

**EE**

# Employee Engagement

Multi-Rater Assessment



## APPENDIX

Open-Ended Feedback

Sample Company

**TalentClick**



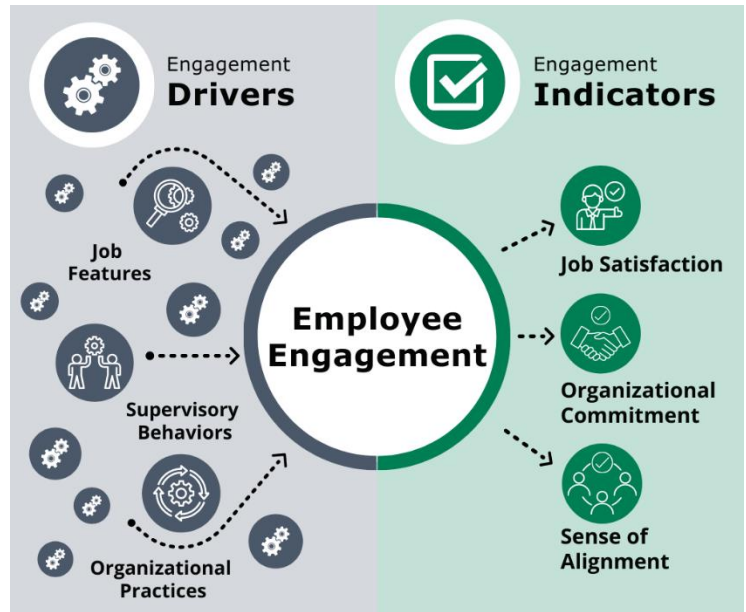
## Employee Engagement Survey Open-Ended Feedback

This report contains the open-ended feedback from the Employee Engagement Survey that was administered to employees at Sample Company from May. 02, 2022 to May. 16, 2022.

Employees were provided the opportunity to provide **qualitative feedback** for each of the 15 factors captured in the employee engagement survey:

**3 Engagement "Indicators"** reflect overall employee *sentiments, attitudes and intentions* toward their job or organization, which are immediate outcomes of engagement and in turn predict productivity and retention.

**12 Engagement "Drivers"** reflect employee *perceptions* of job features, supervisory behaviors, or organizational practices that have been shown to drive engagement, satisfaction, and commitment.



### Report Overview

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## Indicator 1 - SATISFACTION

Employees are generally satisfied with their job and would recommend the organization to others.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about satisfaction

2 Additional comments about satisfaction

3 Additional comments about satisfaction

4 Additional comments about satisfaction

5 Additional comments about satisfaction

6 Additional comments about satisfaction

7 Additional comments about satisfaction

8 Additional comments about satisfaction

9 Additional comments about satisfaction

10 Additional comments about satisfaction

11 Additional comments about satisfaction

12 Additional comments about satisfaction

13 Additional comments about satisfaction



## Indicator 2 - COMMITMENT

Employees intend to remain a committed member of the organization.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about commitment

2 Additional comments about commitment

3 Additional comments about commitment

4 Additional comments about commitment

5 Additional comments about commitment

6 Additional comments about commitment

7 Additional comments about commitment

8 Additional comments about commitment

9 Additional comments about commitment

10 Additional comments about commitment

11 Additional comments about commitment

12 Additional comments about commitment

13 Additional comments about commitment



## Indicator 3 - ALIGNMENT

Employees feel aligned to the organization's values, purpose and people.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about alignment

2 Additional comments about alignment

3 Additional comments about alignment

4 Additional comments about alignment

5 Additional comments about alignment

6 Additional comments about alignment

7 Additional comments about alignment

8 Additional comments about alignment

9 Additional comments about alignment

10 Additional comments about alignment

11 Additional comments about alignment

12 Additional comments about alignment

13 Additional comments about alignment



## Driver 1 - Tools & Resources

Employees have the equipment, materials, training and systems they need to get their work done right.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about tools and resources

2 Additional comments about tools and resources

3 Additional comments about tools and resources

4 Additional comments about tools and resources

5 Additional comments about tools and resources

6 Additional comments about tools and resources

7 Additional comments about tools and resources

8 Additional comments about tools and resources

9 Additional comments about tools and resources

10 Additional comments about tools and resources

11 Additional comments about tools and resources

12 Additional comments about tools and resources

13 Additional comments about tools and resources



## Driver 2 - Team Relations

Employees have a cooperative, respectful team environment and sufficient interaction with each other.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about team relationships

