

HAVE YOUR SAY

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Ballasalla Primary School

RESPONSE RATE: **100%**

RESPONSES: **11**
of 10



YOUR EMPLOYEE ENGAGEMENT SCORE:



54%

VARIANCE from PARENT: **+9**

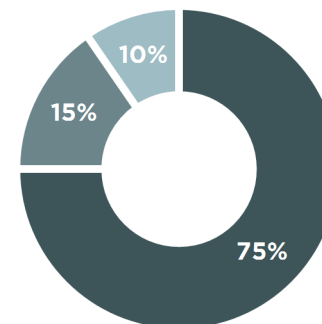
VARIANCE from ORGANISATION OVERALL: **+10**

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

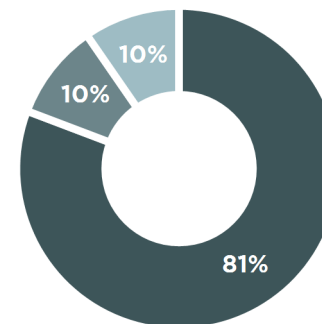
VARIANCE FROM PARENT

- 39 questions above
- 8 questions in line
- 5 questions below



VARIANCE FROM ORGANISATION OVERALL

- 42 questions above
- 5 questions in line
- 5 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

Q1. I know what is expected of me at work	100%
Q10. My Supervisor/Manager tells me when I have done a good job	100%
Q14. My Supervisor/Manager is open to my ideas	100%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	0%
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	0%
Q40. Departments work well together across 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		54%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
SAY	Q47. I am proud to work for the IOM Government	20	40	30	10	60%	+3	+6 ↑	
	Q48. I would recommend the IOM Government as a great place to work	20	50	20	10	70%	+30 ↑	+29 ↑	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	40	30	10	20	40%	+15 ↑	+9 ↑	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	30	40	30		30%	+3	+6 ↑	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	30	40	30		70%	-8 ↓	-2	

KEY

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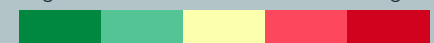


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	89%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	73	27	100%	+7 ↑	+11 ↑
Q2. I have the information I need to do my work well	70	20 10	90%	+7 ↑	+16 ↑
Q3. I have the resources I need to complete my work effectively	18	64 9 9	82%	+18 ↑	+24 ↑
Q4. I am motivated by the work I do	45	36 18	82%	-7 ↓	+5 ↑
Q5. My work makes good use of my skills and abilities	55	36 9	91%	+5 ↑	+18 ↑
Q6. I feel involved in the decisions that affect my work	55	36 9	91%	+30 ↑	+45 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	64	27 9	91%	+12 ↑	+20 ↑
Q8. I am treated with fairness and respect	60	30 10	90%	+12 ↑	+23 ↑
Q9. I feel valued for the work I do	64	18 18	82%	+14 ↑	+28 ↑

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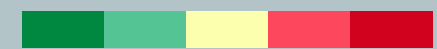


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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	89%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q10. My Supervisor/Manager tells me when I have done a good job	50	50	100%	+29 ↑	+38 ↑
Q11. My Supervisor/Manager communicates effectively	36	45 18	82%	+15 ↑	+21 ↑
Q12. My Supervisor/Manager listens to me and considers my views	45	45 9	91%	+16 ↑	+25 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	36	55 9	91%	+29 ↑	+40 ↑
Q14. My Supervisor/Manager is open to my ideas	45	55	100%	+23 ↑	+36 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	18	64 18	82%	+34 ↑	+40 ↑
Q16. I have confidence in the decisions made by my supervisor/manager	36	45 18	82%	+7 ↑	+21 ↑

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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	77%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q17. The people in my team co-operate to get the work done	45	27	18	9	73%	-15 ↓	-7 ↓	
Q18. My team is well managed	45	36	18		82%	+2	+18 ↑	
MY CUSTOMERS	100%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	60	40			100%	+6 ↑	+10 ↑	
Q20. We act on the feedback we receive in order to serve our customers better	64	36			100%	+12 ↑	+24 ↑	

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	86%	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	55	36	9		91%	+11 ↑	+23 ↑
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	27	55	18		82%	+13 ↑	+27 ↑
WELLBEING	73%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	27	73			100%	+40 ↑	+48 ↑
Q24. I have a good work life balance	36	9	27	18 9	45%	+1	-12 ↓

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IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	71%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q25. When I talk about my Department I say 'we' rather than 'they'	18	27	36	9	9	45%	+10 ↑	-15 ↓
Q26. I am committed to what my Department is trying to achieve	45	45	9			91%	+18 ↑	+12 ↑
Q27. At work, we are good at learning from our mistakes	45	36	18			82%	+3	+20 ↑
Q28. I feel that change is managed well	27	27	18	18	9	55%	+5 ↑	+18 ↑
Q29. The reasons for change are clearly communicated to me	36	27	27	9		64%	+14 ↑	+24 ↑
Q30. I think it is safe to challenge the way things are done in my Department	9	55	27	9		64%	+30 ↑	+17 ↑
Q31. Senior managers in my Department are sufficiently visible	27	45	18	9		73%	+17 ↑	+20 ↑
Q32. Senior management are open and honest in their communication with staff	27	55	9	9		82%	+36 ↑	+41 ↑
Q33. Senior managers are aware of the challenges we face in our team	27	45	9	9	9	73%	+23 ↑	+28 ↑
Q34. Overall, I have confidence in the decisions made by my senior managers	27	55	9	9		82%	+32 ↑	+41 ↑

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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	29%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q35. I know what the IOM Government is trying to achieve	45	36 18	45%	+7 ↑	0
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	9 45	27 18	55%	+5 ↑	-1
Q37. The IOM Government keeps me informed about matters that affect me	55	45	55%	+4	+13 ↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	91	9	0%	-23 ↓	-25 ↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	45	27 27	0%	-8 ↓	-24 ↓
Q40. Departments work well together across the IOM Government	9 55	18 18	9%	+1	-4
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	36	55 9	36%	-1	-1

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	18	64	18	82%	+9 ↑	+9 ↑	
Q43. I would recommend my Department as a great place to work	9	64	18	9	73%	+24 ↑	+21 ↑
Q44. I feel a strong sense of belonging to my Department	27	36	27	9	64%	+20 ↑	+9 ↑
Q45. My Department inspires me to do my best work every day	18	64	9	9	82%	+42 ↑	+34 ↑
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	55	36	9		91%	+8 ↑	+8 ↑

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT	54%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q47. I am proud to work for the IOM Government	20	40	30	10	60% +3 +6 ↑
Q48. I would recommend the IOM Government as a great place to work	20	50	20	10	70% +30 ↑ +29 ↑
Q49. I feel a strong sense of belonging to the IOM Government	40	30	10	20	40% +15 ↑ +9 ↑
Q50. The IOM Government encourages new or better ways of doing things	30	40	30		30% +3 +6 ↑
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	30	40	30		70% -8 ↓ -2

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IS THERE ROOM FOR IMPROVEMENT?

TAKING ACTION

36%

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

36

55

9

36%

+12 ↑

+10 ↑

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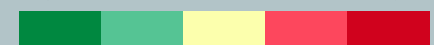


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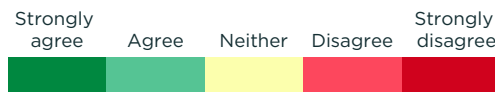
Strongly agree Agree Neither Disagree Strongly disagree



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.