

HAVE YOUR SAY

HAVE YOUR SAY

RESPONSE RATE:

61%

RESPONSES:

448  
of 738



Secondary & Further & Higher

YOUR  
EMPLOYEE  
ENGAGEMENT  
SCORE:



37%

VARIANCE from PARENT:



-5

VARIANCE from ORGANISATION  
OVERALL:



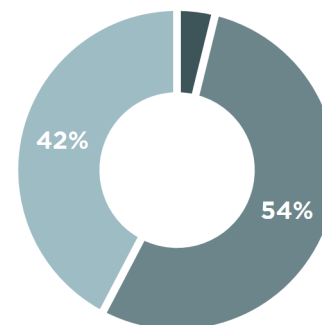
-7

**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

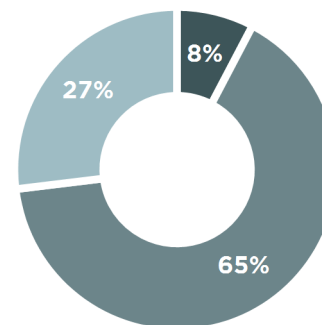
VARIANCE FROM PARENT

- 2 questions above
- 28 questions in line
- 22 questions below



VARIANCE FROM ORGANISATION OVERALL

- 4 questions above
- 34 questions in line
- 14 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

90%

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

89%

Q19. We are committed to delivering a good customer service

89%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q40. Departments work well together across the IOM Government

5%

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

7%

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

14%

# EMPLOYEE ENGAGEMENT

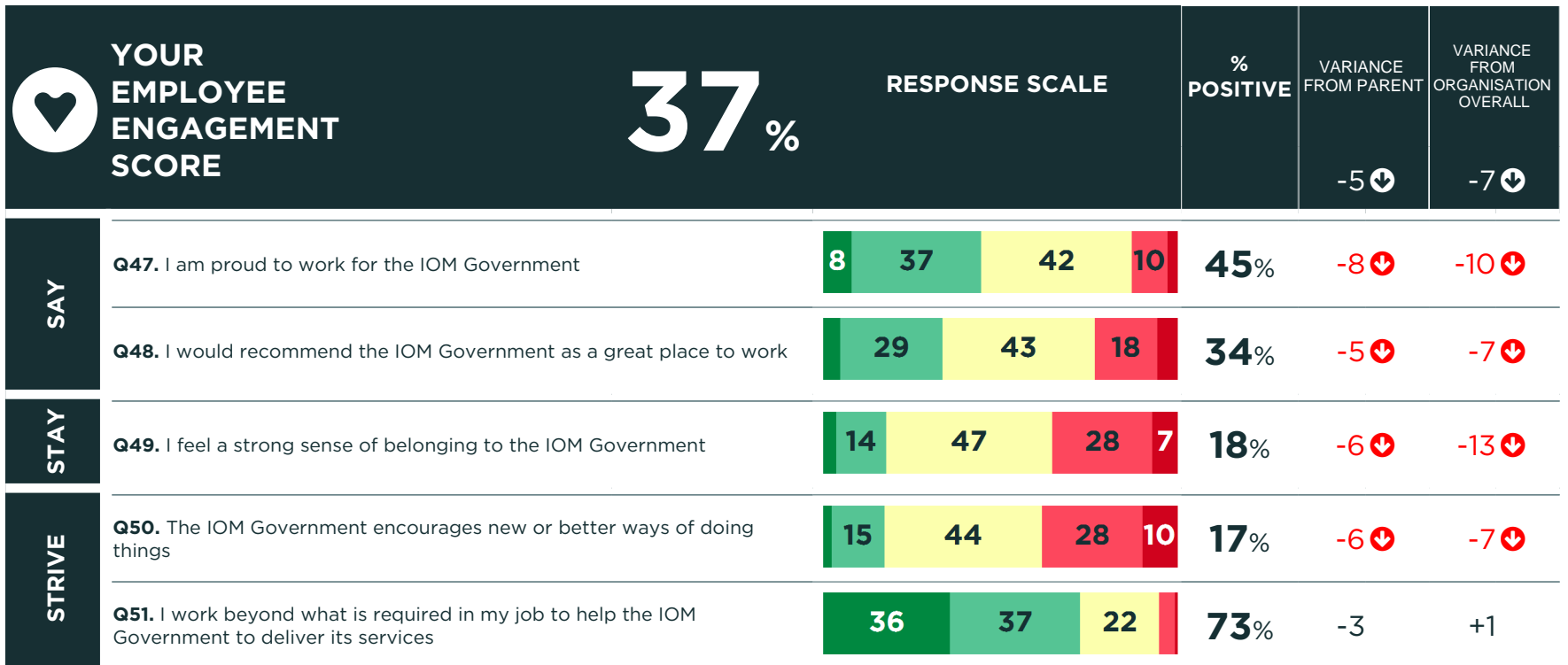


## HOW ENGAGED IS YOUR TEAM?

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.



