

EE

Employee Engagement

Multi-Rater Assessment



EMPLOYER REPORT

For Evaluation and Workforce Planning

Sample Company

TalentClick



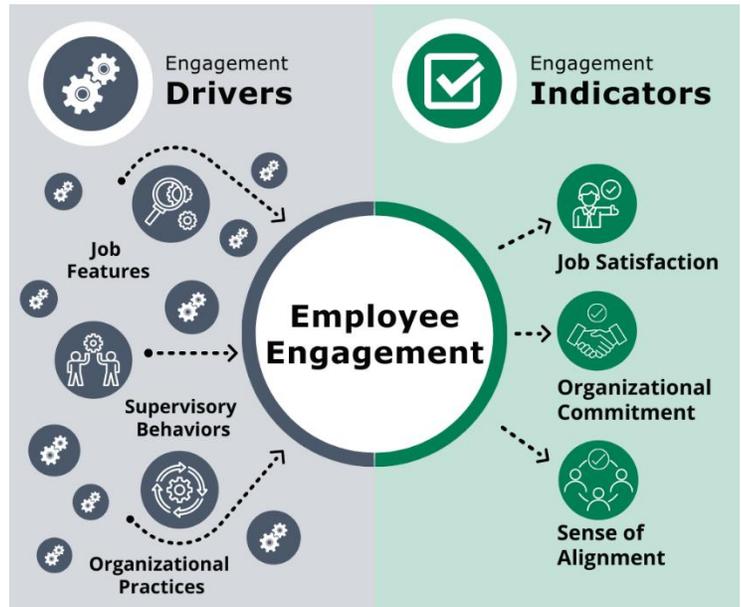
Introduction to Employee Engagement Survey Results

This report contains the results from the Employee Engagement Survey that was administered to employees at Sample Company from May. 02 to May. 16.

TalentClick's proprietary model of employee engagement consists of **15 factors** that capture both the indicators and drivers for a comprehensive framework:

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

PART A: Summary of Results	3
PART B: Detailed Results	4
Engagement Indicators (3 Factors).....	5
Engagement Drivers (12 Factors).....	8
PART C: Score Distributions	20
Engagement Indicators (3 Factors).....	21
Engagement Drivers (12 Factors).....	22
PART D: Importance Rankings for Engagement Drivers	26



Response Rate:

84%

- Based on # of respondents / # of invites
- Higher response rate means results are more likely to be representative of target group

Overall Engagement Score:

83

- Good engagement
- Moderate engagement
- Low engagement

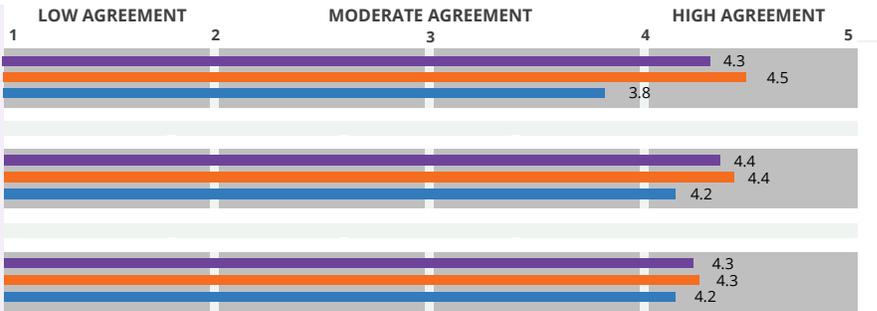
- All Employees Ratings (400 Responses)
- Non-Management Ratings (320 Responses)
- Management Ratings (80 Responses)

ENGAGEMENT INDICATORS

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

Commitment:
Employees intend to remain a committed member of the organization.

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



ENGAGEMENT DRIVERS

Rank ordered by score:

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

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

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

Stimulation
Employees have challenging, varied and interesting work.

