



Engagement Survey

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Workgroup 1

Entire Group (N=587)

vs.

Workgroup 2

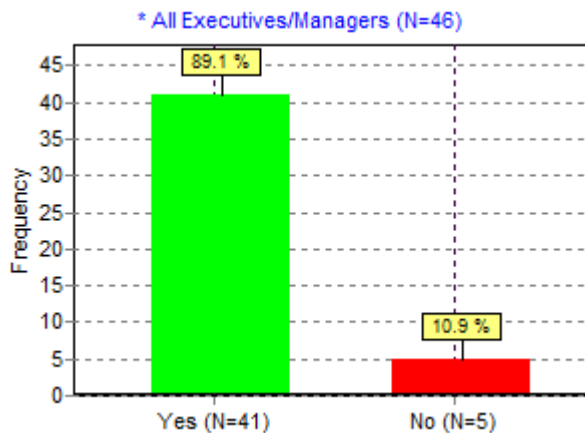
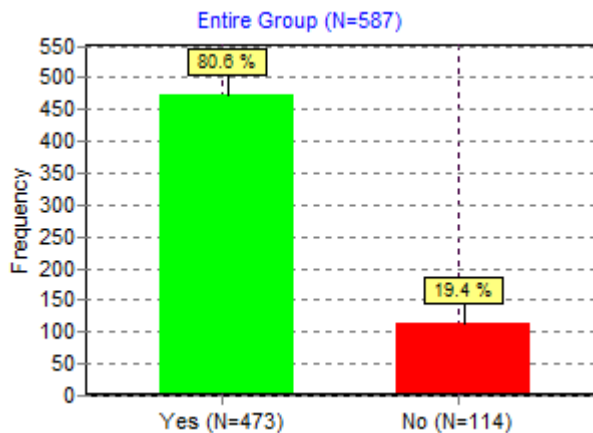
* All Executives/Managers (N=46)

Include Comments

Get Report

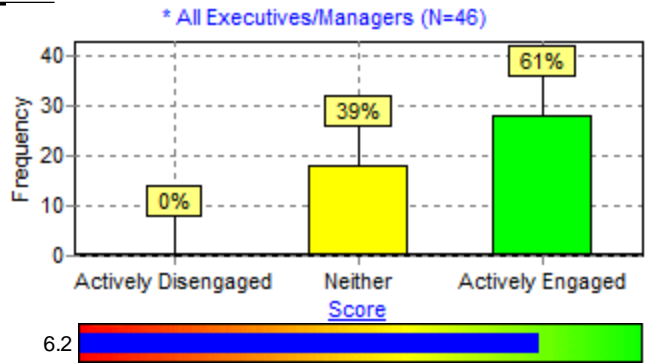
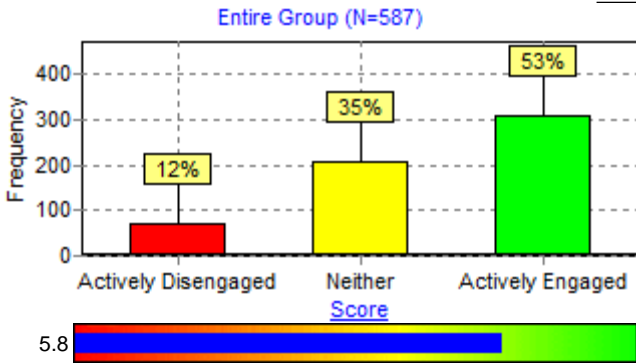
A. Use of Survey Results

Do you feel that management will use the results of this survey to improve the organization?

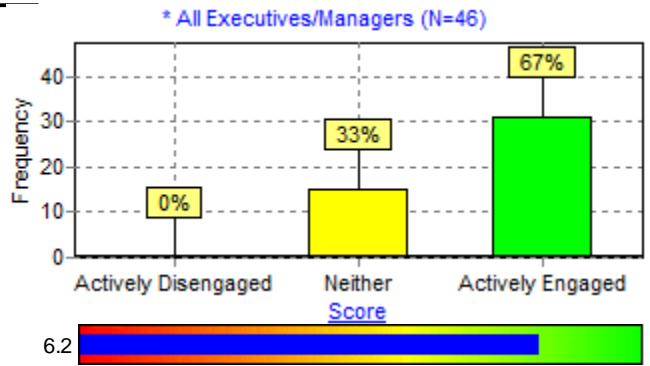
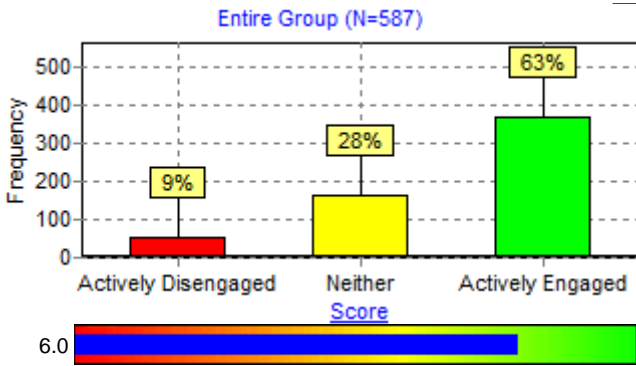


B. High Performance Components

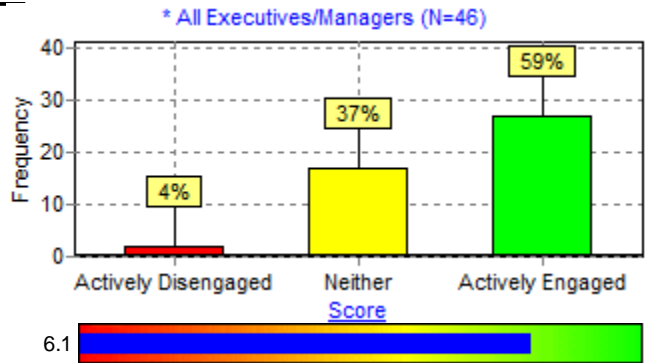
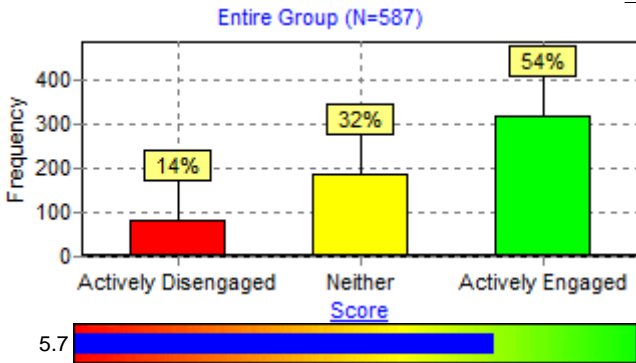
OVERALL



