

HAVE YOUR SAY

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Ballacottier School

RESPONSE RATE:

79%

RESPONSES:

22
of 28



YOUR
EMPLOYEE
ENGAGEMENT
SCORE:



33%

VARIANCE from PARENT:



-13

VARIANCE from ORGANISATION
OVERALL:



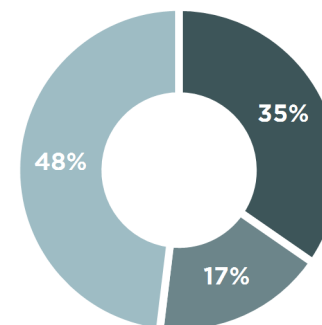
-12

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

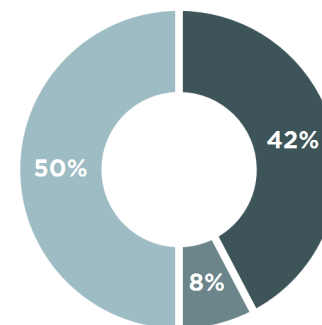
VARIANCE FROM PARENT

- 18 questions above
- 9 questions in line
- 25 questions below



VARIANCE FROM ORGANISATION OVERALL

- 22 questions above
- 4 questions in line
- 26 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

Q5. My work makes good use of my skills and abilities

100%

Q14. My Supervisor/Manager is open to my ideas

100%

Q21. I have the opportunity to discuss my learning and development opportunities with my supervisor/manager

100%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

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

5%

Q40. Departments work well together across the IOM Government

5%

Q49. I feel a strong sense of belonging to the IOM Government

9%

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		33%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
SAY	Q47. I am proud to work for the IOM Government	36	59		36%	-21↓	-18↓	
	Q48. I would recommend the IOM Government as a great place to work	23	68	9	23%	-17↓	-18↓	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	9	73	14	9%	-16↓	-22↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	23	55	23	23%	-5↓	-1	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	27	45	27	73%	-6↓	+1	

KEY

PARENT NAME:
PRIMARY

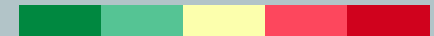


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	50	45	95%	+2	+6 ↑
Q2. I have the information I need to do my work well	50	36 14	86%	+4	+13 ↑
Q3. I have the resources I need to complete my work effectively	32	50 14	82%	+18 ↑	+24 ↑
Q4. I am motivated by the work I do	55	41	95%	+6 ↑	+19 ↑
Q5. My work makes good use of my skills and abilities	50	50	100%	+14 ↑	+27 ↑
Q6. I feel involved in the decisions that affect my work	50	27 14 9	77%	+16 ↑	+31 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	59	27 14	86%	+7 ↑	+16 ↑
Q8. I am treated with fairness and respect	64	27 9	91%	+12 ↑	+24 ↑
Q9. I feel valued for the work I do	50	32 14	82%	+14 ↑	+28 ↑

KEY

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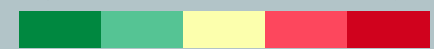


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	91%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q10. My Supervisor/Manager tells me when I have done a good job		36	55	91%	+20 ↑ +29 ↑	
Q11. My Supervisor/Manager communicates effectively		45	50	95%	+28 ↑ +35 ↑	
Q12. My Supervisor/Manager listens to me and considers my views		59	36	95%	+21 ↑ +29 ↑	
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job		59	32	91%	+29 ↑ +40 ↑	
Q14. My Supervisor/Manager is open to my ideas		59	41	100%	+23 ↑ +36 ↑	
Q15. My Supervisor/Manager deals with poor performance effectively		36	32	32	68%	+21 ↑ +26 ↑
Q16. I have confidence in the decisions made by my supervisor/manager		43	52	95%	+20 ↑ +34 ↑	

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 (medium green) | Neither (yellow) | Disagree (red) | Strongly disagree (dark red)

ALL QUESTIONS



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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	91%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q17. The people in my team co-operate to get the work done	59	32	9	91%	+3	+11 ↑	
Q18. My team is well managed	55	36	9	91%	+11 ↑	+27 ↑	
MY CUSTOMERS	89%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	73	18	9	91%	-3	+1	
Q20. We act on the feedback we receive in order to serve our customers better	68	18	14	86%	-1	+11 ↑	