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

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

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

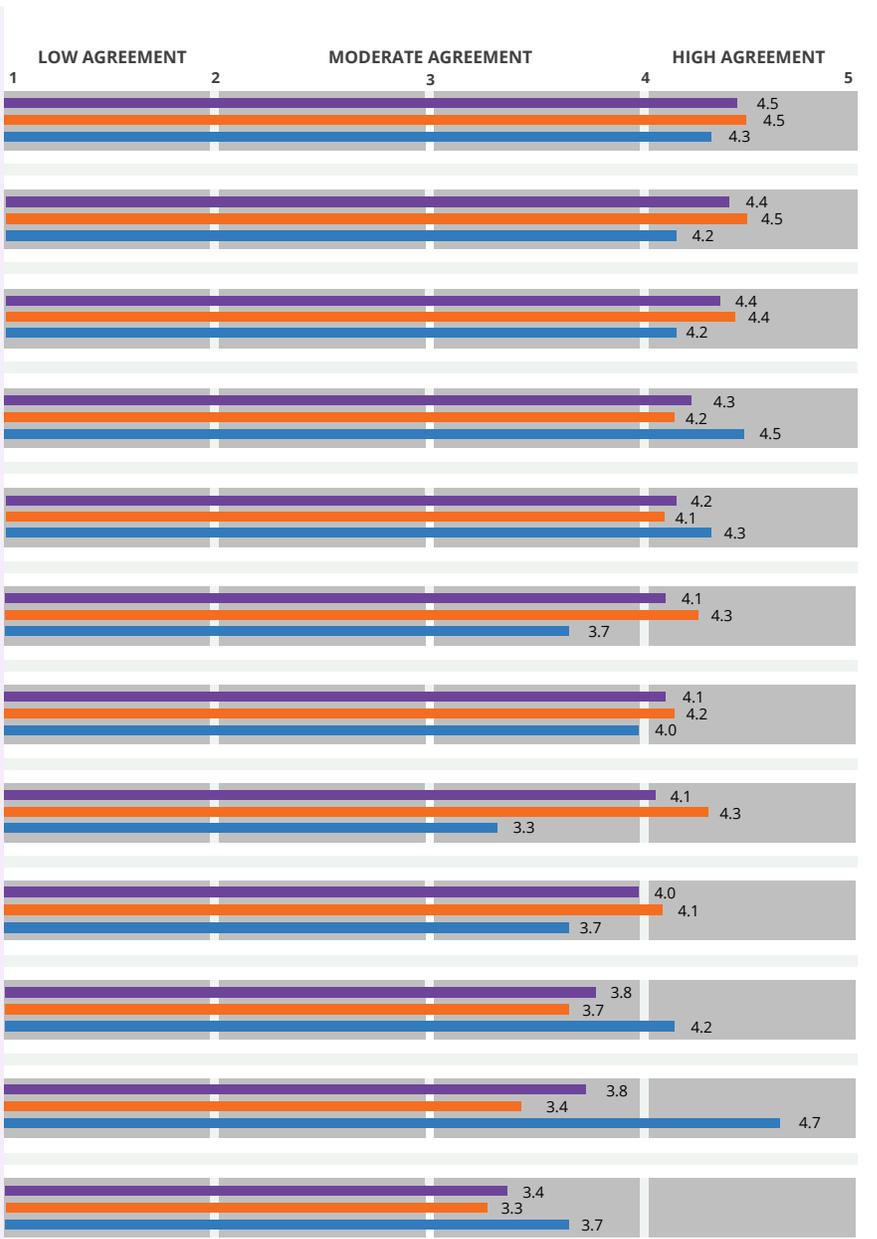
Workload
Employees have a reasonable workload, time pressures and timelines, and can achieve work-life balance.

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

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

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

Compensation & Benefits
Employees receive fair compensation and satisfactory benefits.





Introduction to Detailed Results

This section contains the detailed results for each engagement factor. For each factor, the **overall scores** are presented, as well as the **results of the 3 individual questions**.

