

Employee Engagement Assessment

Overall Report

Sample Report

June 2019



4 Overall Engagement

Provides a summary of the percentage of the organization's employees that are Fully Engaged, Partially Engaged and Disengaged.

5 Competency Summary Average

The competency summary average provides a picture of each employee engagement competency. This shows the average rating for each of the competency drivers for all raters.

6 Competency Item Average

The competency item analysis shows the rating for each question, categorized by their respective competency driver.

12 Competency Summary by Response Level

This summary by response level provides an overall picture of how the raters scored the items within each competency. GREEN shows the percentage of raters that scored a 5, YELLOW shows the scores of 3 or 4, and RED shows the scores of 2 or 1.

13 Competency Item by Response Level

This item by response level shows how the raters scored each individual item within an employee engagement competency.

19 Satisfaction and Engagement Item Average

Shows the average rating for each satisfaction and engagement item.

20 Satisfaction and Engagement Item by Response Level

Shows how the raters scored each satisfaction and engagement item.

21 Competency Item Ranking

This report ranks each competency item in descending order using the mean score.

25 Overall Engagement by Demographic

This presents the engagement level(s) of each demographic option.

26 Salary Elasticity

This analysis presents a measure of "intent" to leave and provides a gauge of potential turnover across incremental salary increases.

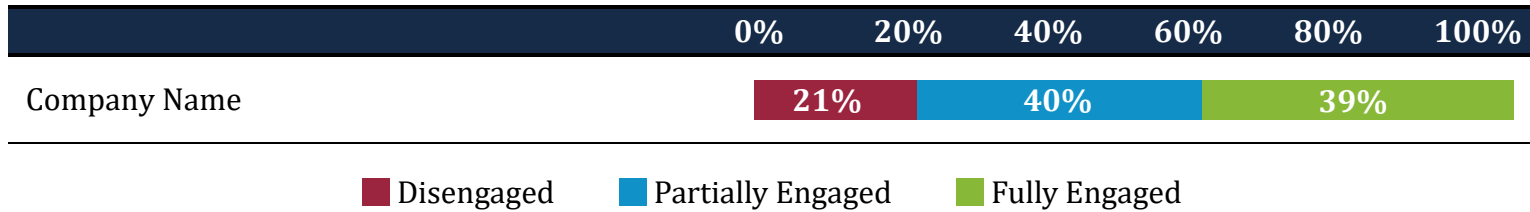
27 Emotions Item Analysis

The emotions analysis presents the primary emotions experienced as a result of employees interactions with their immediate leader. Positive emotions drive engagement; negative emotions create disengagement.

28 Comments

Comments are provided by respondents and displayed in the report unaltered.

Participant Count = 272



Definition:

The emotional and intellectual commitment of employees to deliver high performance.

Fully engaged employees provide discretionary effort in helping the organization be successful in achieving their business goals and objectives.

Benefits of High Engagement:

- Engaged employees will perform better and are more motivated - they provide extra discretionary effort when the organization needs it most.
- There is a significant link between employee engagement and profitability.
- Engaged employees will stay with the company, be an advocate of the company and its products and services, and contribute to bottom line business success.
- Creates a sense of loyalty in a competitive environment.
- Provides a high energy working environment.
- Engaged employees serve as a brand ambassador of the organization.

Competency Summary Average

Employee Engagement Assessment

	Mean	1	2	3	4	5
Immediate Supervisor	4.35					
Senior Leadership	4.22					
Communications	4.07					
Learning and Performance	4.17					
Diversity and Inclusion	4.09					
Health and Well Being	4.44					
Work Environment	4.21					
Values	4.16					
General	4.35					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Question	Mean	1	2	3	4	5
Immediate Supervisor						
My immediate supervisor treats me with respect.	4.55					
My immediate supervisor communicates openly and honestly.	4.43					
My immediate supervisor recognizes my contributions.	4.34					
I have confidence in the leadership ability of my immediate supervisor.	4.39					
I have learned a lot from my immediate supervisor.	4.22					
I trust my immediate supervisor.	4.43					
My immediate supervisor sets a good example for myself and other direct reports.	4.34					
My immediate supervisor is interested in me as a person.	4.25					
My immediate supervisor cares about my personal life and the impact it has on my job.	4.22					
Senior Leadership						
I have confidence in the leadership ability of senior leaders (VP's and above).	4.27					
I believe that senior leaders are moving the organization in the right direction.	4.18					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Competency Item Average

