

HAVE YOUR SAY

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St Mary's RC School

RESPONSE RATE:

44%

RESPONSES:

12
of 27



YOUR
EMPLOYEE
ENGAGEMENT
SCORE:



56%

VARIANCE from PARENT:



+11

VARIANCE from ORGANISATION
OVERALL:

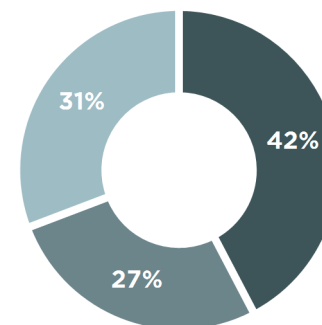
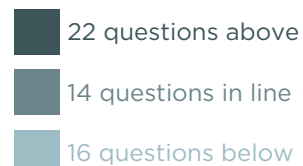


+12

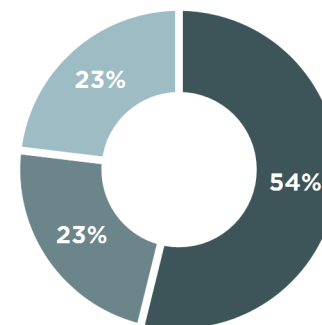
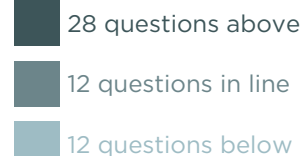
Employee engagement is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

Parent name: Primary

VARIANCE FROM PARENT



VARIANCE FROM ORGANISATION OVERALL



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

100%

Q17. The people in my team co-operate to get the work done

100%

Q19. We are committed to delivering a good customer service

100%



BOTTOM 3 LOWEST SCORING QUESTIONS:

% POSITIVE

Q30. I think it is safe to challenge the way things are done in my Department

10%

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

20%

Q40. Departments work well together across the IOM Government

20%

EMPLOYEE ENGAGEMENT

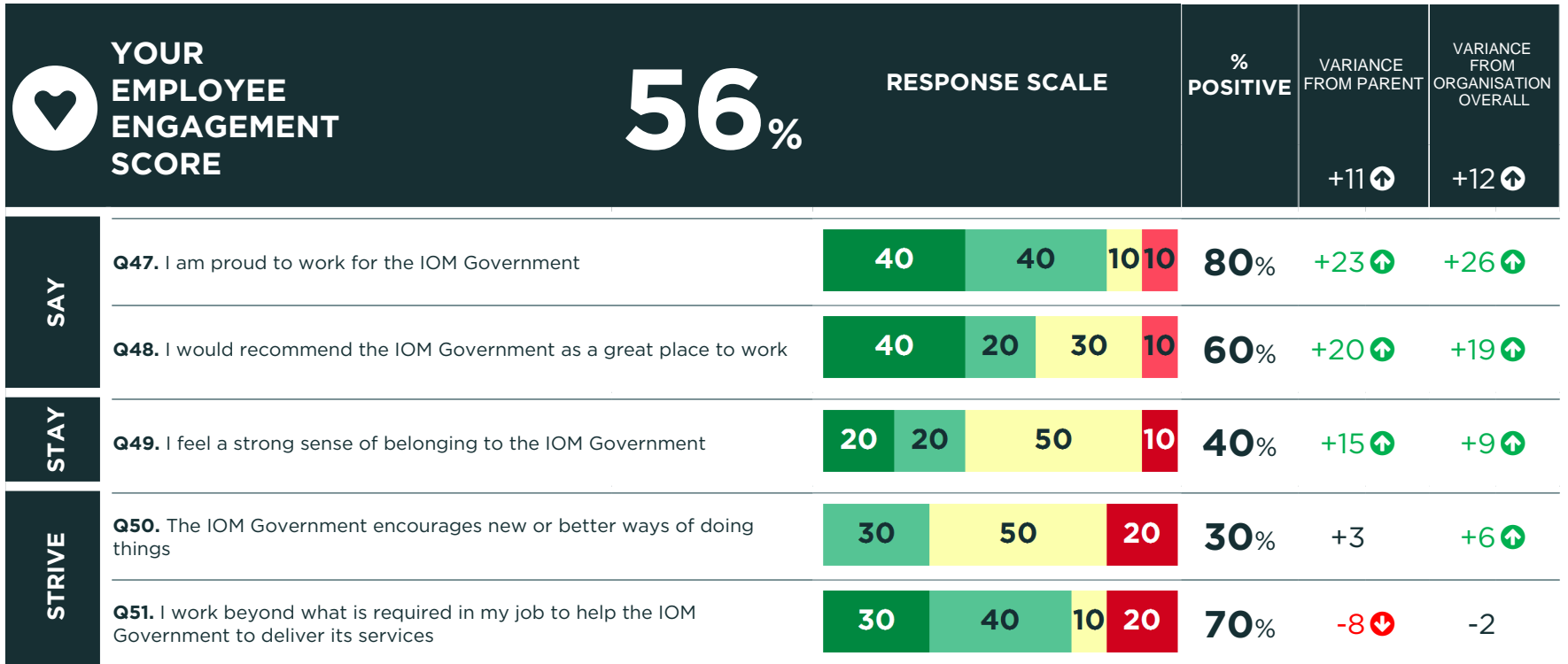


HOW ENGAGED IS YOUR TEAM?

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:
PRIMARY

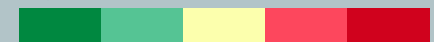


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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 PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	42	58	100%	+7 ↑	+11 ↑
Q2. I have the information I need to do my work well	17	58	75%	-8 ↓	+1
Q3. I have the resources I need to complete my work effectively	8	42	50%	-14 ↓	-8 ↓
Q4. I am motivated by the work I do	42	42	83%	-6 ↓	+7 ↑
Q5. My work makes good use of my skills and abilities	50	33	83%	-3	+10 ↑
Q6. I feel involved in the decisions that affect my work	8	50	58%	-3	+12 ↑
Q7. I am trusted to make the decisions I need to do my work effectively	33	25	58%	-21 ↓	-12 ↓
Q8. I am treated with fairness and respect	25	50	75%	-3	+8 ↑
Q9. I feel valued for the work I do	25	50	75%	+7 ↑	+21 ↑

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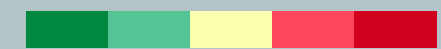


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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	59%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q10. My Supervisor/Manager tells me when I have done a good job	9	45	9	27	9	55%	-16 ↓	-7 ↓
Q11. My Supervisor/Manager communicates effectively	9	45	18	27		55%	-13 ↓	-6 ↓
Q12. My Supervisor/Manager listens to me and considers my views	18	64	9	9		82%	+7 ↑	+16 ↑
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	9	45	27	9	9	55%	-7 ↓	+3
Q14. My Supervisor/Manager is open to my ideas	9	64	9	9	9	73%	-4	+9 ↑
Q15. My Supervisor/Manager deals with poor performance effectively	9	36	36	18		45%	-2	+3
Q16. I have confidence in the decisions made by my supervisor/manager	10	40	10	30	10	50%	-25 ↓	-11 ↓

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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	90%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q17. The people in my team co-operate to get the work done		60	40	100%	+12 ↑	+20 ↑	
Q18. My team is well managed		30	50	20	80%	+1	+16 ↑
MY CUSTOMERS	90%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL	
Q19. We are committed to delivering a good customer service		60	40	100%	+6 ↑	+10 ↑	
Q20. We act on the feedback we receive in order to serve our customers better		50	30	20	80%	-8 ↓	+4