For **Engagement Drivers**, the factors are presented in **rank order** based on the average score across all employees, starting with the **strongest** overall scores. Thus, "Driver 1" portrays the strongest overall score, while "Driver 12" portrays the lowest overall score.

Results:

The results from the Employee Engagement Survey are presented in **three ways**:

-  **All Employees:** The average ratings from all employees who completed the survey.
-  **Non-Management:** The average ratings from the non-management employees who completed the survey.
-  **Management:** The average ratings from the management-level employees who completed the survey.

Scoring:

The results are reported on a **5-point scale**, with each number corresponding to **the extent to which respondents agree** with each statement that was presented in the survey:

- 1 - Strongly **Disagree**
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly **Agree**

Importance Rating:

For each question, respondents were also asked to indicate how important that item is to them. The **average importance rating** per group is presented as a call-out box, reported on a **5-point scale**:

- 1 - **Not at all** Important
- 2 - Not important
- 3 - Somewhat important
- 4 - Important
- 5 - **Very** Important

The box will appear **yellow** if the item is rated as **high**

e.g.  **All Employees: 4.3 out of 5**

The box will appear **grey** if the item is rated as **moderate** or **low** importance:

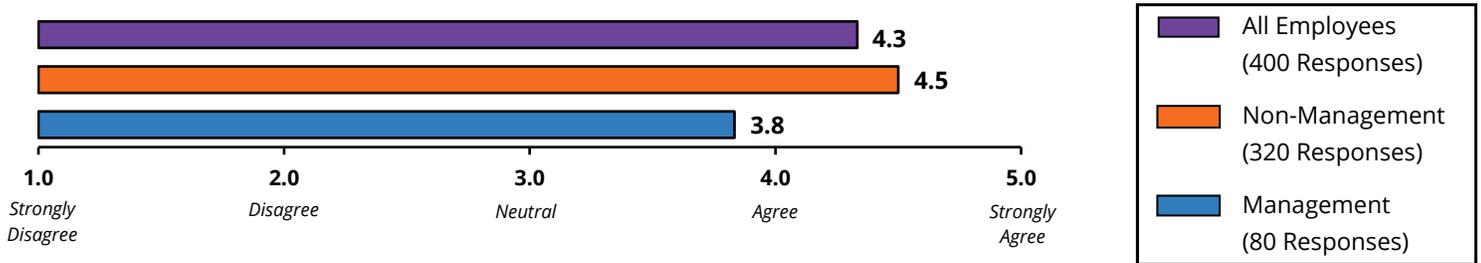
e.g.  **All Employees: 2.5 out of 5**



Indicator 1 - SATISFACTION

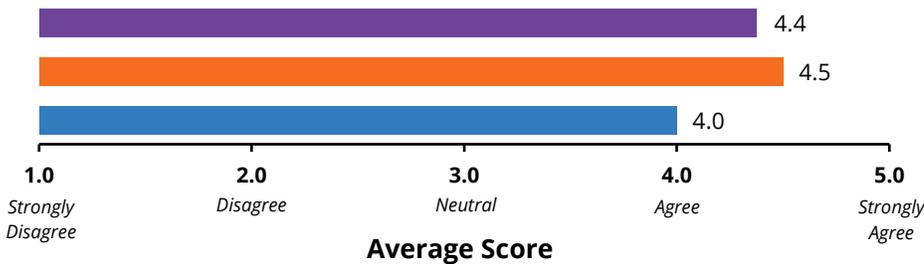
Employees are generally satisfied with their job and would recommend the organization to others.

