

Your Logo
Here



Winning Formula

Analysis report

Report for Research & Development
Candidates: 120 | 83% Completion

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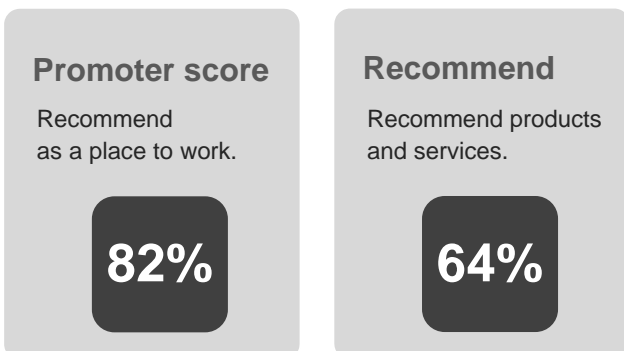
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Winning Formula



Brand Impact



The dashboard above provides an overview of your Winning Formula Assessment. The rest of this report provides a greater level of detail against each area covered in the dashboard.

Winning Formula Score – The closer to 100% the more likely you are to achieve your vision/ mission

Winning Strategies Score – The extent to which people understand what needs to be done

Winning Culture Score – The extent to which people feel they are working together

Intervention Rank – Shows where your colleagues believe the need for intervention is greatest or will have the most positive impact.

Key Intervention – The most commonly selected intervention that will make the most positive impact.

