

**HAVE YOUR SAY**

**HAVE YOUR SAY**

**Rushen Primary School**

RESPONSE RATE:

**22%**

RESPONSES:

**10**  
of 45



**YOUR EMPLOYEE ENGAGEMENT SCORE:**



**56%**

VARIANCE from PREVIOUS SURVEY:

↑ **+22**

VARIANCE from PARENT:

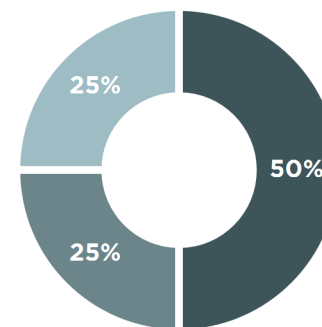
↑ **+10**

**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:** Primary

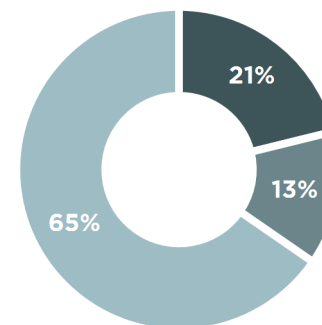
**VARIANCE FROM PREVIOUS SURVEY**

- 26 questions above
- 13 questions in line
- 13 questions below



**VARIANCE FROM PARENT**

- 11 questions above
- 7 questions in line
- 34 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>Q46.</b> I work beyond what is required in my job to help my Department to achieve its objectives    | <b>100%</b> |
| <b>Q51.</b> I work beyond what is required in my job to help the IOM Government to deliver its services | <b>100%</b> |
| <b>Q1.</b> I know what is expected of me at work  | <b>90%</b>  |



**BOTTOM 3 LOWEST SCORING QUESTIONS:**

% POSITIVE

|  |            |
|--|------------|
| <b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'       | <b>0%</b>  |
| <b>Q40.</b> Departments work well together across the IOM Government                 | <b>0%</b>  |
| <b>Q30.</b> I think it is safe to challenge the way things are done in my Department | <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 |  | 56% |    |    |    | 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   | 22  | 44 | 22 | 11 | 67%            | +25 ↑      | +10 ↑                         | +12 ↑                |                                    |
|                                | Q48. I would recommend the IOM Government as a great place to work                               | 33  | 44 | 22 | 22 | 33%            | +25 ↑      | -6 ↓                          | -7 ↓                 |                                    |
| STAY                           | Q49. I feel a strong sense of belonging to the IOM Government                                    | 33  | 44 | 22 | 22 | 33%            | +17 ↑      | +8 ↑                          | +2                   |                                    |
| STRIVE                         | Q50. The IOM Government encourages new or better ways of doing things                            | 44  | 56 | 22 | 22 | 44%            | +28 ↑      | +17 ↑                         | +21 ↑                |                                    |
|                                | Q51. I work beyond what is required in my job to help the IOM Government to deliver its services | 22  | 78 | 22 | 22 | 100%           | +17 ↑      | +22 ↑                         | +28 ↑                |                                    |

KEY

PARENT NAME: PRIMARY

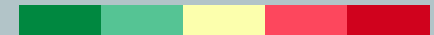


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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   | 61% |    |    | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM PARENT | VARIANCE FROM ORGANISATION OVERALL |
|---|-----|----|----|----------------|------------|-------------------------------|----------------------|------------------------------------|
| Q1. I know what is expected of me at work                               | 20  | 70 | 10 |                | 90%        | -2                            | -3                   | +1                                 |
| Q2. I have the information I need to do my work well                    | 20  | 60 | 20 |                | 80%        | +30 ↑                         | -3                   | +6 ↑                               |
| Q3. I have the resources I need to complete my work effectively         | 10  | 40 | 30 | 10             | 50%        | 0                             | -14 ↓                | -8 ↓                               |
| Q4. I am motivated by the work I do                                     | 20  | 60 | 20 |                | 80%        | +22 ↑                         | -9 ↓                 | +4                                 |
| Q5. My work makes good use of my skills and abilities                   | 10  | 80 | 10 |                | 90%        | +23 ↑                         | +4                   | +17 ↑                              |
| Q6. I feel involved in the decisions that affect my work                | 20  | 40 | 20 | 20             | 20%        | -22 ↓                         | -41 ↓                | -26 ↓                              |
| Q7. I am trusted to make the decisions I need to do my work effectively | 10  | 50 | 40 |                | 60%        | +2                            | -19 ↓                | -11 ↓                              |
| Q8. I am treated with fairness and respect                              | 10  | 30 | 40 | 20             | 40%        | -35 ↓                         | -38 ↓                | -27 ↓                              |
| Q9. I feel valued for the work I do                                     | 10  | 30 | 50 | 10             | 40%        | +7 ↑                          | -28 ↓                | -14 ↓                              |

|            |                      |  |                |       |         |          |                   |
|------------|----------------------|--|----------------|-------|---------|----------|-------------------|
| <b>KEY</b> | PARENT NAME: PRIMARY | ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR | Strongly agree | Agree | Neither | Disagree | Strongly disagree |
|            |                      | ↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR    |                |       |         |          |                   |

