

**HAVE YOUR SAY**

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**Ballakermeen High School**

RESPONSE RATE:

**84%**

RESPONSES:

**109**  
of 129



**YOUR EMPLOYEE ENGAGEMENT SCORE:**



**38%**

VARIANCE from PREVIOUS SURVEY: **-4**

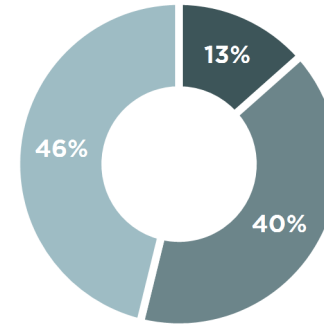
VARIANCE from PARENT: **+1**

**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:** Secondary & Further & Higher

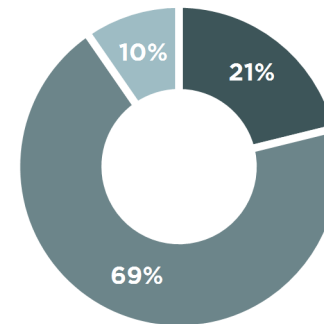
**VARIANCE FROM PREVIOUS SURVEY**

- 7 questions above
- 21 questions in line
- 24 questions below



**VARIANCE FROM PARENT**

- 11 questions above
- 36 questions in line
- 5 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

<b>Q1.</b> I know what is expected of me at work	<b>90%</b>
<b>Q19.</b> We are committed to delivering a good customer service	<b>90%</b>
<b>Q46.</b> I work beyond what is required in my job to help my Department to achieve its objectives	<b>87%</b>



**BOTTOM 3 LOWEST SCORING QUESTIONS:**

% POSITIVE

<b>Q40.</b> Departments work well together across the IOM Government	<b>4%</b>
<b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'	<b>5%</b>
<b>Q38.</b> I believe the Chief Officers have a clear vision for the future of the IOM Government	<b>11%</b>

# 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		38%				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	32	38	16		39%	-14 ↓	-5 ↓	-15 ↓	
	Q48. I would recommend the IOM Government as a great place to work	25	38	22	10	30%	-10 ↓	-3	-10 ↓	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	17	42	25	12	21%	-6 ↓	+3	-11 ↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	17	36	29	14	21%	-1	+3	-3	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	45	37	14		81%	+9 ↑	+9 ↑	+10 ↑	

KEY

PARENT NAME:  
SECONDARY & FURTHER & HIGHER

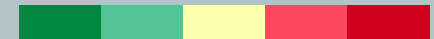


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	72%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	44	46				90%	+1	0	+1
Q2. I have the information I need to do my work well	28	49	13	11		76%	-3	+2	+2
Q3. I have the resources I need to complete my work effectively	17	46	19	13		63%	-1	+7 ↑	+5 ↑
Q4. I am motivated by the work I do	45	38	11			83%	+1	+1	+6 ↑
Q5. My work makes good use of my skills and abilities	40	43	10			83%	+1	+3	+10 ↑
Q6. I feel involved in the decisions that affect my work	11	40	23	19	7	51%	+1	+4	+5 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	23	46	19	9		69%	0	+3	-1
Q8. I am treated with fairness and respect	30	41	17	7		70%	-7 ↓	+4	+4
Q9. I feel valued for the work I do	25	40	13	12	10	65%	+2	+11 ↑	+11 ↑

PARENT NAME: SECONDARY & FURTHER & HIGHER

### KEY

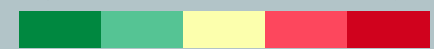


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	67%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
<b>Q10.</b> My Supervisor/Manager tells me when I have done a good job	30	37	17	9	7	67% +4 +3 +5 ↑
<b>Q11.</b> My Supervisor/Manager communicates effectively	28	44	17	8		71% 0 +6 ↑ +11 ↑
<b>Q12.</b> My Supervisor/Manager listens to me and considers my views	31	44	11	10		75% +4 +5 ↑ +9 ↑
<b>Q13.</b> My Supervisor/Manager motivates and inspires me to be more effective in my job	25	38	21	9		63% +5 ↑ +9 ↑ +12 ↑
<b>Q14.</b> My Supervisor/Manager is open to my ideas	29	43	14	11		71% +3 +4 +7 ↑
<b>Q15.</b> My Supervisor/Manager deals with poor performance effectively	18	30	34	15		47% -10 ↓ +6 ↑ +5 ↑
<b>Q16.</b> I have confidence in the decisions made by my supervisor/manager	32	41	15	8		73% +6 ↑ +12 ↑ +12 ↑

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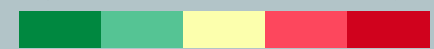


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	77%	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	52	7	85%	+5 ↑	+3	+5 ↑	
Q18. My team is well managed	28	41	20	69%	-6 ↓	+2	+5 ↑	
MY CUSTOMERS	84%	RESPONSE SCALE			% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	45	44	9	90%	+7 ↑	+1	0	
Q20. We act on the feedback we receive in order to serve our customers better	38	40	19	78%	-6 ↓	-1	+2	

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## IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
<b>Q21.</b> I have the opportunity to discuss my learning and development opportunities with my supervisor/manager	25	46	10	13	72%	+1	-3	+4	
<b>Q22.</b> Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	19	37	23	16	56%	+11 ↑	-1	+1	
WELLBEING	43%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
<b>Q23.</b> My organisation cares about my health and wellbeing	14	34	30	14	8	49%	-5 ↓	-1	-3
<b>Q24.</b> I have a good work life balance	13	24	17	31	14	37%	+6 ↑	-1	-20 ↓

