

HAVE YOUR SAY

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Queen Elizabeth II School

RESPONSE RATE:

57%

RESPONSES:

45
of 79



YOUR EMPLOYEE ENGAGEMENT SCORE:



36%

VARIANCE from PREVIOUS SURVEY: **+4**

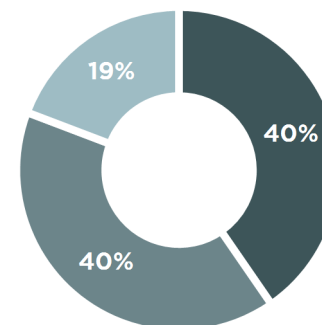
VARIANCE from PARENT: **-1**

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

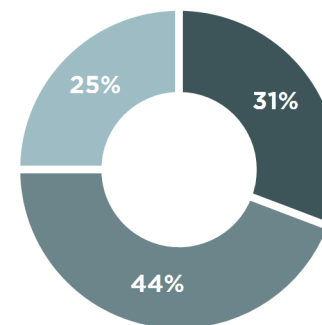
VARIANCE FROM PREVIOUS SURVEY

- 21 questions above
- 21 questions in line
- 10 questions below



VARIANCE FROM PARENT

- 16 questions above
- 23 questions in line
- 13 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

91%

Q19. We are committed to delivering a good customer service

88%

Q21. I have the opportunity to discuss my learning and development opportunities with my supervisor/manager

86%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

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

5%

Q40. Departments work well together across the IOM Government

5%

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

10%

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		36%		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	43	43		48%	+17 ↑	+3	-7 ↓
	Q48. I would recommend the IOM Government as a great place to work	44	36	13 8	44%	+22 ↑	+10 ↑	+3
STAY	Q49. I feel a strong sense of belonging to the IOM Government	10	63	18 8	13%	-14 ↓	-5 ↓	-19 ↓
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	8	50	28 10	13%	-5 ↓	-5 ↓	-11 ↓
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	18	48	25 10	65%	0	-8 ↓	-7 ↓

KEY

PARENT NAME:
SECONDARY & FURTHER & HIGHER

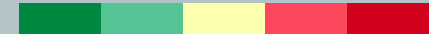


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	47	9		91%	-9↓	+1	+2	
Q2. I have the information I need to do my work well	27	50	14	9	77%	+1	+4	+3	
Q3. I have the resources I need to complete my work effectively	18	47	20	16	64%	+8↑	+8↑	+7↑	
Q4. I am motivated by the work I do	33	49	9	9	82%	+2	+1	+6↑	
Q5. My work makes good use of my skills and abilities	33	49	16		82%	-6↓	+2	+9↑	
Q6. I feel involved in the decisions that affect my work	9	42	24	20	51%	+3	+5↑	+5↑	
Q7. I am trusted to make the decisions I need to do my work effectively	18	44	31		62%	+2	-4	-8↓	
Q8. I am treated with fairness and respect	29	47	13	9	76%	+12↑	+9↑	+9↑	
Q9. I feel valued for the work I do	24	38	22	9	62%	+14↑	+8↑	+8↑	

PARENT NAME: SECONDARY & FURTHER & HIGHER

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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	63%	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	19	56	14	74%	+26 ↑	+11 ↑	+13 ↑	
Q11. My Supervisor/Manager communicates effectively	23	56	12	79%	+27 ↑	+14 ↑	+19 ↑	
Q12. My Supervisor/Manager listens to me and considers my views	23	49	21	72%	+12 ↑	+2	+6 ↑	
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	21	28	33	12	49%	+5 ↑	-6 ↓	-2
Q14. My Supervisor/Manager is open to my ideas	26	37	28	63%	-1	-4	-1	
Q15. My Supervisor/Manager deals with poor performance effectively	15	24	44	12	39%	+7 ↑	-2	-3
Q16. I have confidence in the decisions made by my supervisor/manager	30	33	21	12	63%	+19 ↑	+2	+2

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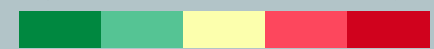


