



SampleCo Organization Survey Results

April 2017

Profile Report
All Respondents



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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.

Culture of Engagement

Does your organization have a culture that motivates, empowers, challenges, and respects employees?

Motivating and Relating

Do managers motivate their employees to give their best? Are managers building strong relationships and developing a cohesive team?

Strategic Alignment

Do employees understand where the organization is headed and how they contribute to the organization's success?

Managing Execution

Are managers clearly defining expectations, holding employees accountable and focused on delivering results?

High Performance

2 Understanding the Data

Survey Item Scores



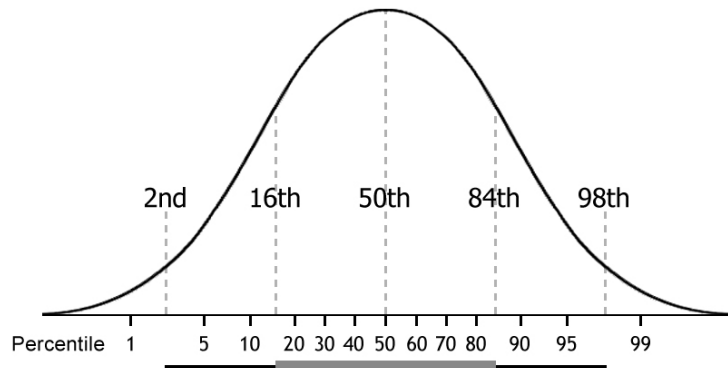
AVG is simply the average of all responses. The lowest possible score is a 1 (strongly disagree) and the highest possible score is a 5 (strongly agree). The position of the colored circle from left to right represents the AVG score.

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.

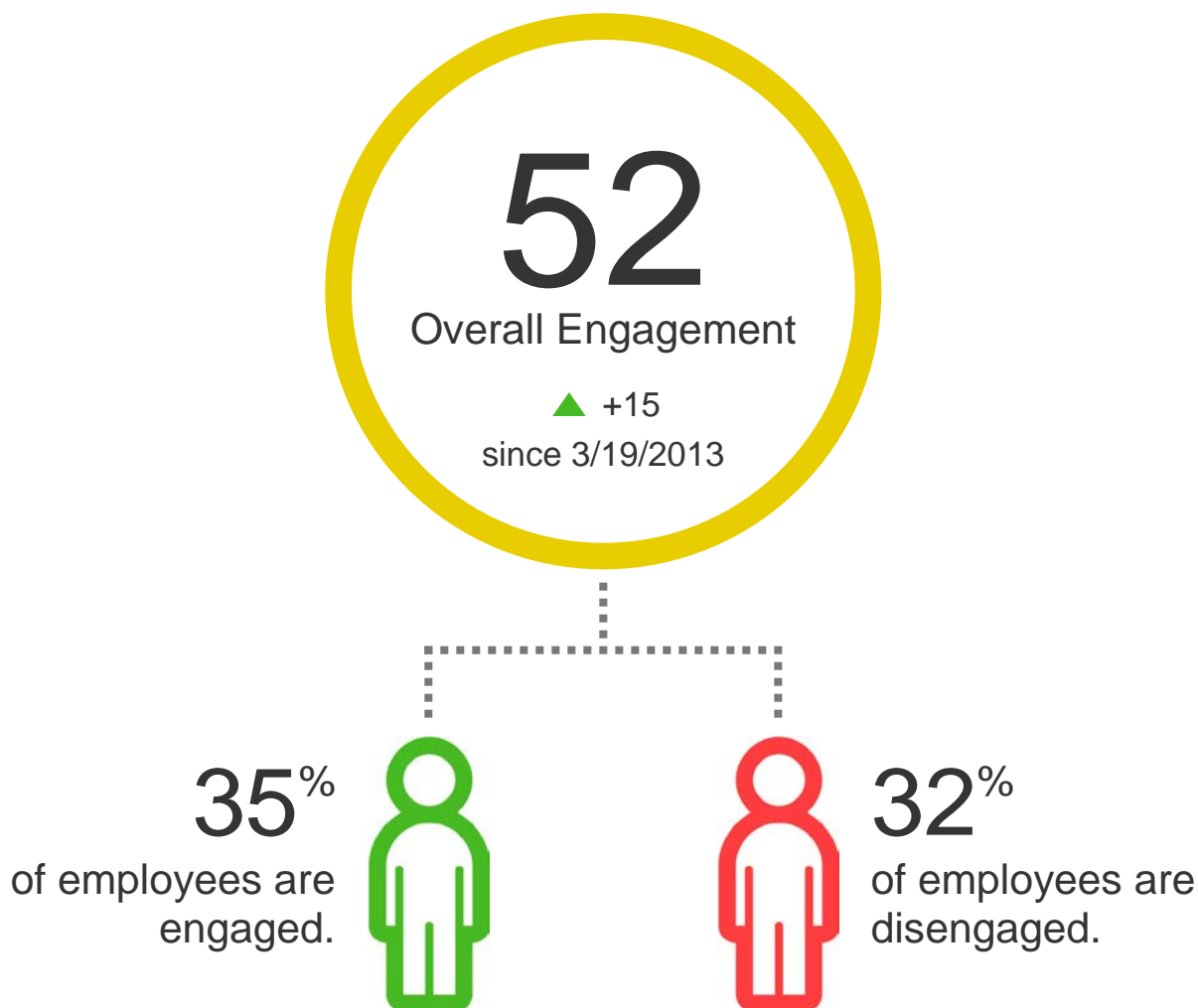
The percentiles on this report show how your organization scored versus a broad range of other organizations.