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
Communications						
I am satisfied with the amount of input I have in the decisions that impact my work.	4.07					
The company encourages open communication between employees and management.	4.08					
Learning and Performance						
I am encouraged to grow and develop new skills.	4.24					
I have received the training I need to do a quality job.	4.28					
I know what is expected of me in my job.	4.64					
I receive helpful feedback on my performance.	3.99					
I believe I have the opportunity for personal development and growth in my organization.	4.01					
I feel the work I do contributes to the overall success of the company.	4.63					
I feel that I get the feedback and encouragement I need from my immediate supervisor in order to enhance my job performance.	4.06					
I am given opportunities to try new things in my work.	3.92					
I have opportunities for career growth within my organization.	3.74					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Competency Item Average

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
Diversity and Inclusion						
My organization values differences among associates.	4.15					
I trust my company to be fair to all employees.	3.97					
My co-workers respect diverse personalities, perspectives and work styles in accomplishing our work team's roles and responsibilities.	4.17					
Health and Well Being						
This is a safe environment for associates to work.	4.59					
I feel that my health and well being are supported and encouraged.	4.29					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Competency Item Average

Employee Engagement Assessment






Question	Mean	1	2	3	4	5
Work Environment						
I have the resources I need to perform my job effectively.	4.28					
There is a spirit of cooperation and teamwork in the organization.	4.06					
People in the organization frequently go above and beyond the requirements of the job.	4.02					
The people I work with have the skills to do their jobs effectively.	4.22					
I believe that associates who meet our organization values are pursued and hired.	4.09					
The friendships I have made here are long lasting.	4.34					
I look forward to going to work.	4.27					
I am willing to put in extra hours without more pay if that is what is needed to complete a task.	4.07					
I enjoy the daily interaction with my peers.	4.50					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Competency Item Average

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
Values						
The company I work for has strong ethics.	4.34					
The corporate philosophy reflects my own personal values.	4.16					
All employees are treated with respect regardless of their position.	3.95					
I am proud of the contributions my company has made to the community in which I live.	4.44					
The company cares about how I feel in relation to our overall business.	3.88					

*The scale below was used for all engagement competency items:
 1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree*

Competency Item Average

Employee Engagement Assessment

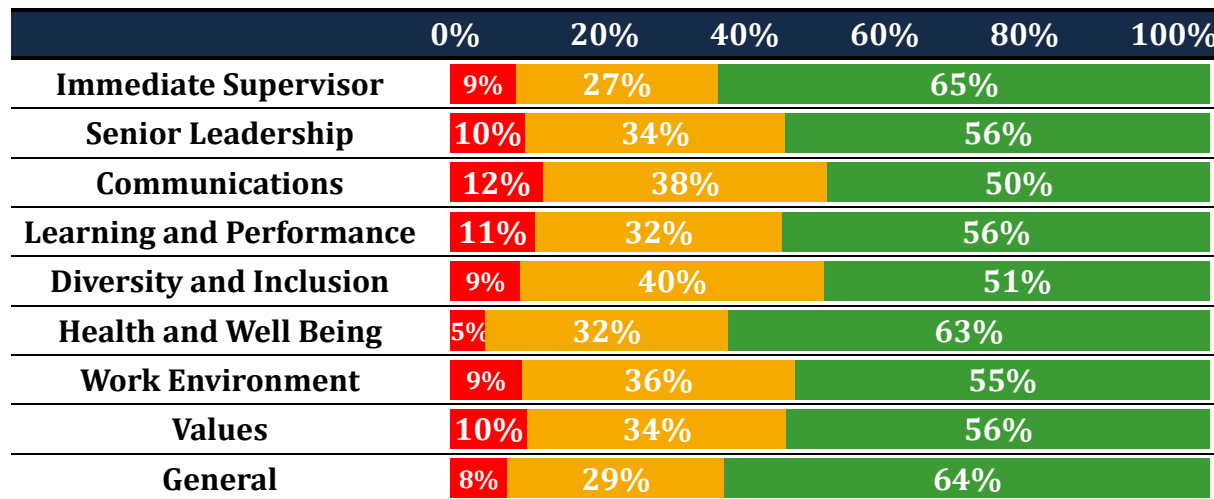
Question	Mean	1	2	3	4	5
General						
I understand how the work I do contributes to the overall success and mission of the organization.	4.68					
I plan to be working at this organization one year from today.	4.64					
I am willing to put in a great deal of effort to make my organization successful.	4.75					
More often than not, I am energized by going to work.	4.27					
I do not work here primarily for the paycheck – there’s much more to this job.	3.90					
I am proud to be working for my company.	4.52					
I never feel I am being taken advantage of.	3.80					
I like what I do on a day to day basis.	4.49					
I feel as if I have an impact on the direction of my company.	4.10					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Competency Summary Response Level

