

**HAVE YOUR SAY**

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**Scoil yn Jubilee**

RESPONSE RATE:

**43%**

RESPONSES:

**17**  
of 40



**YOUR EMPLOYEE ENGAGEMENT SCORE:**



**47%**

VARIANCE from PREVIOUS SURVEY: **-20**

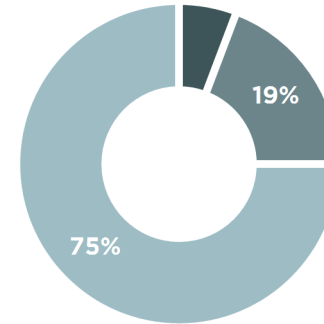
VARIANCE from PARENT: **+2**

**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:** Primary

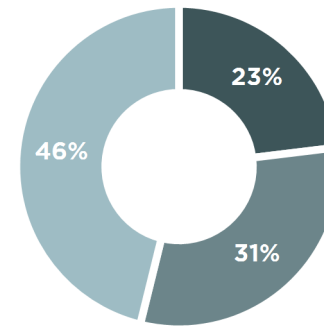
**VARIANCE FROM PREVIOUS SURVEY**

- 3 questions above
- 10 questions in line
- 39 questions below



**VARIANCE FROM PARENT**

- 12 questions above
- 16 questions in line
- 24 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>Q1.</b> I know what is expected of me at work	<b>100%</b>
<b>Q19.</b> We are committed to delivering a good customer service	<b>100%</b>
<b>Q4.</b> I am motivated by the work I do	<b>94%</b>



**BOTTOM 3 LOWEST SCORING QUESTIONS:**

% POSITIVE

<b>Q40.</b> Departments work well together across the IOM Government	<b>6%</b>
<b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'	<b>12%</b>
<b>Q49.</b> I feel a strong sense of belonging to the IOM Government	<b>18%</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		47%			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	18	53	24	71%	-4	+13 ↑	+16 ↑	
	Q48. I would recommend the IOM Government as a great place to work	12	24	59	35%	-30 ↓	-5 ↓	-5 ↓	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	12	71	12	18%	-37 ↓	-7 ↓	-14 ↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	18	53	24	24%	-36 ↓	-4	0	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	65	24		88%	+8 ↑	+10 ↑	+17 ↑	

KEY

PARENT NAME: PRIMARY

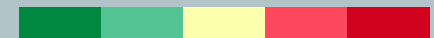


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	73%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q1. I know what is expected of me at work	41	59	100%	0	+7 ↑	+11 ↑		
Q2. I have the information I need to do my work well	19	63	13	81%	+5 ↑	-1	+7 ↑	
Q3. I have the resources I need to complete my work effectively	12	35	24	29	47%	-24 ↓	-17 ↓	-11 ↓
Q4. I am motivated by the work I do	29	65		94%	+4	+5 ↑	+18 ↑	
Q5. My work makes good use of my skills and abilities	29	65		94%	+4	+8 ↑	+21 ↑	
Q6. I feel involved in the decisions that affect my work	18	35	35	12	53%	-9 ↓	-8 ↓	+7 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	24	41	18	18	65%	+8 ↑	-15 ↓	-6 ↓
Q8. I am treated with fairness and respect	35	35	18	12	71%	-10 ↓	-8 ↓	+4
Q9. I feel valued for the work I do	18	35	29	18	53%	-14 ↓	-15 ↓	-1

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## IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	57%	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	25	38	25	13	63%	-9 ↓	-8 ↓	+1	
<b>Q11.</b> My Supervisor/Manager communicates effectively	13	38	13	19	19	50%	-7 ↓	-17 ↓	-10 ↓
<b>Q12.</b> My Supervisor/Manager listens to me and considers my views	19	50		25	69%	+2	-6 ↓	+3	
<b>Q13.</b> My Supervisor/Manager motivates and inspires me to be more effective in my job	19	31	25	25	50%	-26 ↓	-12 ↓	-1	
<b>Q14.</b> My Supervisor/Manager is open to my ideas	38	38		19	75%	+4	-2	+11 ↑	
<b>Q15.</b> My Supervisor/Manager deals with poor performance effectively	13	31		50	19%	-34 ↓	-29 ↓	-23 ↓	
<b>Q16.</b> I have confidence in the decisions made by my supervisor/manager	12	59		24	71%	+4	-5 ↓	+10 ↑	

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## IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	79%	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	41	41 12	82%	-13 ↓	-5 ↓	+2
Q18. My team is well managed	18	59 18	76%	-9 ↓	-3	+12 ↑
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	53	47	100%	0	+6 ↑	+10 ↑
Q20. We act on the feedback we receive in order to serve our customers better	35	47 18	82%	-13 ↓	-5 ↓	+7 ↑

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## IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	79%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
<b>Q21.</b> I have the opportunity to discuss my learning and development opportunities with my supervisor/manager	24	65	12	88%	-7 ↓	+8 ↑	+20 ↑		
<b>Q22.</b> Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	12	59	24	71%	-19 ↓	+1	+16 ↑		
WELLBEING	35%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
<b>Q23.</b> My organisation cares about my health and wellbeing	12	29	29	29	41%	-29 ↓	-19 ↓	-10 ↓	
<b>Q24.</b> I have a good work life balance	18	12	12	35	24	29%	-16 ↓	-15 ↓	-28 ↓

