

HAVE YOUR SAY

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St Ninian's High School

RESPONSE RATE:

46%

RESPONSES:

54
of 118



YOUR EMPLOYEE ENGAGEMENT SCORE:



34%

VARIANCE from PREVIOUS SURVEY: **+6**

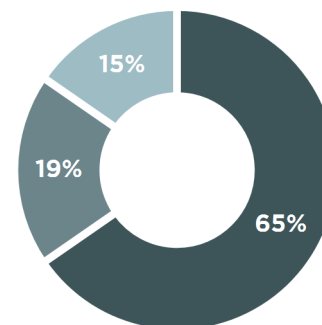
VARIANCE from PARENT: **-3**

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: Secondary & Further & Higher

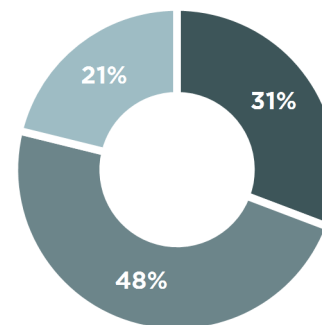
VARIANCE FROM PREVIOUS SURVEY

- 34 questions above
- 10 questions in line
- 8 questions below



VARIANCE FROM PARENT

- 16 questions above
- 25 questions in line
- 11 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

Q26. I am committed to what my Department is trying to achieve

91%

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

91%

Q19. We are committed to delivering a good customer service

87%

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%

Q50. The IOM Government encourages new or better ways of doing things

13%

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		34%				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	9	34	45	9	43%	+8 ↑	-1	-11 ↓	
	Q48. I would recommend the IOM Government as a great place to work	9	28	45	15	38%	+13 ↑	+4	-3	
STAY	Q49. I feel a strong sense of belonging to the IOM Government	15	45	30	8	19%	+9 ↑	+1	-12 ↓	
STRIVE	Q50. The IOM Government encourages new or better ways of doing things	9	45	34	8	13%	+6 ↑	-4	-11 ↓	
	Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	28	30	36	6	58%	-7 ↓	-14 ↓	-13 ↓	

KEY

PARENT NAME:
SECONDARY & FURTHER & HIGHER

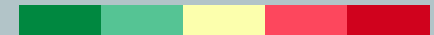


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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	71%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q1. I know what is expected of me at work	31	54	9	7	85%	-8 ↓	-5 ↓	-4	
Q2. I have the information I need to do my work well	20	63	9	7	83%	+11 ↑	+10 ↑	+10 ↑	
Q3. I have the resources I need to complete my work effectively	9	41	28	17	50%	+11 ↑	-7 ↓	-8 ↓	
Q4. I am motivated by the work I do	37	44	13	7	81%	+4	0	+5 ↑	
Q5. My work makes good use of my skills and abilities	31	54	11	7	85%	+8 ↑	+5 ↑	+12 ↑	
Q6. I feel involved in the decisions that affect my work	19	30	20	26	48%	+18 ↑	+2	+2	
Q7. I am trusted to make the decisions I need to do my work effectively	19	52	20	7	70%	+11 ↑	+4	0	
Q8. I am treated with fairness and respect	39	35	22	7	74%	+25 ↑	+7 ↑	+7 ↑	
Q9. I feel valued for the work I do	20	37	22	19	57%	+23 ↑	+3	+3	

PARENT NAME: SECONDARY & FURTHER & HIGHER

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IS THERE ROOM FOR IMPROVEMENT?

MY SUPERVISOR/MANAGER	56%	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	13	39	30	19	52%	-2	-12 ↓	-10 ↓	
Q11. My Supervisor/Manager communicates effectively	17	44	22	13	61%	+10 ↑	-4	+1	
Q12. My Supervisor/Manager listens to me and considers my views	28	37	26	9	65%	+2	-5 ↓	-1	
Q13. My Supervisor/Manager motivates and inspires me to be more effective in my job	19	39	24	17	57%	+13 ↑	+3	+6 ↑	
Q14. My Supervisor/Manager is open to my ideas	28	37	28	7	65%	+2	-2	+1	
Q15. My Supervisor/Manager deals with poor performance effectively	9	22	44	22	31%	-6 ↓	-9 ↓	-11 ↓	
Q16. I have confidence in the decisions made by my supervisor/manager	26	34	28	8	60%	+12 ↑	-1	0	

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IS THERE ROOM FOR IMPROVEMENT?

MY TEAM	74%	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	25	51	17	8	75%	-8 ↓	-7 ↓	-4	
Q18. My team is well managed	23	49	13	15	72%	+9 ↑	+4	+8 ↑	
MY CUSTOMERS	83%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q19. We are committed to delivering a good customer service	30	57	13		87%	+2	-2	-3	
Q20. We act on the feedback we receive in order to serve our customers better	25	55	15		79%	+7 ↑	+1	+3	

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IS THERE ROOM FOR IMPROVEMENT?

