

FindingPotential Connect

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Premium Report



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Introduction

This report is confidential and is intended solely for **Jayne Bright** who completed the Connect Questionnaire on **22/06/2021**.

The Connect Questionnaire is designed to identify the personal motivators or drivers of Jayne at work. The closer the fit between what is important to Jayne in making her working experience fulfilling, and the reality of working at that organisation, the more likely she will feel engaged in her role and committed to the organisation. As a result, Jayne is more likely to perform at a higher level and less likely to leave.

The questionnaire asked Jayne to rate, in terms of importance, a range of statements which cover 14 core areas of engagement and commitment. This report has summarised those responses into an Engagement Profile Chart and Likely Engagement Facilitators table (highlighting the areas Jayne sees as most important to her).

This report has been designed to help facilitate conversations that will enable individuals to make better career decisions. In addition, organisations will benefit by having more engaged employees who are likely to demonstrate increased performance and less likelihood of leaving.

The Engagement Profile Chart shows the degree of importance to Jayne of 14 core areas known to facilitate employee engagement and commitment. These areas have been grouped further under five broader categories of The Job, The People, The Transaction, The Organisation and The Environment. The scale at the top of the profile equates to the following levels of importance:

- 1 or 2: Not Important
- 3 or 4: Marginally Important
- 5 or 6: Moderately Important
- 7 or 8: Important
- 9 or 10: Very Important

The Likely Engagement Facilitators table highlights which of the 14 areas fall into the categories of **Very Important** or **Important** to Jayne, given that it is particularly crucial for there to be a good fit in these areas for Jayne to feel fully engaged in her work and committed to the organisation.

Please note: The model of importance outlined in this report is the cornerstone of great{with}talent's products and services that measure levels of engagement and intention to leave within organisations. See www.greatwithtalent.com for more information.

The contents of this report are likely to be a reasonable description of what is important to Jayne in maintaining her commitment to an organisation for about 18 to 24 months, depending upon her work role and personal circumstances. We strongly recommend she completes the Connect questionnaire again in 24 months.

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Likely Engagement Facilitators

Set out below are Jayne's strongest engagement facilitators, i.e. those factors that if properly met within the job and wider organisational environment are likely to ensure that Jayne is highly **engaged** in the job (which research shows is linked to higher levels of performance) and **committed** to the organisation (which research highlights as being a primary factor in reducing the risk of staff attrition).

Very Important

- Personal Growth

Important

- Job Satisfaction
- Cooperation
- Vertical Relationship
- Ethical Standards
- Belonging

Please Note:

FindingPotential has developed a range of supporting workbooks (available at www.findingpotential.com/workbooks) that provides further help and support in helping individuals make more considered career choices.



Engagement Profile In-Depth

Job

A. Personal Growth

Importance: **9**

This area measures how important personal growth and development is to Jayne. This includes how important it is for her training needs to be identified, and for her to receive the support and opportunities to develop new and existing skills and capabilities.

B. Job Satisfaction

Importance: **7**

Job Satisfaction measures how much Jayne needs to enjoy the job in its own right. It includes the extent to which Jayne needs her job to feel important, and how much she actually needs to find pleasure in the work itself.

C. Independence

Importance: **4**

This area measures the extent to which Jayne needs the freedom to organise her own work and to approach it in her own way. It includes being able to take responsibility for her work, set her own goals and explore new ways of working.



Engagement Profile In-Depth

Relationships

A. Cooperation

Importance: **7**

This area concerns the significance Jayne places on relationships with colleagues and team members, the extent to which individual contributions are recognised and valued by other team members, and the extent to which the wider workplace is characterised by a sense of community.

B. Vertical Relationship

Importance: **8**

Vertical Relationship concerns the importance Jayne places on her relationship with her line manager. This includes the extent to which she sees her manager as a role model and a motivating person to work for, how approachable her manager is, and whether she can depend on their support and feedback.



Engagement Profile In-Depth

Aspirations

A. Reward & Recognition

Importance: **3**

Reward and Recognition looks beyond simply how important salary and benefits are to Jayne. It includes whether the reward and recognition culture is fair and transparent, that rewards are performance related, and that the reward offered is competitive in the wider market place.

B. Career Progression

Importance: **1**

This area reflects the importance placed by Jayne on having clearly defined career paths, opportunities to progress quickly through the organisation, and the feeling that the organisation takes her career progression seriously.

C. Loyalty & Trust

Importance: **3**

The extent to which Jayne places value on her relationship with the organisation. Specifically, whether she feels it is important that the relationship between management and employees is based on trust, that the organisation acts in the interest of its employees, and that it delivers on promises it has made.



Engagement Profile In-Depth

Organisation

A. Organisational Confidence

Importance: **6**

This area focuses on the importance that Jayne places on working for an organisation that is well led, is efficiently run and has a strong future. It also takes account of the importance of having colleagues who are very competent.

B. Ethical Standards

Importance: **8**

This area assesses the importance to Jayne of the organisation operating within a clear set of ethical principles. In addition, whether Jayne sees it important to believe in the purpose of the organisation and its promotion of diversity and equal opportunities.

C. Belonging

Importance: **8**

This area is about the extent to which Jayne needs to feel closely connected to the organisation she works for. This includes the need to believe in an organisation's vision and mission, to identify with the organisation's values, and to feel proud to work for the organisation.

D. Communications

Importance: **3**

Communications addresses the extent to which Jayne places importance on having a clear understanding of the direction the organisation is heading in. Additionally, it looks at the extent to which she values being kept informed of key organisational developments, and having the reasons behind key organisational decisions explained.



Engagement Profile In-Depth

Environment

A. Well-Being

Importance: **4**

Well-being assesses how important it is for Jayne to maintain a work-life balance. This includes having a manageable workload that she feels able to cope with, that her working life doesn't unduly impact her home life, and that she isn't expected to work unduly long hours.

B. Working Conditions

Importance: **4**

This area looks at how important the quality of the working conditions are to Jayne. It measures the importance of having a comfortable environment with good facilities, and reliable and effective equipment.