

HAVE YOUR SAY

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Victoria Road School

RESPONSE RATE:

96%

RESPONSES:

24
of 25



YOUR EMPLOYEE ENGAGEMENT SCORE:



51%

VARIANCE from PREVIOUS SURVEY: **+9**

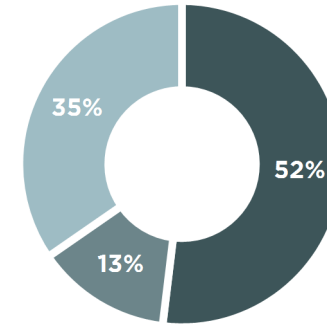
VARIANCE from PARENT: **+5**

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

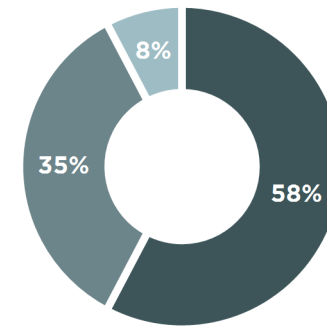
VARIANCE FROM PREVIOUS SURVEY

- 27 questions above
- 7 questions in line
- 18 questions below



VARIANCE FROM PARENT

- 30 questions above
- 18 questions in line
- 4 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%
Q19. We are committed to delivering a good customer service	100%
Q20. We act on the feedback we receive in order to serve our customers better	95%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q40. Departments work well together across the IOM Government	13%
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	17%
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	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		51%			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	22	39	35		61%	+5 ↑	+4	+6 ↑
	Q48. I would recommend the IOM Government as a great place to work	21	25	46	8	46%	+12 ↑	+6 ↑	+5 ↑
STAY	Q49. I feel a strong sense of belonging to the IOM Government	13	21	46	17	33%	+22 ↑	+8 ↑	+2
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	27		41	27	32%	+10 ↑	+5 ↑	+8 ↑
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	48	35		13	83%	-6 ↓	+4	+11 ↑

KEY

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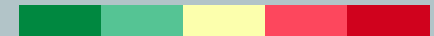


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	83%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q1. I know what is expected of me at work	70	30	100%	0	+7 ↑	+11 ↑		
Q2. I have the information I need to do my work well	52	39	9	91%	-9 ↓	+9 ↑	+18 ↑	
Q3. I have the resources I need to complete my work effectively	26	43	22	9	70%	+40 ↑	+5 ↑	+12 ↑
Q4. I am motivated by the work I do	43	43	13	87%	-3	-2	+11 ↑	
Q5. My work makes good use of my skills and abilities	52	35	13	87%	-3	+1	+14 ↑	
Q6. I feel involved in the decisions that affect my work	50	21	25	71%	+21 ↑	+10 ↑	+25 ↑	
Q7. I am trusted to make the decisions I need to do my work effectively	50	42	8	92%	-8 ↓	+12 ↑	+21 ↑	
Q8. I am treated with fairness and respect	54	29	17	83%	-7 ↓	+5 ↑	+17 ↑	
Q9. I feel valued for the work I do	29	42	25	71%	-9 ↓	+3	+17 ↑	

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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	73%	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	46	17	8	75%	-25 ↓	+4	+13 ↑
Q11. My Supervisor/Manager communicates effectively	42	29	25		71%	-19 ↓	+4	+10 ↑
Q12. My Supervisor/Manager listens to me and considers my views	42	33	25		75%	-15 ↓	0	+9 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	33	33	33		67%	-3	+5 ↑	+15 ↑
Q14. My Supervisor/Manager is open to my ideas	42	29	25		71%	-19 ↓	-6 ↓	+7 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	33	33	25	8	67%	+7 ↑	+19 ↑	+25 ↑
Q16. I have confidence in the decisions made by my supervisor/manager	42	42	17		83%	-17 ↓	+8 ↑	+23 ↑