2 Additional comments about team relationships

3 Additional comments about team relationships

4 Additional comments about team relationships

5 Additional comments about team relationships

6 Additional comments about team relationships

7 Additional comments about team relationships

8 Additional comments about team relationships

9 Additional comments about team relationships

10 Additional comments about team relationships

11 Additional comments about team relationships

12 Additional comments about team relationships

13 Additional comments about team relationships



## Driver 3 - Accountability

Employees have clear and reasonable role expectations and are accountable to results.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about accountability

2 Additional comments about accountability

3 Additional comments about accountability

4 Additional comments about accountability

5 Additional comments about accountability

6 Additional comments about accountability

7 Additional comments about accountability

8 Additional comments about accountability

9 Additional comments about accountability

10 Additional comments about accountability

11 Additional comments about accountability

12 Additional comments about accountability

13 Additional comments about accountability





## Driver 4 - Stimulation

Employees have challenging, varied and interesting work.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about stimulation

2 Additional comments about stimulation

3 Additional comments about stimulation

4 Additional comments about stimulation

5 Additional comments about stimulation

6 Additional comments about stimulation

7 Additional comments about stimulation

8 Additional comments about stimulation

9 Additional comments about stimulation

10 Additional comments about stimulation

11 Additional comments about stimulation

12 Additional comments about stimulation

13 Additional comments about stimulation



## Driver 5 - Input

Employees have meaningful input by engaging in work that contributes to overall strategic goals, providing suggestions and ideas, and utilizing their unique skills.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about input

2 Additional comments about input

3 Additional comments about input

4 Additional comments about input

5 Additional comments about input

6 Additional comments about input

7 Additional comments about input

8 Additional comments about input

9 Additional comments about input

10 Additional comments about input

11 Additional comments about input

12 Additional comments about input

13 Additional comments about input



## Driver 6 - Organizational Leadership

Employees trust senior management to make good organizational decisions, treat workers well, and act according to organizational values.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about organizational leadership

2 Additional comments about organizational leadership

3 Additional comments about organizational leadership

4 Additional comments about organizational leadership

5 Additional comments about organizational leadership

6 Additional comments about organizational leadership

7 Additional comments about organizational leadership

8 Additional comments about organizational leadership

9 Additional comments about organizational leadership

10 Additional comments about organizational leadership

11 Additional comments about organizational leadership

12 Additional comments about organizational leadership

13 Additional comments about organizational leadership



## Driver 7 - Supervisory Support

Employees receive guidance, feedback, and recognition from their direct supervisor.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about supervisory support

2 Additional comments about supervisory support

3 Additional comments about supervisory support

4 Additional comments about supervisory support

5 Additional comments about supervisory support

6 Additional comments about supervisory support

7 Additional comments about supervisory support

8 Additional comments about supervisory support

9 Additional comments about supervisory support

10 Additional comments about supervisory support

11 Additional comments about supervisory support

12 Additional comments about supervisory support

13 Additional comments about supervisory support



## Driver 8 - Workload

Employees have a reasonable workload, time pressures and timelines, and can achieve work-life balance.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about workload

2 Additional comments about workload

3 Additional comments about workload

4 Additional comments about workload

5 Additional comments about workload

6 Additional comments about workload

7 Additional comments about workload

8 Additional comments about workload

9 Additional comments about workload

10 Additional comments about workload

11 Additional comments about workload

12 Additional comments about workload

13 Additional comments about workload



## Driver 9 - Diversity & Inclusion

Employees view senior management as fostering a diverse and inclusive environment.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about diversity and inclusion

2 Additional comments about diversity and inclusion

3 Additional comments about diversity and inclusion

4 Additional comments about diversity and inclusion

5 Additional comments about diversity and inclusion

6 Additional comments about diversity and inclusion

7 Additional comments about diversity and inclusion

8 Additional comments about diversity and inclusion

9 Additional comments about diversity and inclusion

10 Additional comments about diversity and inclusion

11 Additional comments about diversity and inclusion

12 Additional comments about diversity and inclusion

13 Additional comments about diversity and inclusion



## Driver 10 - Growth

Employees have job security and opportunities to develop and advance their careers.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about growth

