

**HAVE YOUR SAY**

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**Scoil Phurt le Moirrey**

RESPONSE RATE:

**65%**

RESPONSES:

**15**  
of 23



**YOUR EMPLOYEE ENGAGEMENT SCORE:**



**55%**

VARIANCE from PARENT:

↑ **+9**

VARIANCE from ORGANISATION OVERALL:

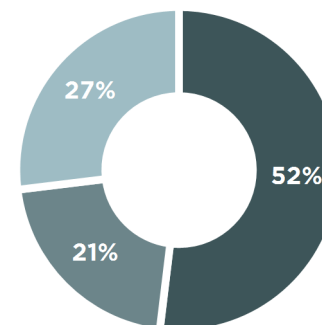
↑ **+10**

**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

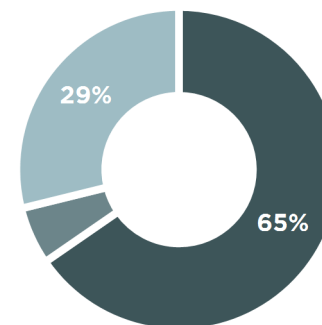
**VARIANCE FROM PARENT**

- 27 questions above
- 11 questions in line
- 14 questions below



**VARIANCE FROM ORGANISATION OVERALL**

- 34 questions above
- 3 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

**100%**

**Q4.** I am motivated by the work I do

**100%**

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

**100%**



**BOTTOM 3 LOWEST SCORING QUESTIONS:**

% POSITIVE

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

**0%**

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

**0%**

**Q52.** I believe that action will be taken based on the results from this survey

**13%**

# 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		55%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
SAY	Q47. I am proud to work for the IOM Government	20	40	33		60%	+3	+6 ↑
	Q48. I would recommend the IOM Government as a great place to work	40	53			47%	+7 ↑	+6 ↑
STAY	Q49. I feel a strong sense of belonging to the IOM Government	40	40	13		40%	+15 ↑	+9 ↑
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	27	60			33%	+6 ↑	+10 ↑
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	47	47			93%	+15 ↑	+22 ↑

KEY

PARENT NAME: PRIMARY

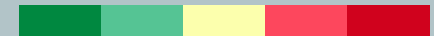


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q1. I know what is expected of me at work	60	40	100%	+7 ↑	+11 ↑	
Q2. I have the information I need to do my work well	20	67	13	87%	+4	+13 ↑
Q3. I have the resources I need to complete my work effectively	47	13	33	53%	-11 ↓	-5 ↓
Q4. I am motivated by the work I do	40	60	100%	+11 ↑	+24 ↑	
Q5. My work makes good use of my skills and abilities	33	60	93%	+7 ↑	+20 ↑	
Q6. I feel involved in the decisions that affect my work	20	53	20	73%	+12 ↑	+27 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	40	47	87%	+7 ↑	+16 ↑	
Q8. I am treated with fairness and respect	53	33	13	87%	+8 ↑	+20 ↑
Q9. I feel valued for the work I do	33	47	13	80%	+12 ↑	+26 ↑

**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?

MY SUPERVISOR/MANAGER	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q10. My Supervisor/Manager tells me when I have done a good job	27	40	20	13	67%	-4	+5 ↑
Q11. My Supervisor/Manager communicates effectively	13	67	13		80%	+13 ↑	+20 ↑
Q12. My Supervisor/Manager listens to me and considers my views	33	47	13		80%	+5 ↑	+14 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	27	40	27		67%	+5 ↑	+15 ↑
Q14. My Supervisor/Manager is open to my ideas	27	47	20		73%	-3	+9 ↑
Q15. My Supervisor/Manager deals with poor performance effectively		60	20	13	67%	+19 ↑	+25 ↑
Q16. I have confidence in the decisions made by my supervisor/manager	20	60	20		80%	+5 ↑	+19 ↑

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither   Disagree   Strongly disagree

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## IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	77%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q17. The people in my team co-operate to get the work done	27	53	13		80%	-8 ↓	0
Q18. My team is well managed	27	47	20		73%	-6 ↓	+9 ↑
MY CUSTOMERS	97%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	47	53			100%	+6 ↑	+10 ↑
Q20. We act on the feedback we receive in order to serve our customers better	53	40			93%	+6 ↑	+18 ↑

KEY	PARENT NAME: PRIMARY		Legend				
	<p>↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</p> <p>↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</p>		Strongly agree	Agree	Neither	Disagree	Strongly disagree

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## IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	67%	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	20	53	20	73%	-6 ↓ +5 ↑
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	53	33	60%	-9 ↓ +5 ↑	
WELLBEING	43%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	53	33	53%	-7 ↓ +2	
Q24. I have a good work life balance	33	20	20	27	33% -12 ↓ -24 ↓

