

HAVE YOUR SAY

HAVE YOUR SAY

Onchan Primary School

RESPONSE RATE:

57%

RESPONSES:

27
of 47



YOUR EMPLOYEE ENGAGEMENT SCORE:



45%

VARIANCE from PREVIOUS SURVEY: **+20**

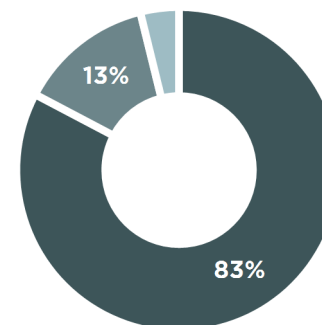
VARIANCE from PARENT: **0**

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

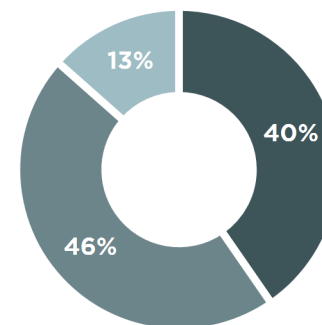
VARIANCE FROM PREVIOUS SURVEY

- 43 questions above
- 7 questions in line
- 2 questions below



VARIANCE FROM PARENT

- 21 questions above
- 24 questions in line
- 7 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

Q4. I am motivated by the work I do	96%
Q17. The people in my team co-operate to get the work done	96%
Q19. We are committed to delivering a good customer service	96%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q40. Departments work well together across the IOM Government	7%
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	11%
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	23%

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		45%		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	59	33		63%	+33 ↑	+6 ↑	+8 ↑
	Q48. I would recommend the IOM Government as a great place to work	30	56	15	30%	+20 ↑	-10 ↓	-11 ↓
STAY	Q49. I feel a strong sense of belonging to the IOM Government	22	56	19	26%	+16 ↑	+1	-5 ↓
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	26	59	11	26%	+19 ↑	-1	+2
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	37	44	15	81%	+15 ↑	+3	+10 ↑

KEY

PARENT NAME: PRIMARY

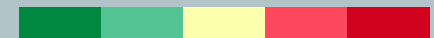


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	85%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	30	63				93%	-1	-1	+3
Q2. I have the information I need to do my work well	22	63	11			85%	+5 ↑	+3	+11 ↑
Q3. I have the resources I need to complete my work effectively	19	52	19	11		70%	+14 ↑	+6 ↑	+13 ↑
Q4. I am motivated by the work I do	41	56				96%	+13 ↑	+7 ↑	+20 ↑
Q5. My work makes good use of my skills and abilities	30	63	7			93%	+9 ↑	+6 ↑	+19 ↑
Q6. I feel involved in the decisions that affect my work	11	59	22	7		70%	+27 ↑	+9 ↑	+24 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	22	70	7			93%	+19 ↑	+13 ↑	+22 ↑
Q8. I am treated with fairness and respect	22	59	15			81%	+18 ↑	+3	+15 ↑
Q9. I feel valued for the work I do	19	63	11			81%	+38 ↑	+14 ↑	+27 ↑

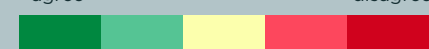
KEY

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 SUPERVISOR/MANAGER	69%	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	7	63	22	70%	+14 ↑	-1	+9 ↑
Q11. My Supervisor/Manager communicates effectively	7	59	22	67%	+10 ↑	0	+6 ↑
Q12. My Supervisor/Manager listens to me and considers my views	22	56	19	78%	+4	+3	+12 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	22	41	26	63%	+13 ↑	+1	+12 ↑
Q14. My Supervisor/Manager is open to my ideas	19	67	15	85%	+12 ↑	+8 ↑	+21 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	7	33	44	41%	+21 ↑	-7 ↓	-1
Q16. I have confidence in the decisions made by my supervisor/manager	7	74	7	81%	+35 ↑	+6 ↑	+21 ↑

KEY

PARENT NAME: PRIMARY

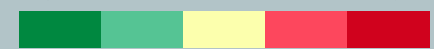


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 TEAM	93%	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	63	96%	+16 ↑	+9 ↑	+16 ↑
Q18. My team is well managed	33	56	89%	+16 ↑	+9 ↑	+25 ↑
MY CUSTOMERS	92%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	42	54	96%	+17 ↑	+2	+7 ↑
Q20. We act on the feedback we receive in order to serve our customers better	27	62	88%	+9 ↑	+1	+13 ↑

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?