2 Additional comments about growth

3 Additional comments about growth

4 Additional comments about growth

5 Additional comments about growth

6 Additional comments about growth

7 Additional comments about growth

8 Additional comments about growth

9 Additional comments about growth

10 Additional comments about growth

11 Additional comments about growth

12 Additional comments about growth

13 Additional comments about growth



## Driver 11 - Flexibility

Employees have flexibility over how, when, or where they get their work tasks done.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about flexibility

2 Additional comments about flexibility

3 Additional comments about flexibility

4 Additional comments about flexibility

5 Additional comments about flexibility

6 Additional comments about flexibility

7 Additional comments about flexibility

8 Additional comments about flexibility

9 Additional comments about flexibility

10 Additional comments about flexibility

11 Additional comments about flexibility

12 Additional comments about flexibility

13 Additional comments about flexibility





## Driver 12 - Compensation & Benefits

Employees receive fair compensation and satisfactory benefits.

### Open-Ended Comments: Specific details, thoughts or feelings about this topic

1 Additional comments about compensation and benefits

2 Additional comments about compensation and benefits

3 Additional comments about compensation and benefits

4 Additional comments about compensation and benefits

5 Additional comments about compensation and benefits

6 Additional comments about compensation and benefits

7 Additional comments about compensation and benefits

8 Additional comments about compensation and benefits

9 Additional comments about compensation and benefits

10 Additional comments about compensation and benefits

11 Additional comments about compensation and benefits

12 Additional comments about compensation and benefits

13 Additional comments about compensation and benefits



## General Comments - Areas of Strength

Survey respondents were given the opportunity to highlight or provide additional positive feedback regarding any other areas that are working well.

### Open-Ended Comments: Areas that are working well

1 Something company is doing great

2 Something company is doing great

3 Something company is doing great

4 Something company is doing great

5 Something company is doing great

6 Something company is doing great

7 Something company is doing great

8 Something company is doing great

9 Something company is doing great

10 Something company is doing great

11 Something company is doing great

12 Something company is doing great

13 Something company is doing great



## General Comments - Areas for Improvement

Survey respondents were given the opportunity to highlight or provide additional feedback regarding any other areas that could be improved.

### Open-Ended Comments: Areas that could be improved

1 Something company can improve

2 Something company can improve

3 Something company can improve

4 Something company can improve

5 Something company can improve

6 Something company can improve

7 Something company can improve

8 Something company can improve

9 Something company can improve

10 Something company can improve

11 Something company can improve

12 Something company can improve

13 Something company can improve

TalentClick's employee assessment solutions provide actionable business intelligence to help you build happier, safer, and more productive teams. Our unlimited-use subscriptions include ANY or ALL of the following reports, so you can test all your employees or applicants for one affordable price.

**OUR CORE BUNDLE:** Included in the Standard Unlimited-Use Subscription.



**Attitude-Values-Personality (AVP)** report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

*\*The AVP includes any combination of WPP, WVA & SQ/DSQ*



**Workstyle & Performance Profile (WPP)** reveals each participant's workstyle, strengths, and areas for improvement. The WPP can be used for hiring, training, performance management, succession planning, and more.

*\*Participant report available*



**Work Values & Attitude (WVA)** assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

*\*Participant report available*



**Safety Quotient™ (SQ)** helps identify the high-risk personality traits that lead to human error and preventable workplace incidents. The SQ measures rule-resistance, distractibility, impulsiveness, and more. Specialized report for Safety Leaders available.

*\*Participant report available*



**Driver Safety Quotient™ (DSQ)** helps predict a driver's likelihood of collisions, near misses, traffic violations, property damage, and more. The DSQ helps ensure a safer roadway for everyone.

*\*Participant report available*

**ADD-ON SOLUTIONS:** Included in the Standard Unlimited-Use Subscription.



**Cognitive Ability (CQ):**

Tests language comprehension, numerical calculation ability, and spatial reasoning.



**English Proficiency (EP):**

Measures English language competencies, including writing, vocabulary, and typing accuracy.

**PREMIUM SOLUTIONS:** Included in the Premium Unlimited-Use Subscription.



**Leadership Profile (LP):**

Helps hire, train, and develop an organization's most valuable assets - its leaders. The LP identifies leadership style, business reasoning ability, and conflict management approach.

*\*Participant report available*

**MULTI-RATER SOLUTIONS:** Ask us for details. Additional fees may apply.



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Multi-Rater



**360 Degree Leadership Review**

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**Safety Culture Survey**

Multi-Rater

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