Employee Engagement Assessment



- (1) Completely disagree OR (2) Somewhat disagree
- (3) Neither agree nor disagree OR (4) Somewhat agree
- (5) Completely agree

Question	0%	20%	40%	60%	80%	100%
Immediate Supervisor						
My immediate supervisor treats me with respect.	6%	19%		74%		
My immediate supervisor communicates openly and honestly.	8%	24%		67%		
My immediate supervisor recognizes my contributions.	11%	24%		65%		
I have confidence in the leadership ability of my immediate supervisor.	8%	26%		66%		
I have learned a lot from my immediate supervisor.	8%	33%		59%		
I trust my immediate supervisor.	7%	25%		68%		
My immediate supervisor sets a good example for myself and other direct reports.	9%	25%		66%		
My immediate supervisor is interested in me as a person.	9%	33%		58%		
My immediate supervisor cares about my personal life and the impact it has on my job.	11%	30%		59%		
Senior Leadership						
I have confidence in the leadership ability of senior leaders (VP's and above).	10%	33%		58%		
I believe that senior leaders are moving the organization in the right direction.	10%	36%		54%		

- (1) Completely disagree OR (2) Somewhat disagree
- (3) Neither agree nor disagree OR (4) Somewhat agree
- (5) Completely agree

Question	0%	20%	40%	60%	80%	100%
Communications						
I am satisfied with the amount of input I have in the decisions that impact my work.	11%	39%			50%	
The company encourages open communication between employees and management.	13%	36%			51%	
Learning and Performance						
I am encouraged to grow and develop new skills.	10%	33%			58%	
I have received the training I need to do a quality job.	8%	35%			57%	
I know what is expected of me in my job.		20%			76%	
I receive helpful feedback on my performance.	15%	39%			47%	
I believe I have the opportunity for personal development and growth in my organization.	13%	36%			51%	
I feel the work I do contributes to the overall success of the company.		19%			78%	
I feel that I get the feedback and encouragement I need from my immediate supervisor in order to enhance my job performance.	13%	33%			53%	
I am given opportunities to try new things in my work.	15%	35%			49%	
I have opportunities for career growth within my organization.	20%	42%			38%	

- (1) Completely disagree OR (2) Somewhat disagree
- (3) Neither agree nor disagree OR (4) Somewhat agree
- (5) Completely agree

Competency Item Response Level

Employee Engagement Assessment

Question	0%	20%	40%	60%	80%	100%
Diversity and Inclusion						
My organization values differences among associates.	5%	47%			48%	
I trust my company to be fair to all employees.	16%	34%			49%	
My co-workers respect diverse personalities, perspectives and work styles in accomplishing our work team's roles and responsibilities.	6%	39%			55%	
Health and Well Being						
This is a safe environment for associates to work.		30%			68%	
I feel that my health and well being are supported and encouraged.	8%	34%			59%	

- (1) Completely disagree OR (2) Somewhat disagree
- (3) Neither agree nor disagree OR (4) Somewhat agree
- (5) Completely agree

Competency Item Response Level

Employee Engagement Assessment

Question	0%	20%	40%	60%	80%	100%
Work Environment						
I have the resources I need to perform my job effectively.	10%	32%				58%
There is a spirit of cooperation and teamwork in the organization.	14%	36%				50%
People in the organization frequently go above and beyond the requirements of the job.	12%	40%				48%
The people I work with have the skills to do their jobs effectively.	8%	40%				52%
I believe that associates who meet our organization values are pursued and hired.	10%	42%				48%
The friendships I have made here are long lasting.	6%	36%				58%
I look forward to going to work.	6%	39%				55%
I am willing to put in extra hours without more pay if that is what is needed to complete a task.	16%	27%				56%
I enjoy the daily interaction with my peers.		31%				66%