Overall Factor Score:



Individual Questions (rank ordered by score):

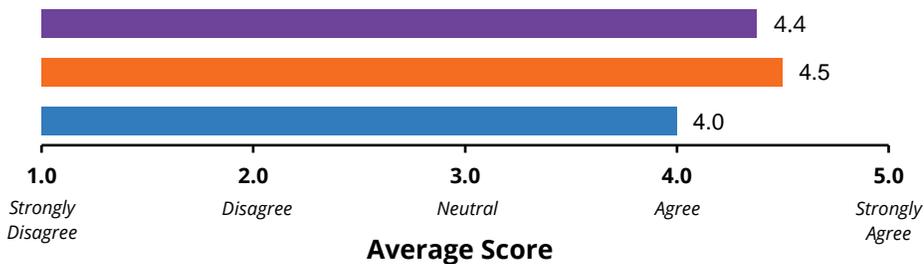
1 I am proud to work for this organization



Importance Rating (out of 5)

All Employees: 4.3
Non-Management: 4.0
Management: 5.0

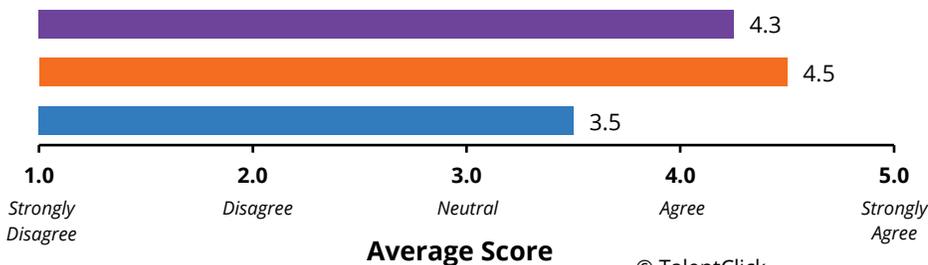
2 All things considered, I am satisfied with my job



Importance Rating (out of 5)

All Employees: 4.8
Non-Management: 4.7
Management: 5.0

3 I would recommend this organization to people I know as a great place to work



Importance Rating (out of 5)

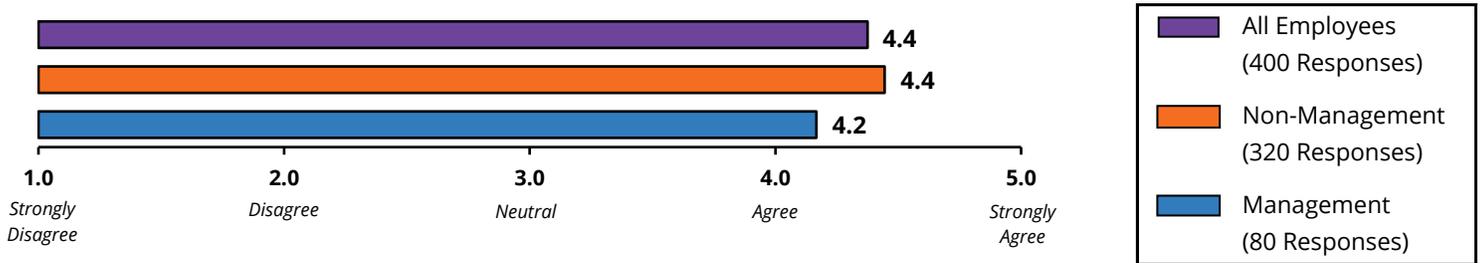
All Employees: 4.4
Non-Management: 4.3
Management: 4.5



Indicator 2 - COMMITMENT

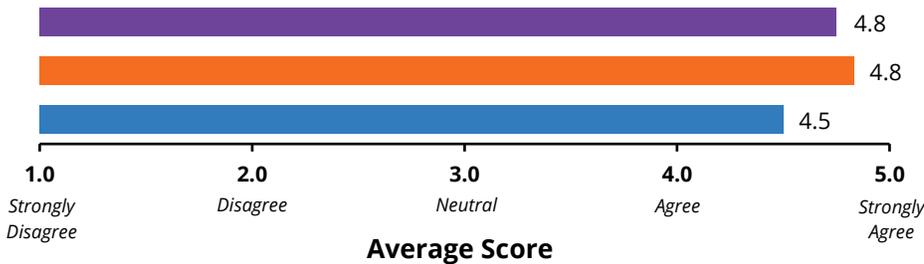
Employees intend to remain a committed member of the organization.