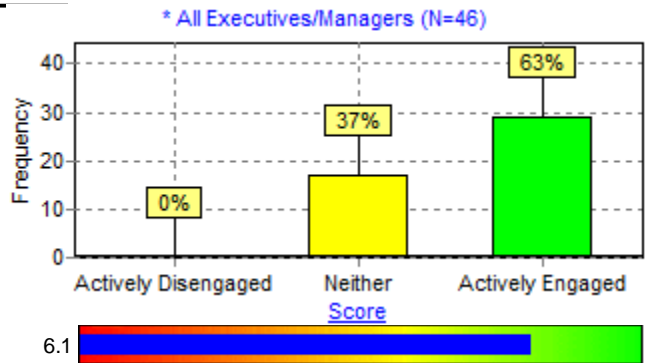
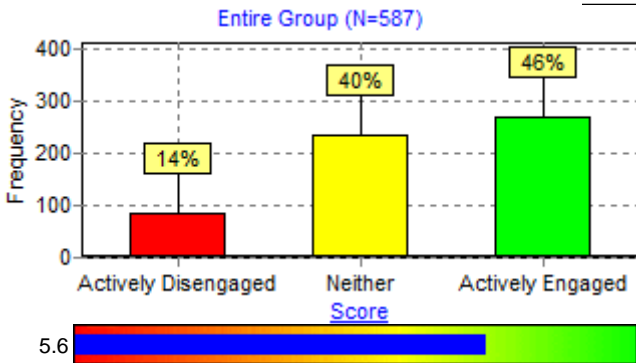
FOCUS



WILL



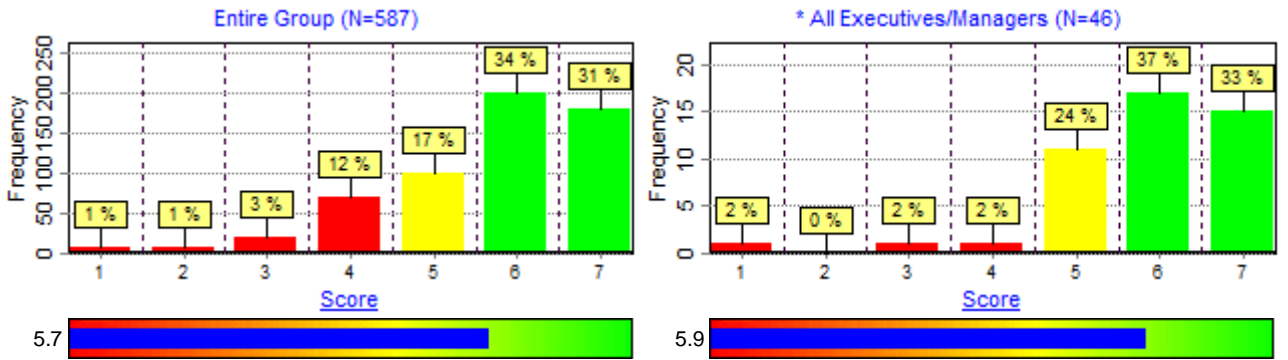
CAPABILITY



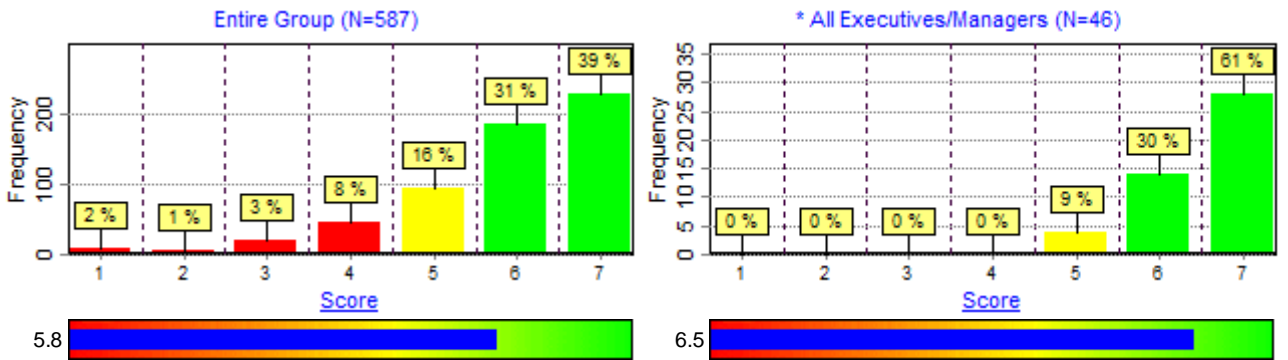
Score: Actively Disengaged = less than 4.5; Neither Engaged Nor Disengaged = 4.5 to <6.0; Actively Engaged = 6.0 or more

C. Causal Drivers

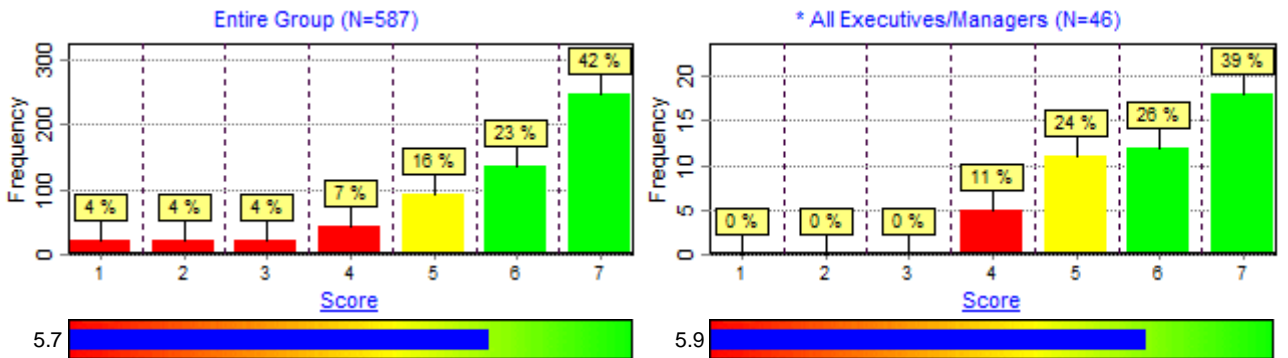
1. My performance is assessed against measurable goals. (Focus)