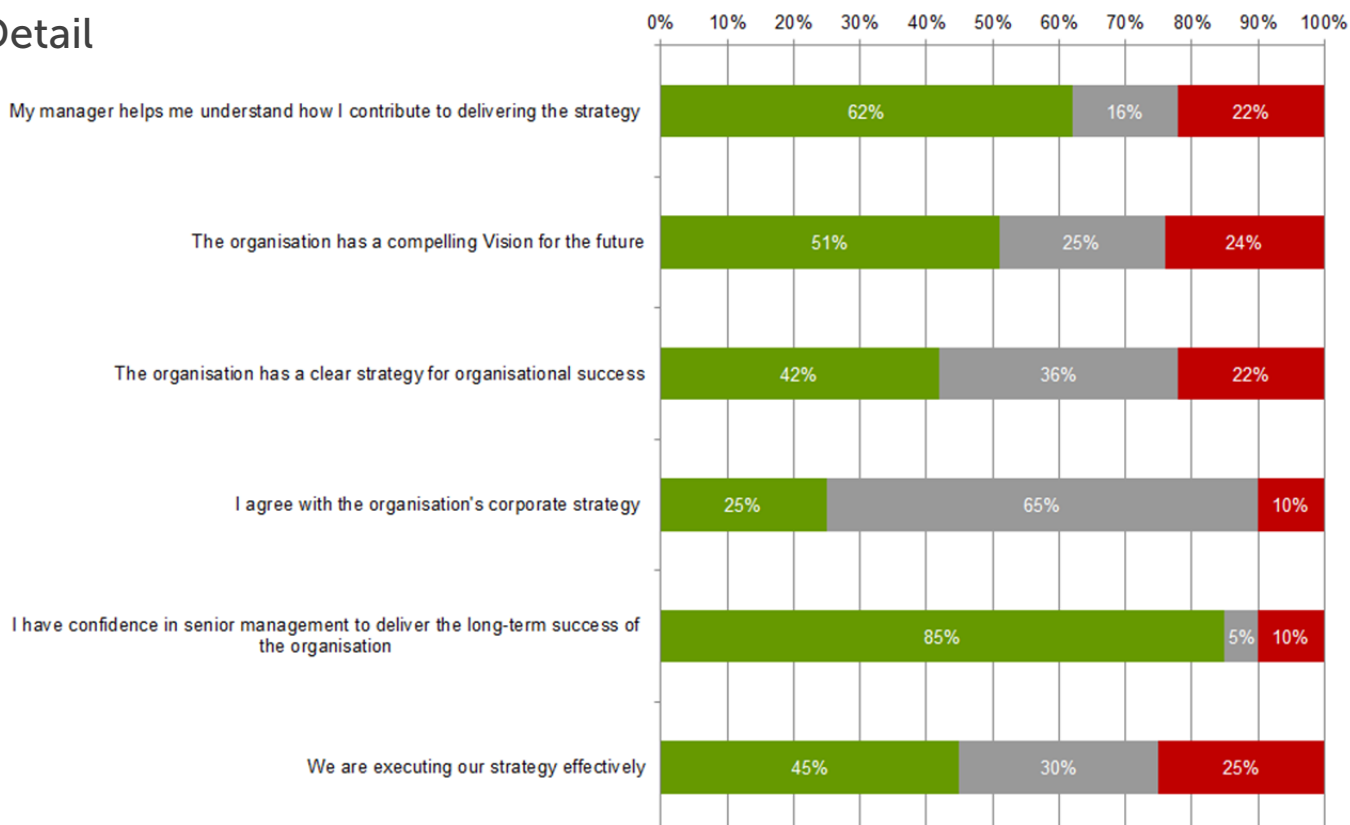
Strategy

Intervention Rank: **4**

Overall



Detail



Key Actions

	%	n
Time with my manager to help understand how I can contribute to delivering the strategy	52	45
The creation of a compelling vision	28	24
Clarification of our strategy and the plan for the next 12 months	10	9
Opportunity to personally contribute to the development of the strategy	10	9

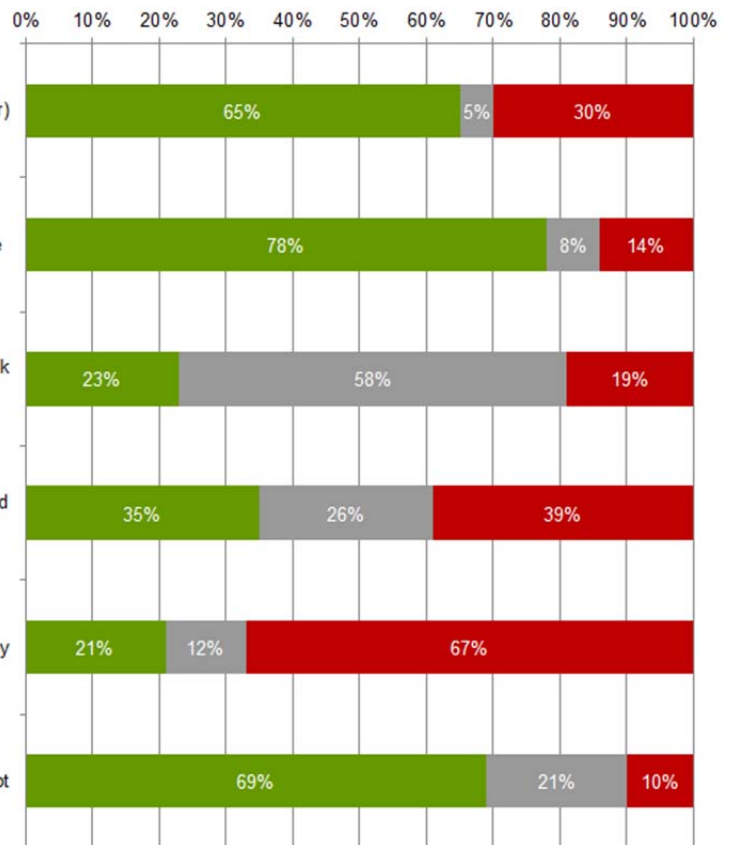
Structure

Intervention Rank: **2**

Overall



Detail



Key Actions

	%	n
Explain how our organisational structure works	52	45
Explain where my role fits into the organisational structure	28	24
Encourage departments / teams to work together more effectively	10	9
Make it clear who has responsibility for key areas of the organisation/deliverables	10	9