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	23	65	12	88%	+18 ↑	+9 ↑ +20 ↑
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	15	54	27	69%	+6 ↑	0 +15 ↑
WELLBEING	52%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	19	37	30	15	56%	+12 ↑ -5 ↓ +4
Q24. I have a good work life balance	7	41	26	26	48%	+18 ↑ +3 -9 ↓

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 GOVERNMENT DEPARTMENT/BOARD/OFFICE	60%	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	37	30	33%	-7 ↓	-2	-27 ↓	
Q26. I am committed to what my Department is trying to achieve	19	63	19	81%	+5 ↑	+8 ↑	+3	
Q27. At work, we are good at learning from our mistakes	19	74	7	93%	+23 ↑	+14 ↑	+30 ↑	
Q28. I feel that change is managed well	15	44	33	7	59%	+23 ↑	+10 ↑	+22 ↑
Q29. The reasons for change are clearly communicated to me	7	41	33	15	48%	+8 ↑	-2	+9 ↑
Q30. I think it is safe to challenge the way things are done in my Department	37	41	19	41%	+11 ↑	+7 ↑	-6 ↓	
Q31. Senior managers in my Department are sufficiently visible	22	56	11	11	78%	+11 ↑	+22 ↑	+25 ↑
Q32. Senior management are open and honest in their communication with staff	11	48	30	11	59%	+19 ↑	+13 ↑	+19 ↑
Q33. Senior managers are aware of the challenges we face in our team	11	41	26	22	52%	+12 ↑	+2	+7 ↑
Q34. Overall, I have confidence in the decisions made by my senior managers	7	48	33	11	56%	+22 ↑	+6 ↑	+14 ↑

PARENT NAME: PRIMARY

KEY

↑ 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 RELATIONSHIP WITH THE IOM GOVERNMENT	26%	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%	+11 ↑	-8 ↓	-14 ↓
Q36. I understand how my work contributes to what the IOM Government is trying to achieve			38%	+15 ↑	-11 ↓	-17 ↓
Q37. The IOM Government keeps me informed about matters that affect me			50%	0	0	+8 ↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government			23%	+20 ↑	0	-2
Q39. When I talk about the IOM Government I say 'we' rather than 'they'			11%	+11 ↑	+3	-13 ↓
Q40. Departments work well together across the IOM Government			7%	+4	-1	-6 ↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)			26%	-2	-11 ↓	-12 ↓

KEY

PARENT NAME: PRIMARY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Red) | Strongly disagree (Dark Red)

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?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	59%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	7	74	15	81%	+15 ↑	+8 ↑	+9 ↑	
Q43. I would recommend my Department as a great place to work	7	41	44	7	48%	+15 ↑	0	-4
Q44. I feel a strong sense of belonging to my Department	33	56	7	37%	-13 ↓	-7 ↓	-17 ↓	
Q45. My Department inspires me to do my best work every day	37	41	19	41%	-4	+1	-7 ↓	
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	41	44	15	85%	-1	+2	+3	

KEY

PARENT NAME: PRIMARY

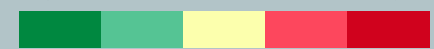


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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?

ENGAGEMENT WITH THE IOM GOVERNMENT	45%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q47. I am proud to work for the IOM Government	59	33	63%	+33 ↑	+6 ↑	+8 ↑	
Q48. I would recommend the IOM Government as a great place to work	30	56	15	30%	+20 ↑	-10 ↓	-11 ↓
Q49. I feel a strong sense of belonging to the IOM Government	22	56	19	26%	+16 ↑	+1	-5 ↓
Q50. The IOM Government encourages new or better ways of doing things	26	59	11	26%	+19 ↑	-1	+2
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	37	44	15	81%	+15 ↑	+3	+10 ↑

KEY

PARENT NAME: PRIMARY

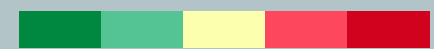


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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?

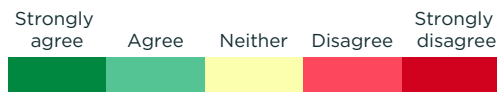
TAKING ACTION	30%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	30	41	15 15	30%	+20 ↑	+5 ↑	+3

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

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.