

HAVE YOUR SAY

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Kewaigue Primary School

RESPONSE RATE:

86%

RESPONSES:

12
of 14



YOUR EMPLOYEE ENGAGEMENT SCORE:

%

52



VARIANCE from PREVIOUS SURVEY:

-4

VARIANCE from PARENT:



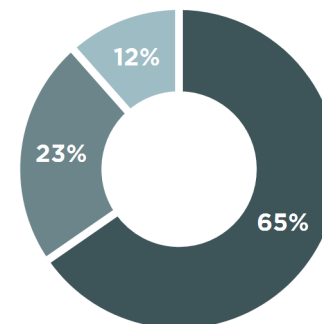
+6

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

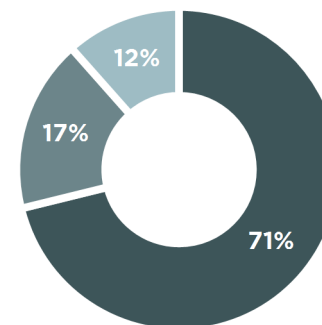
VARIANCE FROM PREVIOUS SURVEY

- 34 questions above
- 12 questions in line
- 6 questions below



VARIANCE FROM PARENT

- 37 questions above
- 9 questions in line
- 6 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%
Q2. I have the information I need to do my work well	100%
Q4. I am motivated by the work I do	100%



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%
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		52%		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	67 33		67%	+7 ↑	+10 ↑	+12 ↑	
	Q48. I would recommend the IOM Government as a great place to work	67 25 8		67%	+7 ↑	+27 ↑	+26 ↑	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	42 58		42%	+12 ↑	+17 ↑	+10 ↑	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	17 83		17%	-23 ↓	-11 ↓	-7 ↓	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	33 33 33		67%	-23 ↓	-12 ↓	-5 ↓	

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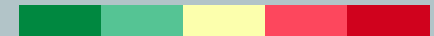


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	87%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work		75	25	100%	0	+7 ↑ +11 ↑
Q2. I have the information I need to do my work well		58	42	100%	0	+17 ↑ +26 ↑
Q3. I have the resources I need to complete my work effectively		25	67	8	92%	+12 ↑ +28 ↑ +34 ↑
Q4. I am motivated by the work I do		67	33	100%	0	+11 ↑ +24 ↑
Q5. My work makes good use of my skills and abilities		50	25	25	75%	-15 ↓ -11 ↓ +2
Q6. I feel involved in the decisions that affect my work		33	42	25	75%	+15 ↑ +14 ↑ +29 ↑
Q7. I am trusted to make the decisions I need to do my work effectively		58	25	17	83%	-17 ↓ +4 +13 ↑
Q8. I am treated with fairness and respect		75	8	17	83%	+3 +5 ↑ +17 ↑
Q9. I feel valued for the work I do		42	33	25	75%	+25 ↑ +7 ↑ +21 ↑

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	85%	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	17	75	8	92%	+42 ↑	+21 ↑	+30 ↑
Q11. My Supervisor/Manager communicates effectively	17	75	8	92%	+22 ↑	+25 ↑	+31 ↑
Q12. My Supervisor/Manager listens to me and considers my views	33	58	8	92%	+22 ↑	+17 ↑	+26 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	8	75	17	83%	+33 ↑	+21 ↑	+32 ↑
Q14. My Supervisor/Manager is open to my ideas	33	42	25	75%	+15 ↑	-2	+11 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	67	33		67%	+27 ↑	+19 ↑	+25 ↑
Q16. I have confidence in the decisions made by my supervisor/manager	50	42	8	92%	+22 ↑	+16 ↑	+31 ↑

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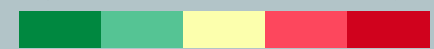


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MY TEAM	96%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q17. The people in my team co-operate to get the work done	33	67	100%	0	+12 ↑	+20 ↑
Q18. My team is well managed	33	58 8	92%	+2	+12 ↑	+28 ↑
MY CUSTOMERS	100%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	50	50	100%	+10 ↑	+6 ↑	+10 ↑
Q20. We act on the feedback we receive in order to serve our customers better	58	42	100%	+10 ↑	+12 ↑	+24 ↑