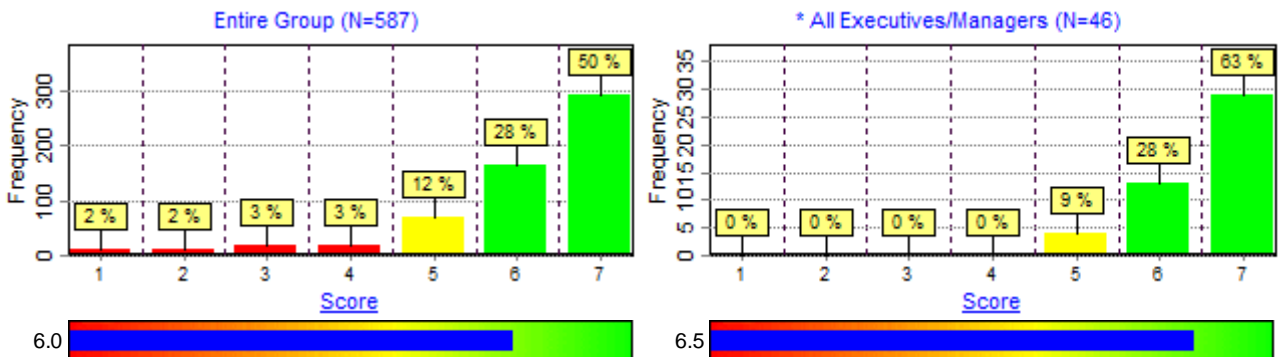
2. My team's goals are aligned with the organization's goals. (Focus)



3. I am given sufficient feedback from my leader. (Focus)



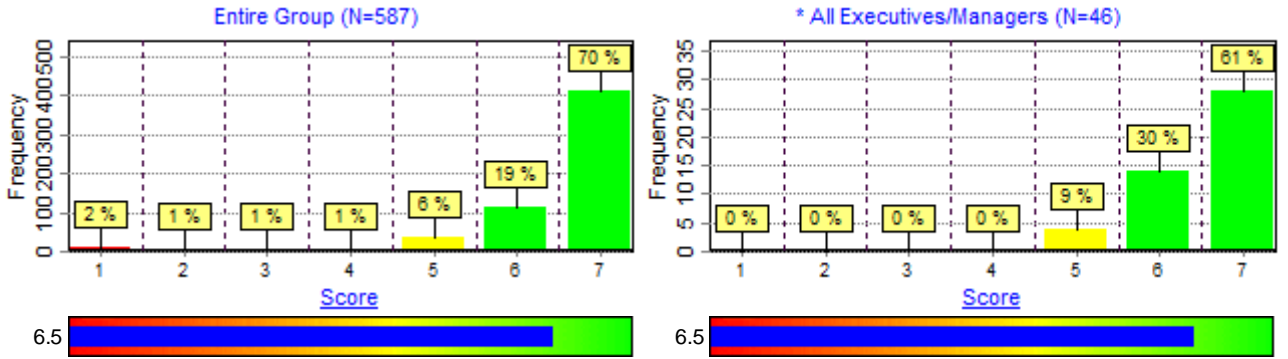
4. I am able to use my strengths at work. (Will)



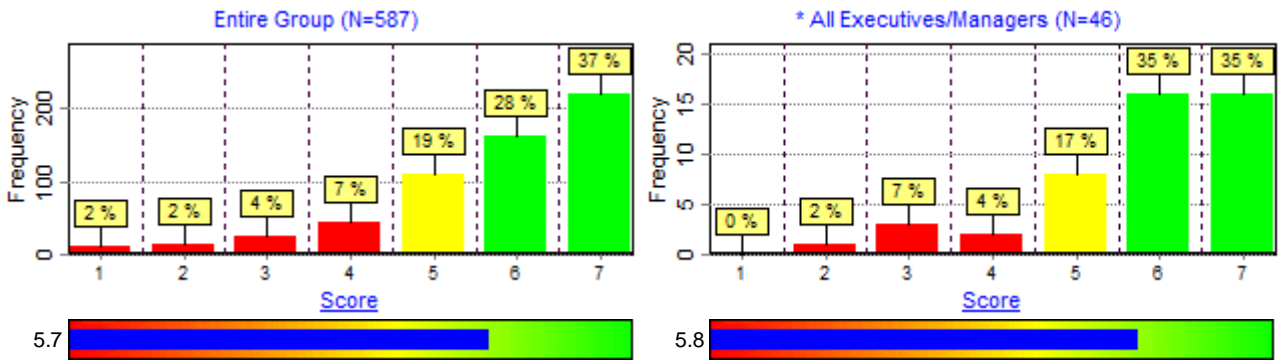
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C. Causal Drivers (cont'd)

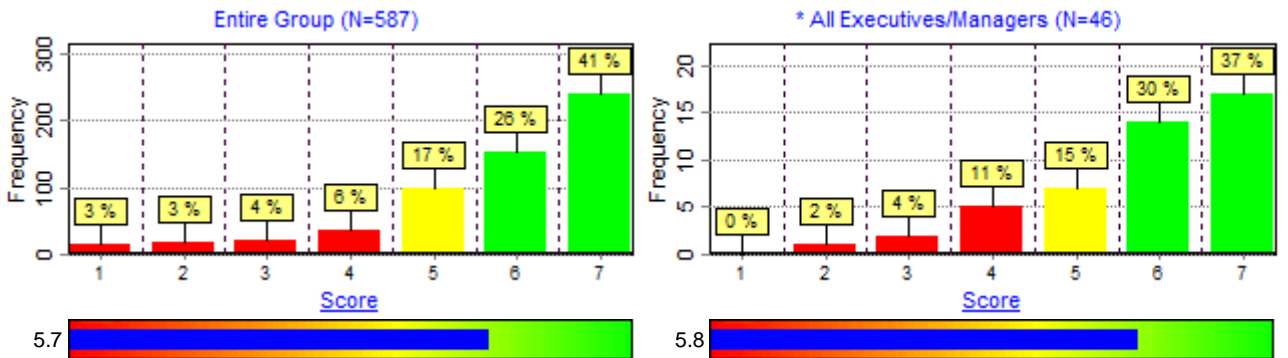
5. I know what is expected of me at work. (Focus)