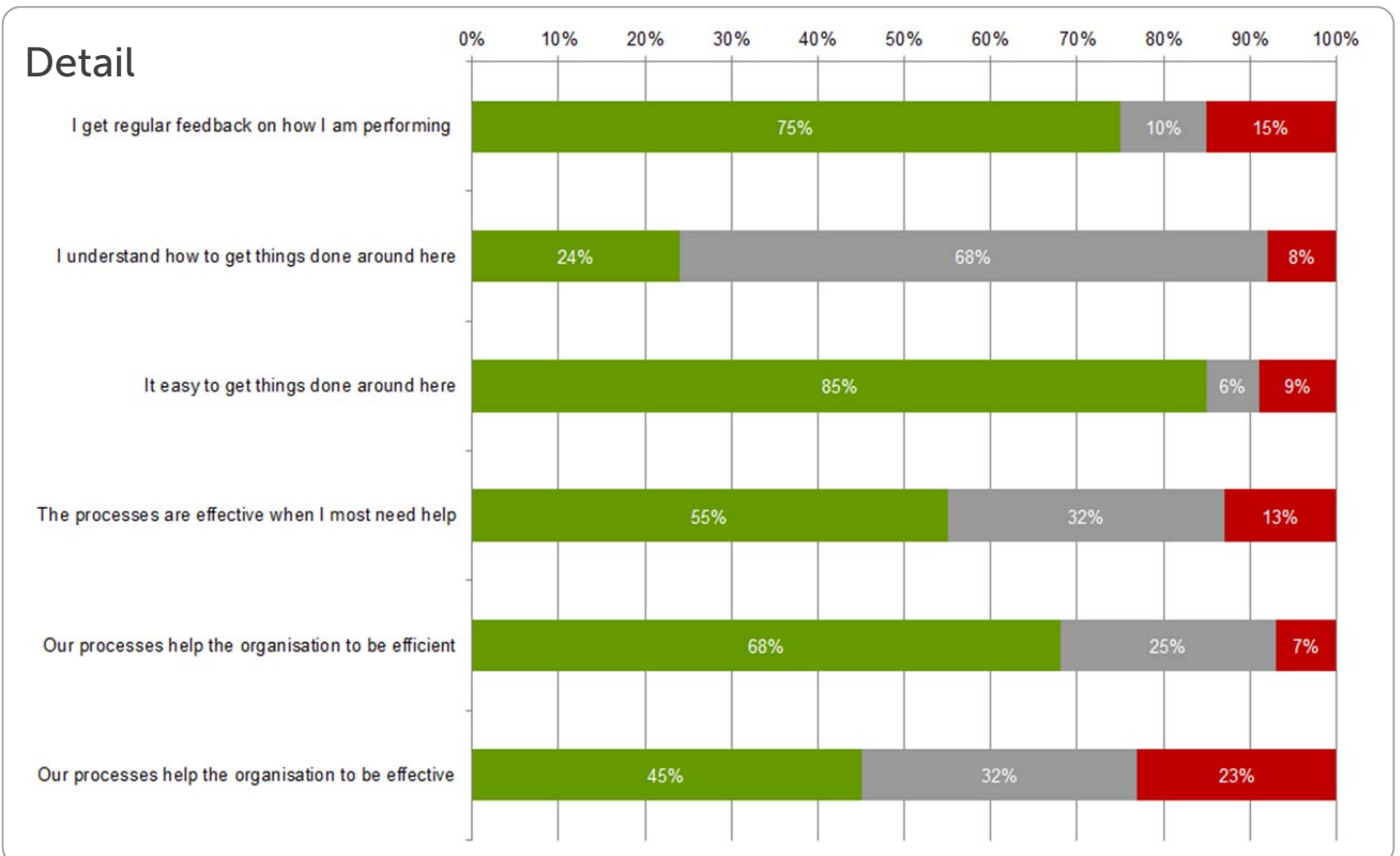
Process

Intervention Rank: **1**

Overall



Detail



Key Actions

	%	n
Regular feedback on how I am performing	52	45
Help me understand how to get things done more easily	28	24
Reduce the barriers to getting things done	10	9
Make it easier to request support/ solve problems	10	9

