FREE PACK · INSIGHTS

From survey results to action: one-page plan

Celebrate, improve, investigate – then owners, dates and measures. For a team, a department or a whole organisation.

1. Read the results together

Celebrate
What we do well, and how we can build on it

Improve
What would make working here better – the one or two areas that matter most and score least well

Investigate
What we need to understand better before acting – and how: more data, or a conversation?

2. Filter the ideas

Stop
Things that are ineffective or counter-productive

Reduce
Worth doing, but less of it would help more

Raise
Things we already do a little and need to do more

Start
Things we do not do at all and need to begin

Stop / reduce / raise / start adapts Kim and Mauborgne's eliminate–reduce–raise–create grid.

Free to use and share with the credit intact. From great{with}talent · greatwithtalent.com/insights/from-survey-results-to-action/

3. The plan

Area	Action	Owner	Start	Review	Measure of success	Status

Do

- Focus on what matters most to your people, not just the lowest scores
- Share the results quickly, good and bad
- Show people what you heard, in their words
- Commit to a small number of actions and do them
- Treat it as business work with owners and dates
- Build on what already works for early wins
- Involve people in the solutions
- Keep updating on progress

Don't

- Treat the survey as the end point
- Disappear into rounds of focus groups – people have already told you what would help
- Promise to fix everything
- Stay silent on things you will not change: if you are not going to do something, say so and say why

Does any of this sound familiar?

The organisations we work with rarely come to us asking for a survey. They come with something that is costing them money, time or people. These are the ones we hear most often.

MAKING MONEY

"We hire well on paper and still get it wrong in the role."

Personality, leadership and competency assessment matched to the job, so interviews test what matters and offers go to people who will perform. (FindingPotential)

"Our best people leave and we only find out why afterwards."

Exit intelligence in the leaver's final weeks: what was avoidable, who would come back, and what to change first. (LastOpinion)

"Leaders get feedback once a year and nothing changes."

Forward-looking 360 feedback that lands as development rather than judgement, with the actions built in. (FeedForward)

SAVING MONEY

"Too many new starters are gone inside a year."

New-starter surveys at the points the first-year leak opens, so you act at three months instead of reading about it at exit. (OnBoarder)

"References take weeks and tell us nothing."

Automated referencing with questions that predict, most returned within 48 hours. (ReferenceExpert)

"We run an engagement survey and the results sit in a drawer."

Engagement reporting down to team level in plain English, with the three moves each team's own people chose. (WinningFormula)

SOLVING PROBLEMS

"The board wants evidence on culture, conduct and speaking up."

A confidential always-on channel and a harassment-prevention audit that give you the evidence before a regulator asks for it. (SafeSpace)

"We publish an inclusion statement and cannot show whether it is true."

Inclusion measured at every stage from hire to exit, so you can see where the experience differs and act on it. (ED&I)

"We have the data and cannot turn it into a decision."

Twenty years of UK benchmark data and analysts who turn results into a board paper, not a dashboard. (Workforce intelligence)

Who we are

great{with}talent is a UK workforce-intelligence consultancy, founded in 2003. We help organisations hire better, keep people longer, improve leadership, strengthen inclusion and reduce workplace risk, with a connected set of tools that turn employee data into clear, fast action across the whole employee lifecycle. Independent, GDPR-compliant and Cyber Essentials certified, hosted on Microsoft Azure.

Not on the list? It will not always be. If you are working on something you think we might be able to help with, drop us a note describing what you are trying to do and we will come back to you.

On the list or not, let's talk.

greatwithtalent.com/book-demo · +44 (0) 333 012 4649 · greatwithtalent.com/contact