



# SampleCo Organization Survey Results

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October 2009

Profile Report  
All Respondents

(This report was created on 5/30/2017)



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## High Performance Organizations

High performance organizations achieve success by having engaged employees, effective managers & leaders, and the structures needed to support organizational change and growth.

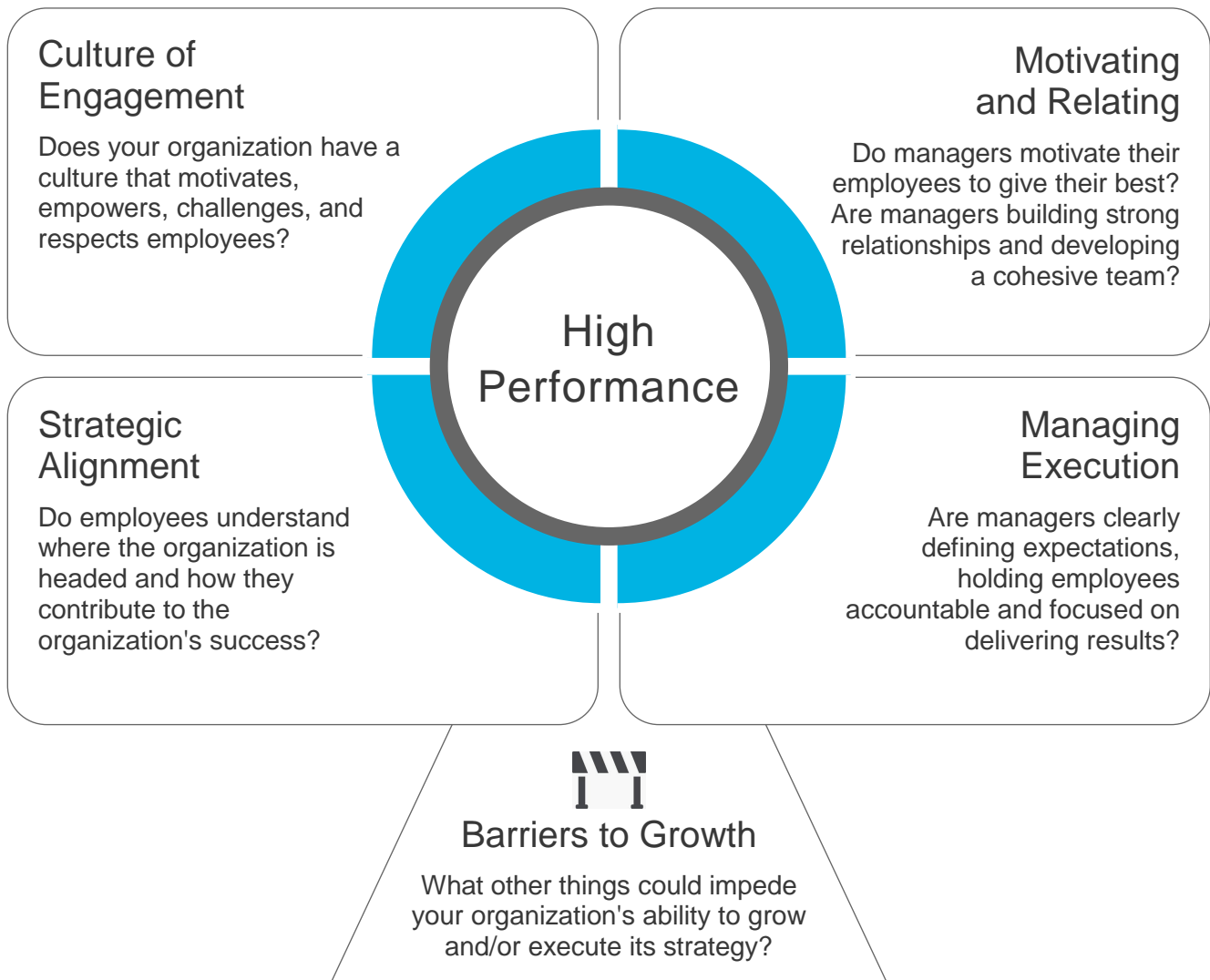
There are four primary factors that characterize high performance organizations. These factors are based on statistical analysis and widely supported by industry research.



The two **Organization** factors deal with how employees relate to and connect with the organization.



The two **Manager** factors examine whether managers display the essential skills and behaviors needed to be effective.