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

ALL QUESTIONS



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

IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	93%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q21. I have the opportunity to discuss my learning and development opportunities with my supervisor/manager	45	55	100%	+20 ↑	+32 ↑
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	41	45 14	86%	+17 ↑	+32 ↑
WELLBEING	68%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	45	45	91%	+31 ↑	+39 ↑
Q24. I have a good work life balance	9	36 23 23 9	45%	+1	-12 ↓

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

IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

29%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q25. When I talk about my Department I say 'we' rather than 'they'	18	41	27	9	23%	-12 ↓	-37 ↓	
Q26. I am committed to what my Department is trying to achieve	18	45	36		64%	-10 ↓	-15 ↓	
Q27. At work, we are good at learning from our mistakes	18	23	55		41%	-38 ↓	-21 ↓	
Q28. I feel that change is managed well	18	14	59	9	32%	-17 ↓	-5 ↓	
Q29. The reasons for change are clearly communicated to me	14	9	64	14	23%	-27 ↓	-17 ↓	
Q30. I think it is safe to challenge the way things are done in my Department	18	14	41	23	23%	-11 ↓	-24 ↓	
Q31. Senior managers in my Department are sufficiently visible	9	9	32	27	23	18%	-38 ↓	-35 ↓
Q32. Senior management are open and honest in their communication with staff	18		41	27	9	23%	-23 ↓	-18 ↓
Q33. Senior managers are aware of the challenges we face in our team	9	14	32	32	14	23%	-27 ↓	-22 ↓
Q34. Overall, I have confidence in the decisions made by my senior managers	14	9	50	23		23%	-27 ↓	-18 ↓

PARENT NAME: PRIMARY

KEY

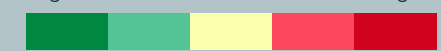


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT

19%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q35. I know what the IOM Government is trying to achieve	27	55	18			27%	-11 ↓	-18 ↓
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	27	50	18			32%	-18 ↓	-24 ↓
Q37. The IOM Government keeps me informed about matters that affect me	36	45	18			36%	-14 ↓	-6 ↓
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	18	41	36			18%	-5 ↓	-7 ↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	9	55	32			5%	-4	-19 ↓
Q40. Departments work well together across the IOM Government	32	36	27			5%	-4	-9 ↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	14	68	14			14%	-23 ↓	-24 ↓

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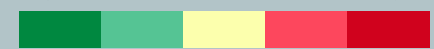


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

39%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q42. I am proud to work for my Department	41	55				45%	-28 ↓	-27 ↓
Q43. I would recommend my Department as a great place to work	27	59	14			27%	-21 ↓	-25 ↓
Q44. I feel a strong sense of belonging to my Department	18	73				18%	-26 ↓	-36 ↓
Q45. My Department inspires me to do my best work every day	23	59	9	9		23%	-17 ↓	-25 ↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	36	45	18			82%	-2	-1

KEY

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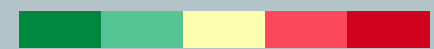


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

33%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q47. I am proud to work for the IOM Government	36	59	9	0	0	36%	-21 ↓	-18 ↓
Q48. I would recommend the IOM Government as a great place to work	23	68	9	0	0	23%	-17 ↓	-18 ↓
Q49. I feel a strong sense of belonging to the IOM Government	9	73	14	0	0	9%	-16 ↓	-22 ↓
Q50. The IOM Government encourages new or better ways of doing things	23	55	23	0	0	23%	-5 ↓	-1
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	27	45	27	0	0	73%	-6 ↓	+1

KEY

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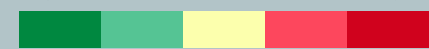


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

TAKING ACTION

18%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q52. I believe that action will be taken based on the results from this survey

18

36

32

14

18%

-6 ↓

-9 ↓

KEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

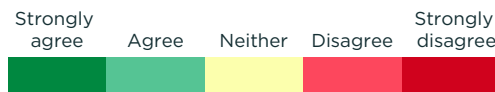
Strongly agree Agree Neither Disagree Strongly disagree



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.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \text{\% POSITIVE}$$

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.