

HAVE YOUR SAY

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Castle Rushen School

RESPONSE RATE:

66%

RESPONSES:

60
of 91



YOUR
EMPLOYEE
ENGAGEMENT
SCORE:

%

35



VARIANCE from PREVIOUS SURVEY:



-14

VARIANCE from PARENT:

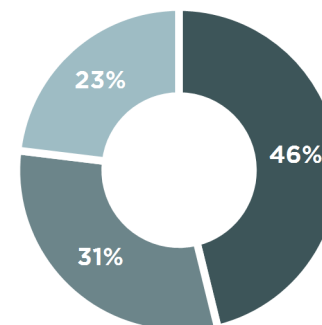
-2

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

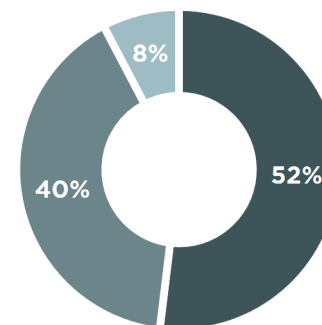
VARIANCE FROM PREVIOUS SURVEY

- 24 questions above
- 16 questions in line
- 12 questions below



VARIANCE FROM PARENT

- 27 questions above
- 21 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

97%

Q46. I work beyond what is required in my job to help my Department to achieve its objectives

90%

Q19. We are committed to delivering a good customer service

88%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q40. Departments work well together across the IOM Government

0%

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

5%

Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government

14%

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		35%			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	41	53		41%	-13 ↓	-4	-14 ↓	
	Q48. I would recommend the IOM Government as a great place to work	37	47	14	37%	-16 ↓	+4	-3	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	17	49	31	17%	-16 ↓	-1	-14 ↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	19	54	20	19%	+5 ↑	+1	-5 ↓	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	31	31	34	61%	-32 ↓	-11 ↓	-11 ↓	

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

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

IS THERE ROOM FOR IMPROVEMENT?

MY WORK	74%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	42	55	97%	-3	+7 ↑	+7 ↑
Q2. I have the information I need to do my work well	25	58	83%	-4	+10 ↑	+10 ↑
Q3. I have the resources I need to complete my work effectively	12	47	58%	+15 ↑	+2	0
Q4. I am motivated by the work I do	37	47	83%	+2	+2	+7 ↑
Q5. My work makes good use of my skills and abilities	32	47	78%	-3	-2	+5 ↑
Q6. I feel involved in the decisions that affect my work	18	37	55%	+15 ↑	+8 ↑	+9 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	23	57	80%	-7 ↓	+14 ↑	+9 ↑
Q8. I am treated with fairness and respect	25	45	70%	+3	+3	+3
Q9. I feel valued for the work I do	22	36	58%	+11 ↑	+3	+4

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

IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	66%	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	27	47	10	14	75%	+8 ↑	+11 ↑	+13 ↑
Q11. My Supervisor/Manager communicates effectively	22	44	22	10	66%	-1	+1	+6 ↑
Q12. My Supervisor/Manager listens to me and considers my views	27	53	8	10	80%	+6 ↑	+10 ↑	+14 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	25	34	20	14	59%	+13 ↑	+5 ↑	+8 ↑
Q14. My Supervisor/Manager is open to my ideas	27	46	19		73%	0	+6 ↑	+9 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	12	36	36	10	47%	+7 ↑	+7 ↑	+5 ↑
Q16. I have confidence in the decisions made by my supervisor/manager	20	41	27	8	61%	+8 ↑	0	0

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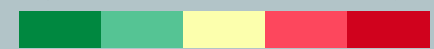


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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	75%	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	31	53	8	83%	+3	+1	+3	
Q18. My team is well managed	20	46	22	10	66%	+13 ↑	-1	+2
MY CUSTOMERS	82%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q19. We are committed to delivering a good customer service	42	46	12	88%	+2	-1	-1	
Q20. We act on the feedback we receive in order to serve our customers better	29	47	24	76%	+12 ↑	-2	0	

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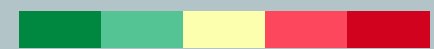


