

**HAVE YOUR SAY**

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**Braddan School**

RESPONSE RATE:

**69%**

RESPONSES:

**11**  
of 16



**YOUR EMPLOYEE ENGAGEMENT SCORE:**



**49%**

VARIANCE from PARENT:

**+4**

VARIANCE from ORGANISATION OVERALL:



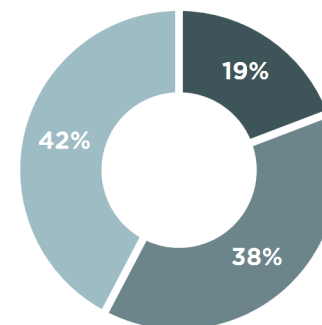
**+5**

**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

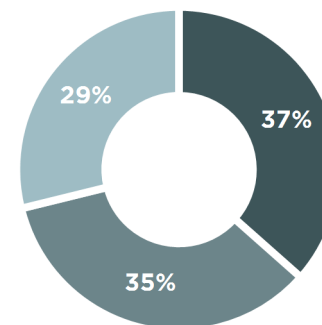
**VARIANCE FROM PARENT**

- 10 questions above
- 20 questions in line
- 22 questions below



**VARIANCE FROM ORGANISATION OVERALL**

- 19 questions above
- 18 questions in line
- 15 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

**91%**

**Q2.** I have the information I need to do my work well

**91%**

**Q19.** We are committed to delivering a good customer service

**91%**



**BOTTOM 3 LOWEST SCORING QUESTIONS:**

% POSITIVE

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

**9%**

**Q24.** I have a good work life balance

**18%**

**Q40.** Departments work well together across the IOM Government

**18%**

# 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		49%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
SAY	Q47. I am proud to work for the IOM Government	27	27	36	9	55%	-3	0	
	Q48. I would recommend the IOM Government as a great place to work	18	27	45	9	45%	+6 ↑	+5 ↑	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	9	18	45	18	9	27%	+2	-4
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	9	36	18	27	9	45%	+18 ↑	+22 ↑
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	27	45	18	9	73%	-6 ↓	+1	

KEY

PARENT NAME:  
PRIMARY

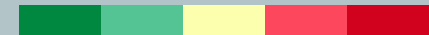


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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

## IS THERE ROOM FOR IMPROVEMENT?

MY WORK	70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	73	18 9	91%	-3	+2
Q2. I have the information I need to do my work well	45	45 9	91%	+8 ↑	+17 ↑
Q3. I have the resources I need to complete my work effectively	27	27 18 27	55%	-10 ↓	-3
Q4. I am motivated by the work I do	45	27 18 9	73%	-16 ↓	-4
Q5. My work makes good use of my skills and abilities	55	18 18 9	73%	-13 ↓	0
Q6. I feel involved in the decisions that affect my work	9	36 27 27	45%	-16 ↓	-1
Q7. I am trusted to make the decisions I need to do my work effectively	45	18 18 18	64%	-16 ↓	-7 ↓
Q8. I am treated with fairness and respect	55	9 27 9	64%	-15 ↓	-3
Q9. I feel valued for the work I do	55	18 9 9 9	73%	+5 ↑	+19 ↑

PARENT NAME: PRIMARY

### KEY

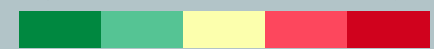


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## IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	65%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q10. My Supervisor/Manager tells me when I have done a good job	18	45	9	18	9	64%	-7 ↓	+2
Q11. My Supervisor/Manager communicates effectively	27	36	9	27		64%	-3	+3
Q12. My Supervisor/Manager listens to me and considers my views	36	45	9	9		82%	+7 ↑	+16 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	36	27	9	18	9	64%	+2	+12 ↑
Q14. My Supervisor/Manager is open to my ideas	45	27	18	9		73%	-4	+9 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	18	18	55	9		36%	-11 ↓	-6 ↓
Q16. I have confidence in the decisions made by my supervisor/manager	36	36	9	18		73%	-3	+12 ↑

**KEY** PARENT NAME: PRIMARY

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## IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	68%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q17. The people in my team co-operate to get the work done	36	36	27		73%	-15 ↓	-7 ↓
Q18. My team is well managed	45	18	18	18	64%	-16 ↓	0
MY CUSTOMERS	91%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	64	27	9		91%	-3	+1
Q20. We act on the feedback we receive in order to serve our customers better	64	27	9		91%	+3	+15 ↑