## 2 Understanding the Data

### Survey Item Scores



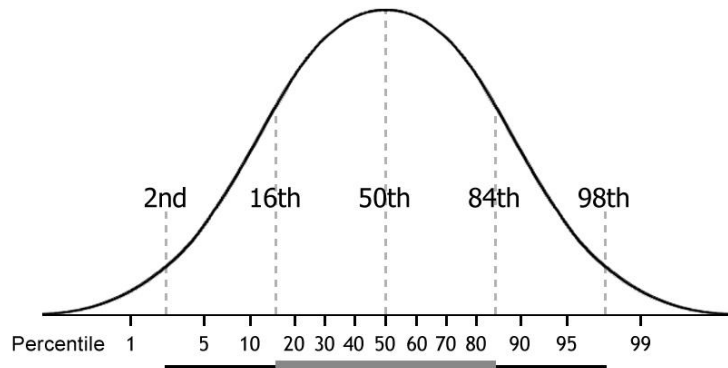
**AVG** is simply the average of all responses. The lowest possible score is a 1 (strongly disagree) and the highest possible score is a 5 (strongly agree). The position of the colored circle from left to right represents the AVG score.

The **frequency distribution (DIST)** shows how much consistency there was among survey respondents. A high level of consistency in how people responded means you have a clear, consistent, and more reliable result. A high level of inconsistency, where responses are more spread out across the 5-point scale, can indicate a need to dig deeper into the results for that item. Items with an especially high level of inconsistency are shown in red.

**Percentile Scores (%ILE)** show how your scores compare to the scores received by other organizations. Average (raw) scores don't tell you whether your scores are high or low. Percentiles make this possible by eliminating the natural variations between items and providing a benchmark to measure the raw scores by.

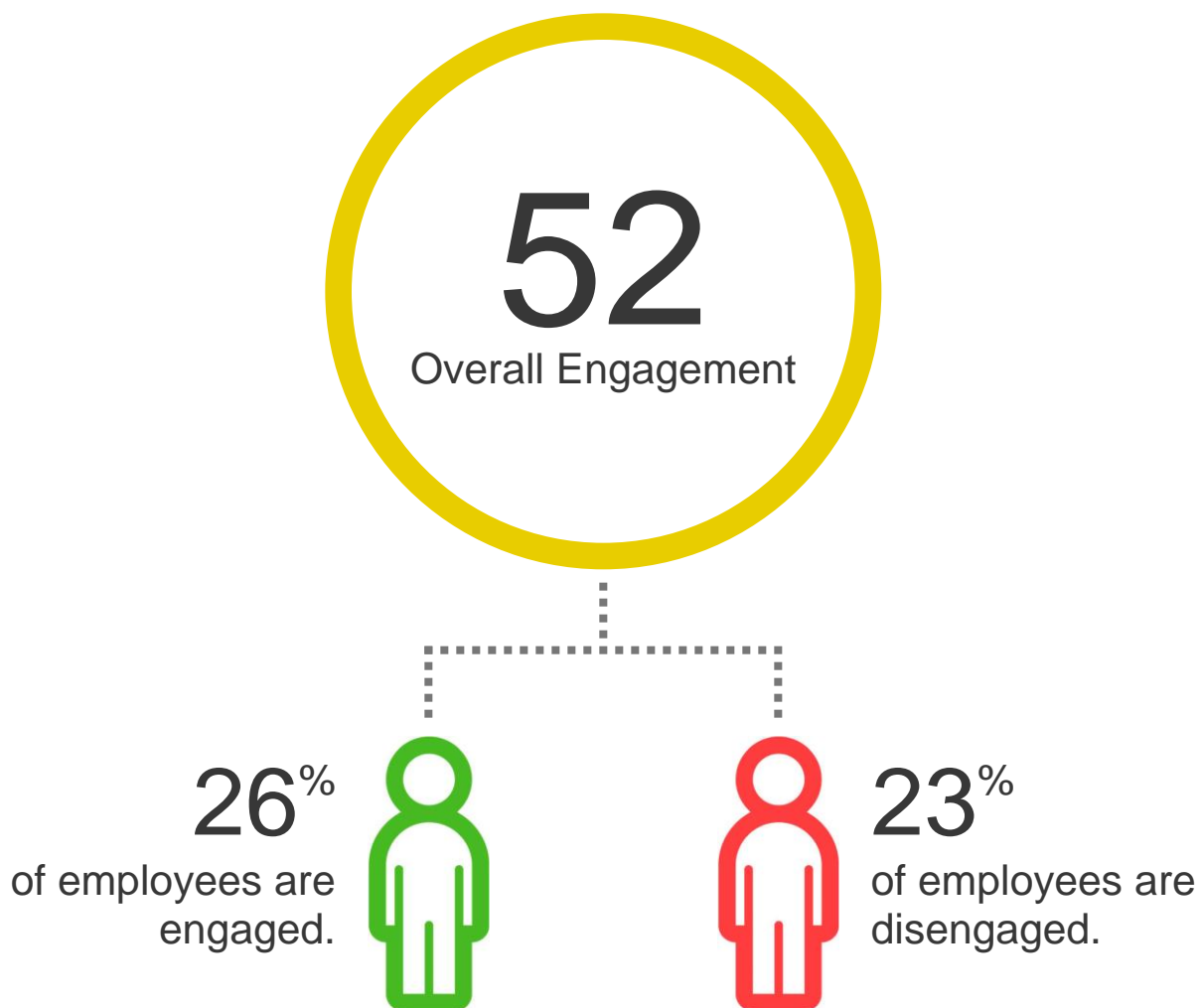
The percentiles on this report show how your organization scored versus a broad range of other organizations.