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MY TEAM	74%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q17. The people in my team co-operate to get the work done	30	47	14	77%	-3	-5 ↓	-3
Q18. My team is well managed	33	40	12	72%	+8 ↑	+5 ↑	+8 ↑
MY CUSTOMERS	78%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q19. We are committed to delivering a good customer service	60	28	9	88%	-3	-1	-1
Q20. We act on the feedback we receive in order to serve our customers better	35	33	30	67%	-20 ↓	-11 ↓	-8 ↓

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	69%	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	35	51	86%	-2	+11 ↑	+18 ↑			
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	26	26	30	14	51%	-13 ↓	-6 ↓	-3	
WELLBEING	51%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q23. My organisation cares about my health and wellbeing	19	40	23	9	9	58%	+10 ↑	+9 ↑	+6 ↑
Q24. I have a good work life balance	9	35	16	26	14	44%	-8 ↓	+6 ↑	-13 ↓

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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'	15	39	27	12	7	54% -10↓ -5↓ -6↓
Q26. I am committed to what my Department is trying to achieve	29	49	20			78% +2 -2 0
Q27. At work, we are good at learning from our mistakes	12	49	29	10		61% -7↓ -4 -1
Q28. I feel that change is managed well	34	39	17			39% +7↑ +1 +2
Q29. The reasons for change are clearly communicated to me	39	34	20			41% +13↑ +4 +2
Q30. I think it is safe to challenge the way things are done in my Department	8	30	30	25	8	38% -3 -9↓ -9↓
Q31. Senior managers in my Department are sufficiently visible	23	58	10	8		80% +24↑ +23↑ +27↑
Q32. Senior management are open and honest in their communication with staff	13	28	38	15		41% +1 0 0
Q33. Senior managers are aware of the challenges we face in our team	13	30	35	18		43% +3 +6↑ -3
Q34. Overall, I have confidence in the decisions made by my senior managers	10	35	35	15		45% +9↑ +7↑ +4

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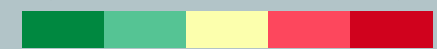


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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	27%	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			37%	+7	+6	-9
Q36. I understand how my work contributes to what the IOM Government is trying to achieve			54%	+8	+11	-2
Q37. The IOM Government keeps me informed about matters that affect me			39%	+2	+2	-3
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government			10%	-11	-5	-15
Q39. When I talk about the IOM Government I say 'we' rather than 'they'			5%	+1	-2	-19
Q40. Departments work well together across the IOM Government			5%	+1	0	-8
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)			38%	-4	+3	0

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	55%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q42. I am proud to work for my Department	21	45	24	8	66%	+12 ↑	-7 ↓	-7 ↓	
Q43. I would recommend my Department as a great place to work	15	31	36	15	46%	+13 ↑	-3	-6 ↓	
Q44. I feel a strong sense of belonging to my Department	18	31	33	15	49%	+3	-4	-6 ↓	
Q45. My Department inspires me to do my best work every day	8	28	31	23	10	36%	+3	-10 ↓	-12 ↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	36	44	18		79%	-4	-10 ↓	-3	

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

36%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	43	43		48%	+17 ↑	+3	-7 ↓
Q48. I would recommend the IOM Government as a great place to work	44	36	13 8	44%	+22 ↑	+10 ↑	+3
Q49. I feel a strong sense of belonging to the IOM Government	10	63	18 8	13%	-14 ↓	-5 ↓	-19 ↓
Q50. The IOM Government encourages new or better ways of doing things	8	50	28 10	13%	-5 ↓	-5 ↓	-11 ↓
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	18	48	25 10	65%	0	-8 ↓	-7 ↓

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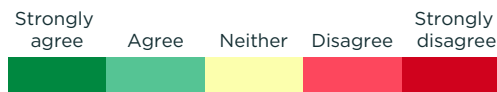
TAKING ACTION	18%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	18	38	28	18	18%	+4	-4	-9 ↓	

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	<p>↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</p> <p>↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</p>	Strongly agree	Agree	Neither	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.