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

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## IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	68%	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	27	18	9	73%	-7 ↓	+5 ↑	
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	45	18	18	18	64%	-5 ↓	+9 ↑	
WELLBEING	36%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	36	18	27	18	55%	-6 ↓	+3	
Q24. I have a good work life balance	9	9	36	45	18%	-27 ↓	-39 ↓	

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## IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	48%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q25. When I talk about my Department I say 'we' rather than 'they'	27	9 27 27 9	36%	+1	-24 ↓
Q26. I am committed to what my Department is trying to achieve	36	64	36%	-37 ↓	-42 ↓
Q27. At work, we are good at learning from our mistakes	55	27 9 9	82%	+3	+20 ↑
Q28. I feel that change is managed well	18	36 27 9 9	55%	+5 ↑	+18 ↑
Q29. The reasons for change are clearly communicated to me	18	27 27 18 9	45%	-4	+6 ↑
Q30. I think it is safe to challenge the way things are done in my Department	9	18 36 18 18	27%	-6 ↓	-20 ↓
Q31. Senior managers in my Department are sufficiently visible	18	36 18 18 9	55%	-2	+1
Q32. Senior management are open and honest in their communication with staff	27	18 18 18 18	45%	0	+5 ↑
Q33. Senior managers are aware of the challenges we face in our team	27	18 27 18 9	45%	-5 ↓	0
Q34. Overall, I have confidence in the decisions made by my senior managers	27	27 9 27 9	55%	+5 ↑	+13 ↑

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## IS THERE ROOM FOR IMPROVEMENT?

### MY RELATIONSHIP WITH THE IOM GOVERNMENT

34%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	9	27	36	27	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
<b>Q35.</b> I know what the IOM Government is trying to achieve	9	27	36	27	36%	-2	-9 ↓
<b>Q36.</b> I understand how my work contributes to what the IOM Government is trying to achieve	9	36	45	9	45%	-4	-10 ↓
<b>Q37.</b> The IOM Government keeps me informed about matters that affect me	9	45	27	18	55%	+4	+13 ↑
<b>Q38.</b> I believe the Chief Officers have a clear vision for the future of the IOM Government	9	18	36	36	27%	+5 ↑	+2
<b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'	9	27	64		9%	+1	-15 ↓
<b>Q40.</b> Departments work well together across the IOM Government	18	45	27	9	18%	+10 ↑	+5 ↑
<b>Q41.</b> I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	45	36	18		45%	+9 ↑	+8 ↑

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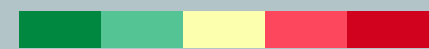


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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

# 45%

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
Q42. I am proud to work for my Department	27	18	36	18		45%	-28 ↓	-27 ↓
Q43. I would recommend my Department as a great place to work	27	9	36	27		36%	-12 ↓	-16 ↓
Q44. I feel a strong sense of belonging to my Department	18	27	27	27		45%	+1	-9 ↓
Q45. My Department inspires me to do my best work every day	18	9	27	45		27%	-13 ↓	-20 ↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	18	55	9	18		73%	-11 ↓	-10 ↓

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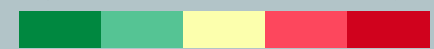


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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH THE IOM GOVERNMENT

# 49%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

<b>Q47.</b> I am proud to work for the IOM Government	27	27	36	9	<b>55%</b>	-3	0
<b>Q48.</b> I would recommend the IOM Government as a great place to work	18	27	45	9	<b>45%</b>	+6 ↑	+5 ↑
<b>Q49.</b> I feel a strong sense of belonging to the IOM Government	9	18	45	18	<b>27%</b>	+2	-4
<b>Q50.</b> The IOM Government encourages new or better ways of doing things	9	36	18	27	<b>45%</b>	+18 ↑	+22 ↑
<b>Q51.</b> I work beyond what is required in my job to help the IOM Government to deliver its services	27	45	18	9	<b>73%</b>	-6 ↓	+1

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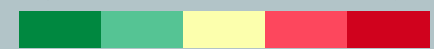


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## IS THERE ROOM FOR IMPROVEMENT?

### TAKING ACTION

27%

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



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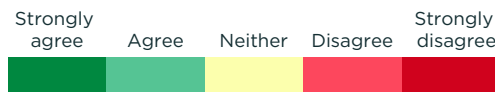
Strongly agree Agree Neither Disagree Strongly disagree



# 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	$317 \div 613 = 52\%$					

## 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.