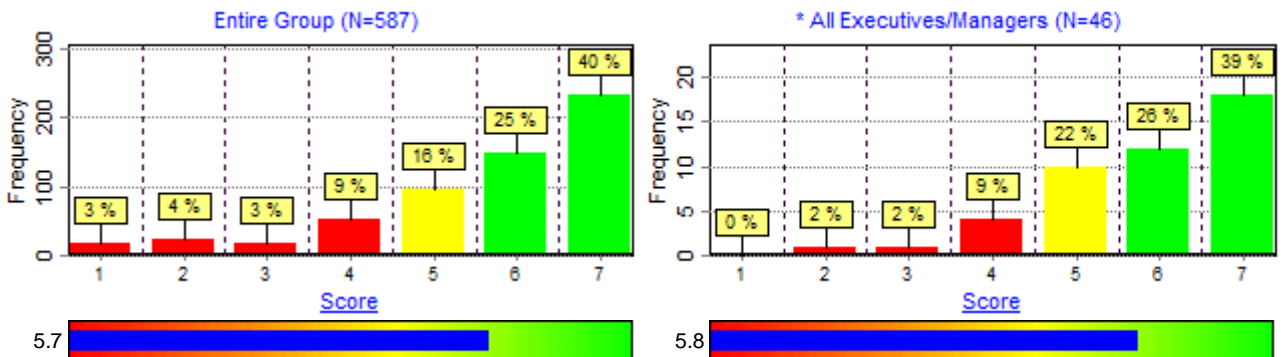
6. My organization rewards performance. (Will)



7. I am recognized for a job well done. (Will)



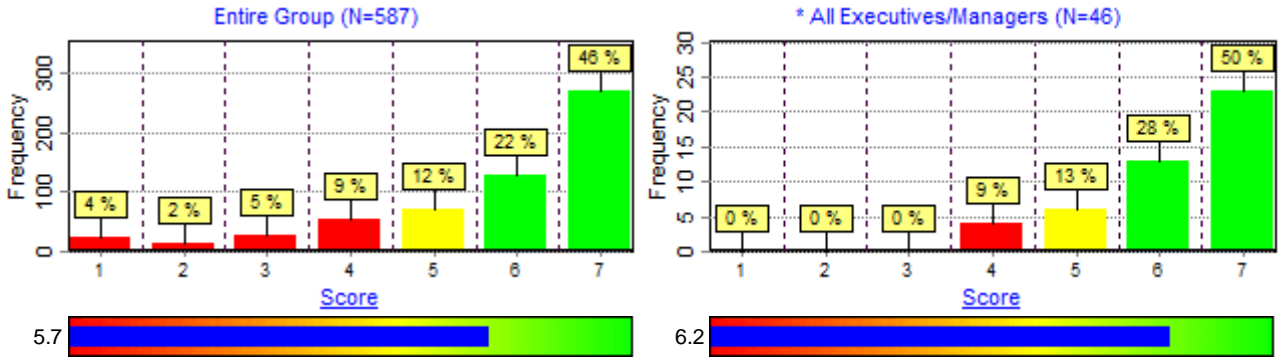
8. I am valued by this organization. (Will)



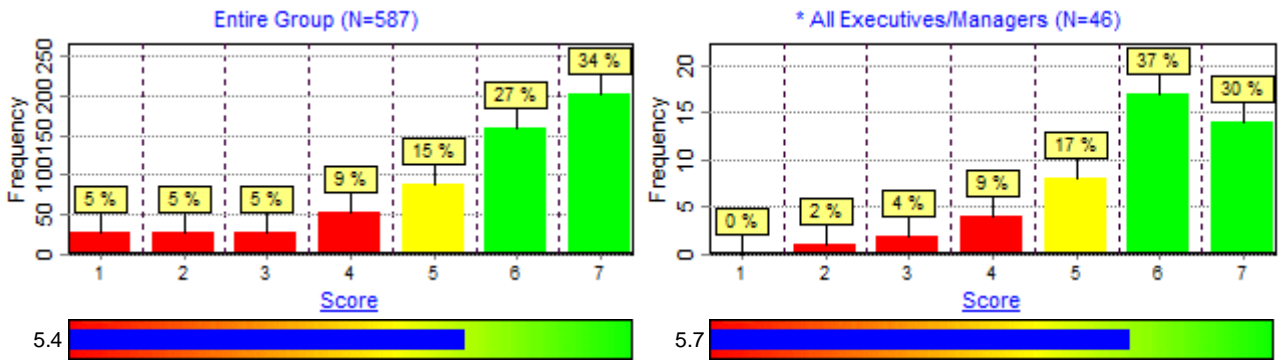
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C. Causal Drivers (cont'd)

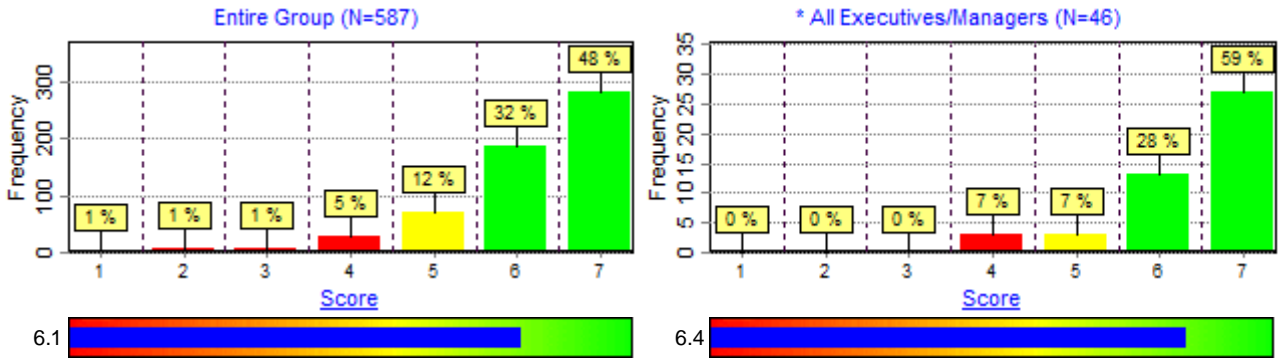
9. My leader encourages my development. (Capability)



