

HAVE YOUR SAY

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Cronk-y-Berry School

RESPONSE RATE:

54%

RESPONSES:

26
of 48



YOUR EMPLOYEE ENGAGEMENT SCORE:



37%

VARIANCE from PREVIOUS SURVEY:



-18

VARIANCE from PARENT:



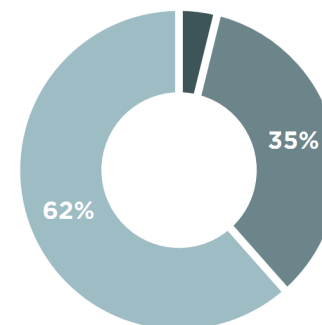
-9

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

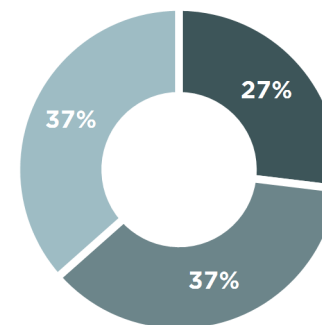
VARIANCE FROM PREVIOUS SURVEY

- 2 questions above
- 18 questions in line
- 32 questions below



VARIANCE FROM PARENT

- 14 questions above
- 19 questions in line
- 19 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%

Q17. The people in my team co-operate to get the work done

96%

Q18. My team is well managed

96%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

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

8%

Q40. Departments work well together across the IOM Government

8%

Q50. The IOM Government encourages new or better ways of doing things

12%

EMPLOYEE ENGAGEMENT

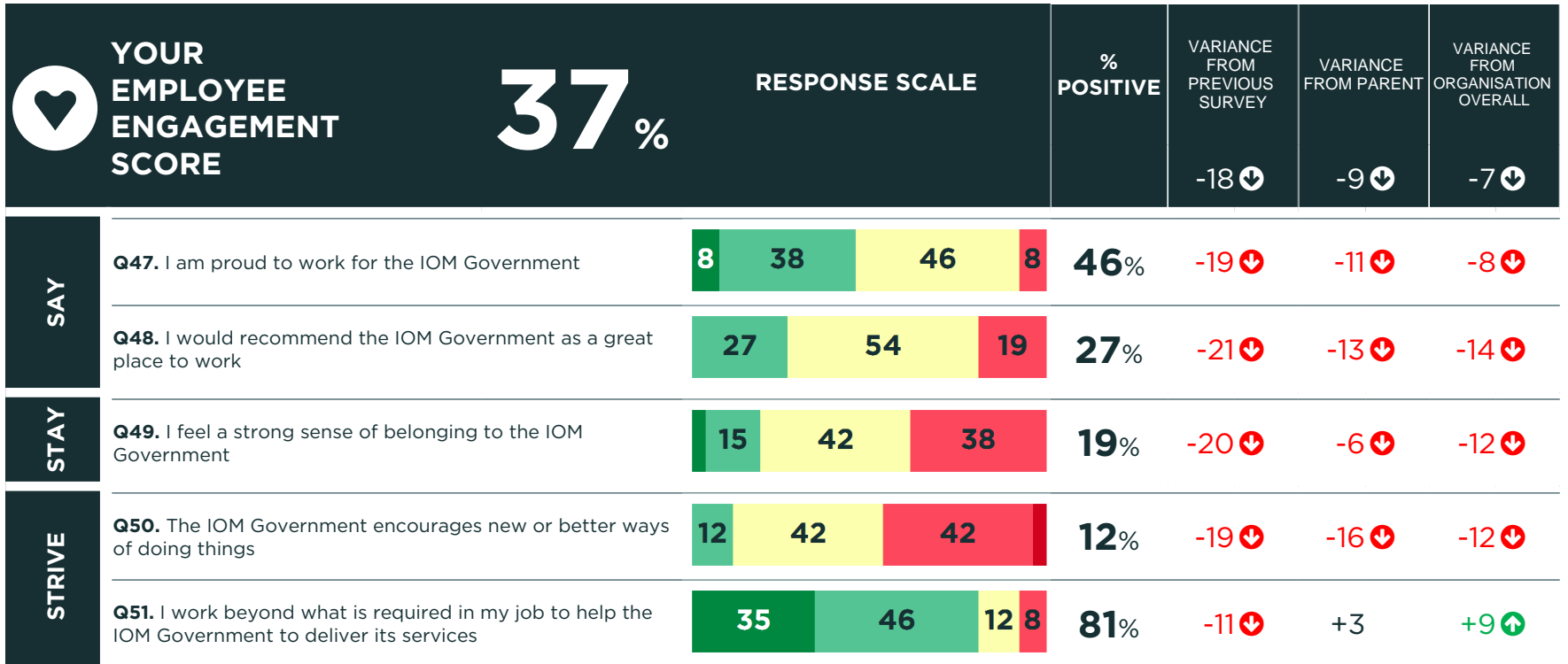


HOW ENGAGED IS YOUR TEAM?

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.



KEY

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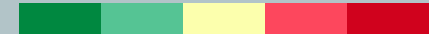


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

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

IS THERE ROOM FOR IMPROVEMENT?