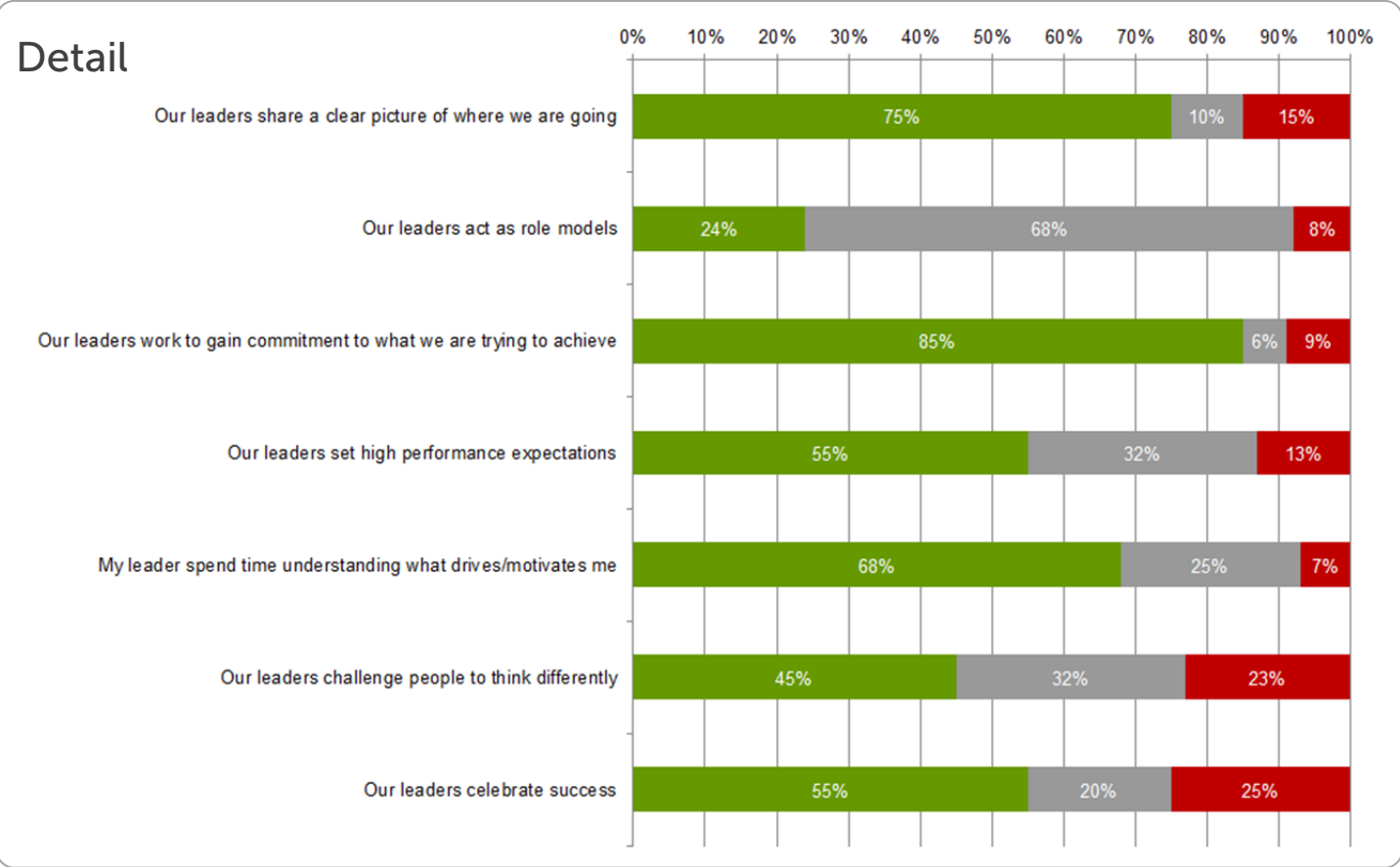
Leadership

Intervention Rank: **3**

Overall



Detail



Key Actions

	%	n
More visibility of our leaders	52	45
Seeing our leaders acting as role models (e.g. talking about and living our values)	28	24
The opportunity to speak with my leader about the things that drive and motivate me	10	9
Leaders publicly celebrating success and focusing on what is going well	10	9