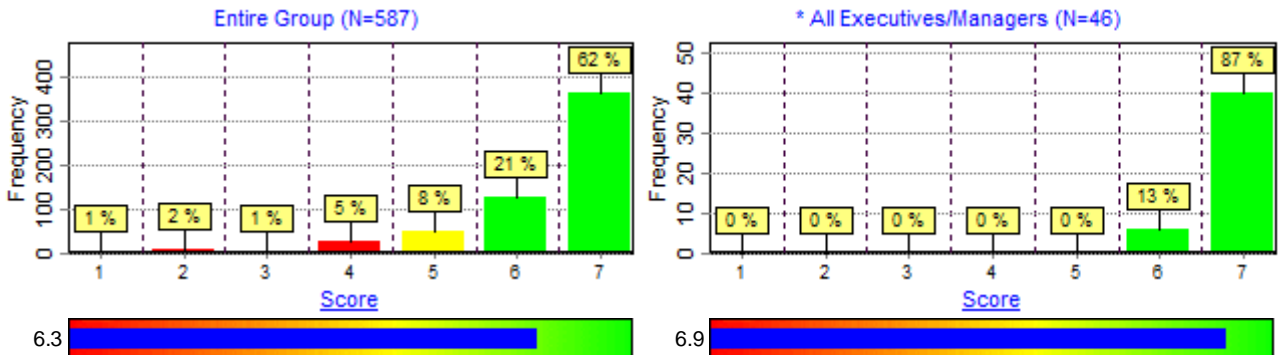
10. My opinions are given valid consideration. (Will)



11. I know how my work contributes to the organization's goals. (Focus)



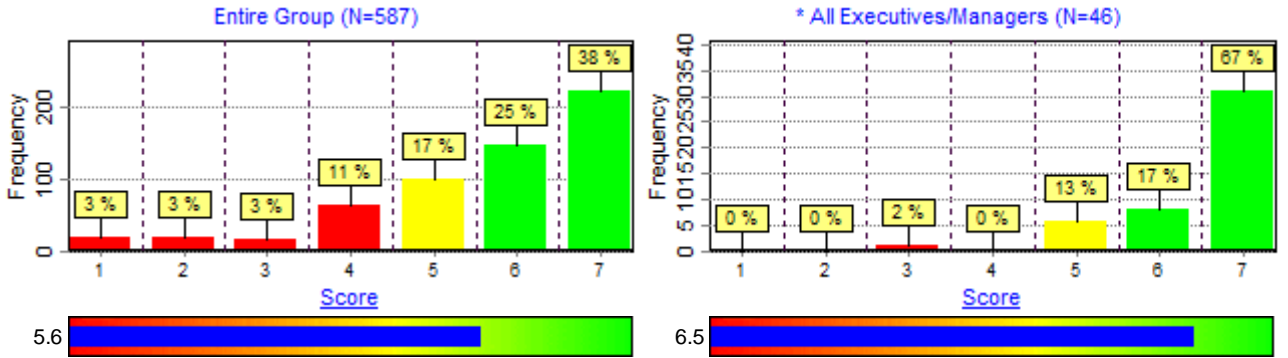
12. I am proud to work for this organization. (Will)



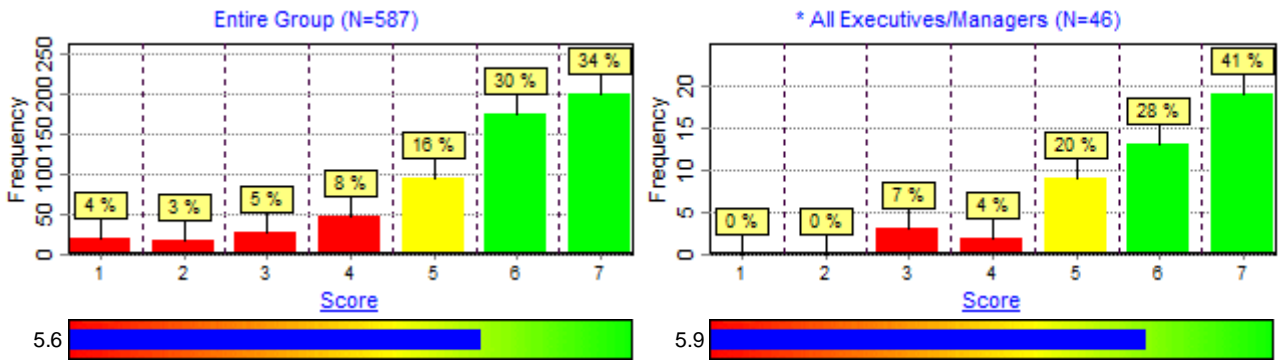
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C. Causal Drivers (cont'd)

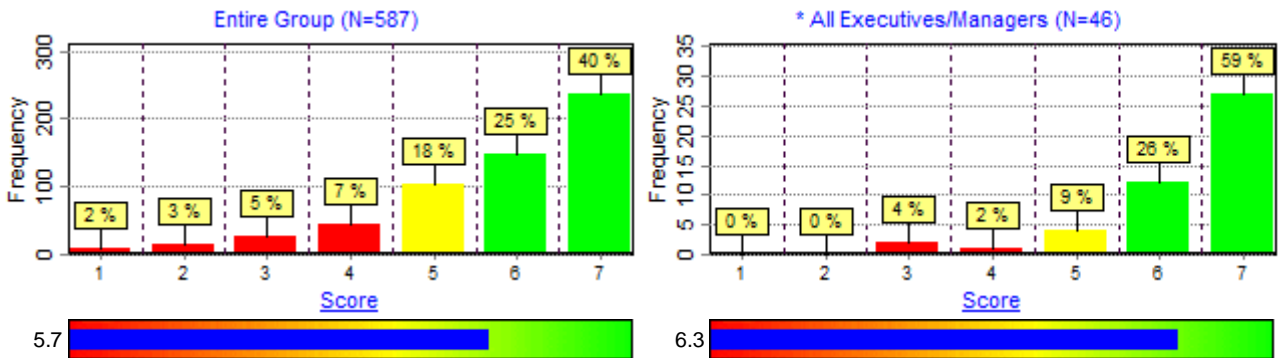
13. I am given jobs to do that stretch my abilities. (Capability)