- (1) Completely disagree OR (2) Somewhat disagree
- (3) Neither agree nor disagree OR (4) Somewhat agree
- (5) Completely agree

Competency Item Response Level

Employee Engagement Assessment

Question	0%	20%	40%	60%	80%	100%
Values						
The company I work for has strong ethics.	8%	29%			63%	
The corporate philosophy reflects my own personal values.	9%	36%			55%	
All employees are treated with respect regardless of their position.	15%	37%			48%	
I am proud of the contributions my company has made to the community in which I live.	5%	28%			67%	
The company cares about how I feel in relation to our overall business.	15%	40%			45%	

- (1) Completely disagree OR (2) Somewhat disagree
- (3) Neither agree nor disagree OR (4) Somewhat agree
- (5) Completely agree

Competency Item Response Level




Employee Engagement Assessment

Question	0%	20%	40%	60%	80%	100%
General						
I understand how the work I do contributes to the overall success and mission of the organization.	18%				78%	
I plan to be working at this organization one year from today.	18%				80%	
I am willing to put in a great deal of effort to make my organization successful.	16%				83%	
More often than not, I am energized by going to work.	8%	37%			56%	
I do not work here primarily for the paycheck – there’s much more to this job.	17%	34%			48%	
I am proud to be working for my company.	24%				72%	
I never feel I am being taken advantage of.	19%	41%			41%	
I like what I do on a day to day basis.	34%				64%	
I feel as if I have an impact on the direction of my company.	11%	36%			53%	

- (1) Completely disagree OR (2) Somewhat disagree
- (3) Neither agree nor disagree OR (4) Somewhat agree
- (5) Completely agree



Satisfaction Item Average

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
How would you rate your overall satisfaction with your current job?	4.30					
How would you rate your overall satisfaction with your immediate supervisor?	4.33					
How would you rate your overall satisfaction with the senior management in the company?	4.25					

*The scale below was used for all satisfaction items:
1 = Very dissatisfied; 2 = Somewhat dissatisfied; 3 = Neutral; 4 = Somewhat satisfied; 5 = Very satisfied*

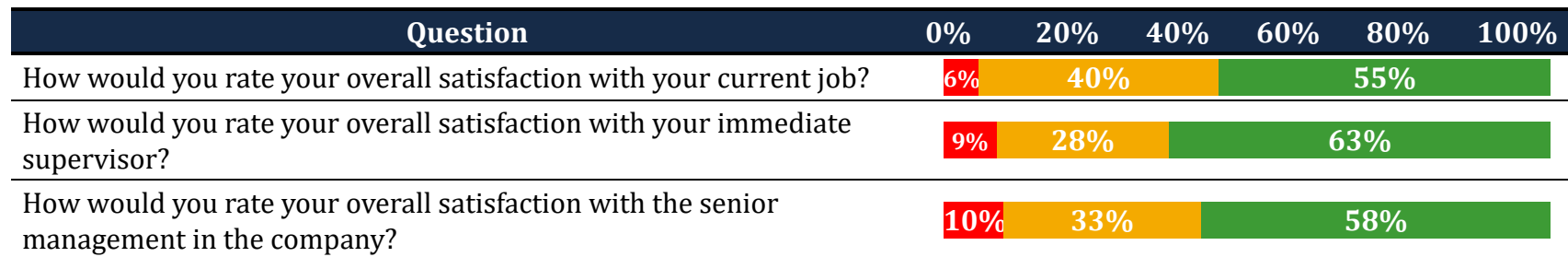
Engagement Item Average

Question	Mean	1	2	3	4	5
How likely are you to recommend your company to your friends or family as a place of employment?	4.26					
How likely are you to recommend your company to others for the purposes of doing business?	4.68					

*The scale below was used for all engagement items:
1 = Definitely will not recommend; 2 = Probably will not recommend; 3 = Might or might not recommend;
4 = Probably will recommend; 5 = Definitely will recommend*

