9
<b>Doesn't stand up to City Council/ONI Commissioner</b>	8

Experience/Knowledge

<b>Lack of Understanding/Knowledge/Skills</b>	53
<b>Lack of Experience</b>	27
<b>Lack of Equity / Cultural Sensitivity</b>	18

Skills

<b>Poor Manager</b>	61
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Undesirable Characteristics

<b>Undesirable Characteristics</b>	38
<b>Token Hire / Not Qualified</b>	4

<b>Ineffective/Weak/Timid</b>	40
<b>Poor Vision/Strategic Thinking</b>	34
<b>Politically Naïve / Ineffective</b>	6