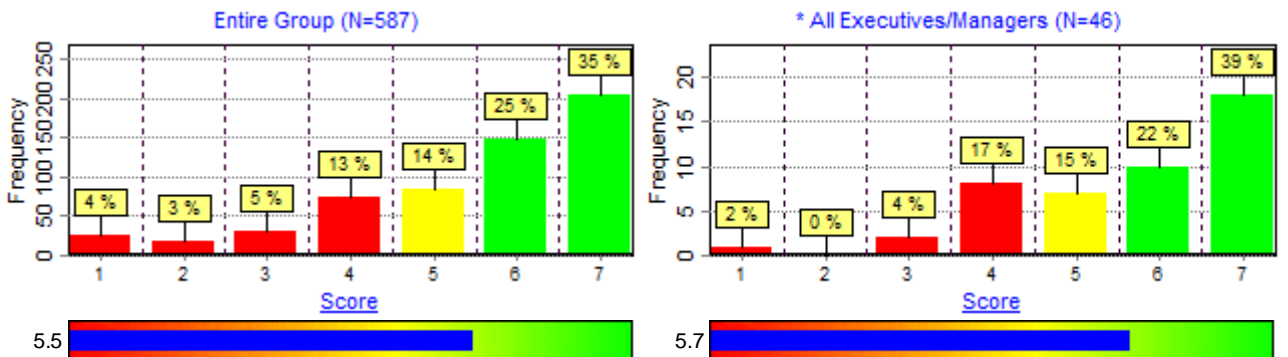
14. Management honors its organizational values (walk the talk). (Will)



15. This organization celebrates employee accomplishments. (Will)



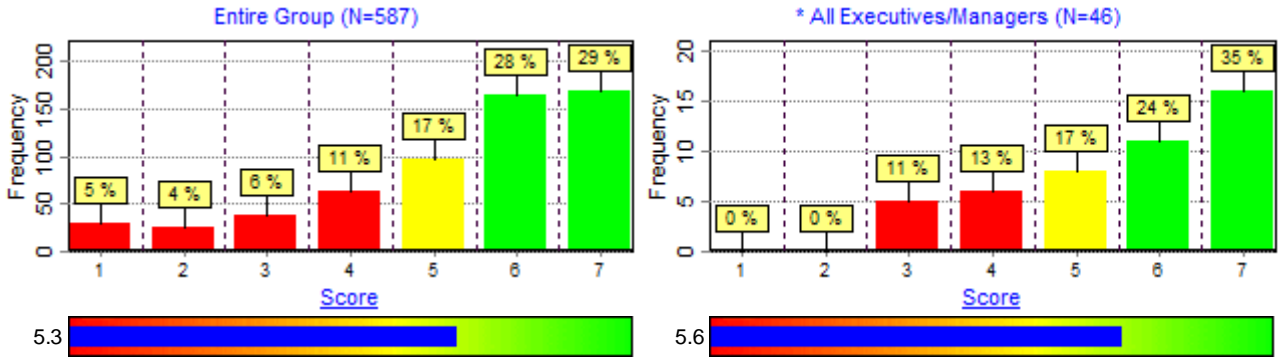
16. My leader does not accept poor performance. (Capability)



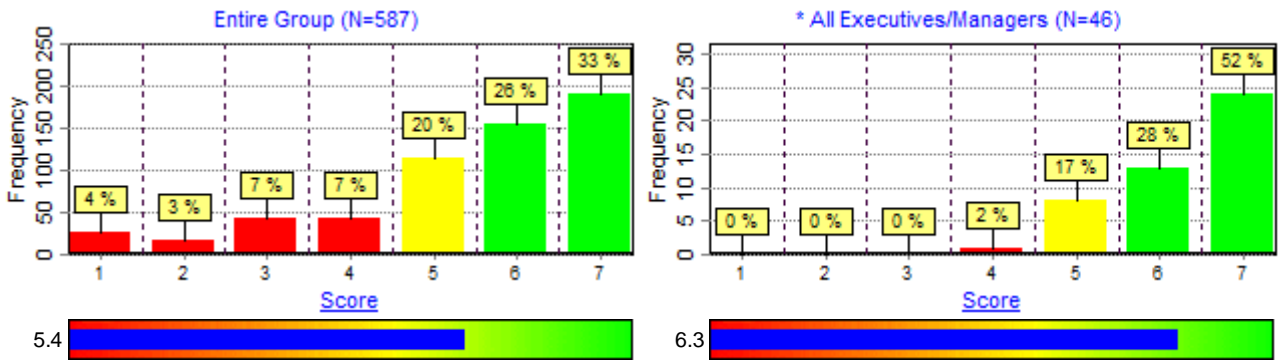
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C. Causal Drivers (cont'd)

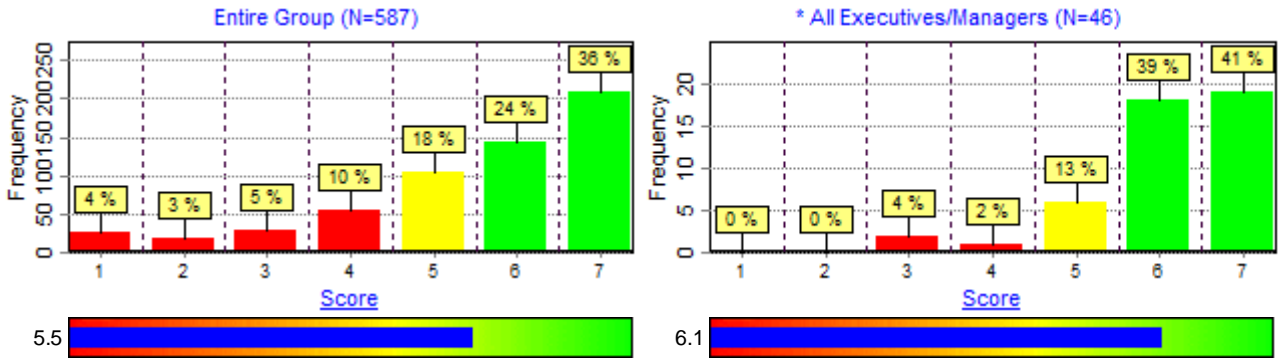
17. I am asked for input on decisions that will impact my job. (Will)