Percentiles indicate what percentage of organizations scored lower than your organization. For our purposes, the lowest possible score is a 1 (1st percentile) and the highest possible score is a 99 (99th percentile). The 50th percentile would be average.



The color of the percentile bar indicates whether the score is high or low.

- A good score. 66th percentile or higher.
- Doing OK, but some room for improvement. 56th to 66th percentile.
- Potential problem area. 44th to 56th percentile.
- Problem area. 34th to 44th percentile.
- Serious problem area. 34th percentile or below.



The overall engagement score provides a high-level overview of the engagement level in your organization.

Possible scores range from 0 to 100. A score of 0 means 100% of employees are disengaged. A score of 100 means 100% of employees are engaged.

Scores greater than 50 indicate that overall, there are more engaged employees than disengaged employees in your organization.

A score of 50 is about average. Scores above 60 are good. Only about 10% of organizations score above 70.

$$\text{Your Score} = 50 + 0.5 \times 26\% - 0.5 \times 23\% = 52$$



## 26% of employees are engaged.

34 out of 133 employees are engaged. These employees are motivated to perform beyond expectations.

The items listed below are the things that matter most to your most engaged employees. If you want to build an organization of top performers, these are the cultural attributes to focus on.

Make sure that excelling in these areas is a priority throughout your organization. Look for ways to build on and reinforce these keys to engagement. Look for ways to make these things a part of your company culture.

DRIVER	ITEM
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- **Accountability:** People are held accountable for achieving goals and meeting expectations.
- **Feedback:** When I do a good job, I receive the praise and recognition I deserve.
- **Respect for Employees:** I am always treated fairly by my manager.
- **Respect for Management:** I am very satisfied with my manager.



## 23% of employees are disengaged.

31 out of 133 employees are disengaged. These employees are probably not adding value. They may be doing more harm than good.

The items listed below are the things that matter most to your disengaged employees. It is likely that these things are causing or contributing to their disengagement.

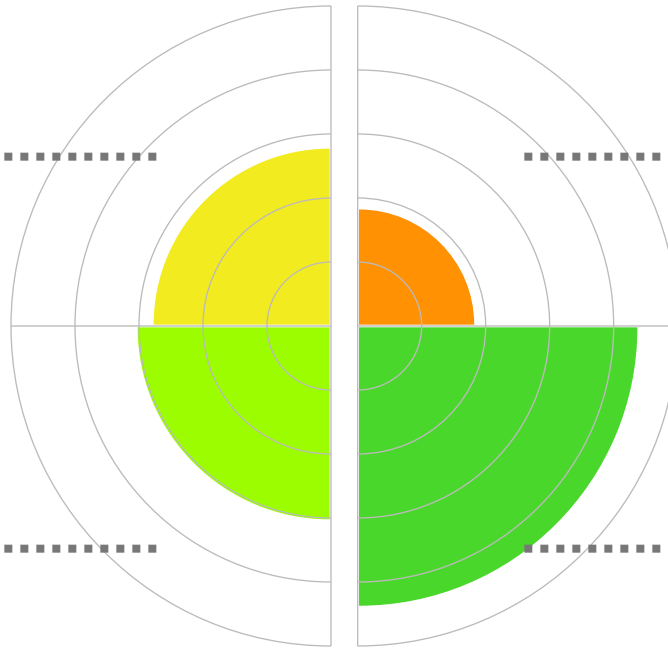
Addressing these sources of pain and frustration will help disengaged employees become less disengaged and prevent other employees from becoming disengaged in the future.

DRIVER	ITEM
●	<b>Overall Engagement:</b> I am extremely proud to tell people that I work for this organization.
●	<b>Overall Engagement:</b> This organization enjoys an excellent reputation in the industry and in the community.
●	<b>Respect for Management:</b> I have a great deal of respect for our senior leaders.
●	<b>Quality and Customer Focus:</b> The quality of our products and services are very important to this organization.
●	<b>Overall Engagement:</b> This organization is socially responsible.
●	<b>Overall Engagement:</b> I am highly committed to this organization.
●	<b>Respect for Management:</b> Our senior leaders are highly ethical.



Organization

Manager

55<sup>th</sup>Culture of  
Engagement36<sup>th</sup>Motivating  
and Relating60<sup>th</sup>Strategic  
Alignment87<sup>th</sup>Managing  
Execution

**Culture of Engagement** measures whether your organization has a culture that motivates, empowers, challenges, and respects employees.

