

# FindingPotential - Drivers

Personal report for Jayne Bright



**REPORT GENERATED:**

**01/04/2015**

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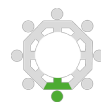
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# Introduction

**Jayne Bright** completed the FindingPotential Drivers questionnaire on **01/04/2014**. This report provides a detailed analysis of the results.

This report provides feedback on:

- **Engagement Level:** Jayne's overall engagement & commitment, i.e. is she feeling fully engaged, disengaged or even considering leaving the organisation.
- **Performance Profile:** The extent to which Jayne understands what is expected of her, feels confident to deliver this and is supported to do so by the organisation.
- **Importance Profile:** The relative importance to Jayne of 14 factors proven to influence commitment and engagement in the workplace.
- **Current Working Environment:** The extent to which Jayne is currently experiencing each of these 14 factors, providing insight into her perception of her working environment.
- **Engagement Index:** the interaction between a person and environment is central to understanding engagement. The Index is calculated by combining Jayne's responses to the Importance Profile and Current Working Environment – i.e. how positive is Jayne's experience of the factors she holds most important?
- **Taking Action:** The key actions Jayne feels will help improve her current levels of engagement in relation to each of the 14 factors that she did not rate as Outstanding.

We strongly recommend that the reader access the FindingPotential Drivers Supporting Workbook to get the most from the data provided in this report.

## Who should have access to this report?

This report should be used and stored in accordance with the levels of anonymity and confidentiality promised to Jayne in completing the questionnaire, and in line with your wider organisational policies on confidentiality and data protection.

Please ensure that whoever conducts follow-up discussion with Jayne knows how to interpret the data within this report, that they have been properly briefed, and have the appropriate level of skills to conduct such a conversation.

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# Summary

## Introduction

Your overall level of engagement can be described as **considering leaving**, meaning you are feeling more disengaged than engaged at present.

## Engagement index

The table below shows areas which are having the biggest impact on your engagement and commitment – both positive and negative. Please see your Engagement Profile for more information.

Engagement Drivers	Less Impact	Areas of Frustration
Cooperation	Communications	Personal Growth
Job Satisfaction	Independence	Well-Being
Organisational Confidence	Loyalty & Trust	Career Progression
	Ethical Standards	Reward & Recognition
	Belonging	
	Working Conditions	
	Vertical Relationship	

## Performance profile

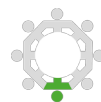
		1	2	3	4	5	6	7	8	9	10
<b>1</b>	<b>Clarity</b> How clear you are in relation to what is expected of you and how your performance is measured.	■	■	■	■	■	■	■	■	□	□
<b>2</b>	<b>Confidence</b> The extent to which you feel you will be successful.	■	■	■	■	■	□	□	□	□	□
<b>3</b>	<b>Enablement</b> The extent to which you feel you have the necessary support to be successful.	■	■	□	□	□	□	□	□	□	□
<b>4</b>	<b>Impact</b> The effect of organisational decisions on your performance.	■	■	■	■	■	■	■	■	□	□



# Engagement profile

The table below sets out how 14 different work-related areas are currently **impacting** on your levels of engagement and commitment. On the left, the 14 areas are listed in order of **importance** to you (from most to least). On the right, the extent to which you currently **experience** each of these.

