

HAVE YOUR SAY

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Marown Primary School

RESPONSE RATE:

74%

RESPONSES:

14
of 19



YOUR EMPLOYEE ENGAGEMENT SCORE:

%

39



VARIANCE from PREVIOUS SURVEY:



-20

VARIANCE from PARENT:



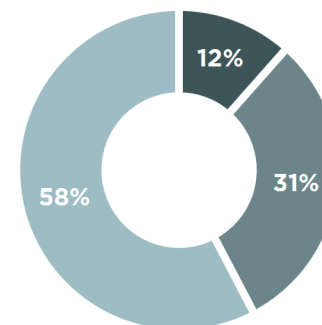
-7

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

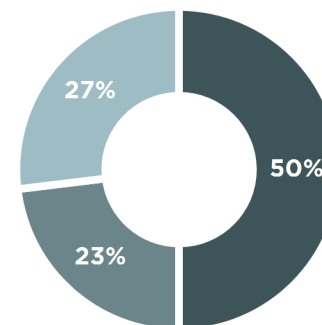
VARIANCE FROM PREVIOUS SURVEY

- 6 questions above
- 16 questions in line
- 30 questions below



VARIANCE FROM PARENT

- 26 questions above
- 12 questions in line
- 14 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%

Q4. I am motivated by the work I do

100%

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

100%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

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

7%

Q25. When I talk about my Department I say 'we' rather than 'they'

14%

Q30. I think it is safe to challenge the way things are done in my Department

14%

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		39%				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	7	36	50	7	43%	-24 ↓	-14 ↓	-12 ↓	
	Q48. I would recommend the IOM Government as a great place to work	7	29	57	7	36%	-23 ↓	-4	-5 ↓	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	7	14	71	7	21%	-20 ↓	-4	-10 ↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	7	14	71	7	21%	-29 ↓	-6 ↓	-2	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	29	43	29	71%	-4	-7 ↓	0		

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.

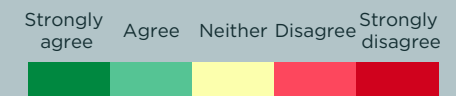
IS THERE ROOM FOR IMPROVEMENT?

MY WORK	93%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	50	50	100%	0	+7 ↑	+11 ↑
Q2. I have the information I need to do my work well	43	50 7	93%	+1	+10 ↑	+19 ↑
Q3. I have the resources I need to complete my work effectively	21	64 14	86%	+32 ↑	+22 ↑	+28 ↑
Q4. I am motivated by the work I do	50	50	100%	0	+11 ↑	+24 ↑
Q5. My work makes good use of my skills and abilities	57	43	100%	0	+14 ↑	+27 ↑
Q6. I feel involved in the decisions that affect my work	31	54 15	85%	+8 ↑	+24 ↑	+39 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	38	62	100%	0	+21 ↑	+29 ↑
Q8. I am treated with fairness and respect	46	46 8	92%	0	+14 ↑	+26 ↑
Q9. I feel valued for the work I do	46	38 15	85%	-15 ↓	+17 ↑	+31 ↑

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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	29	50	21	79%	-13 ↓	+8 ↑	+17 ↑	
Q11. My Supervisor/Manager communicates effectively	29	36	36	64%	+6 ↑	-3	+4	
Q12. My Supervisor/Manager listens to me and considers my views	36	36	29	71%	-20 ↓	-3	+5 ↑	
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	36	21	43	57%	-18 ↓	-5 ↓	+6 ↑	
Q14. My Supervisor/Manager is open to my ideas	36	43	21	79%	-21 ↓	+2	+15 ↑	
Q15. My Supervisor/Manager deals with poor performance effectively	21	14	50	14	36%	-28 ↓	-12 ↓	-6 ↓
Q16. I have confidence in the decisions made by my supervisor/manager	29	43	29	71%	-10 ↓	-4	+11 ↑	

