

FindingPotential Drivers

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Personal report for Jayne Bright



REPORT GENERATED:

22/06/2021

SENSITIVITY:

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Introduction

Jayne Bright completed the FindingPotential Drivers questionnaire on **22/06/2021**. This report provides a detailed analysis of the results and 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 key in 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. This workbook can be viewed / downloaded at <http://www.findingpotential.com/workbooks>.

Who Should Have Access to this Report?

This report should be used and stored in line 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 any 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

You have described yourself as **feeling engaged and committed** at present.

Engagement index

This table 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
Belonging	Personal Growth	
Cooperation	Independence	
Job Satisfaction	Well-Being	
Vertical Relationship	Reward & Recognition	
Ethical Standards	Loyalty & Trust	
Organisational Confidence	Working Conditions	
	Communications	
	Career Progression	

Performance profile

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



Taking action

Actions to build commitment

Below are some actions that could positively impact your current levels of engagement.

Personal Growth	Create a development plan
Well-Being	More support with childcare issues
Career Progression	Extra responsibilities to show my potential for promotion
Reward & Recognition	Understand the benefits on offer
Loyalty & Trust	Input on how major changes in my area are implemented
Independence	Shape my own development focus/activities
Communications	Explain how to get hold of organisational announcements
Cooperation	Understand team mates' goals
Job Satisfaction	Share the bits of my job I like least & minimise these
Vertical Relationships	More delegation to grow my skills/experience
Organisational Confidence	Share the impact/value of key decisions
Ethical Standards	Understand the organisation's contribution to the wider society
Belonging	Explain how our strategy delivers the vision, mission & lives our values

Performance

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.

Clarity	I am clear about the purpose of the organisation	+
	I am clear about how my role contributes to the organisation being successful	+
	I am clear about what I need to deliver over the next 12 months	+
	I understand how my role fits into the organisational structure	+
	I am clear about the organisation's vision and mission	+
	I am clear about the organisation's culture and values	+
	I am clear about the organisation's corporate strategy	-
	I understand how my performance is measured	+
	I am clear about how my performance will be reviewed	-
	I am clear about how I am currently performing	+
	I understand how to get things done around here (e.g. processes, relationships with other teams/departments)	+
Confidence	I feel positive about my future at the organisation	+
	I feel I have an important role to play in the future of the organisation	+
	I am confident I can deliver what I need to in the next 12 months	+
	I have confidence in senior management to deliver the long-term success of the organisation	U
	I am confident that the organisation's culture delivers high performance	+
	I believe in the organisation's vision and mission	+
	I feel comfortable with the organisation's culture and values	+
	I agree with the organisation's corporate strategy	+
	I feel my line manager has confidence in me	+

+ Positive

U Unsure

- Negative

Performance (continued)

Enablement	I feel enabled to carry out my role to the best of my ability	+
	I have the resources to deliver what I need to in the next 12 months	+
	I have the skills and capability to deliver what I need to in the next 12 months	-
	I have the level of support I need from my immediate manager	+
	I have the level of support I need from my team	+
	My team has the level of support it needs from the department/function	+
	Departments/functions cooperate to support each other effectively	+
	I have been given the opportunities to build the skills I need to be successful in my current role	+
	I am being given the support I need to work towards my career goals	+
	Impact	Operational efficiency
Organisational effectiveness		+
My ability to do my job		+
Customer/client service and satisfaction		U

+ Positive

U Unsure

- Negative



Open-ended questions

In the final section of the questionnaire you had the opportunity to describe in your own words your feelings regarding the role and the organisation.

What do you enjoy about your job or where you work?

I enjoy

What, if anything, do you dislike about your job or where you work?

I dislike



Open-ended questions (continued)

What would enable you to perform your role even better than you already do?

To perform my