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					

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## IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	63%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q25. When I talk about my Department I say 'we' rather than 'they'	20	40	33	27%	-8 ↓	-33 ↓	
Q26. I am committed to what my Department is trying to achieve	13	60	27	73%	0	-5 ↓	
Q27. At work, we are good at learning from our mistakes	27	53	13	80%	+1	+18 ↑	
Q28. I feel that change is managed well	60	27		67%	+17 ↑	+30 ↑	
Q29. The reasons for change are clearly communicated to me	53	33		60%	+10 ↑	+21 ↑	
Q30. I think it is safe to challenge the way things are done in my Department	33	27	27	40%	+7 ↑	-7 ↓	
Q31. Senior managers in my Department are sufficiently visible	20	47	20	67%	+11 ↑	+14 ↑	
Q32. Senior management are open and honest in their communication with staff	60	27		67%	+21 ↑	+26 ↑	
Q33. Senior managers are aware of the challenges we face in our team	13	53	20	13	67%	+17 ↑	+22 ↑
Q34. Overall, I have confidence in the decisions made by my senior managers	13	67	20	80%	+30 ↑	+39 ↑	

PARENT NAME: PRIMARY

### KEY

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Strongly agree Agree Neither Disagree Strongly disagree



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## IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	24%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
<b>Q35.</b> I know what the IOM Government is trying to achieve	40	47	13	40%	+2	-5 ↓	
<b>Q36.</b> I understand how my work contributes to what the IOM Government is trying to achieve	40	47	13	40%	-10 ↓	-16 ↓	
<b>Q37.</b> The IOM Government keeps me informed about matters that affect me	33	47	20	33%	-17 ↓	-9 ↓	
<b>Q38.</b> I believe the Chief Officers have a clear vision for the future of the IOM Government	13	60	20	20%	-3	-5 ↓	
<b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'	20	60	20	0%	-8 ↓	-24 ↓	
<b>Q40.</b> Departments work well together across the IOM Government	47	53		0%	-8 ↓	-13 ↓	
<b>Q41.</b> I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	27	53	13	33%	-4	-4	

**KEY**

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Strongly agree (dark green) | Agree (light green) | Neither (yellow) | Disagree (red) | Strongly disagree (dark red)



# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

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

# 59%

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	20	60	20	0	0	80%	+7 ↑	+7 ↑
Q43. I would recommend my Department as a great place to work	0	47	53	0	0	47%	-2	-5 ↓
Q44. I feel a strong sense of belonging to my Department	13	20	67	0	0	33%	-11 ↓	-21 ↓
Q45. My Department inspires me to do my best work every day	0	40	53	0	7	40%	0	-8 ↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	60	33	0	0	7	93%	+10 ↑	+11 ↑

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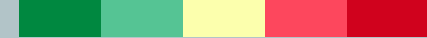


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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH THE IOM GOVERNMENT

55%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

<b>Q47.</b> I am proud to work for the IOM Government	20	40	33	60%	+3	+6 ↑
<b>Q48.</b> I would recommend the IOM Government as a great place to work	40	53		47%	+7 ↑	+6 ↑
<b>Q49.</b> I feel a strong sense of belonging to the IOM Government	40	40	13	40%	+15 ↑	+9 ↑
<b>Q50.</b> The IOM Government encourages new or better ways of doing things	27	60		33%	+6 ↑	+10 ↑
<b>Q51.</b> I work beyond what is required in my job to help the IOM Government to deliver its services	47	47		93%	+15 ↑	+22 ↑

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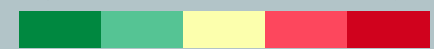


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## IS THERE ROOM FOR IMPROVEMENT?

### TAKING ACTION

13%

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



PARENT NAME: PRIMARY

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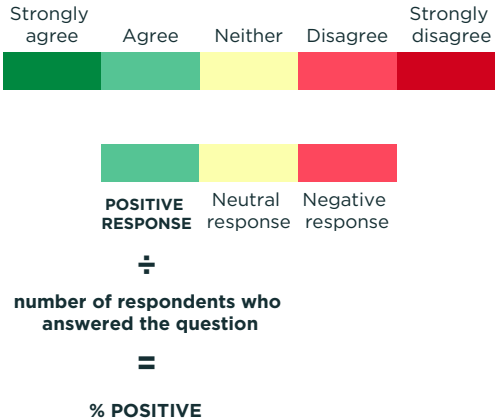
Strongly agree Agree Neither Disagree Strongly disagree



# 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.



## 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	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## 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.