**Strategic Alignment** measures whether employees understand where the organization is headed and how they contribute to the organization's success.

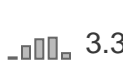


**Motivating and Relating** measures whether managers are motivating their employees to give their best, building strong interpersonal relationships, and developing a strong, cohesive team.

**Managing Execution** measures whether managers are defining expectations, holding employees accountable, and focused on delivering results.



Percentile  
Score55<sup>th</sup>

**Culture of Engagement** measures whether your organization has a culture that motivates, empowers, challenges, and respects employees.

	PERCENTILE	RATINGS
<b>Accountability:</b> People are held accountable for achieving goals and meeting expectations.	 75	 3.9 DIST AVG
<b>Values:</b> The actions of our senior leaders support this organization's mission and values.	 74	 4.0 DIST AVG
<b>Teamwork and Cooperation:</b> It really feels like everybody is on the same team in this organization.	 61	 3.3 DIST AVG
<b>Communication:</b> Information and knowledge are shared openly within this organization.	 54	 3.4 DIST AVG
<b>Respect for Employees:</b> This organization respects its employees.	 53	 3.8 DIST AVG
<b>Trust:</b> There is an atmosphere of trust in this organization.	 52	 3.4 DIST AVG
<b>Empowerment/ Autonomy:</b> Employees are given the freedom and authority they need to make necessary decisions.	 51	 3.6 DIST AVG
<b>Accountability:</b> Poor performance is effectively addressed throughout this organization.	 49	 3.2 DIST AVG
<b>Communication:</b> Our senior leaders communicate well with the rest of the organization.	 46	 3.3 DIST AVG
<b>Values:</b> High ethical standards are always maintained throughout this organization.	 40	 3.7 DIST AVG

Percentile  
Score60<sup>th</sup>

**Strategic Alignment** measures whether employees understand where the organization is headed and how they contribute to the organization's success.

	PERCENTILE	RATINGS
<p><b>Values:</b> I have a clear understanding of this organization's values and behavioral standards.</p>	<p>1 50 99</p>	<p>68</p> <p>DIST AVG</p>
<p><b>Purpose and Direction:</b> I understand how my work directly contributes to the overall success of this organization.</p>	<p>1 50 99</p>	<p>64</p> <p>DIST AVG</p>
<p><b>Communication:</b> I have a clear understanding of this organization's strategic goals.</p>	<p>1 50 99</p>	<p>62</p> <p>DIST AVG</p>
<p><b>Organizational Effectiveness:</b> This organization has a clear set of priorities and objectives.</p>	<p>1 50 99</p>	<p>46</p> <p>DIST AVG</p>

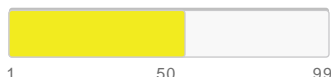
Percentile  
Score36<sup>th</sup>

**Motivating and Relating** measures whether managers are motivating their employees to give their best, building strong interpersonal relationships, and developing a strong, cohesive team.

PERCENTILE

RATINGS

**Values:** My manager always acts in a way that is consistent with this organization's values.



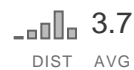
55



**Respect for Employees:** My manager values my talents and the contribution I make.



17



Percentile  
Score87<sup>th</sup>

**Managing Execution** measures whether managers are defining expectations, holding employees accountable, and focused on delivering results.

PERCENTILE

RATINGS

**Purpose and Direction:** I receive useful and constructive feedback from my manager.



87



DIST AVG



**Barriers to Growth** are areas that are not as strongly linked to engagement, but that can impede an organization's ability to grow and/or execute its strategy.

	PERCENTILE	RATINGS
<b>Organizational Effectiveness:</b> This organization has high performance standards.	1 50 99	87  4.3 DIST AVG
<b>Organizational Effectiveness:</b> This organization retains its most talented employees.	1 50 99	76  3.6 DIST AVG
<b>Quality and Customer Focus:</b> The quality of our products and services are very important to this organization.	1 50 99	76  4.6 DIST AVG
<b>Stress and Workload:</b> My job does not cause stress or anxiety in my life.	1 50 99	65  3.1 DIST AVG
<b>Organizational Effectiveness:</b> This organization is willing to make changes when necessary in order to remain competitive.	1 50 99	56  3.9 DIST AVG
<b>Quality and Customer Focus:</b> Our senior leaders really understand the needs of our customers.	1 50 99	56  3.8 DIST AVG
<b>Workplace and Resources:</b> I have the resources I need to do my job well.	1 50 99	39  3.6 DIST AVG
<b>Stress and Workload:</b> The pace of the work in this organization enables me to do a good job.	1 50 99	35  3.5 DIST AVG
<b>Stress and Workload:</b> The amount of work I am asked to do is always reasonable.	1 50 99	23  3.3 DIST AVG