

HAVE YOUR SAY

HAVE YOUR SAY

Willaston School

RESPONSE RATE:

89%

RESPONSES:

16  
of 18



YOUR  
EMPLOYEE  
ENGAGEMENT  
SCORE:

%

36



VARIANCE from PARENT:



-9

VARIANCE from ORGANISATION  
OVERALL:



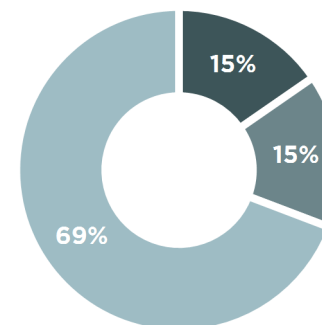
-8

**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

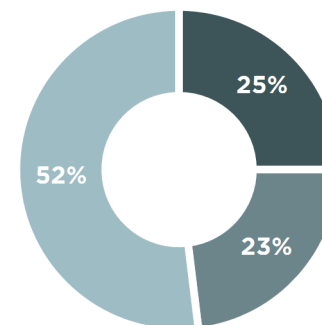
VARIANCE FROM PARENT

- 8 questions above
- 8 questions in line
- 36 questions below



VARIANCE FROM ORGANISATION OVERALL

- 13 questions above
- 12 questions in line
- 27 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	94%
Q1. I know what is expected of me at work	88%
Q2. I have the information I need to do my work well	88%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	7%
Q40. Departments work well together across the IOM Government	7%
Q52. I believe that action will be taken based on the results from this survey	7%