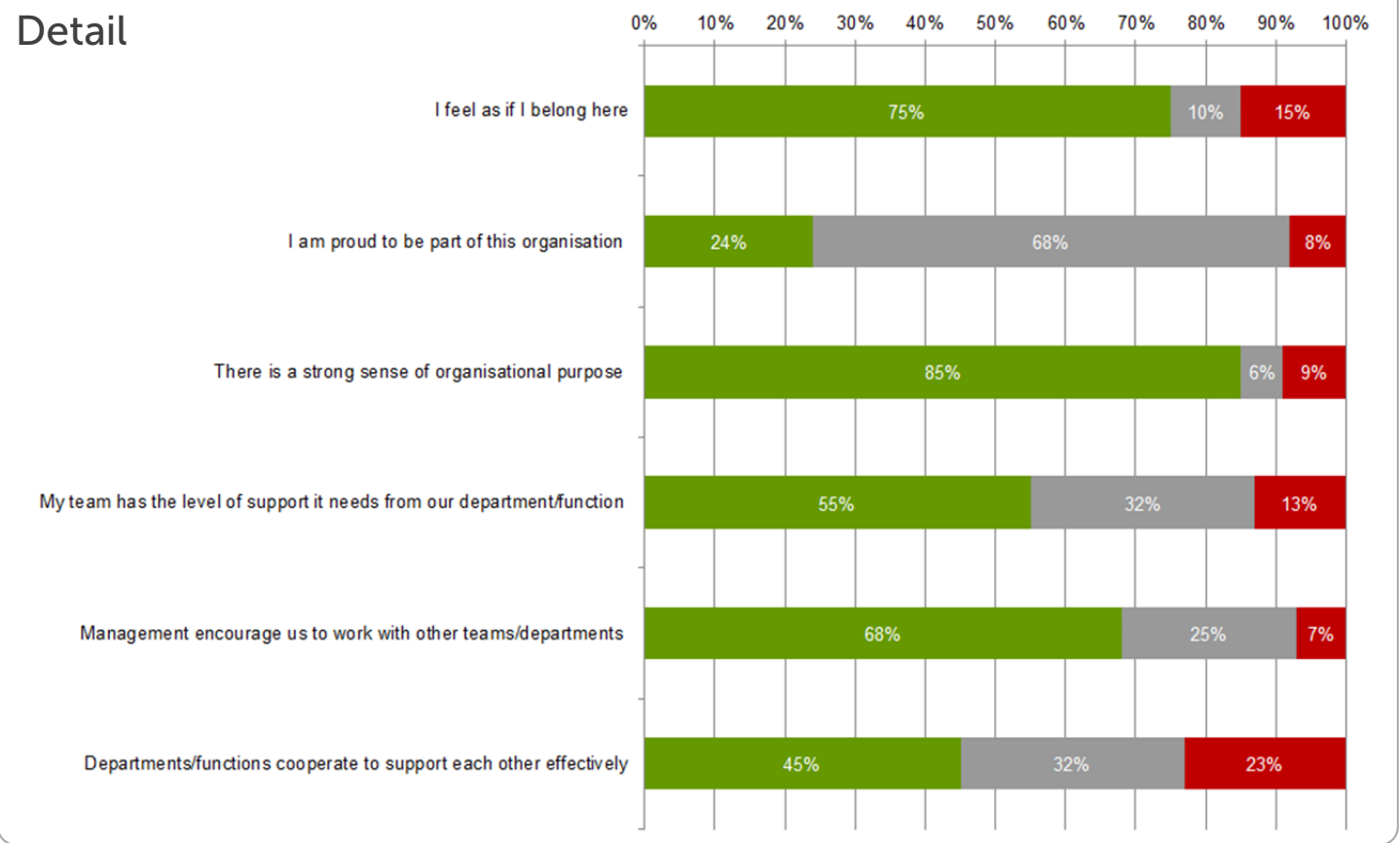
Team Environment

Intervention Rank: **5**

Overall



Detail



Key Actions

	%	n
Help me feel part of the team	52	45
Reinforce our purpose and value more often	28	24
Help my team work more effectively within our Department/Function	10	9
Have management encourage teams/departments to work together effectively	10	9

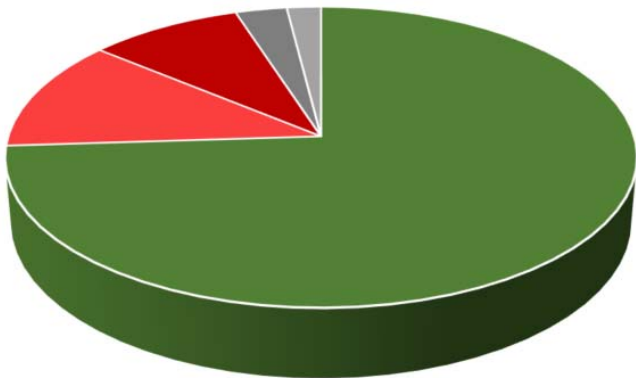
Engagement

Intervention Rank: **6**

Overall



Detail



74%	I feel engaged and committed at present
12%	My engagement levels are not particularly high at present
9%	I feel disengaged at present
3%	For me this job was always a temporary position
2%	Circumstances beyond my control mean I may have to leave

Engagement index

Impact	Area(s)
Engagement	Cooperation
Doing Well	Independence Ethical Standards Working Conditions Communications
Be Aware	Reward & Recognition Vertical Relationship Loyalty & Trust Belonging
Concern	Personal Growth Well-Being Job Satisfaction Career Progression

This table shows areas which have the biggest impact on employee engagement and commitment – both positive and negative.