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	50%	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	20	30	10	30	10	50%	-30 ↓	-18 ↓
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	20	30	20	30		50%	-19 ↓	-5 ↓
WELLBEING	60%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL			
Q23. My organisation cares about my health and wellbeing	20	40	40			60%	0	+8 ↑
Q24. I have a good work life balance	10	50	20	10	10	60%	+15 ↑	+3

KEY	PARENT NAME: PRIMARY	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	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 GOVERNMENT DEPARTMENT/BOARD/OFFICE

49%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q25. When I talk about my Department I say 'we' rather than 'they'	20	20	20	30	10	40%	+5 ↑	-20 ↓
Q26. I am committed to what my Department is trying to achieve	30	60	10			90%	+17 ↑	+12 ↑
Q27. At work, we are good at learning from our mistakes	30	60	10			90%	+11 ↑	+28 ↑
Q28. I feel that change is managed well	10	40	20	20	10	50%	+1	+13 ↑
Q29. The reasons for change are clearly communicated to me	10	40	10	20	20	50%	0	+11 ↑
Q30. I think it is safe to challenge the way things are done in my Department	10	50	20	20		10%	-23 ↓	-37 ↓
Q31. Senior managers in my Department are sufficiently visible	20	30	40	10		50%	-6 ↓	-3
Q32. Senior management are open and honest in their communication with staff	10	20	40	30		30%	-16 ↓	-11 ↓
Q33. Senior managers are aware of the challenges we face in our team	30	20	30	20		50%	0	+5 ↑
Q34. Overall, I have confidence in the decisions made by my senior managers	10	20	20	50		30%	-20 ↓	-11 ↓

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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

47%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q35. I know what the IOM Government is trying to achieve	22	44	22	11	0	67%	+28 ↑	+21 ↑
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	22	56	11	11	0	78%	+28 ↑	+22 ↑
Q37. The IOM Government keeps me informed about matters that affect me	22	44	22	11	0	67%	+16 ↑	+25 ↑
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	22	0	56	11	11	22%	0	-3
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	10	10	10	50	20	20%	+12 ↑	-4
Q40. Departments work well together across the IOM Government	20	20	0	50	10	20%	+12 ↑	+7 ↑
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	10	50	30	10	0	60%	+23 ↑	+22 ↑

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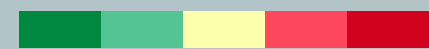


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE

66%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q42. I am proud to work for my Department	30	60	10	0	0	90%	+17 ↑	+17 ↑
Q43. I would recommend my Department as a great place to work	10	50	40	0	0	60%	+11 ↑	+8 ↑
Q44. I feel a strong sense of belonging to my Department	30	20	40	10	0	50%	+6 ↑	-4
Q45. My Department inspires me to do my best work every day	20	30	40	10	0	50%	+10 ↑	+2
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	40	40	20	0	0	80%	-3	-3

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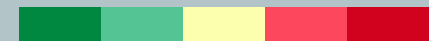


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

56%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

QUESTION	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	% POSITIVE	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q47. I am proud to work for the IOM Government	40	40	10	10	80%	+23 ↑	+26 ↑
Q48. I would recommend the IOM Government as a great place to work	40	20	30	10	60%	+20 ↑	+19 ↑
Q49. I feel a strong sense of belonging to the IOM Government	20	20	50	10	40%	+15 ↑	+9 ↑
Q50. The IOM Government encourages new or better ways of doing things	30	50	20	0	30%	+3	+6 ↑
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	30	40	10	20	70%	-8 ↓	-2

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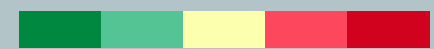


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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

TAKING ACTION

20%

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

1010

30

30

20

20%

-4

-7 ↓

KEY

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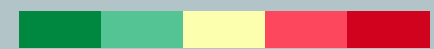


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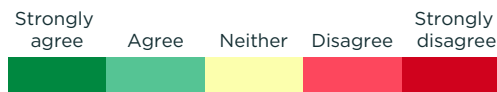
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GUIDE TO THIS REPORT

% 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 ÷ 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.