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.

$$\text{Your Score} = 50 + 0.5 \times 35\% - 0.5 \times 32\% = 52$$



35% of employees are engaged.

54 out of 154 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
●	Accountability: My manager always addresses poor performance appropriately.
●	Empowerment/ Autonomy: Employees are given the freedom and authority they need to make necessary decisions.
●	Accountability: Poor performance is effectively addressed throughout SampleCo.
●	Personal Expression: People with different ideas are valued at SampleCo.
●	Purpose and Direction: I understand how my work directly contributes to the overall success of SampleCo.
●	Communication: I have a clear understanding of SampleCo's strategic goals.
●	Values: I have a clear understanding of SampleCo's values and behavioral standards.
●	
	Respect for Management: The leaders of SampleCo really know what they are doing.



32% of employees are disengaged.

50 out of 154 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.

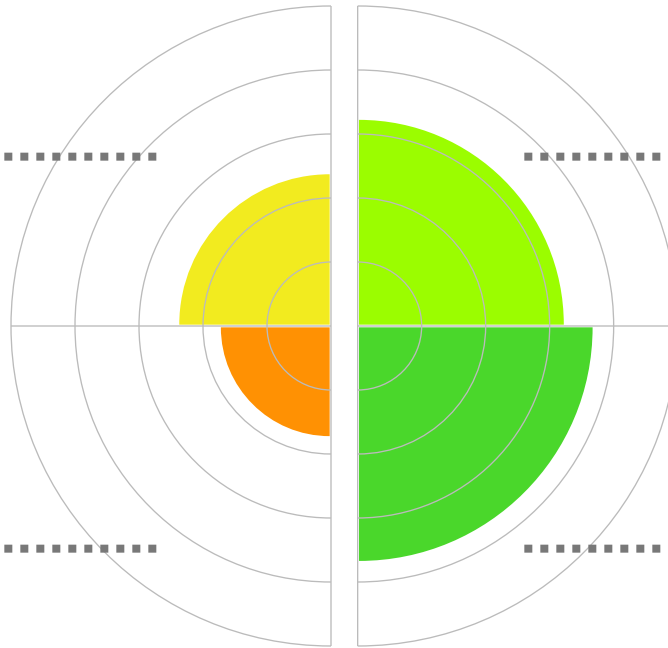
Addressing these sources of pain and frustration will help disengaged employees become less disengaged and prevent other employees from becoming disengaged in the future.