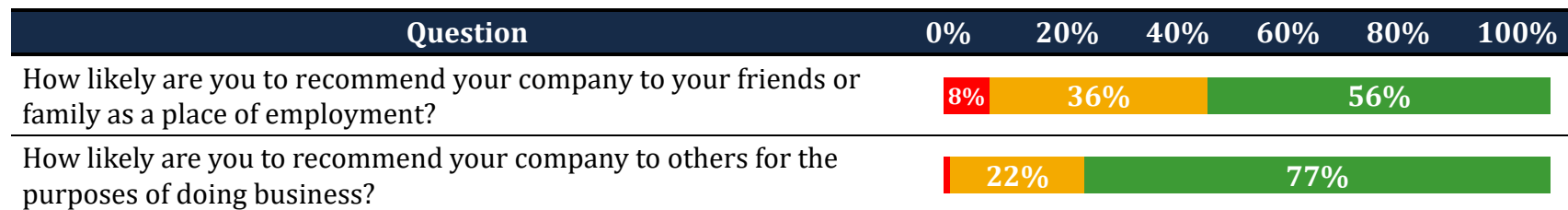
Satisfaction Item Response Level

Employee Engagement Assessment



- (1) Very dissatisfied OR (2) Somewhat dissatisfied
- (3) Neutral OR (4) Somewhat satisfied
- (5) Very satisfied

Engagement Item Average



- (1) Definitely will not recommend OR (2) Probably will not recommend
- (3) Might or might not recommend OR (4) Probably will recommend
- (5) Definitely will recommend

Competency Item Ranking

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
I am willing to put in a great deal of effort to make my organization successful.	4.75					
I understand how the work I do contributes to the overall success and mission of the organization.	4.68					
I know what is expected of me in my job.	4.64					
I plan to be working at this organization one year from today.	4.64					
I feel the work I do contributes to the overall success of the company.	4.63					
This is a safe environment for associates to work.	4.59					
My immediate supervisor treats me with respect.	4.55					
I am proud to be working for my company.	4.52					
I enjoy the daily interaction with my peers.	4.50					
I like what I do on a day to day basis.	4.49					
I am proud of the contributions my company has made to the community in which I live.	4.44					
I trust my immediate supervisor.	4.43					
My immediate supervisor communicates openly and honestly.	4.43					
I have confidence in the leadership ability of my immediate supervisor.	4.39					
My immediate supervisor recognizes my contributions.	4.34					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Competency Item Ranking

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
My immediate supervisor sets a good example for myself and other direct reports.	4.34					
The company I work for has strong ethics.	4.34					
The friendships I have made here are long lasting.	4.34					
I feel that my health and well being are supported and encouraged.	4.29					
I have received the training I need to do a quality job.	4.28					
I have the resources I need to perform my job effectively.	4.28					
I have confidence in the leadership ability of senior leaders (VP's and above).	4.27					
I look forward to going to work.	4.27					
More often than not, I am energized by going to work.	4.27					
My immediate supervisor is interested in me as a person.	4.25					
I am encouraged to grow and develop new skills.	4.24					
I have learned a lot from my immediate supervisor.	4.22					
My immediate supervisor cares about my personal life and the impact it has on my job.	4.22					
The people I work with have the skills to do their jobs effectively.	4.22					
I believe that senior leaders are moving the organization in the right direction.	4.18					

The scale below was used for all engagement competency items:

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Competency Item Ranking

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
My co-workers respect diverse personalities, perspectives and work styles in accomplishing our work team's roles and responsibilities.	4.17					
The corporate philosophy reflects my own personal values.	4.16					
My organization values differences among associates.	4.15					
I feel as if I have an impact on the direction of my company.	4.10					
I believe that associates who meet our organization values are pursued and hired.	4.09					
The company encourages open communication between employees and management.	4.08					
I am satisfied with the amount of input I have in the decisions that impact my work.	4.07					
I am willing to put in extra hours without more pay if that is what is needed to complete a task.	4.07					
I feel that I get the feedback and encouragement I need from my immediate supervisor in order to enhance my job performance.	4.06					
There is a spirit of cooperation and teamwork in the organization.	4.06					
People in the organization frequently go above and beyond the requirements of the job.	4.02					
I believe I have the opportunity for personal development and growth in my organization.	4.01					
I receive helpful feedback on my performance.	3.99					
I trust my company to be fair to all employees.	3.97					
All employees are treated with respect regardless of their position.	3.95					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Competency Item Ranking

Employee Engagement Assessment

Question	Mean	1	2	3	4	5
I am given opportunities to try new things in my work.	3.92					
I do not work here primarily for the paycheck – there’s much more to this job.	3.90					
The company cares about how I feel in relation to our overall business.	3.88					
I never feel I am being taken advantage of.	3.80					
I have opportunities for career growth within my organization.	3.74					