MY WORK	79%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q1. I know what is expected of me at work	38	62	100%	0	+7 ↑	+11 ↑		
Q2. I have the information I need to do my work well	19	73	8	92%	-3	+10 ↑	+19 ↑	
Q3. I have the resources I need to complete my work effectively	15	62	12	12	77%	+3	+13 ↑	+19 ↑
Q4. I am motivated by the work I do	27	58	12	85%	-11 ↓	-4	+8 ↑	
Q5. My work makes good use of my skills and abilities	28	64	92%	-4	+6 ↑	+19 ↑		
Q6. I feel involved in the decisions that affect my work	38	42	12	42%	-32 ↓	-19 ↓	-4	
Q7. I am trusted to make the decisions I need to do my work effectively	12	69	12	8	81%	-15 ↓	+1	+10 ↑
Q8. I am treated with fairness and respect	31	42	27	73%	-27 ↓	-5 ↓	+6 ↑	
Q9. I feel valued for the work I do	15	54	27	69%	-18 ↓	+2	+15 ↑	

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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	65%	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	15	50	31	65%	-22 ↓	-6 ↓ +4
Q11. My Supervisor/Manager communicates effectively	19	54	15 12	73%	-18 ↓	+6 ↑ +13 ↑
Q12. My Supervisor/Manager listens to me and considers my views	19	54	19 8	73%	-10 ↓	-2 +7 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	19	23	50	42%	-36 ↓	-20 ↓ -9 ↓
Q14. My Supervisor/Manager is open to my ideas	27	50	19	77%	-10 ↓	0 +13 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	15	31	35	46%	-2	-2 +4
Q16. I have confidence in the decisions made by my supervisor/manager	15	65	12 8	81%	-11 ↓	+5 ↑ +20 ↑

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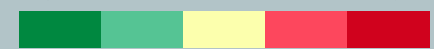


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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	96%	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	54	42	96%	-4	+8 ↑	+16 ↑
Q18. My team is well managed	42	54	96%	+1	+17 ↑	+32 ↑
MY CUSTOMERS	94%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	58	38	96%	0	+2	+6 ↑
Q20. We act on the feedback we receive in order to serve our customers better	46	46	92%	+1	+4	+16 ↑

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	73%	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	24	52	16	8	76%	-7 ↓	-4	+8 ↑	
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	15	54	19	12	69%	-18 ↓	0	+15 ↑	
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	8	42	35	12	50%	-7 ↓	-10 ↓	-2	
Q24. I have a good work life balance	15	35	8	31	50%	+5 ↑	+5 ↑	-7 ↓	

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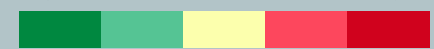


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	46%	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'	42	23	35	42%	+3	+7 ↑ -18 ↓	
Q26. I am committed to what my Department is trying to achieve	12	73	15	85%	+2	+11 ↑ +6 ↑	
Q27. At work, we are good at learning from our mistakes	23	62	8 8	85%	+6 ↑	+6 ↑ +22 ↑	
Q28. I feel that change is managed well	42	31	23	46%	-10 ↓	-3 +9 ↑	
Q29. The reasons for change are clearly communicated to me	8	38	35	15	46%	+3 -4 +7 ↑	
Q30. I think it is safe to challenge the way things are done in my Department	35	27	19	15	38%	+4 +5 ↑ -8 ↓	
Q31. Senior managers in my Department are sufficiently visible	23	27	35	12	27%	-8 ↓ -29 ↓ -26 ↓	
Q32. Senior management are open and honest in their communication with staff	8	23	42	19	8	31%	-4 -15 ↓ -10 ↓
Q33. Senior managers are aware of the challenges we face in our team	23	23	35	15	27%	-4 -23 ↓ -18 ↓	
Q34. Overall, I have confidence in the decisions made by my senior managers	27	46	15	8	31%	-34 ↓ -19 ↓ -10 ↓	

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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	29%	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	31	35	31	31%	-17 ↓	-8 ↓	-14 ↓	
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	12	46	15	27	58%	+1	+8 ↑	+2
Q37. The IOM Government keeps me informed about matters that affect me	38	31	27	38%	-18 ↓	-12 ↓	-3	
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	23	35	31	12	23%	+1	0	-2
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	8	15	62	15	8%	-1	-1	-16 ↓
Q40. Departments work well together across the IOM Government	8	42	27	23	8%	-5 ↓	-1	-6 ↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	8	31	50	8	38%	-14 ↓	+2	+1

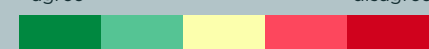
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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	52%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q42. I am proud to work for my Department	8	54	35	62%	-17 ↓	-12 ↓	-11 ↓
Q43. I would recommend my Department as a great place to work	38	35	27	38%	-9 ↓	-10 ↓	-14 ↓
Q44. I feel a strong sense of belonging to my Department	35	38	23	38%	-5 ↓	-6 ↓	-16 ↓
Q45. My Department inspires me to do my best work every day	8	27	27	35%	-13 ↓	-5 ↓	-13 ↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	38	46	15	85%	-6 ↓	+1	+2

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

37%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	8	38	46	8	46%	-19 ↓	-11 ↓	-8 ↓
Q48. I would recommend the IOM Government as a great place to work	27	54	19		27%	-21 ↓	-13 ↓	-14 ↓
Q49. I feel a strong sense of belonging to the IOM Government	15	42	38		19%	-20 ↓	-6 ↓	-12 ↓
Q50. The IOM Government encourages new or better ways of doing things	12	42	42		12%	-19 ↓	-16 ↓	-12 ↓
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	35	46	12	8	81%	-11 ↓	+3	+9 ↑

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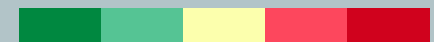


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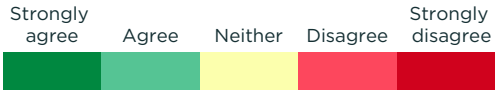
TAKING ACTION	23%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	23	35	31	12	23%	-7 ↓	-1	-4	

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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.



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

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.