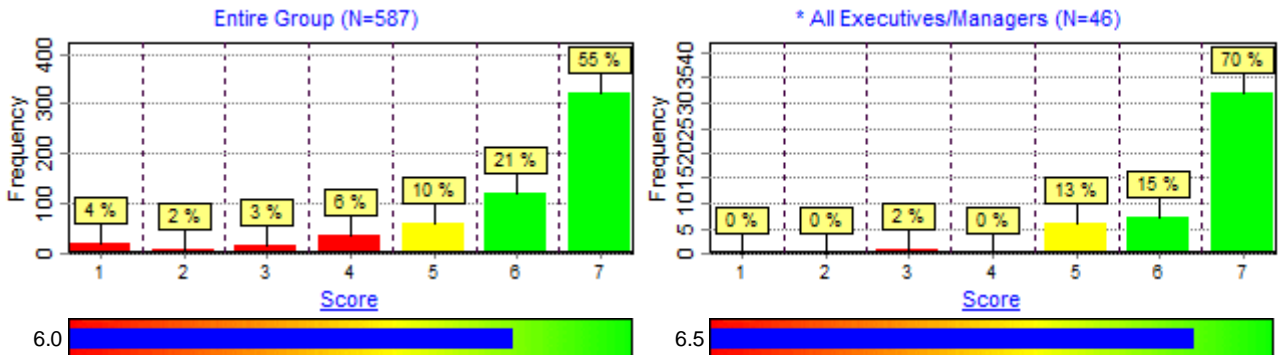
18. Our team works well together and cooperates effectively. (Capability)



19. Employees are treated as valued partners. (Will)



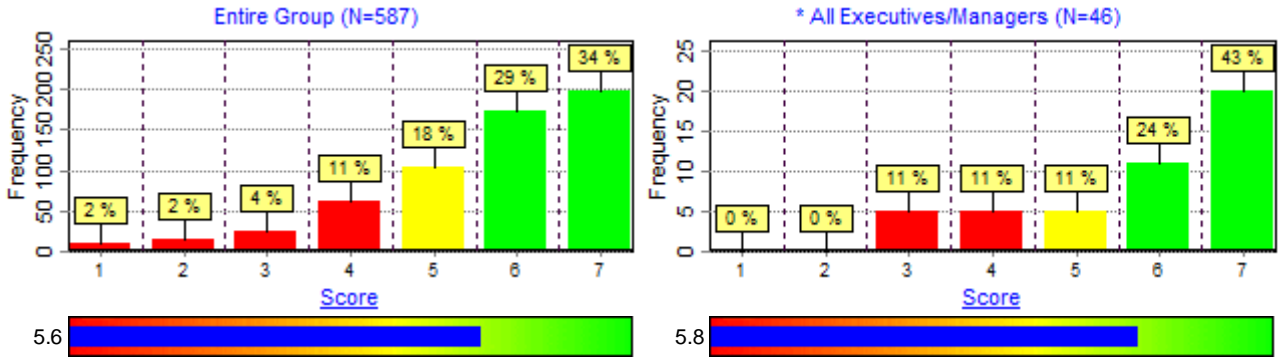
20. My leader and I trust each other. (Will)



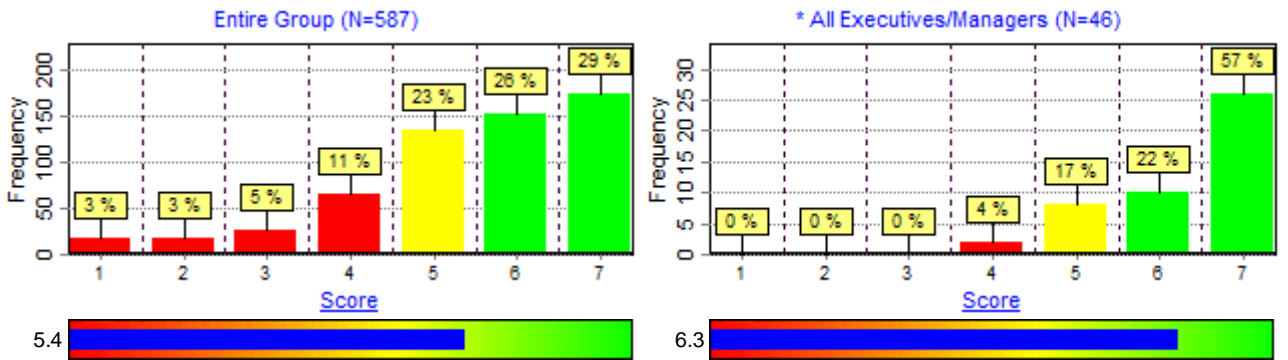
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C. Causal Drivers (cont'd)

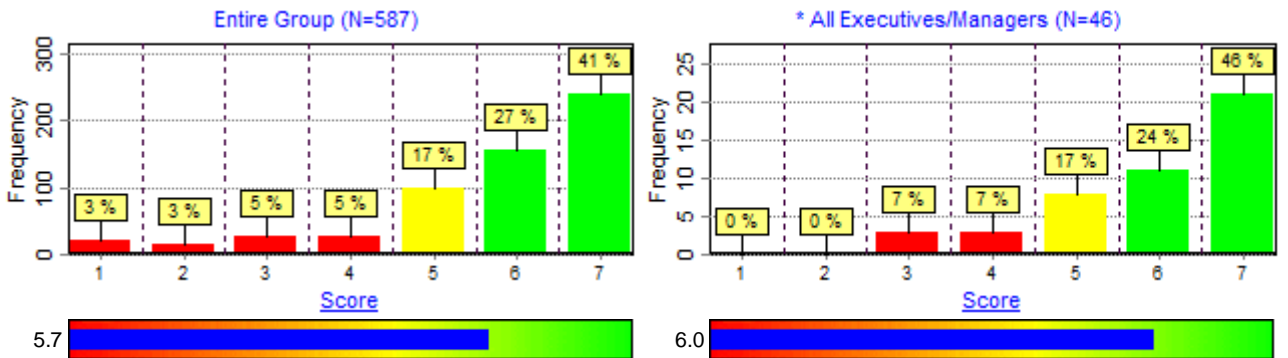
21. Our department receives good cooperation from other departments. (Capability)