The scale below was used for all engagement competency items:

1 = Completely disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree; 4 = Somewhat agree; 5 = Completely agree

Overall Engagement By Demographics

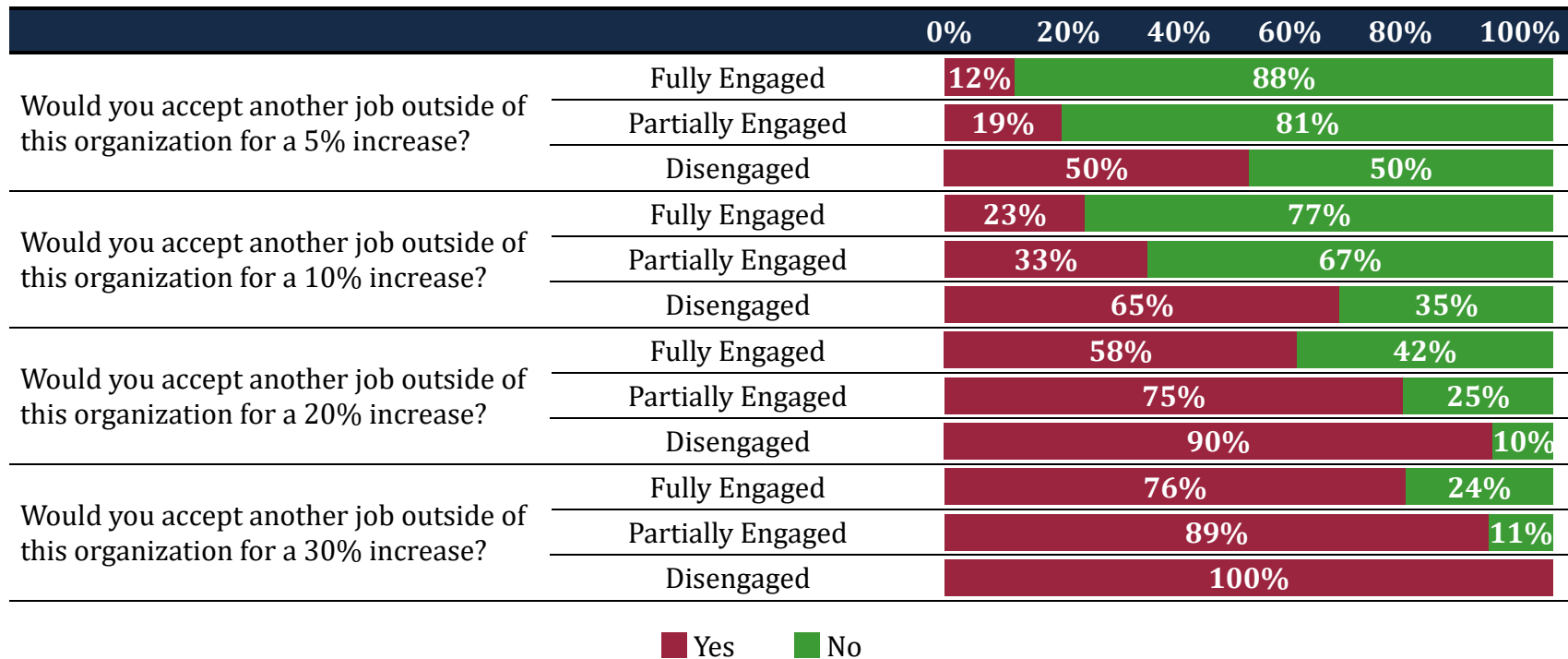
Employee Engagement Assessment

	Count	0%	20%	40%	60%	80%	100%
By Role: ((example))							
Senior Leader	23	9%	27%	64%			
Manager	42	28%	39%	33%			
Individual Contributor	207	11%	44%	44%			
By Region: ((example))							
Midwest	101	11%	44%	44%			
East	76	28%	39%	33%			
Southwest	95	23%	38%	39%			

■ Disengaged
 ■ Partially Engaged
 ■ Fully Engaged

Salary Elasticity

Employee Engagement Assessment



Salary Elasticity:

This measure of engagement assesses an employee's probable intent to leave his/her existing organization and is a very good measure of probable turnover at various increases in pay.