LEARNING AND DEVELOPMENT	58%	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	28	43	19	9	72%	+7 ↑	-3	+4
Q22. Learning and development activities I have completed while working for the IOM Government are helping me to develop my career	17	28	38	17	45%	-5 ↓	-11 ↓	-9 ↓
WELLBEING	46%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q23. My organisation cares about my health and wellbeing	25	34	25	13	58%	+19 ↑	+9 ↑	+7 ↑
Q24. I have a good work life balance	28	15	26	25	34%	+10 ↑	-4	-23 ↓

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IS THERE ROOM FOR IMPROVEMENT?

MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	61%	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'	30	40	17	11	70%	-3	+11 ↑	+10 ↑	
Q26. I am committed to what my Department is trying to achieve	42	49	9		91%	+5 ↑	+11 ↑	+12 ↑	
Q27. At work, we are good at learning from our mistakes	23	58	13		81%	+8 ↑	+16 ↑	+19 ↑	
Q28. I feel that change is managed well	43	28	21		49%	+22 ↑	+11 ↑	+12 ↑	
Q29. The reasons for change are clearly communicated to me	15	36	26	19	51%	+13 ↑	+13 ↑	+12 ↑	
Q30. I think it is safe to challenge the way things are done in my Department	23	47	9	19	70%	+15 ↑	+23 ↑	+23 ↑	
Q31. Senior managers in my Department are sufficiently visible	15	53	8	17	8	68%	+23 ↑	+11 ↑	+15 ↑
Q32. Senior management are open and honest in their communication with staff	9	36	25	19	11	45%	+20 ↑	+4	+5 ↑
Q33. Senior managers are aware of the challenges we face in our team	15	28	25	25	8	43%	+11 ↑	+7 ↑	-2
Q34. Overall, I have confidence in the decisions made by my senior managers	11	34	28	21		45%	+23 ↑	+7 ↑	+4

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IS THERE ROOM FOR IMPROVEMENT?

MY RELATIONSHIP WITH THE IOM GOVERNMENT

19%

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	17	34	42		19%	-16 ↓	-12 ↓	-26 ↓
Q36. I understand how my work contributes to what the IOM Government is trying to achieve	23	43	28		25%	-13 ↓	-18 ↓	-31 ↓
Q37. The IOM Government keeps me informed about matters that affect me	25	51	19		26%	-14 ↓	-10 ↓	-15 ↓
Q38. I believe the Chief Officers have a clear vision for the future of the IOM Government	15	38	36	9	17%	-3	+3	-8 ↓
Q39. When I talk about the IOM Government I say 'we' rather than 'they'	8	15	45	32	8%	+5 ↑	0	-16 ↓
Q40. Departments work well together across the IOM Government		40	40	13	8%	+3	+2	-6 ↓
Q41. I think that the IOM Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	28	51	11		32%	+12 ↑	-2	-6 ↓

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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH MY GOVERNMENT DEPARTMENT/BOARD/OFFICE	66%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL		
Q42. I am proud to work for my Department	25	45	25	70%	+1	-3		
Q43. I would recommend my Department as a great place to work	17	42	26	15	58%	+21 ↑	+9 ↑	+6 ↑
Q44. I feel a strong sense of belonging to my Department	19	40	32	9	58%	-2	+5 ↑	+4
Q45. My Department inspires me to do my best work every day	11	40	32	13	51%	+11 ↑	+5 ↑	+3
Q46. I work beyond what is required in my job to help my Department to achieve its objectives	43	47	9	91%	+13 ↑	+1	+8 ↑	

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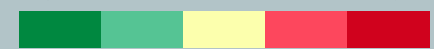


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IS THERE ROOM FOR IMPROVEMENT?

ENGAGEMENT WITH THE IOM GOVERNMENT

34%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM ORGANISATION OVERALL

Q47. I am proud to work for the IOM Government	9	34	45	9	43%	+8 ↑	-1	-11 ↓
Q48. I would recommend the IOM Government as a great place to work	9	28	45	15	38%	+13 ↑	+4	-3
Q49. I feel a strong sense of belonging to the IOM Government	15	45	30		19%	+9 ↑	+1	-12 ↓
Q50. The IOM Government encourages new or better ways of doing things	9	45	34	8	13%	+6 ↑	-4	-11 ↓
Q51. I work beyond what is required in my job to help the IOM Government to deliver its services	28	30	36		58%	-7 ↓	-14 ↓	-13 ↓

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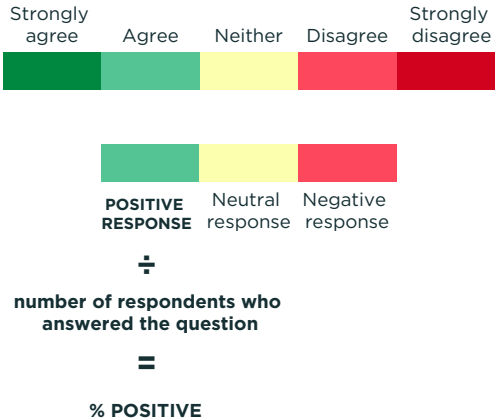
TAKING ACTION	25%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM ORGANISATION OVERALL
Q52. I believe that action will be taken based on the results from this survey	<div style="display: flex; justify-content: space-between;"> 9 15 32 30 13 </div>		25%	+15 ↑	+3	-2

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	<p>↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</p> <p>↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</p>	Strongly agree	Agree	Neither	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.



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.