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## IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	52%	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'	17	37	14	22	10	54% -15↓ -5↓ -6↓
Q26. I am committed to what my Department is trying to achieve	33	47	14			80% -13↓ 0 +1
Q27. At work, we are good at learning from our mistakes	21	45	23	9		66% -8↓ +1 +4
Q28. I feel that change is managed well	11	29	31	25		39% -2 +2 +3
Q29. The reasons for change are clearly communicated to me	12	32	29	22		43% -8↓ +5↑ +4
Q30. I think it is safe to challenge the way things are done in my Department	17	32	22	14	16	49% -7↓ +2 +2
Q31. Senior managers in my Department are sufficiently visible	17	41	15	19	8	58% -3 +1 +5↑
Q32. Senior management are open and honest in their communication with staff	14	37	19	21	10	51% -4 +9↑ +10↑
Q33. Senior managers are aware of the challenges we face in our team	11	27	23	25	14	38% -7↓ +1 -7↓
Q34. Overall, I have confidence in the decisions made by my senior managers	13	32	34	12	10	45% -9↓ +6↑ +3

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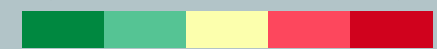


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## IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	21%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
<b>Q35.</b> I know what the IOM Government is trying to achieve	17	38	25	15	22%	-16 ↓	-9 ↓	-24 ↓	
<b>Q36.</b> I understand how my work contributes to what the IOM Government is trying to achieve	8	27	36	17	12	35%	-17 ↓	-7 ↓	-20 ↓
<b>Q37.</b> The IOM Government keeps me informed about matters that affect me	31	34	18	13	35%	-15 ↓	-1	-7 ↓	
<b>Q38.</b> I believe the Chief Officers have a clear vision for the future of the IOM Government	9	50	20	20	11%	-10 ↓	-4	-14 ↓	
<b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'	18	36	42		5%	-1	-2	-19 ↓	
<b>Q40.</b> Departments work well together across the IOM Government		34	29	33	4%	-1	-1	-9 ↓	
<b>Q41.</b> I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	29	42	12	13	34%	0	-1	-4	

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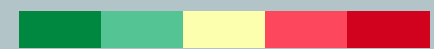


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## IS THERE ROOM FOR IMPROVEMENT?

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

# 61%

#### RESPONSE SCALE

#### % POSITIVE

#### VARIANCE FROM PREVIOUS SURVEY

#### VARIANCE FROM PARENT

#### VARIANCE FROM ORGANISATION OVERALL

<b>Q42.</b> I am proud to work for my Department	24	46	23		<b>70%</b>	-8 ↓	-3	-3
<b>Q43.</b> I would recommend my Department as a great place to work	18	33	28	15	<b>51%</b>	-11 ↓	+2	-1
<b>Q44.</b> I feel a strong sense of belonging to my Department	23	28	28	14	<b>51%</b>	-12 ↓	-2	-3
<b>Q45.</b> My Department inspires me to do my best work every day	19	26	26	19	<b>45%</b>	-13 ↓	-1	-3
<b>Q46.</b> I work beyond what is required in my job to help my Department to achieve its objectives	53	34	8		<b>87%</b>	-3	-2	+5 ↑

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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH THE IOM GOVERNMENT

# 38%

#### RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

<b>Q47.</b> I am proud to work for the IOM Government	32	38	16	39%	-14 ↓	-5 ↓	-15 ↓
<b>Q48.</b> I would recommend the IOM Government as a great place to work	25	38	22	30%	-10 ↓	-3	-10 ↓
<b>Q49.</b> I feel a strong sense of belonging to the IOM Government	17	42	25	21%	-6 ↓	+3	-11 ↓
<b>Q50.</b> The IOM Government encourages new or better ways of doing things	17	36	29	21%	-1	+3	-3
<b>Q51.</b> I work beyond what is required in my job to help the IOM Government to deliver its services	45	37	14	81%	+9 ↑	+9 ↑	+10 ↑

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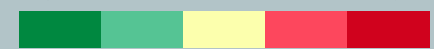


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## IS THERE ROOM FOR IMPROVEMENT?

TAKING ACTION	15%	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;"> <div style="width: 13%; background-color: #28a745; color: white; text-align: center;">13</div> <div style="width: 28%; background-color: #ffc107; color: black; text-align: center;">41</div> <div style="width: 13%; background-color: #dc3545; color: white; text-align: center;">22</div> <div style="width: 13%; background-color: #dc3545; color: white; text-align: center;">23</div> </div>	15%	-6 ↓	-7 ↓	-12 ↓	

KEY	PARENT NAME: SECONDARY & FURTHER & HIGHER				
	<div style="display: flex; align-items: center;"> <span style="color: green; font-size: 20px; margin-right: 5px;">↑</span> <span>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</span> </div>				
<div style="display: flex; align-items: center;"> <span style="color: red; font-size: 20px; margin-right: 5px;">↓</span> <span>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</span> </div>					

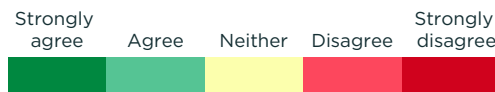
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# GUIDE TO THIS REPORT

## % 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	<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.