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	96%	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	33	67	100%	+10 ↑	+20 ↑	+32 ↑		
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	8	83	8	+22 ↑	+23 ↑	+37 ↑		
WELLBEING	71%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q23. My organisation cares about my health and wellbeing	25	58	8	+23 ↑	+23 ↑	+32 ↑		
Q24. I have a good work life balance	8	50	25	17	58%	-2	+13 ↑	+1

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IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	61%	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'	33	67	33%	+3	-2	-27 ↓
Q26. I am committed to what my Department is trying to achieve	67	33	67%	+7 ↑	-7 ↓	-12 ↓
Q27. At work, we are good at learning from our mistakes	25	67	92%	+2	+13 ↑	+29 ↑
Q28. I feel that change is managed well	8	50	58%	+8 ↑	+9 ↑	+22 ↑
Q29. The reasons for change are clearly communicated to me	8	75	83%	+33 ↑	+34 ↑	+44 ↑
Q30. I think it is safe to challenge the way things are done in my Department	33	67	33%	+23 ↑	0	-14 ↓
Q31. Senior managers in my Department are sufficiently visible	8	58	67%	+27 ↑	+11 ↑	+14 ↑
Q32. Senior management are open and honest in their communication with staff	8	42	50%	+10 ↑	+4	+9 ↑
Q33. Senior managers are aware of the challenges we face in our team	8	58	67%	+47 ↑	+17 ↑	+22 ↑
Q34. Overall, I have confidence in the decisions made by my senior managers	9	45	55%	+15 ↑	+5 ↑	+13 ↑

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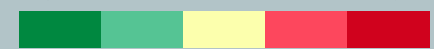


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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	33%	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		50	50%	+6 ↑	+12 ↑	+5 ↑
Q36. I understand how my work contributes to what the IOM Government is trying to achieve		8 58 33	67%	+11 ↑	+17 ↑	+11 ↑
Q37. The IOM Government keeps me informed about matters that affect me		50 42 8	50%	+6 ↑	0	+8 ↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government		17 58 25	17%	-6 ↓	-6 ↓	-9 ↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'		8 25 67	8%	+8 ↑	0	-15 ↓
Q40. Departments work well together across the IOM Government		8 58 33	8%	-2	0	-5 ↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		33 67	33%	+13 ↑	-4	-4

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	70%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	8	75	17	83%	+3	+10 ↑	+11 ↑	
Q43. I would recommend my Department as a great place to work		75	25	75%	+35 ↑	+26 ↑	+23 ↑	
Q44. I feel a strong sense of belonging to my Department		67	33	67%	+17 ↑	+23 ↑	+12 ↑	
Q45. My Department inspires me to do my best work every day		50	42	8	50%	+6 ↑	+10 ↑	+2
Q46. I work beyond what is required in my job to help my Department to achieve its objectives		42	33	25	75%	-15 ↓	-8 ↓	-8 ↓

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT	52%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q47. I am proud to work for the IOM Government	67	33	67%	+7 ↑	+10 ↑	+12 ↑
Q48. I would recommend the IOM Government as a great place to work	67	25 8	67%	+7 ↑	+27 ↑	+26 ↑
Q49. I feel a strong sense of belonging to the IOM Government	42	58	42%	+12 ↑	+17 ↑	+10 ↑
Q50. The IOM Government encourages new or better ways of doing things	17	83	17%	-23 ↓	-11 ↓	-7 ↓
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	33	33 33	67%	-23 ↓	-12 ↓	-5 ↓

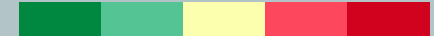
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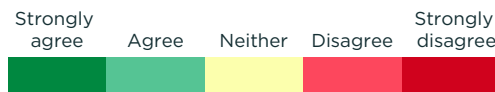
TAKING ACTION	42%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q52. I believe that action will be taken based on the results from this survey	42	50	8	42%	+2	+17 ↑	+15 ↑

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					

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.