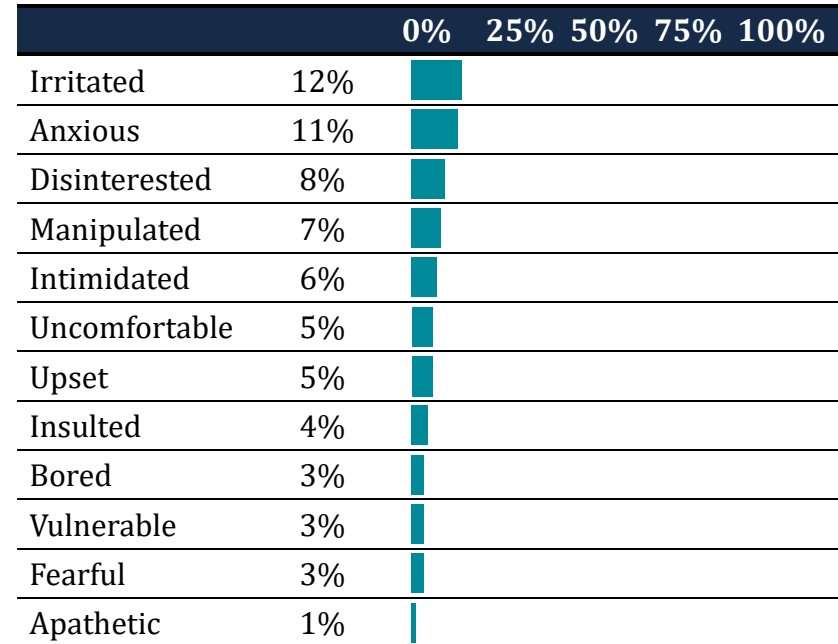
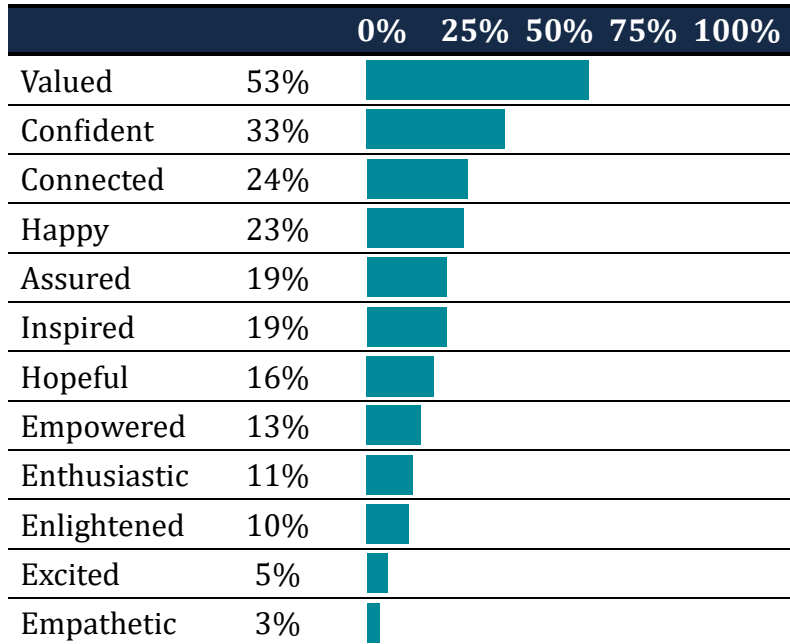
For this measure RED = YES and indicates the percentage of employees who would leave (turnover), which is typically negative for the organization because it would incur recruitment and replacement costs.

Alternatively, GREEN = NO and indicates the percentage of employees probable intent to stay even if offered a specified pay increase, which is typically positive for the organization, because it keeps its existing talent.

Emotion Item Detail

Employee Engagement Assessment

Looking at the list of emotions below, which three of these emotions best describes how your immediate supervisor makes you feel?



What is your company or leader doing that encourages you to do your best? (example)

- Managers provide positive reinforcement.
- The company allows me to get the work done in a reasonable time-frame without creating a stressful environment.
- I trust my manager and can talk honestly without negative backlash.

What is your company or leader doing that discourages you from doing your best? (example)

- Micro-management of any task, no matter how small...creates a highly stressful environment.
- There is little transparency or communication by senior leaders.
- No real recognition is given by managers, does not make me feel valued.