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## IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	46%	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'	12	24	35	29	35%	-25 ↓	0	-25 ↓
<b>Q26.</b> I am committed to what my Department is trying to achieve	29	53	12	82%	-3	+9 ↑	+4	
<b>Q27.</b> At work, we are good at learning from our mistakes	35	47	18	82%	+2	+4	+20 ↑	
<b>Q28.</b> I feel that change is managed well	35	24	29	41%	-14 ↓	-8 ↓	+4	
<b>Q29.</b> The reasons for change are clearly communicated to me	24	24	41	29%	-18 ↓	-20 ↓	-10 ↓	
<b>Q30.</b> I think it is safe to challenge the way things are done in my Department	35	29	35	35%	-25 ↓	+2	-12 ↓	
<b>Q31.</b> Senior managers in my Department are sufficiently visible	12	24	29	35	35%	-25 ↓	-21 ↓	-18 ↓
<b>Q32.</b> Senior management are open and honest in their communication with staff	24	24	41	29%	-26 ↓	-17 ↓	-11 ↓	
<b>Q33.</b> Senior managers are aware of the challenges we face in our team	47	29	24	47%	-23 ↓	-3	+2	
<b>Q34.</b> Overall, I have confidence in the decisions made by my senior managers	41	41	12	41%	-19 ↓	-8 ↓	0	

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## IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT	33%			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	41	24	35		41%	-29 ↓	+3	-4
<b>Q36.</b> I understand how my work contributes to what the IOM Government is trying to achieve	47	35	18		47%	-23 ↓	-3	-8 ↓
<b>Q37.</b> The IOM Government keeps me informed about matters that affect me	59	24	18		59%	-6 ↓	+9 ↑	+17 ↑
<b>Q38.</b> I believe the Chief Officers have a clear vision for the future of the IOM Government	24	59	12		24%	-36 ↓	+1	-2
<b>Q39.</b> When I talk about the IOM Government I say 'we' rather than 'they'	24	53	12		12%	-8 ↓	+4	-12 ↓
<b>Q40.</b> Departments work well together across the IOM Government	29	47	18		6%	-9 ↓	-2	-7 ↓
<b>Q41.</b> I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	35	41	18		41%	-9 ↓	+4	+3

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## IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	56%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	18	53	24	71%	-9↓	-3	-2	
Q43. I would recommend my Department as a great place to work	29	53	12	35%	-30↓	-13↓	-17↓	
Q44. I feel a strong sense of belonging to my Department	18	18	53	12	35%	-45↓	-9↓	-19↓
Q45. My Department inspires me to do my best work every day	41	41	12	47%	-23↓	+7↑	-1	
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	81	13		94%	-6↓	+10↑	+11↑	

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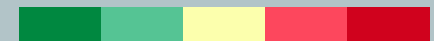


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## IS THERE ROOM FOR IMPROVEMENT?

### ENGAGEMENT WITH THE IOM GOVERNMENT

# 47%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	18	53	24	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
<b>Q47.</b> I am proud to work for the IOM Government	18	53	24	71%	-4	+13 ↑	+16 ↑
<b>Q48.</b> I would recommend the IOM Government as a great place to work	12	24	59	35%	-30 ↓	-5 ↓	-5 ↓
<b>Q49.</b> I feel a strong sense of belonging to the IOM Government	12	71	12	18%	-37 ↓	-7 ↓	-14 ↓
<b>Q50.</b> The IOM Government encourages new or better ways of doing things	18	53	24	24%	-36 ↓	-4	0
<b>Q51.</b> I work beyond what is required in my job to help the IOM Government to deliver its services	65	24		88%	+8 ↑	+10 ↑	+17 ↑

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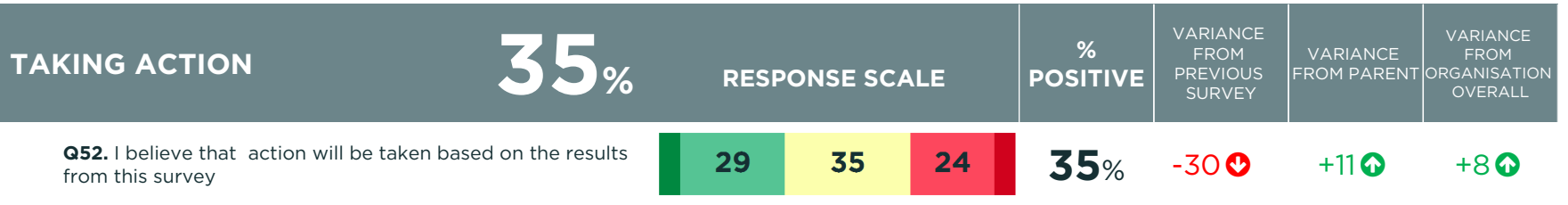


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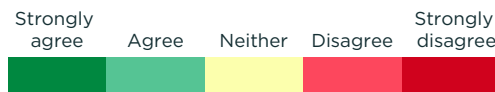
## IS THERE ROOM FOR IMPROVEMENT?



# 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.