What is important to you	Score	Experienced by you									
		1	2	3	4	5	6	7	8	9	10
<b>1 Cooperation</b> Individual contributions are recognised & valued by others, and support is freely offered by colleagues.	10	■	■	■	■	■	■	■	■	■	■
<b>2 Personal Growth</b> Training & development needs are identified and my work provides me with opportunities to stretch myself.	4	■	■	■	■	□	□	□	□	□	□
<b>3 Well-Being</b> Maintaining a work-life balance, workloads which do not cause stress.	2	■	■	□	□	□	□	□	□	□	□
<b>4 Job Satisfaction</b> An interesting and enjoyable job, and one I consider important.	7	■	■	■	■	■	■	■	□	□	□
<b>5 Career Progression</b> Defined opportunities to advance through the organisation. A sense career progression is taken seriously.	1	■	□	□	□	□	□	□	□	□	□
<b>6 Reward &amp; Recognition</b> Rewarded fairly, transparently and based on performance. Rewards offered are competitive in the wider market place.	1	■	□	□	□	□	□	□	□	□	□
<b>7 Vertical Relationship</b> An approachable, inspirational manager who provides regular feedback and acts as a role model.	4	■	■	■	■	□	□	□	□	□	□
<b>8 Loyalty &amp; Trust</b> The organisation acts in the interest of its employees and delivers on promises that are made.	2	■	■	□	□	□	□	□	□	□	□
<b>9 Organisational Confidence</b> Working for a successful organisation that is well led, has good people and a strong future.	7	■	■	■	■	■	■	■	□	□	□
<b>10 Independence</b> Freedom to organise my work and set my own goals. Scope to try new ways of doing things.	8	■	■	■	■	■	■	■	■	□	□
<b>11 Ethical Standards</b> Belief in the purpose and ethical principles of the organisation, promoting diversity and equal opportunities.	9	■	■	■	■	■	■	■	■	■	□
<b>12 Working Conditions</b> Comfortable working environment with good facilities, and reliable and effective equipment.	10	■	■	■	■	■	■	■	■	■	■
<b>13 Belonging</b> Belief in the organisation's mission, vision and values. A sense of pride in working for the organisation.	4	■	■	■	■	□	□	□	□	□	□
<b>14 Communications</b> A clear sense of the organisation's future direction, and an understanding of why key decisions are being made.	10	■	■	■	■	■	■	■	■	■	■



# Taking action

## Key actions for increasing your commitment

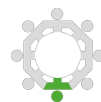
Based on the areas you have highlighted as **Areas of Frustration** (see Engagement index on page 1), these are the **actions** you chose as most likely to increase your current levels of engagement.

<b>Personal Growth</b>	A buddy to work with to build my experience and confidence
<b>Well-Being</b>	Enable me to work at home occasionally
<b>Career Progression</b>	Have a conversation with manager exploring my longer term career aspirations
<b>Reward &amp; Recognition</b>	Offer a more flexible benefits package to reflect my personal needs

## Additional actions to build commitment

You also highlighted some additional actions that could positively impact your current levels of engagement:

<b>Vertical Relationship</b>	More opportunities to share my ideas and thinking with my manager
<b>Belonging</b>	For management to explain how key decisions support our vision and mission
<b>Ethical Standards</b>	Provide me with opportunities to contribute to corporate responsibilities
<b>Loyalty &amp; Trust</b>	A forum for sharing thoughts and feelings with management on local performance issues
<b>Independence</b>	More freedom to undertake tasks in a way that utilises my skills and style
<b>Organisational Confidence</b>	Have regular/monthly updates on how my area is performing
<b>Job Satisfaction</b>	Something else



# Performance profile

This Performance section looks at the crucial elements that drive performance; including how clear you are in relation to what is expected of you (**Clarity**) and how performance is measured, the extent to which you feel you will be successful (**Confidence**), the necessary support to do so (**Enablement**), and finally the **Impact** of organisational decisions.

<b>Clarity</b>	I am clear about the purpose of Company X	Red
	I am clear about how my role contributes to Company X being successful	Green
	I am clear about what I need to deliver over the next 12 months	Red
	I understand where I sit within Company X	Green
	I am clear about how Company X works (structure, departments, processes)	Green
	I am clear about Company X's vision and mission	Green
	I am clear about Company X's culture and values	Red
	I am clear about Company X's corporate strategy	Grey
<b>Confidence</b>	I feel positive about my future at Company X	Green
	I feel I have an important role to play in the future of Company X	Red
	I am confident I can deliver what I need to over the next 12 months	Grey
	I have confidence in senior management to deliver the long-term success of the organisation	Green
	I am confident that Company X's culture delivers high Performance	Green
	I believe in Company X's vision and mission	Green
	I feel comfortable with Company X's culture and values	Grey
	I agree with Company X's corporate strategy	Red
<b>Enablement</b>	I feel enabled to carry out my role to the best of my ability	Grey
	I have the resources to deliver what I need to over the next 12 months	Green
	I have the skills and capability to deliver what I need to over the next 12 months	Green
	I have the level of support I need from my immediate manager	Green
	I have the level of support I need from my team	Green
	My team has the level of support it needs from the department / function	Grey
	Departments / functions co-operate to support each other effectively	Red
<b>Impact</b>	Operational efficiency	Green
	Organisational effectiveness	Green
	My ability to do my job	Green
	Customer/ client service & satisfaction	Grey

Positive

Unsure

Negative