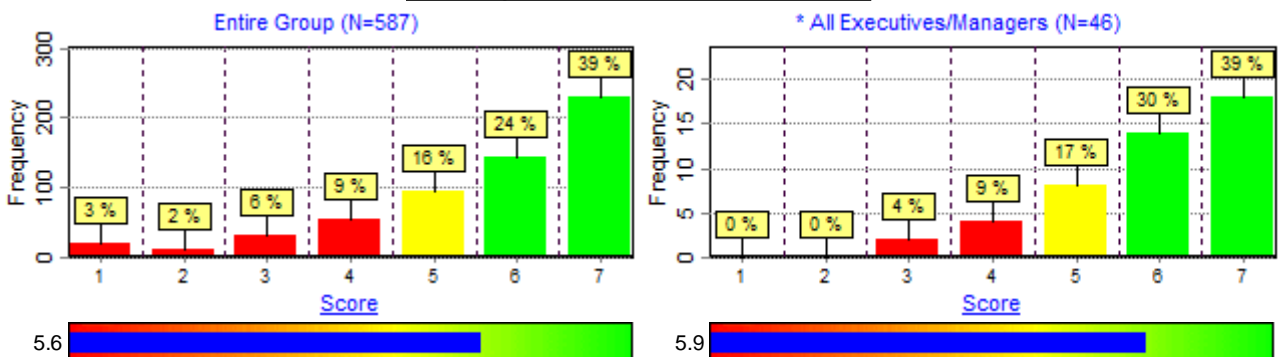
22. My co-workers pride themselves on doing top notch work. (Capability)



23. I have everything I need to do my job well. (Capability)



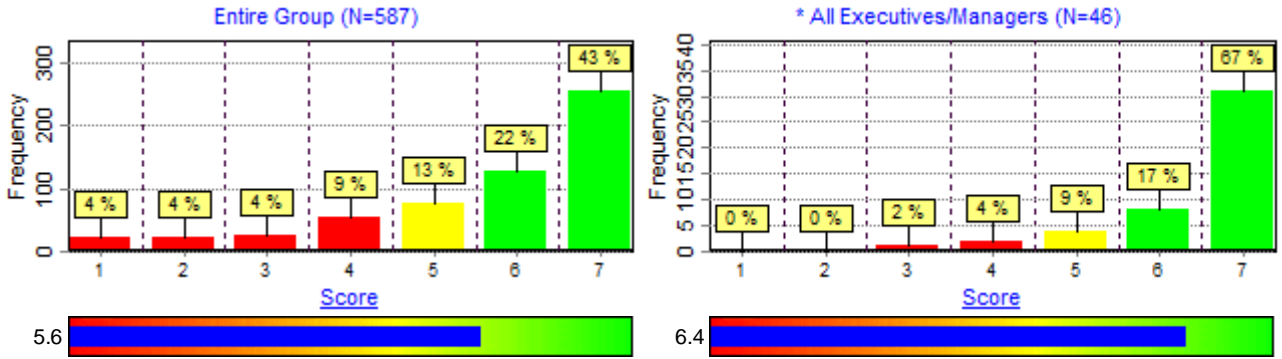
24. I am given credit for the work I do. (Will)



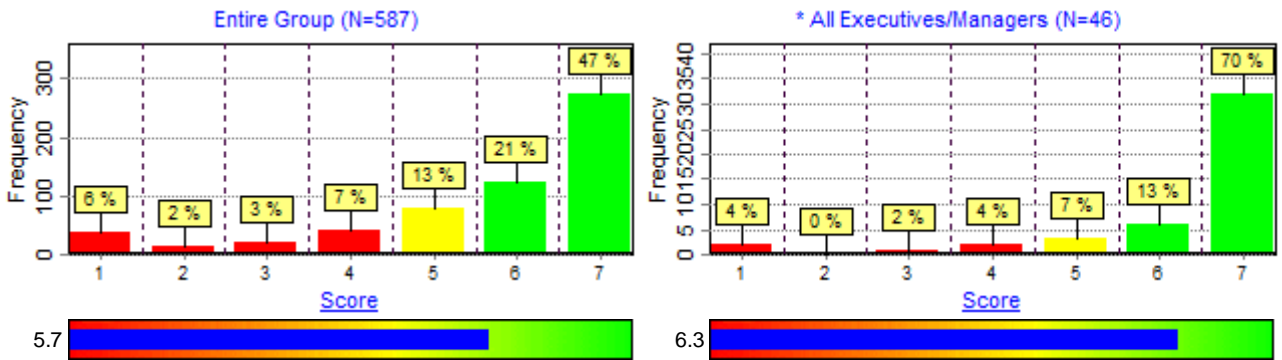
Score: Actively Disengaged = less than 4.5; Neither Engaged Nor Disengaged = 4.5 to <6.0; Actively Engaged = 6.0 or more

C. Causal Drivers (cont'd)

25. I am given training to improve my skills. (Capability)



26. I can confide in someone at work. (Will)



Score: Actively Disengaged = less than 4.5; Neither Engaged Nor Disengaged = 4.5 to < 6.0; Actively Engaged = 6.0 or more

D. Scores Ranked High to Low

High Performance Component	Entire Group (N=587)	* All Executives/Managers (N=46)
1. Focus	6.0	6.2
2. Will	5.7	6.1
3. Capability	5.6	6.1

Causal Driver	Entire Group (N=587)	* All Executives/Managers (N=46)
5. I know what is expected of me at work.	6.5	6.5
12. I am proud to work for this organization.	6.3	6.9
11. I know how my work contributes to the organization's goals.	6.1	6.4
4. I am able to use my strengths at work.	6.0	6.5
20. My leader and I trust each other.	6.0	6.5
2. My team's goals are aligned with the organization's goals.	5.8	6.5
26. I can confide in someone at work.	5.7	6.3
15. This organization celebrates employee accomplishments.	5.7	6.3
9. My leader encourages my development.	5.7	6.2
23. I have everything I need to do my job well.	5.7	6.0
3. I am given sufficient feedback from my leader.	5.7	5.9
1. My performance is assessed against measurable goals.	5.7	5.9
8. I am valued by this organization.	5.7	5.8
7. I am recognized for a job well done.	5.7	5.8
6. My organization rewards performance.	5.7	5.8
13. I am given jobs to do that stretch my abilities.	5.6	6.5
25. I am given training to improve my skills.	5.6	6.4
24. I am given credit for the work I do.	5.6	5.9
14. Management honors its organizational values (walk the talk).	5.6	5.9
21. Our department receives good cooperation from other departments.	5.6	5.8
19. Employees are treated as valued partners.	5.5	6.1
16. My leader does not accept poor performance.	5.5	5.7
22. My co-workers pride themselves on doing top notch work.	5.4	6.3
18. Our team works well together and cooperates effectively.	5.4	6.3
10. My opinions are given valid consideration.	5.4	5.7
17. I am asked for input on decisions that will impact my job.	5.3	5.6