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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	70%	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	25	53	14	78%	+11 ↑	+3	+10 ↑	
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	19	44	20	14	63%	+3	+6 ↑	+8 ↑
WELLBEING	42%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q23. My organisation cares about my health and wellbeing	15	42	29	8	58%	+11 ↑	+8 ↑	+6 ↑
Q24. I have a good work life balance	22	24	37	12	27%	-13 ↓	-11 ↓	-30 ↓

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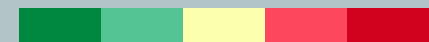


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	60%	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'	22	43	10	16	9	66% +19↑ +7↑ +6↑
Q26. I am committed to what my Department is trying to achieve	24	50	24			74% -19↓ -6↓ -4
Q27. At work, we are good at learning from our mistakes	19	55	14	12		74% +14↑ +9↑ +12↑
Q28. I feel that change is managed well		47	33	12		53% +13↑ +16↑ +17↑
Q29. The reasons for change are clearly communicated to me		45	33	16		50% +10↑ +12↑ +11↑
Q30. I think it is safe to challenge the way things are done in my Department	14	46	22	12		59% +19↑ +13↑ +12↑
Q31. Senior managers in my Department are sufficiently visible	10	58	15	14		68% +8↑ +11↑ +15↑
Q32. Senior management are open and honest in their communication with staff		49	34			56% +23↑ +14↑ +15↑
Q33. Senior managers are aware of the challenges we face in our team		37	32	20		44% -9↓ +8↑ -1
Q34. Overall, I have confidence in the decisions made by my senior managers	8	46	31	12		54% +14↑ +16↑ +13↑

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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	25%	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			29%	-18 ↓	-2	-16 ↓
Q36. I understand how my work contributes to what the IOM Government is trying to achieve			49%	-18 ↓	+7 ↑	-6 ↓
Q37. The IOM Government keeps me informed about matters that affect me			42%	-4	+6 ↑	0
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government			14%	-6 ↓	-1	-12 ↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'			5%	-15 ↓	-2	-19 ↓
Q40. Departments work well together across the IOM Government			0%	0	-5 ↓	-13 ↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)			39%	+6 ↑	+5 ↑	+1

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PARENT NAME: SECONDARY & FURTHER & HIGHER

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?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	68%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	15	66	17	81%	+21 ↑	+9 ↑	+9 ↑	
Q43. I would recommend my Department as a great place to work	9	52	26	12	60%	+7 ↑	+11 ↑	+8 ↑
Q44. I feel a strong sense of belonging to my Department	8	49	27	12	58%	-2	+5 ↑	+3
Q45. My Department inspires me to do my best work every day		42	29	19	49%	+2	+3	+2
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	43	47	9	90%	-4	0	+7 ↑	

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

35%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	41	53		41%	-13 ↓	-4	-14 ↓
Q48. I would recommend the IOM Government as a great place to work	37	47	14	37%	-16 ↓	+4	-3
Q49. I feel a strong sense of belonging to the IOM Government	17	49	31	17%	-16 ↓	-1	-14 ↓
Q50. The IOM Government encourages new or better ways of doing things	19	54	20	19%	+5 ↑	+1	-5 ↓
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	31	31	34	61%	-32 ↓	-11 ↓	-11 ↓

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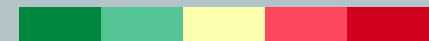


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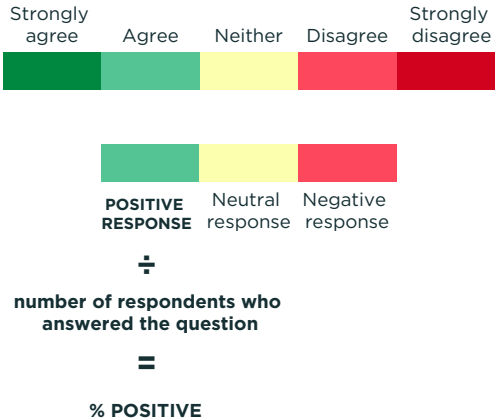
TAKING ACTION	37%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	37	31 24 8	37%	-3	+16	+10

KEY	PARENT NAME: SECONDARY & FURTHER & HIGHER		Legend				
		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR						

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	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.