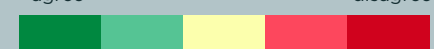
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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	83%	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	58	25	17	83%	-7 ↓	-4	+3	
Q18. My team is well managed	54	29	17	83%	-7 ↓	+4	+19 ↑	
MY CUSTOMERS	98%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	82	18		100%	+10 ↑	+6 ↑	+10 ↑	
Q20. We act on the feedback we receive in order to serve our customers better	71	24		95%	+5 ↑	+8 ↑	+19 ↑	

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	74%	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	42	38	13	8	79%	-21↓	-1	+11↑
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	39	30	22	9	70%	0	0	+15↑
WELLBEING	69%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q23. My organisation cares about my health and wellbeing	29	50	17		79%	-11↓	+19↑	+27↑
Q24. I have a good work life balance	17	42	21	17	58%	+28↑	+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'	8	29	25	29	8	38% +26 ↑ +3 -22 ↓
Q26. I am committed to what my Department is trying to achieve	21	46	29			67% -11 ↓ -7 ↓ -12 ↓
Q27. At work, we are good at learning from our mistakes	17	71	13			88% +25 ↑ +9 ↑ +25 ↑
Q28. I feel that change is managed well	13	54	29			67% +11 ↑ +17 ↑ +30 ↑
Q29. The reasons for change are clearly communicated to me	13	54	25	8		67% +11 ↑ +17 ↑ +27 ↑
Q30. I think it is safe to challenge the way things are done in my Department	8	29	25	29	8	38% +15 ↑ +4 -9 ↓
Q31. Senior managers in my Department are sufficiently visible	21	50	21			71% +8 ↑ +15 ↑ +18 ↑
Q32. Senior management are open and honest in their communication with staff	25	42	25			67% +17 ↑ +21 ↑ +26 ↑
Q33. Senior managers are aware of the challenges we face in our team	21	25	29	13	13	46% +21 ↑ -4 +1
Q34. Overall, I have confidence in the decisions made by my senior managers	13	50	29			63% +25 ↑ +13 ↑ +21 ↑

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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	32%	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	26	39	30	26%	-7 ↓	-12 ↓	-19 ↓
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	43	39	9	48%	+14 ↑	-2	-8 ↓
Q37. The IOM Government keeps me informed about matters that affect me	61	26	9	61%	+16 ↑	+11 ↑	+19 ↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	17	48	30	17%	-5 ↓	-5 ↓	-8 ↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	13	22	48	13%	+17 ↑	+9 ↑	-6 ↓
Q40. Departments work well together across the IOM Government	13	52	35	13%	+13 ↑	+5 ↑	0
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	35	43	17	39%	-5 ↓	+2	+1

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	21	63	13	83%	+21 ↑	+10 ↑	+11 ↑	
Q43. I would recommend my Department as a great place to work	21	38	25	13	58%	+8 ↑	+10 ↑	+6 ↑
Q44. I feel a strong sense of belonging to my Department	13	38	38	13	50%	+13 ↑	+6 ↑	-4
Q45. My Department inspires me to do my best work every day	13	38	38	13	50%	0	+10 ↑	+2
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	38	42	17	79%	+4	-4	-3	

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

51%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	22	39	35		61%	+5 ↑	+4	+6 ↑
Q48. I would recommend the IOM Government as a great place to work	21	25	46	8	46%	+12 ↑	+6 ↑	+5 ↑
Q49. I feel a strong sense of belonging to the IOM Government	13	21	46	17	33%	+22 ↑	+8 ↑	+2
Q50. The IOM Government encourages new or better ways of doing things		27	41	27	32%	+10 ↑	+5 ↑	+8 ↑
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	48	35	13		83%	-6 ↓	+4	+11 ↑

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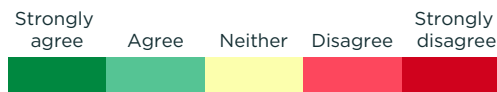
TAKING ACTION	33%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	<div style="display: flex; justify-content: space-between; width: 100px;"> 33 42 21 </div>		33%	+11 ↑	+9 ↑	+7 ↑

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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.