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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	86%	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	64	29	7	93%	-7 ↓	+5 ↑	+13 ↑	
Q18. My team is well managed	36	43	21	79%	-12 ↓	-1	+15 ↑	
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	71	29		100%	0	+6 ↑	+10 ↑	
Q20. We act on the feedback we receive in order to serve our customers better	57	43		100%	0	+12 ↑	+24 ↑	

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	79%	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	43	43	77	86%	-6 ↓	+6 ↑	+18 ↑	
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	36	36	29	71%	-29 ↓	+2	+17 ↑	
WELLBEING	82%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q23. My organisation cares about my health and wellbeing	57	43	100%	+9 ↑	+40 ↑	+48 ↑		
Q24. I have a good work life balance	14	50	14	21	64%	+1	+19 ↑	+7 ↑

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IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	44%	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'	14	57	29	14%	-68 ↓	-21 ↓	-46 ↓	
Q26. I am committed to what my Department is trying to achieve	14	64	21	79%	-3	+5 ↑	0	
Q27. At work, we are good at learning from our mistakes	21	64	14	86%	+4	+7 ↑	+24 ↑	
Q28. I feel that change is managed well	14	57	21	7	71%	-1	+22 ↑	+35 ↑
Q29. The reasons for change are clearly communicated to me	14	50	29	7	64%	-18 ↓	+15 ↑	+25 ↑
Q30. I think it is safe to challenge the way things are done in my Department	14	71	14	14%	-40 ↓	-19 ↓	-33 ↓	
Q31. Senior managers in my Department are sufficiently visible	7	21	50	21	29%	-17 ↓	-28 ↓	-25 ↓
Q32. Senior management are open and honest in their communication with staff	29	71		29%	-26 ↓	-17 ↓	-12 ↓	
Q33. Senior managers are aware of the challenges we face in our team	29	64	7	29%	-26 ↓	-21 ↓	-16 ↓	
Q34. Overall, I have confidence in the decisions made by my senior managers	29	71		29%	-35 ↓	-21 ↓	-13 ↓	

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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	38%	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	7	57	29	7	64%	+28 ↑	+26 ↑	+19 ↑
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	14	50	29	7	64%	+10 ↑	+15 ↑	+9 ↑
Q37. The IOM Government keeps me informed about matters that affect me	14	36	50		50%	-5 ↓	0	+8 ↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	7	14	64	7	21%	-6 ↓	-1	-4
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	7	29	64		7%	-1	-1	-17 ↓
Q40. Departments work well together across the IOM Government	14	64	21		14%	-2	+6 ↑	+1
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	7	36	50	7	43%	-15 ↓	+6 ↑	+5 ↑

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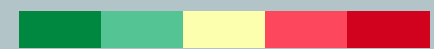


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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	56%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q42. I am proud to work for my Department	14	64	21	79%	-21↓	+5↑	+6↑
Q43. I would recommend my Department as a great place to work	14	36	50	50%	-33↓	+1	-2
Q44. I feel a strong sense of belonging to my Department	14	36	50	50%	-42↓	+6↑	-4
Q45. My Department inspires me to do my best work every day	14	14	71	29%	-55↓	-11↓	-19↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	36	36	29	71%	-20↓	-12↓	-11↓

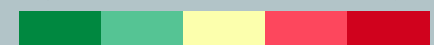
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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

39%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	7	36	50	7	43%	-24 ↓	-14 ↓	-12 ↓
Q48. I would recommend the IOM Government as a great place to work	7	29	57	7	36%	-23 ↓	-4	-5 ↓
Q49. I feel a strong sense of belonging to the IOM Government	7	14	71	7	21%	-20 ↓	-4	-10 ↓
Q50. The IOM Government encourages new or better ways of doing things	7	14	71	7	21%	-29 ↓	-6 ↓	-2
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	29	43	29		71%	-4	-7 ↓	0

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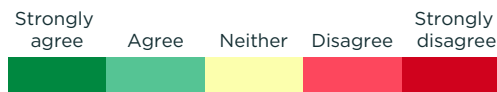
TAKING ACTION	14%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey		77	14%	-4	-10 ↓	-13 ↓

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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.