

HAVE YOUR SAY

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Primary

RESPONSE RATE:

55%

RESPONSES:

414
of 751



YOUR EMPLOYEE ENGAGEMENT SCORE:



45%

VARIANCE from PREVIOUS SURVEY:

-3

VARIANCE from PARENT:

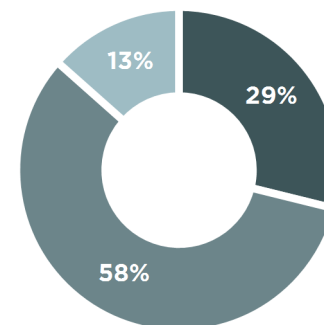
+3

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: Department of Education and Children

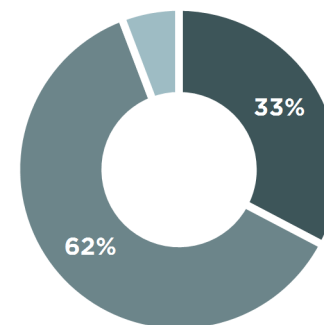
VARIANCE FROM PREVIOUS SURVEY

- 15 questions above
- 30 questions in line
- 7 questions below



VARIANCE FROM PARENT

- 17 questions above
- 32 questions in line
- 3 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

Q19. We are committed to delivering a good customer service	94%
Q1. I know what is expected of me at work	93%
Q4. I am motivated by the work I do	89%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q39. When I talk about the IOM Government I say 'we' rather than 'they'	8%
Q40. Departments work well together across the IOM Government	8%
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	23%

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		45%				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	11	46	35		57%	-1	+5 ↑	+3	
	Q48. I would recommend the IOM Government as a great place to work	7	32	48	11	40%	-1	+1	-1	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	20	54	18		25%	-7 ↓	+2	-6 ↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	25	53	17		27%	-5 ↓	+4	+3	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	37	41	18		78%	-1	+3	+7 ↑	

KEY

PARENT NAME:
DEPARTMENT OF EDUCATION AND CHILDREN

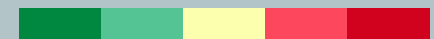


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	78%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT ORGANISATION	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	47	47				93%	+1	+2	+4
Q2. I have the information I need to do my work well	32	51	12			83%	+3	+5 ↑	+9 ↑
Q3. I have the resources I need to complete my work effectively	16	48	17	16		64%	+5 ↑	+3	+6 ↑
Q4. I am motivated by the work I do	43	46	9			89%	+5 ↑	+4	+13 ↑
Q5. My work makes good use of my skills and abilities	38	48	10			86%	+2	+4	+13 ↑
Q6. I feel involved in the decisions that affect my work	21	40	22	14		61%	+7 ↑	+7 ↑	+15 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	34	45	15			79%	+4	+6 ↑	+9 ↑
Q8. I am treated with fairness and respect	40	38	15			78%	+3	+6 ↑	+12 ↑
Q9. I feel valued for the work I do	29	39	20	9		68%	+7 ↑	+7 ↑	+14 ↑

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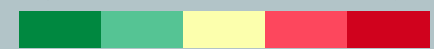


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	68%	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	23	47	19	8	71%	+9 ↑	+4	+9 ↑
Q11. My Supervisor/Manager communicates effectively	23	44	20	10	67%	+10 ↑	+2	+7 ↑
Q12. My Supervisor/Manager listens to me and considers my views	32	43	17		75%	+6 ↑	+3	+9 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	26	36	28	8	62%	+7 ↑	+4	+11 ↑
Q14. My Supervisor/Manager is open to my ideas	33	44	15		77%	+5 ↑	+6 ↑	+13 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	15	32	37	11	48%	+10 ↑	+3	+6 ↑
Q16. I have confidence in the decisions made by my supervisor/manager	26	49	16		75%	+17 ↑	+8 ↑	+15 ↑

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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	84%	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	44	44	9	88%	+2	+4	+8 ↑
Q18. My team is well managed	34	46	15	79%	+10 ↑	+7 ↑	+15 ↑
MY CUSTOMERS	91%	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	34		94%	+3	+3	+4
Q20. We act on the feedback we receive in order to serve our customers better	50	38	11	88%	+1	+6 ↑	+12 ↑

