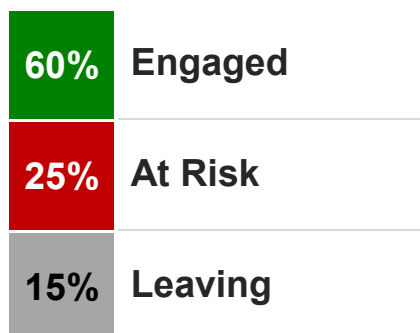


Talent Engage ^{e14}

Employee engagement analysis report

GROUP CATEGORY: SALES (TOTAL GROUP)
GROUP SIZE: 54 (RESPONSE RATE: 82%)

Engagement profile



Net promoter score

How many of your people would recommend the organisation as a place to work.

71%



The table below 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.

Satisfaction	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

>> Breakdown Group: Total Group (n=54)
>> Report Generated: 01/03/2013 14:25:15

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

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 the 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
	Allowed to put my own ideas into practice to find way 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 director 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