DRIVER	ITEM
●	Purpose and Direction: My manager clearly defines goals and expectations.
●	Accountability: My manager consistently holds people accountable.
●	Communication: My manager always makes sure I am informed about decisions or changes that will affect me.
●	Personal Expression: People with different ideas are valued at SampleCo.
●	Purpose and Direction: I receive useful and constructive feedback from my manager.
●	Trust: There is an atmosphere of trust at SampleCo.
●	Respect for Management: The leaders of SampleCo really know what they are doing.



Organization

Manager

47thCulture of
Engagement64thMotivating
and Relating34thStrategic
Alignment73rdManaging
Execution

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



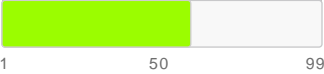

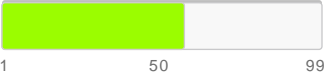

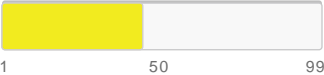

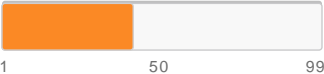

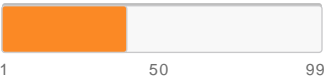



Strategic Alignment measures whether employees understand where the organization is headed and how they contribute to the organization's success.

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
Score47th

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

	PERCENTILE	RATINGS
Empowerment/ Autonomy: Employees are given the freedom and authority they need to make necessary decisions.		62 
Accountability: Poor performance is effectively addressed throughout SampleCo.		59 
Personal Expression: People with different ideas are valued at SampleCo.		57 
Communication: Information and knowledge are shared openly within SampleCo.		44 
Trust: There is an atmosphere of trust at SampleCo.		41 
Teamwork and Cooperation: It really feels like everybody is on the same team at SampleCo.		39 
Respect for Management: The leaders of SampleCo really know what they are doing.		28 

Percentile
Score34th

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

	PERCENTILE	RATINGS
Purpose and Direction: I understand how my work directly contributes to the overall success of SampleCo.	 1 50 99	54 4.2 DIST AVG
Communication: I have a clear understanding of SampleCo's strategic goals.	 1 50 99	40 3.6 DIST AVG
Values: I have a clear understanding of SampleCo's values and behavioral standards.	 1 50 99	28 3.9 DIST AVG
Organizational Effectiveness: SampleCo has a clear set of priorities and objectives.	 1 50 99	25 3.5 DIST AVG
Purpose and Direction: I know what I need to do to succeed at SampleCo.	 1 50 99	21 3.6 DIST AVG

Percentile
Score64th



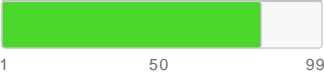

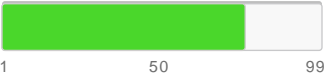
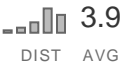
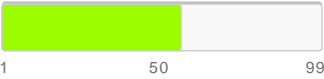
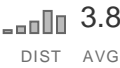
Motivating and Relating measures whether managers are motivating their employees to give their best, building strong interpersonal relationships, and developing a strong, cohesive team.

	PERCENTILE	RATINGS
Empowerment/ Autonomy: My manager gives me the freedom I need to do my job effectively.	 1 50 99	69 4.3 DIST AVG
Communication: My manager always makes sure I am informed about decisions or changes that will affect me.	 1 50 99	66 3.8 DIST AVG
Teamwork and Cooperation: My manager emphasizes cooperation and teamwork among members of my workgroup.	 1 50 99	60 4.0 DIST AVG
Respect for Employees: My manager values my talents and the contribution I make.	 1 50 99	58 4.1 DIST AVG

Percentile Score

73rd

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

	PERCENTILE	RATINGS
Purpose and Direction: My manager clearly defines goals and expectations.	 <p>1 50 99</p>	81  4.1 DIST AVG
Accountability: My manager always addresses poor performance appropriately.	 <p>1 50 99</p>	81  3.8 DIST AVG
Accountability: My manager consistently holds people accountable.	 <p>1 50 99</p>	76  3.9 DIST AVG
Purpose and Direction: I receive useful and constructive feedback from my manager.	 <p>1 50 99</p>	56  3.8 DIST AVG