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

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

30

50

14

80%

+1

+4

+12 ↑

Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career

19

50

23

69%

-2

+8 ↑

+15 ↑

WELLBEING

53%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q23. My organisation cares about my health and wellbeing

21

40

24

13

60%

-1

+5 ↑

+9 ↑

Q24. I have a good work life balance

11

34

21

24

10

45%

+2

-1

-12 ↓

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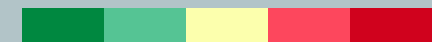
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Agree

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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	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'	9	26	30	27	8	35%	-4	-14 ↓	-25 ↓
Q26. I am committed to what my Department is trying to achieve	21	52	23			73%	-7 ↓	-4	-5 ↓
Q27. At work, we are good at learning from our mistakes	26	52	16			79%	+6 ↑	+8 ↑	+16 ↑
Q28. I feel that change is managed well	13	37	29	17		49%	+5 ↑	+5 ↑	+12 ↑
Q29. The reasons for change are clearly communicated to me	13	37	29	16		50%	+3	+6 ↑	+10 ↑
Q30. I think it is safe to challenge the way things are done in my Department		28	34	24	9	33%	0	-9 ↓	-14 ↓
Q31. Senior managers in my Department are sufficiently visible	16	40	22	16		56%	+4	-2	+3
Q32. Senior management are open and honest in their communication with staff	13	33	32	16		46%	+3	0	+5 ↑
Q33. Senior managers are aware of the challenges we face in our team	14	36	25	18		50%	+6 ↑	+5 ↑	+5 ↑
Q34. Overall, I have confidence in the decisions made by my senior managers	13	36	34	12		50%	+2	+3	+8 ↑

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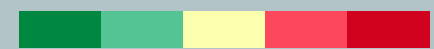


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	31%	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			38%	-7↓	+2	-7↓
Q36. I understand how my work contributes to what the IOM Government is trying to achieve			50%	-4	+1	-6↓
Q37. The IOM Government keeps me informed about matters that affect me			50%	-3	+6↑	+8↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government			23%	-1	+2	-3
Q39. When I talk about the IOM Government I say 'we' rather than 'they'			8%	+2	-3	-16↓
Q40. Departments work well together across the IOM Government			8%	-2	0	-5↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)			37%	-3	0	-1

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

IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

58%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q42. I am proud to work for my Department	17	56	23	4	73%	-1	-1	0
Q43. I would recommend my Department as a great place to work	9	40	36	15	49%	+1	-2	-3
Q44. I feel a strong sense of belonging to my Department	12	32	41	12	44%	-9↓	-6↓	-10↓
Q45. My Department inspires me to do my best work every day	10	30	40	17	40%	-7↓	-4	-8↓
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	43	40	14	3	83%	-3	-3	+1

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

45%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	11	46	35	11	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q47. I am proud to work for the IOM Government	11	46	35	11	57%	-1	+5 ↑	+3
Q48. I would recommend the IOM Government as a great place to work	7	32	48	11	40%	-1	+1	-1
Q49. I feel a strong sense of belonging to the IOM Government	20	54	18	18	25%	-7 ↓	+2	-6 ↓
Q50. The IOM Government encourages new or better ways of doing things	25	53	17	17	27%	-5 ↓	+4	+3
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	37	41	18	18	78%	-1	+3	+7 ↑

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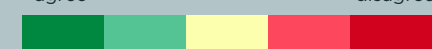


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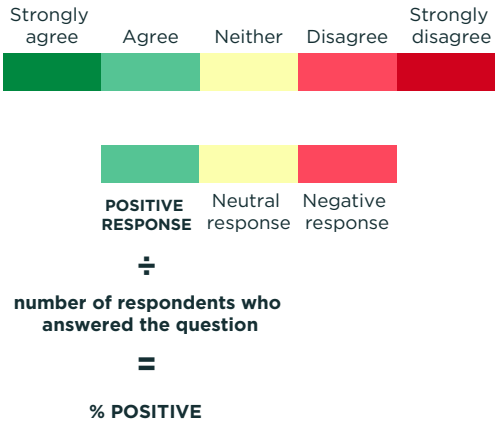
TAKING ACTION	24%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	22	42	22	12	24%	-6 ↓	+1	-2	

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		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.