### KEY

PARENT NAME:  
DEPARTMENT OF EDUCATION AND CHILDREN

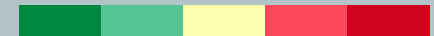


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	68%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	39	50				90%	-2	0
Q2. I have the information I need to do my work well	22	52	15	9		74%	-4	0
Q3. I have the resources I need to complete my work effectively	12	45	18	20		57%	-4	-1
Q4. I am motivated by the work I do	39	43	12			82%	-3	+5 ↑
Q5. My work makes good use of my skills and abilities	36	44	9	8		80%	-2	+7 ↑
Q6. I feel involved in the decisions that affect my work	12	34	20	23	11	47%	-7 ↓	+1
Q7. I am trusted to make the decisions I need to do my work effectively	20	46	19	11		66%	-7 ↓	-5 ↓
Q8. I am treated with fairness and respect	27	40	18	9		67%	-5 ↓	0
Q9. I feel valued for the work I do	20	35	19	17	10	54%	-7 ↓	0

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

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## IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	60%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q10. My Supervisor/Manager tells me when I have done a good job	23	40	20	10		63%	-3	+2
Q11. My Supervisor/Manager communicates effectively	21	44	18	11		65%	-1	+4
Q12. My Supervisor/Manager listens to me and considers my views	25	45	15	9		70%	-1	+4
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	20	34	24	15		54%	-3	+3
Q14. My Supervisor/Manager is open to my ideas	26	41	20	9		67%	-4	+3
Q15. My Supervisor/Manager deals with poor performance effectively	13	28	36	16		41%	-4	-1
Q16. I have confidence in the decisions made by my supervisor/manager	25	36	24	10		61%	-6 ↓	+1

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## IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	75%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q17. The people in my team co-operate to get the work done	34	49	10	82%	-2	+2	
Q18. My team is well managed	26	42	17	11	67%	-5 ↓	+3
MY CUSTOMERS	84%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q19. We are committed to delivering a good customer service	45	44	9	89%	-2	0	
Q20. We act on the feedback we receive in order to serve our customers better	33	46	17	78%	-3	+3	

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## IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	66%	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	25	49	12	9	75% -1 +7↑	
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	17	39	26	14	57% -4 +2	
WELLBEING	44%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q23. My organisation cares about my health and wellbeing	15	34	26	16	9	49% -6↓ -2
Q24. I have a good work life balance	8	30	17	29	16	38% -7↓ -19↓

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## IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	50%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q25. When I talk about my Department I say 'we' rather than 'they'	22	37	16	16	9	59%	+10 ↑	-1
Q26. I am committed to what my Department is trying to achieve	33	47	17			80%	+2	+1
Q27. At work, we are good at learning from our mistakes	19	47	19	11		65%	-6 ↓	+3
Q28. I feel that change is managed well	7	30	31	21	10	38%	-6 ↓	+1
Q29. The reasons for change are clearly communicated to me	8	30	28	23	11	38%	-6 ↓	-1
Q30. I think it is safe to challenge the way things are done in my Department	13	34	22	19	12	47%	+5 ↑	0
Q31. Senior managers in my Department are sufficiently visible	13	44	15	15	12	57%	-1	+4
Q32. Senior management are open and honest in their communication with staff	10	31	27	17	14	42%	-5 ↓	+1
Q33. Senior managers are aware of the challenges we face in our team	9	27	23	24	16	36%	-8 ↓	-9 ↓
Q34. Overall, I have confidence in the decisions made by my senior managers	9	29	31	17	13	38%	-8 ↓	-3

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## IS THERE ROOM FOR IMPROVEMENT?

### MY RELATIONSHIP WITH THE IOM GOVERNMENT

24%

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
Q35. I know what the IOM Government is trying to achieve	26	35	26	8		31%	-6 ↓	-15 ↓
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	36	34	17	8		42%	-6 ↓	-13 ↓
Q37. The IOM Government keeps me informed about matters that affect me	33	37	19	8		37%	-7 ↓	-5 ↓
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	13	49	24	13		14%	-6 ↓	-11 ↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	17	48	28			7%	-4	-17 ↓
Q40. Departments work well together across the IOM Government	34	39	22			5%	-3	-8 ↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	31	45	13	8		34%	-3	-3

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## IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	62%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	23	49	20	73%	-1	0	
Q43. I would recommend my Department as a great place to work	15	34	30	15	49%	-2	-3
Q44. I feel a strong sense of belonging to my Department	19	34	28	14	53%	+3	-1
Q45. My Department inspires me to do my best work every day	14	32	27	21	46%	+1	-2
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	48	41	9	89%	+3	+7 ↑	

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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH THE IOM GOVERNMENT

37%

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
Q47. I am proud to work for the IOM Government	8	37	42	10		45%	-8 ↓	-10 ↓
Q48. I would recommend the IOM Government as a great place to work		29	43	18		34%	-5 ↓	-7 ↓
Q49. I feel a strong sense of belonging to the IOM Government	14		47	28	7	18%	-6 ↓	-13 ↓
Q50. The IOM Government encourages new or better ways of doing things	15		44	28	10	17%	-6 ↓	-7 ↓
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	36	37	22			73%	-3	+1

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## IS THERE ROOM FOR IMPROVEMENT?

### TAKING ACTION

21%

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

19

36

24

19

21%

-2

-5 ↓

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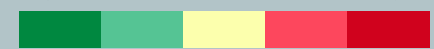


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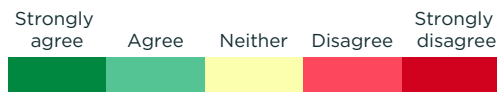
Strongly agree Agree Neither Disagree Strongly disagree



# 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.