

HAVE YOUR SAY

HAVE YOUR SAY

Ashley Hill School

RESPONSE RATE:

62%

RESPONSES:

18
of 29



YOUR EMPLOYEE ENGAGEMENT SCORE:



44%

VARIANCE from PREVIOUS SURVEY:



-31

VARIANCE from PARENT:

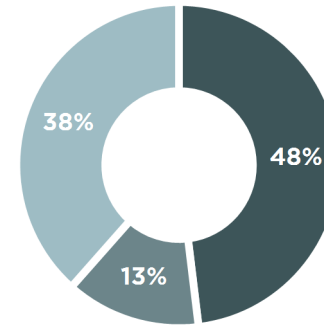
-1

Employee engagement is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

Parent name: Primary

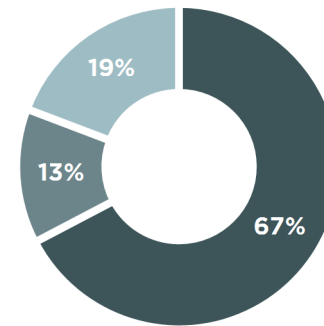
VARIANCE FROM PREVIOUS SURVEY

- 25 questions above
- 7 questions in line
- 20 questions below



VARIANCE FROM PARENT

- 35 questions above
- 7 questions in line
- 10 questions below



WHAT NOW?

1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3. WORK TOGETHER

TO BUILD A PLAN OF ACTION.



TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

Q8. I am treated with fairness and respect

100%

Q14. My Supervisor/Manager is open to my ideas

100%

Q16. I have confidence in the decisions made by my supervisor/manager

100%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q39. When I talk about the IOM Government I say 'we' rather than 'they'

6%

Q40. Departments work well together across the IOM Government

6%

Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government

17%

EMPLOYEE ENGAGEMENT



HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.

YOUR EMPLOYEE ENGAGEMENT SCORE		44%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
SAY	Q47. I am proud to work for the IOM Government	11	56	33	67%	-33 ↓	+10 ↑	+12 ↑	
	Q48. I would recommend the IOM Government as a great place to work	11	33	50	44%	-46 ↓	+5 ↑	+4	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	17	72	11	17%	-29 ↓	-8 ↓	-15 ↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	28	72		28%	-22 ↓	+1	+4	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	33	33	33	67%	-25 ↓	-12 ↓	-5 ↓	

KEY

PARENT NAME: PRIMARY

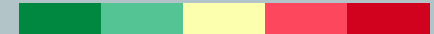


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MY WORK	88%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	50	39	11	89%	-3	-5 ↓	0	
Q2. I have the information I need to do my work well	33	56	11	89%	+6 ↑	+6 ↑	+15 ↑	
Q3. I have the resources I need to complete my work effectively	50	28	17	50%	+8 ↑	-14 ↓	-8 ↓	
Q4. I am motivated by the work I do	44	50		94%	+19 ↑	+5 ↑	+18 ↑	
Q5. My work makes good use of my skills and abilities	39	56		94%	+11 ↑	+8 ↑	+21 ↑	
Q6. I feel involved in the decisions that affect my work	28	61		89%	+39 ↑	+28 ↑	+43 ↑	
Q7. I am trusted to make the decisions I need to do my work effectively	56	39		94%	+19 ↑	+15 ↑	+24 ↑	
Q8. I am treated with fairness and respect	83	17		100%	+25 ↑	+22 ↑	+33 ↑	
Q9. I feel valued for the work I do	50	44		94%	+44 ↑	+27 ↑	+40 ↑	

KEY PARENT NAME: PRIMARY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 ↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Red) | Strongly disagree (Dark Red)

ALL QUESTIONS



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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q10. My Supervisor/Manager tells me when I have done a good job	56	39	94%	+53 ↑	+24 ↑	+33 ↑	
Q11. My Supervisor/Manager communicates effectively	50	39	11	89%	+47 ↑	+22 ↑	+28 ↑
Q12. My Supervisor/Manager listens to me and considers my views	56	39	94%	+19 ↑	+20 ↑	+28 ↑	
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	39	56	94%	+61 ↑	+33 ↑	+43 ↑	
Q14. My Supervisor/Manager is open to my ideas	56	44	100%	+25 ↑	+23 ↑	+36 ↑	
Q15. My Supervisor/Manager deals with poor performance effectively	12	24	59	35%	+10 ↑	-12 ↓	-7 ↓
Q16. I have confidence in the decisions made by my supervisor/manager	56	44	100%	+67 ↑	+25 ↑	+39 ↑	

KEY

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Strongly agree Agree Neither Disagree Strongly disagree