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

## IS THERE ROOM FOR IMPROVEMENT?

| MY SUPERVISOR/MANAGER  | 34% | 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  | 40             | 30         | 30%                           | -3                   | -41↓                               | -32↓ |
| <b>Q11.</b> My Supervisor/Manager communicates effectively                                 | 20  | 70             | 10         | 20%                           | +3                   | -47↓                               | -40↓ |
| <b>Q12.</b> My Supervisor/Manager listens to me and considers my views                     | 40  | 50             | 10         | 40%                           | -10↓                 | -35↓                               | -26↓ |
| <b>Q13.</b> My Supervisor/Manager motivates and inspires me to be more effective in my job | 40  | 50             | 10         | 40%                           | +23↑                 | -22↓                               | -11↓ |
| <b>Q14.</b> My Supervisor/Manager is open to my ideas                                      | 50  | 50             |            | 50%                           | -8↓                  | -27↓                               | -14↓ |
| <b>Q15.</b> My Supervisor/Manager deals with poor performance effectively                  | 20  | 70             | 10         | 20%                           | +20↑                 | -28↓                               | -22↓ |
| <b>Q16.</b> I have confidence in the decisions made by my supervisor/manager               | 40  | 50             | 10         | 40%                           | +23↑                 | -35↓                               | -21↓ |

**KEY** PARENT NAME: PRIMARY

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↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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

## IS THERE ROOM FOR IMPROVEMENT?

| MY TEAM   | 70% | 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                    | 20  | 70             | 10         | 90%                           | +23 ↑                | +2                                 | +10 ↑ |
| Q18. My team is well managed  | 50  | 50             |            | 50%                           | +17 ↑                | -29 ↓                              | -14 ↓ |
| MY CUSTOMERS  | 80% | 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  | 30             | 10         | 90%                           | +7 ↑                 | -4                                 | 0     |
| Q20. We act on the feedback we receive in order to serve our customers better | 20  | 50             | 30         | 70%                           | -5 ↓                 | -18 ↓                              | -6 ↓  |

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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                        | 10  | 60             | 30         | 70%                           | -13 ↓                | -10 ↓                              | +2    |       |       |
| Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career | 10  | 60             | 30         | 70%                           | -13 ↓                | +1                                 | +15 ↑ |       |       |
| WELLBEING  | 20% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM PARENT | VARIANCE FROM ORGANISATION OVERALL |       |       |       |
| Q23. My organisation cares about my health and wellbeing   | 20  | 20             | 50         | 10                            | 20%                  | -30 ↓                              | -40 ↓ | -32 ↓ |       |
| Q24. I have a good work life balance   | 10  | 10             | 20         | 20                            | 40                   | 20%                                | -5 ↓  | -25 ↓ | -37 ↓ |

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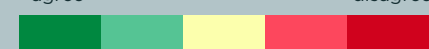


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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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## IS THERE ROOM FOR IMPROVEMENT?

| MY GOVERNMENT DEPARTMENT/BOARD/OFFICE  | 41%   | RESPONSE SCALE | % POSITIVE  | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM PARENT | VARIANCE FROM ORGANISATION OVERALL |       |
|--|-------|----------------|-------------|-------------------------------|----------------------|------------------------------------|-------|
| <b>Q25.</b> When I talk about my Department I say 'we' rather than 'they'            | 20    | 20 10          | 40 40 10    | 40%                           | +7 ↑                 | +5 ↑                               | -20 ↓ |
| <b>Q26.</b> I am committed to what my Department is trying to achieve                | 30    | 40 30          | 70 30 0     | 70%                           | +3                   | -3                                 | -8 ↓  |
| <b>Q27.</b> At work, we are good at learning from our mistakes                       | 10    | 80 10          | 90 10 0     | 90%                           | +40 ↑                | +11 ↑                              | +28 ↑ |
| <b>Q28.</b> I feel that change is managed well                                       | 10 10 | 30 50          | 20 30 10    | 20%                           | -5 ↓                 | -29 ↓                              | -17 ↓ |
| <b>Q29.</b> The reasons for change are clearly communicated to me                    | 10 20 | 30 30 10       | 30 30 10    | 30%                           | +13 ↑                | -20 ↓                              | -9 ↓  |
| <b>Q30.</b> I think it is safe to challenge the way things are done in my Department | 11 11 | 56 22          | 11 56 22    | 11%                           | -22 ↓                | -22 ↓                              | -36 ↓ |
| <b>Q31.</b> Senior managers in my Department are sufficiently visible                | 44    | 33 11 11       | 44 33 11 11 | 44%                           | +11 ↑                | -12 ↓                              | -9 ↓  |
| <b>Q32.</b> Senior management are open and honest in their communication with staff  | 22    | 44 22 11       | 22 44 22 11 | 22%                           | +6 ↑                 | -24 ↓                              | -18 ↓ |
| <b>Q33.</b> Senior managers are aware of the challenges we face in our team          | 11    | 44 33 11       | 11 44 33 11 | 56%                           | +14 ↑                | +6 ↑                               | +11 ↑ |
| <b>Q34.</b> Overall, I have confidence in the decisions made by my senior managers   | 11 11 | 56 11 11       | 11 56 11 11 | 22%                           | -3                   | -27 ↓                              | -19 ↓ |