Experience

Area	Score	Distribution									
		1	2	3	4	5	6	7	8	9	10
1 Communications A clear sense of the organisation's future direction, and an understanding of why key decisions are being made.	9.8	0	0	0	0	0	0	4	2	2	93
2 Cooperation Individual contributions are recognised & valued by others, and support is freely offered by colleagues.	9.6	2	0	0	2	0	0	2	2	2	91
3 Working Conditions Comfortable working environment with good facilities, and reliable and effective equipment.	9.4	2	0	0	2	0	0	2	2	4	89
4 Ethical Standards Belief in the purpose and ethical principles of the organisation, promoting diversity and equal opportunities.	9.3	0	0	0	6	6	0	0	2	2	85
5 Independence Freedom to organise my work and set my own goals. Scope to try new ways of doing things.	7.8	0	0	2	5	0	5	36	9	25	16
6 Organisational Confidence Working for a successful organisation that is well led, has good people and a strong future.	7.1	0	2	2	6	0	13	43	17	17	2
7 Job Satisfaction An interesting and enjoyable job, and one I consider important.	6.7	2	0	2	6	0	11	45	15	17	2
8 Vertical Relationship An approachable, inspirational manager who provides regular feedback and acts as a role model.	4.4	0	7	20	44	13	2	4	6	2	2
9 Personal Growth Training & development needs are identified and my work provides me with opportunities to stretch myself.	3.9	7	7	20	44	6	2	4	6	2	2
10 Belonging Belief in the organisation's mission, vision and values. A sense of pride in working for the organisation.	3.5	15	11	30	28	6	2	4	6	0	0
11 Loyalty & Trust The organisation acts in the interest of its employees and delivers on promises that are made.	2.2	36	29	21	13	0	2	0	0	0	0
12 Well-Being Maintaining a work-life balance, workloads which do not cause stress.	1.8	61	18	7	13	0	2	0	0	0	0
13 Reward & Recognition Rewarded fairly, transparently and based on performance. Rewards offered are competitive in the wider market place.	1.3	85	11	2	0	0	0	0	2	0	0
14 Career Progression Defined opportunities to advance through the organisation. A sense career progression is taken seriously.	1.1	87	11	2	0	0	0	0	0	0	0

The table above sets out how satisfied the reporting group are with 14 areas known to affect employee engagement and commitment. Areas are ranked by overall satisfaction score and response distributions are shown.

Engagement key actions for increasing commitment

For the five areas of **least** satisfaction, below are the **actions** most likely to increase current levels of engagement and satisfaction.

		%
Career Progression	Explain to me the process and standards required for promotion to the next level	52
	Have a conversation with manager exploring my longer term career aspirations	28
	Provide me with a mentor, who can support my future career ambitions	10
	Give me additional responsibilities to demonstrate my capability for the next level up	10
Reward & Recognition	Explain how my performance is measured and how my final performance rating is reached	52
	Clearly explain how the salary scales work to me	28
	Offer a more flexible benefits package to reflect my personal needs	10
	Have a conversation so I can understand how the last pay reviews were conducted	10
Well-Being	Give me the flexibility to come in late some mornings	52
	Enable me to work at home occasionally	28
	Give me the option of leaving early	10
	Provide me with someone to talk to when I feel the pressure is too much to cope with	10
Loyalty & Trust	More opportunities to discuss key decisions with local senior management	52
	Greater consultation in relation to how major changes that impact my area are implemented	28
	More frequent communications about why key organisational decisions have been made and how they will be implemented	10
	More opportunities to provide feedback to more senior management on the challenges I face at work	10
Belonging	A clear explanation of what our vision and mission are, and the value they will bring our organisation	52
	An explanation of how our current strategy will deliver our vision and mission, whilst living our values	28
	For management to explain how key decisions support our vision and mission	10
	For my senior management to explain what the vision and mission mean to our part of the organisation	10