Overall Factor Score:



Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]



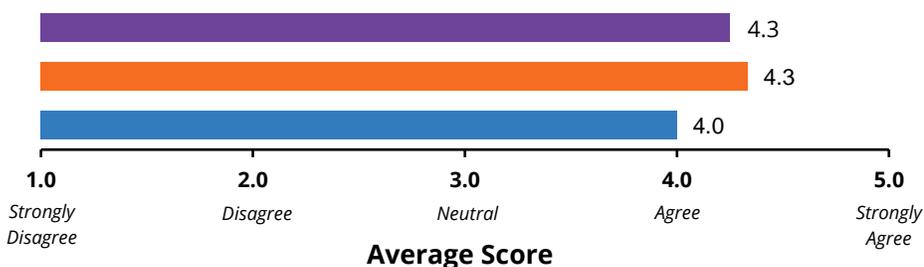
Importance Rating (out of 5)

All Employees: 4.9

Non-Management: 4.8

Management: 5.0

2 [Text Redacted for Sample Report]



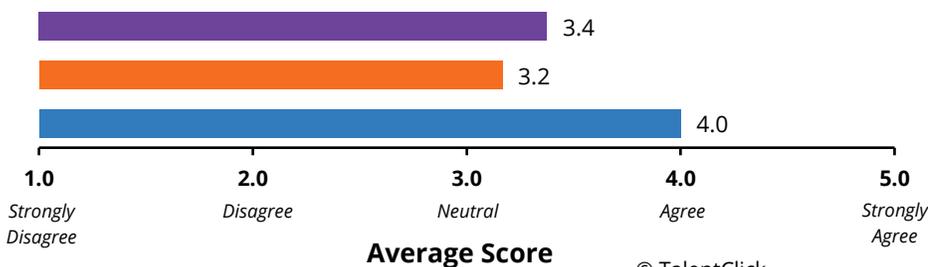
Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.2

Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 4.0

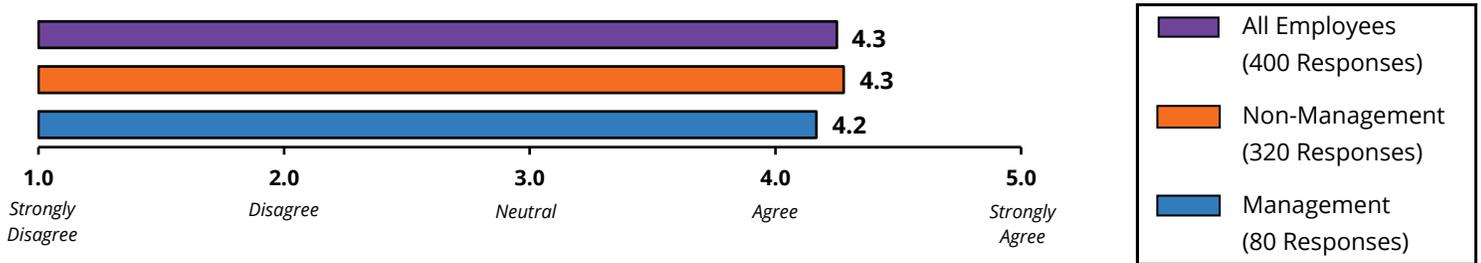
Management: 5.0



Indicator 3 - ALIGNMENT

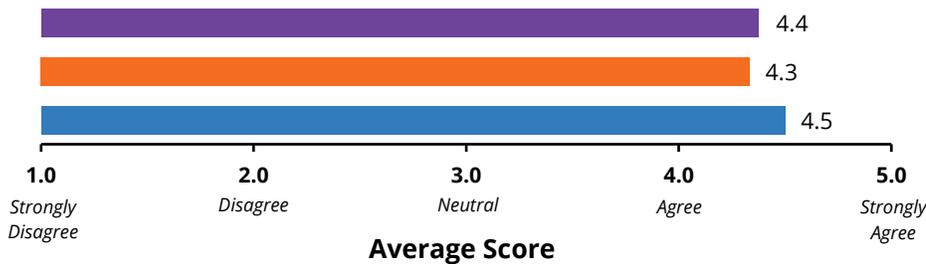
Employees feel aligned to the organization's values, purpose and people.