**KEY**

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Strongly agree   Agree   Neither   Disagree   Strongly disagree

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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   | 30% |    |    | 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   | 44  | 33 | 22 |                | 44%        | +11 ↑                         | +6 ↑                 | -1                                 |
| <b>Q36.</b> I understand how my work contributes to what the IOM Government is trying to achieve                                      | 11  | 33 | 44 | 11             | 44%        | -6 ↓                          | -5 ↓                 | -11 ↓                              |
| <b>Q37.</b> The IOM Government keeps me informed about matters that affect me   | 56  |    | 44 |                | 56%        | +6 ↑                          | +5 ↑                 | +14 ↑                              |
| <b>Q38.</b> I believe the Chief Officers have a clear vision for the future of the IOM Government                                     | 44  | 44 | 11 |                | 44%        | +28 ↑                         | +22 ↑                | +19 ↑                              |
| <b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'  | 33  | 67 |    |                | 0%         | 0                             | -8 ↓                 | -24 ↓                              |
| <b>Q40.</b> Departments work well together across the IOM Government  | 33  | 56 | 11 |                | 0%         | 0                             | -8 ↓                 | -13 ↓                              |
| <b>Q41.</b> I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.) | 22  | 56 | 22 |                | 22%        | -11 ↓                         | -15 ↓                | -16 ↓                              |

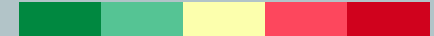
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## IS THERE ROOM FOR IMPROVEMENT?

| ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE   | 49% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM PARENT | VARIANCE FROM ORGANISATION OVERALL |       |       |
|---|-----|----------------|------------|-------------------------------|----------------------|------------------------------------|-------|-------|
| Q42. I am proud to work for my Department   | 22  | 44             | 22         | 11                            | 67%                  | +17 ↑                              | -6 ↓  | -6 ↓  |
| Q43. I would recommend my Department as a great place to work                                 | 11  | 22             | 22         | 44                            | 33%                  | +17 ↑                              | -15 ↓ | -19 ↓ |
| Q44. I feel a strong sense of belonging to my Department                                      | 11  | 11             | 44         | 33                            | 22%                  | -3                                 | -22 ↓ | -32 ↓ |
| Q45. My Department inspires me to do my best work every day                                   | 22  | 56             | 22         |                               | 22%                  | -3                                 | -18 ↓ | -25 ↓ |
| Q46. I work beyond what is required in my job to help my Department to achieve its objectives | 22  | 78             |            |                               | 100%                 | 0                                  | +17 ↑ | +17 ↑ |

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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH THE IOM GOVERNMENT

# 56%

#### 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   | 22 | 44 | 22 | 11 | <b>67%</b>  | +25 ↑ | +10 ↑ | +12 ↑ |
| <b>Q48.</b> I would recommend the IOM Government as a great place to work                               | 33 | 44 | 22 |    | <b>33%</b>  | +25 ↑ | -6 ↓  | -7 ↓  |
| <b>Q49.</b> I feel a strong sense of belonging to the IOM Government                                    | 33 | 44 | 22 |    | <b>33%</b>  | +17 ↑ | +8 ↑  | +2    |
| <b>Q50.</b> The IOM Government encourages new or better ways of doing things                            | 44 | 56 |    |    | <b>44%</b>  | +28 ↑ | +17 ↑ | +21 ↑ |
| <b>Q51.</b> I work beyond what is required in my job to help the IOM Government to deliver its services | 22 | 78 |    |    | <b>100%</b> | +17 ↑ | +22 ↑ | +28 ↑ |

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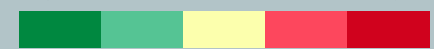


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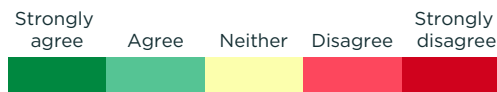
| TAKING ACTION  | 11% | RESPONSE SCALE | % POSITIVE | VARIANCE FROM PREVIOUS SURVEY | VARIANCE FROM PARENT | VARIANCE FROM ORGANISATION OVERALL |
|--|-----|----------------|------------|-------------------------------|----------------------|------------------------------------|
| Q52. I believe that action will be taken based on the results from this survey | 11  | 56             | 22 11      | 11%                           | +3                   | -13 ↓ -16 ↓                        |

| KEY | PARENT NAME: PRIMARY | Legend  |
|-----|----------------------|---|
|     |                      | <div style="display: flex; align-items: center;"> <span style="color: green; font-size: 20px; margin-right: 5px;">↑</span> <span style="color: green; font-size: 10px;">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 style="color: red; font-size: 10px;">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  | $151 + 166 = 317$     |        |         |          |                   |       |
| % POSITIVE          | $317 \div 613 = 52\%$ |        |         |          |                   |       |

## 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.