

HAVE YOUR SAY

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Sulby Primary School

RESPONSE RATE:

53%

RESPONSES:

10
of 19



YOUR EMPLOYEE ENGAGEMENT SCORE:



82%

VARIANCE from PARENT:

↑ **+37**

VARIANCE from ORGANISATION OVERALL:

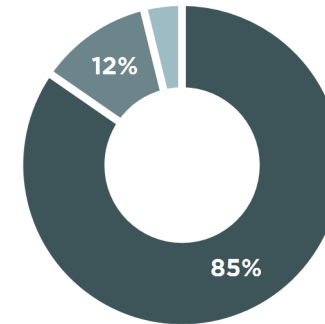
↑ **+38**

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

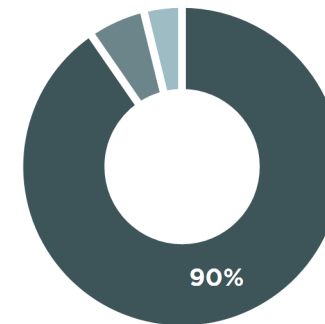
VARIANCE FROM PARENT

- 44 questions above
- 6 questions in line
- 2 questions below



VARIANCE FROM ORGANISATION OVERALL

- 47 questions above
- 3 questions in line
- 2 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'	11%
Q40. Departments work well together across the IOM Government	22%
Q25. When I talk about my Department I say 'we' rather than 'they'	40%

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		82%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
SAY	Q47. I am proud to work for the IOM Government	44	44	11	89%	+32 ↑	+34 ↑	
	Q48. I would recommend the IOM Government as a great place to work	44	44	11	89%	+49 ↑	+48 ↑	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	22	56	22	78%	+53 ↑	+47 ↑	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	22	33	44	56%	+28 ↑	+32 ↑	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	78		22	100%	+22 ↑	+28 ↑	

KEY

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PRIMARY

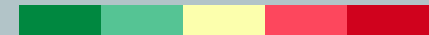


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	89%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q1. I know what is expected of me at work		70	100%	+7 ↑	+11 ↑			
Q2. I have the information I need to do my work well		40	60	100%	+17 ↑	+26 ↑		
Q3. I have the resources I need to complete my work effectively		30	60	10	90%	+26 ↑	+32 ↑	
Q4. I am motivated by the work I do		90	10	100%	+11 ↑	+24 ↑		
Q5. My work makes good use of my skills and abilities		90	10	100%	+14 ↑	+27 ↑		
Q6. I feel involved in the decisions that affect my work		30	30	20	20	60%	-1	+14 ↑
Q7. I am trusted to make the decisions I need to do my work effectively		70	20	10	70%	-9 ↓	-1	
Q8. I am treated with fairness and respect		60	30	10	90%	+12 ↑	+23 ↑	
Q9. I feel valued for the work I do		50	40	10	90%	+22 ↑	+36 ↑	

KEY

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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)

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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	76%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q10. My Supervisor/Manager tells me when I have done a good job	20	50	30	70%	-1 +8 ↑
Q11. My Supervisor/Manager communicates effectively	10	70	20	80%	+13 ↑ +20 ↑
Q12. My Supervisor/Manager listens to me and considers my views	20	50	30	70%	-5 ↓ +4
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	20	50	30	70%	+8 ↑ +19 ↑
Q14. My Supervisor/Manager is open to my ideas	20	70	10	90%	+13 ↑ +26 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	20	30	40	10	50% +2 +8 ↑
Q16. I have confidence in the decisions made by my supervisor/manager	40	60		100%	+25 ↑ +39 ↑

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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	85%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q17. The people in my team co-operate to get the work done	90	10	90%	+2	+10 ↑
Q18. My team is well managed	70	10 20	80%	+1	+16 ↑
MY CUSTOMERS	100%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	100		100%	+6 ↑	+10 ↑
Q20. We act on the feedback we receive in order to serve our customers better	90	10	100%	+12 ↑	+24 ↑

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	90%	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	50	40	10		90%	+10 ↑	+22 ↑
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	20	70	10		90%	+21 ↑	+35 ↑
WELLBEING	70%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	40	40	10	10	80%	+20 ↑	+28 ↑
Q24. I have a good work life balance	60		30	10	60%	+15 ↑	+3

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IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

79%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q25. When I talk about my Department I say 'we' rather than 'they'	20	20	50	10	40%	+5 ↑	-20 ↓
Q26. I am committed to what my Department is trying to achieve	20	70		10	90%	+17 ↑	+12 ↑
Q27. At work, we are good at learning from our mistakes	60	30	10		90%	+11 ↑	+28 ↑
Q28. I feel that change is managed well	20	60	20		80%	+31 ↑	+43 ↑
Q29. The reasons for change are clearly communicated to me	20	80			100%	+50 ↑	+61 ↑
Q30. I think it is safe to challenge the way things are done in my Department	10	50	30	10	60%	+27 ↑	+13 ↑
Q31. Senior managers in my Department are sufficiently visible	20	60	20		80%	+24 ↑	+27 ↑
Q32. Senior management are open and honest in their communication with staff	10	70	20		80%	+34 ↑	+39 ↑
Q33. Senior managers are aware of the challenges we face in our team	11	67	11	11	78%	+28 ↑	+33 ↑
Q34. Overall, I have confidence in the decisions made by my senior managers	20	70	10		90%	+40 ↑	+49 ↑

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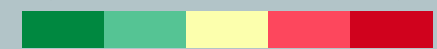


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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	67%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q35. I know what the IOM Government is trying to achieve		80	20	80%	+42 ↑ +35 ↑	
Q36. I understand how my work contributes to what the IOM Government is trying to achieve		20	70	10	90%	+40 ↑ +34 ↑
Q37. The IOM Government keeps me informed about matters that affect me		10	90		100%	+50 ↑ +58 ↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government		10	60	30	70%	+47 ↑ +45 ↑
Q39. When I talk about the IOM Government I say 'we' rather than 'they'		11	56	33	11%	+3 -13 ↓
Q40. Departments work well together across the IOM Government		22	67	11	22%	+14 ↑ +9 ↑
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		11	78	11	89%	+52 ↑ +51 ↑

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

IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

94%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q42. I am proud to work for my Department	60	40	100%	+27 ↑	+27 ↑
Q43. I would recommend my Department as a great place to work	40	50	10	+41 ↑	+38 ↑
Q44. I feel a strong sense of belonging to my Department	40	60	100%	+56 ↑	+46 ↑
Q45. My Department inspires me to do my best work every day	40	40	20	+40 ↑	+32 ↑
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	80	20	100%	+17 ↑	+17 ↑

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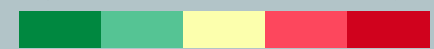
Strongly agree

Agree

Neither

Disagree

Strongly disagree



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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

82%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	44	44	11	89%	+32 ↑	+34 ↑
Q48. I would recommend the IOM Government as a great place to work	44	44	11	89%	+49 ↑	+48 ↑
Q49. I feel a strong sense of belonging to the IOM Government	22	56	22	78%	+53 ↑	+47 ↑
Q50. The IOM Government encourages new or better ways of doing things	22	33	44	56%	+28 ↑	+32 ↑
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	78	22		100%	+22 ↑	+28 ↑

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IS THERE ROOM FOR IMPROVEMENT?

TAKING ACTION

50%

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



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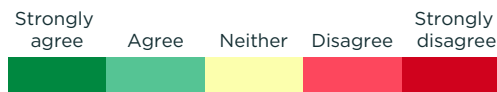
Strongly agree Agree Neither Disagree Strongly disagree



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.



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

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.