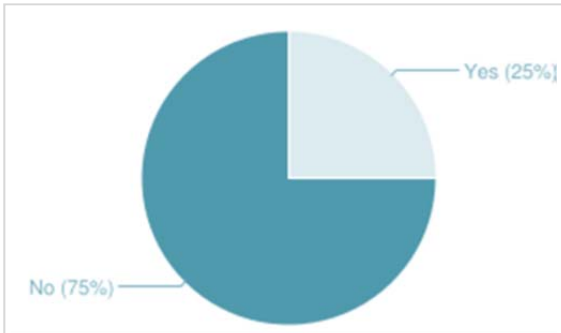
Additional actions for increasing commitment

For the remaining nine areas, below are the **actions** most likely to increase satisfaction.

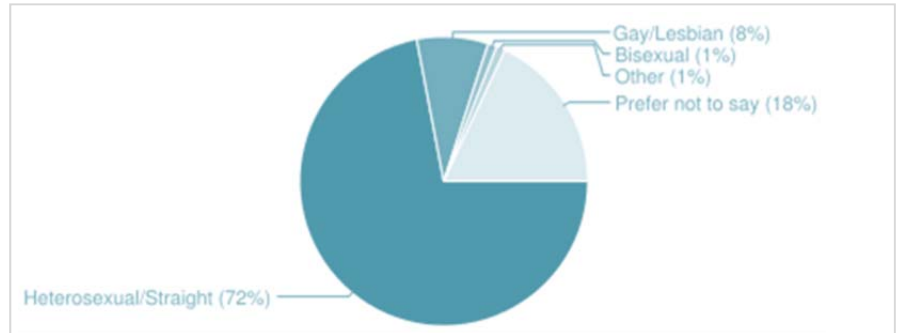
		%
Vertical Relationship	More frequent 1 to 1 meetings (e.g. weekly) with my manager	52
	Agree clearly defined goals with my manager	28
	Regular feedback from my manager on how am I progressing against my goals	10
	More coaching from my manager to help me succeed and grow	10
Personal Growth	Work more with a particular colleague to learn from them	52
	A secondment to another part of the organisation	28
	Create a clear development plan for the year	10
	A buddy to work with, to build my experience and confidence	10
Ethical Standards	An explanation of the organisation's values and why we have them	52
	A clear explanation of what we stand for and believe in as an organisation	28
	More referencing to our values by senior managers when they announce and explain key decisions	10
	Provide me with opportunities to contribute to corporate responsibilities	10
Independence	More freedom to undertake tasks in a way that utilises my skills and style	52
	Allow me to have greater freedom on how I shape my working day/week	28
	Greater ownership for creating my goals, for sign-off and agreement with my manager	10
	Allow me to put my own ideas into practice to find ways to improve what I do	10
Organisational Confidence	Senior management more visible around the organisation	52
	Have regular monthly updates on how the organisation is performing	28
	Have regular/monthly updates on how my area is performing	10
	Opportunities to hear senior managers talk about the direction of the organisation and our strategy to succeed	10
Job Satisfaction	Explore how I can spend more time doing the aspects of my role that I find most enjoyable and add the most value	52
	Help me understand more clearly how my job contributes to the local success	28
	Help me understand more clearly how my job contributes to organisational success	10
	Something else	10

This section sets out the demographic profile of the reporting group. Further reports can be provided on any variable in the profile.