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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	97%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q17. The people in my team co-operate to get the work done		72	28	100%	+8 ↑	+12 ↑	+20 ↑
Q18. My team is well managed		47	47	94%	+27 ↑	+15 ↑	+30 ↑
MY CUSTOMERS	97%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q19. We are committed to delivering a good customer service		76	24	100%	0	+6 ↑	+10 ↑
Q20. We act on the feedback we receive in order to serve our customers better		59	35	94%	+11 ↑	+7 ↑	+18 ↑

KEY	PARENT NAME: PRIMARY	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
		↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	91%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q21. I have the opportunity to discuss my learning and development opportunities with my supervisor/manager	35	65	100%	+42 ↑	+20 ↑	+32 ↑
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	11	72	83%	+8 ↑	+14 ↑	+29 ↑
WELLBEING	50%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	11	50	33	-31 ↓	+1	+9 ↑
Q24. I have a good work life balance	17	22	28	-28 ↓	-6 ↓	-18 ↓

KEY	PARENT NAME: PRIMARY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree
		AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Agree
			Neither
			Disagree
			Strongly disagree

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IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	58%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q25. When I talk about my Department I say 'we' rather than 'they'	11	17	22	33	17	28% -14↓	-7↓	-32↓
Q26. I am committed to what my Department is trying to achieve	33	39	22			72% -11↓	-1	-6↓
Q27. At work, we are good at learning from our mistakes	44	39	17			83% -17↓	+5↑	+21↑
Q28. I feel that change is managed well	22	39	33			61% +3	+12↑	+24↑
Q29. The reasons for change are clearly communicated to me	22	39	17	22		61% -6↓	+11↑	+22↑
Q30. I think it is safe to challenge the way things are done in my Department	17	44	22	11		22% -19↓	-11↓	-25↓
Q31. Senior managers in my Department are sufficiently visible	41	24	29			65% +15↑	+9↑	+12↑
Q32. Senior management are open and honest in their communication with staff	28	44	22			72% +14↑	+26↑	+32↑
Q33. Senior managers are aware of the challenges we face in our team	29	24	24	24		53% -14↓	+3	+8↑
Q34. Overall, I have confidence in the decisions made by my senior managers	24	35	29	12		59% 0	+9↑	+18↑

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KEY

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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	36%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q35. I know what the IOM Government is trying to achieve			41%	-9↓	+3	-4
Q36. I understand how my work contributes to what the IOM Government is trying to achieve			72%	+14↑	+22↑	+17↑
Q37. The IOM Government keeps me informed about matters that affect me			56%	+14↑	+5↑	+14↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government			17%	-17↓	-6↓	-9↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'			6%	-3	-3	-18↓
Q40. Departments work well together across the IOM Government			6%	-11↓	-3	-8↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)			56%	+6↑	+19↑	+18↑

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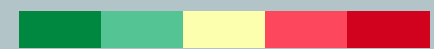


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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	69%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	22	67	11	89%	-3	+16 ↑	+16 ↑	
Q43. I would recommend my Department as a great place to work	22	44	22	11	67%	-24 ↓	+18 ↑	+15 ↑
Q44. I feel a strong sense of belonging to my Department	28	28	44	56%	-8 ↓	+11 ↑	+1	
Q45. My Department inspires me to do my best work every day	17	28	39	17	44%	-1	+5 ↑	-3
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	50	39	11	89%	-11 ↓	+6 ↑	+6 ↑	

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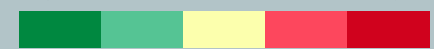


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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

44%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	11	56	33	67%	-33 ↓	+10 ↑	+12 ↑
Q48. I would recommend the IOM Government as a great place to work	11	33	50	44%	-46 ↓	+5 ↑	+4
Q49. I feel a strong sense of belonging to the IOM Government	17	72	11	17%	-29 ↓	-8 ↓	-15 ↓
Q50. The IOM Government encourages new or better ways of doing things	28	72		28%	-22 ↓	+1	+4
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	33	33	33	67%	-25 ↓	-12 ↓	-5 ↓

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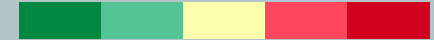


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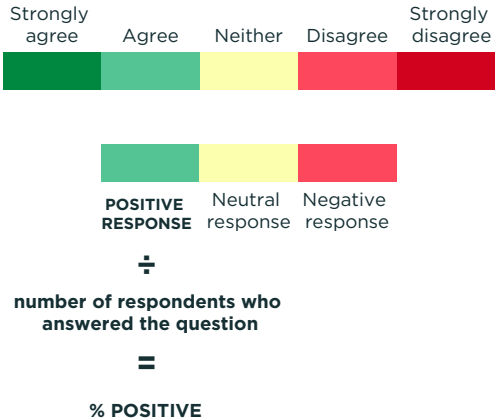
TAKING ACTION	17%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	17	61	17%	-17 ↓	-8 ↓	-10 ↓

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GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS ORC INTERNATIONAL'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE ORGANISATION OVERALL.