# EMPLOYEE ENGAGEMENT

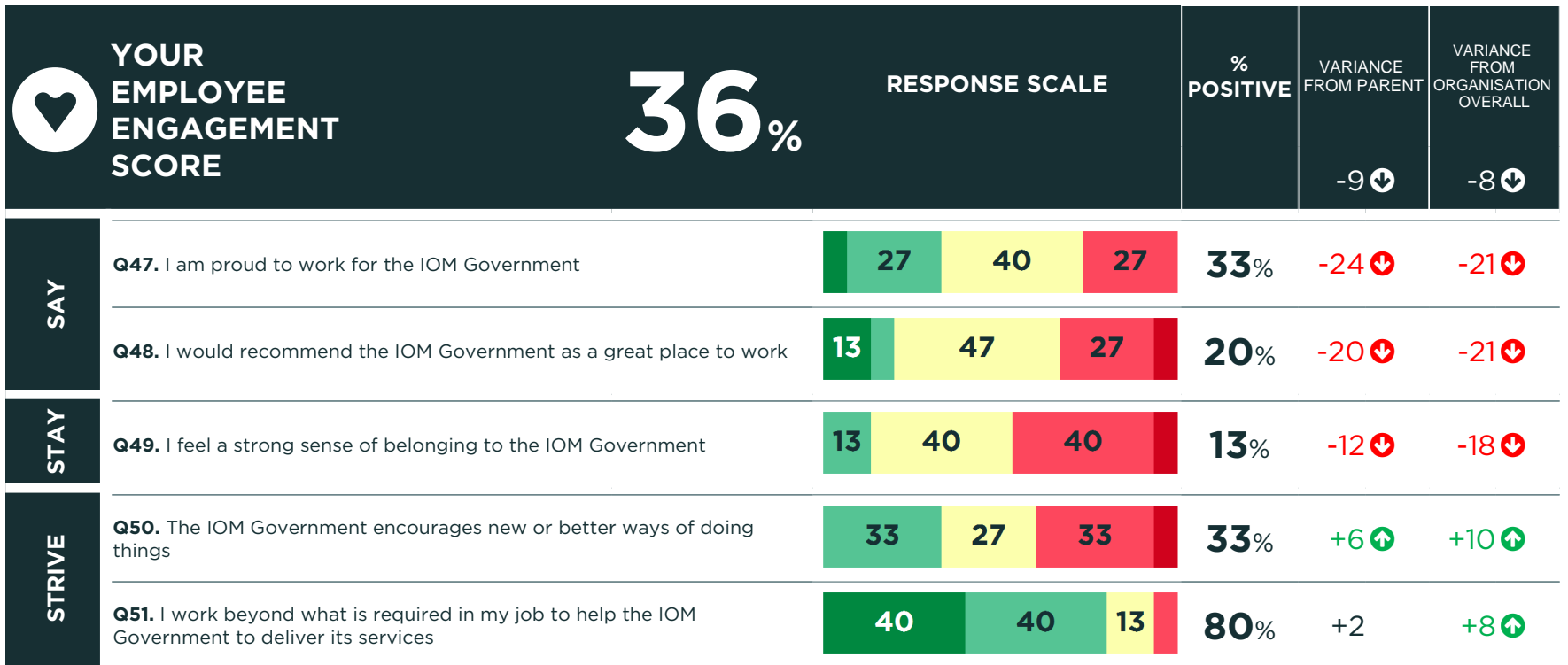


## HOW ENGAGED IS YOUR TEAM?

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.



KEY

PARENT NAME:  
PRIMARY

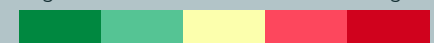


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	76%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	38	50				88%	-6 ↓	-2
Q2. I have the information I need to do my work well	31	56				88%	+5 ↑	+14 ↑
Q3. I have the resources I need to complete my work effectively	19	56	13	13		75%	+11 ↑	+17 ↑
Q4. I am motivated by the work I do	31	63				94%	+5 ↑	+17 ↑
Q5. My work makes good use of my skills and abilities	38	50	13			88%	+1	+14 ↑
Q6. I feel involved in the decisions that affect my work		40	33	20		47%	-14 ↓	+1
Q7. I am trusted to make the decisions I need to do my work effectively	27	40	27			67%	-13 ↓	-4
Q8. I am treated with fairness and respect	27	53	13			80%	+2	+13 ↑
Q9. I feel valued for the work I do	20	33	20	20		53%	-14 ↓	-1

PARENT NAME: PRIMARY

**KEY**

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## IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	66%	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	27	33	33		60% -7↓ 0
Q12. My Supervisor/Manager listens to me and considers my views	33	33	20		67% -8↓ +1
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	33	40	27		73% +11↑ +22↑
Q14. My Supervisor/Manager is open to my ideas	33	33	20	13	67% -10↓ +3
Q15. My Supervisor/Manager deals with poor performance effectively	20	27	20	33	47% -1 +5↑
Q16. I have confidence in the decisions made by my supervisor/manager	27	53	20		80% +5↑ +19↑

**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



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## IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	80%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q17. The people in my team co-operate to get the work done	33	40	27	73%	-14 ↓	-7 ↓	
Q18. My team is well managed	33	53	13	87%	+7 ↑	+23 ↑	
MY CUSTOMERS	82%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	43	43	14	86%	-8 ↓	-4	
Q20. We act on the feedback we receive in order to serve our customers better	43	36	21	79%	-9 ↓	+3	

### KEY

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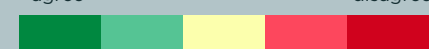


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## IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	57%	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	33	27	33			60%	-20 ↓	-8 ↓
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	13	40	27	13		53%	-16 ↓	-1
WELLBEING	40%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q23. My organisation cares about my health and wellbeing	13	33	27	20		47%	-14 ↓	-5 ↓
Q24. I have a good work life balance		27	13	40	13	33%	-12 ↓	-24 ↓

KEY	PARENT NAME: PRIMARY	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
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## IS THERE ROOM FOR IMPROVEMENT?

### MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

41%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

<b>Q25.</b> When I talk about my Department I say 'we' rather than 'they'	20	13	47	13	27%	-8 ↓	-33 ↓
<b>Q26.</b> I am committed to what my Department is trying to achieve	60	27			67%	-7 ↓	-12 ↓
<b>Q27.</b> At work, we are good at learning from our mistakes	13	53	13	20	67%	-12 ↓	+4
<b>Q28.</b> I feel that change is managed well	13	33	40	13	47%	-3	+10 ↑
<b>Q29.</b> The reasons for change are clearly communicated to me	27	53	13		33%	-16 ↓	-6 ↓
<b>Q30.</b> I think it is safe to challenge the way things are done in my Department	20	40	33		27%	-7 ↓	-20 ↓
<b>Q31.</b> Senior managers in my Department are sufficiently visible	13	33	40		47%	-9 ↓	-6 ↓
<b>Q32.</b> Senior management are open and honest in their communication with staff	13	20	33	20	33%	-13 ↓	-7 ↓
<b>Q33.</b> Senior managers are aware of the challenges we face in our team	20	13	20	33	33%	-17 ↓	-12 ↓
<b>Q34.</b> Overall, I have confidence in the decisions made by my senior managers	20	47	13	13	27%	-23 ↓	-15 ↓

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### KEY

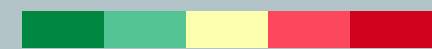


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## IS THERE ROOM FOR IMPROVEMENT?

### MY RELATIONSHIP WITH THE IOM GOVERNMENT

19%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Variance from Parent	Variance from Organisation Overall
<b>Q35.</b> I know what the IOM Government is trying to achieve	20	33	33	13		20%	-18 ↓	-25 ↓
<b>Q36.</b> I understand how my work contributes to what the IOM Government is trying to achieve	33	27	27	13		33%	-16 ↓	-22 ↓
<b>Q37.</b> The IOM Government keeps me informed about matters that affect me	27	33	13	27		27%	-24 ↓	-15 ↓
<b>Q38.</b> I believe the Chief Officers have a clear vision for the future of the IOM Government		53	20	20		7%	-16 ↓	-19 ↓
<b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'	13	13	47	27		13%	+5 ↑	-10 ↓
<b>Q40.</b> Departments work well together across the IOM Government		40	13	40		7%	-2	-7 ↓
<b>Q41.</b> I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	27	47	13	13		27%	-10 ↓	-11 ↓

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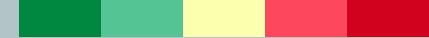


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## IS THERE ROOM FOR IMPROVEMENT?

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

# 40%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q42. I am proud to work for my Department	13	40	40	5	0	53%	-20 ↓	-19 ↓
Q43. I would recommend my Department as a great place to work	20	53	20	5	0	27%	-22 ↓	-25 ↓
Q44. I feel a strong sense of belonging to my Department	0	60	27	13	0	13%	-31 ↓	-41 ↓
Q45. My Department inspires me to do my best work every day	13	40	40	5	0	20%	-20 ↓	-28 ↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	40	47	13	0	0	87%	+3	+4

### KEY

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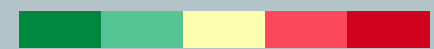


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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH THE IOM GOVERNMENT

# 36%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

<b>Q47.</b> I am proud to work for the IOM Government	27	40	27	<b>33%</b>	-24 ↓	-21 ↓
<b>Q48.</b> I would recommend the IOM Government as a great place to work	13	47	27	<b>20%</b>	-20 ↓	-21 ↓
<b>Q49.</b> I feel a strong sense of belonging to the IOM Government	13	40	40	<b>13%</b>	-12 ↓	-18 ↓
<b>Q50.</b> The IOM Government encourages new or better ways of doing things	33	27	33	<b>33%</b>	+6 ↑	+10 ↑
<b>Q51.</b> I work beyond what is required in my job to help the IOM Government to deliver its services	40	40	13	<b>80%</b>	+2	+8 ↑

### KEY

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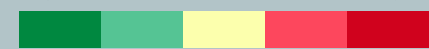


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## IS THERE ROOM FOR IMPROVEMENT?

### TAKING ACTION

7%

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

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

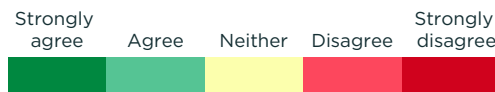
Strongly agree Agree Neither Disagree Strongly disagree



# 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	<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.