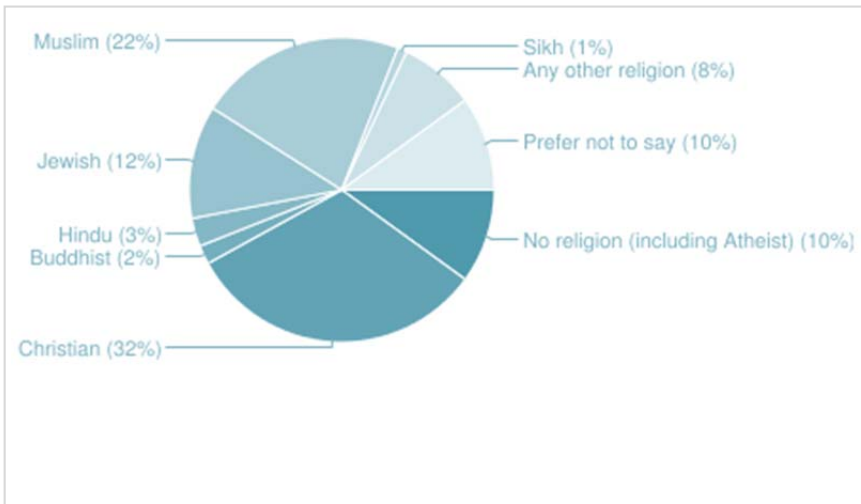
Disability



Sexual Orientation



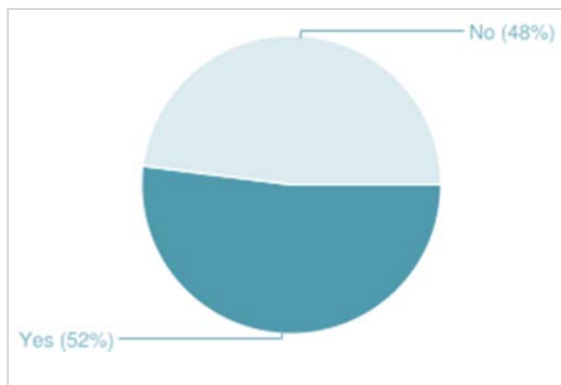
Religion/Belief



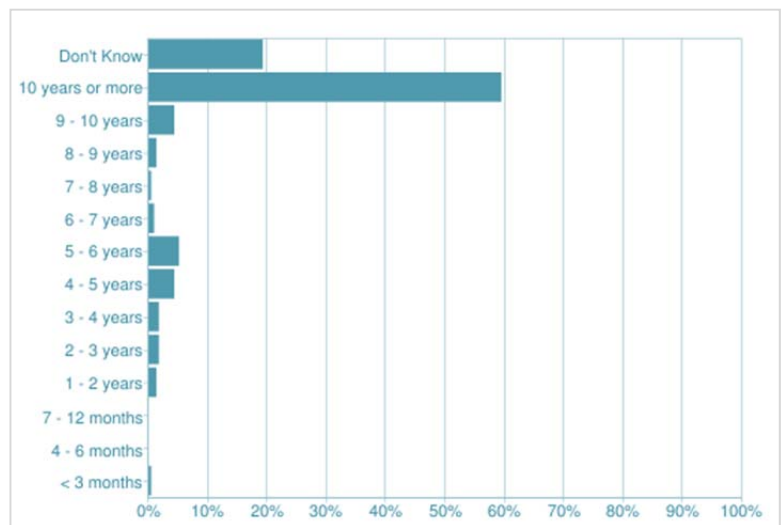
Age

Age Group	%
20 or younger	1
21 - 25	10
26 - 30	25
31 - 35	24
36 - 40	18
41 - 45	13
46 - 50	5
51 - 55	2
56 - 60	1
61 or over	1
I do not wish to answer	0

Caring Responsibilities



Intending to Stay



About great{with}talent

great{with}talent helps organisations increase levels of performance, employee engagement, and reduce staff turnover. We achieve this through a unique range of customisable services that focus specifically on engagement and retention. 'Person-organisation-fit' is central to our philosophy, and our approach focuses on understanding how individuals and organisations interact.

We've made it our mission to make our products as intuitive and user-friendly as possible. And inside each fantastic service we've included some brilliant and relevant technology. So when you use any of our services for the first time, we know it will save you money, help solve problems and create opportunity for your organisation.

Our roots are in business psychology and user-friendly web based applications. Our client base spans nearly 2000 high profile organisations, and we help them to save vast amounts of money by recruiting the right people, improving employee engagement, and ensuring their organisation is more efficient and effective.

We've proven expertise in designing and delivering questionnaires for every phase in the employee lifecycle. To date this equates to over 500,000 cases of employee data, collected globally in over 18 languages. This experience means we can create the right approach for you.

However, we're much more than an employee survey company. Our psychometric knowledge and research-based approach means we offer innovative approaches to collecting and analysing data. We then use our consultancy expertise to ensure our clients quickly understand and can take action on this data.

Our reports and analysis recognise the complexities of why people really stay or leave on an individual and group basis. This approach enables you to pinpoint exactly where and when dis-engagement occurs. And that's how great{with}talent will help your employees and your whole organisation to perform better.