Overall Factor Score:



Individual Questions (rank ordered by score):

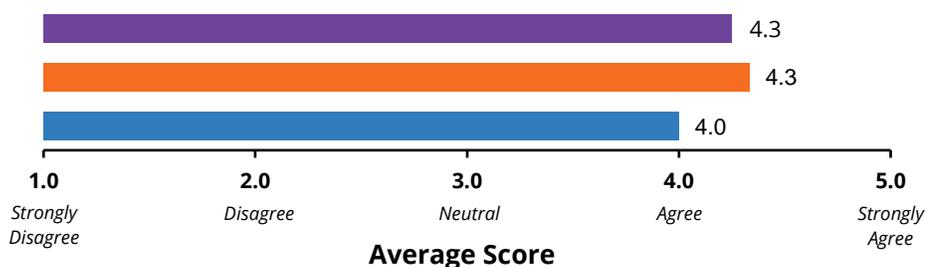
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.3
Non-Management: 4.0
Management: 5.0

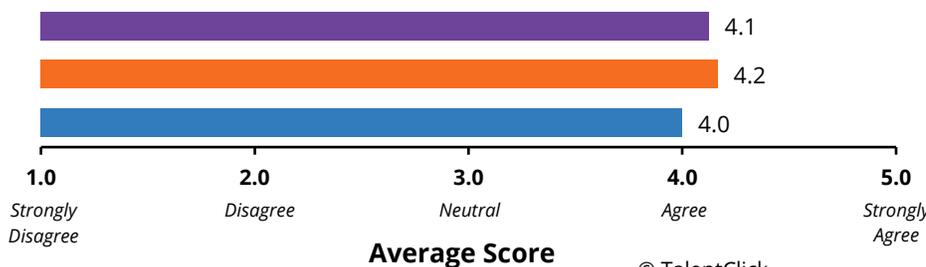
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.3
Non-Management: 4.0
Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

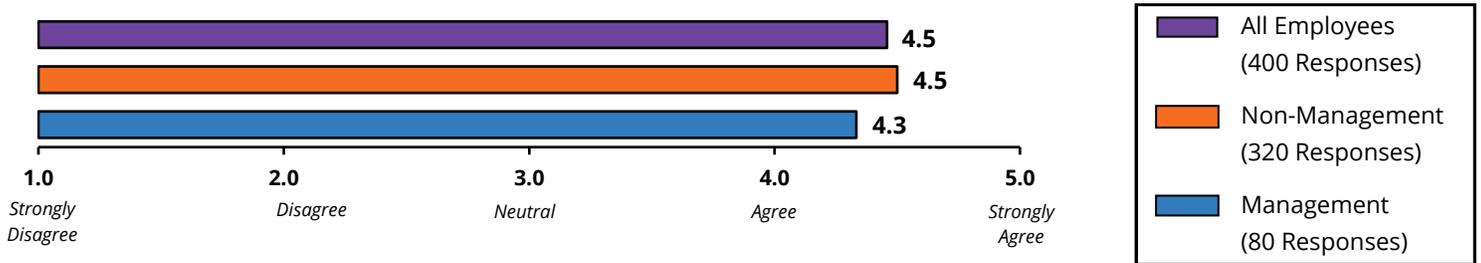
All Employees: 4.5
Non-Management: 4.3
Management: 5.0



Driver 1 - Tools & Resources

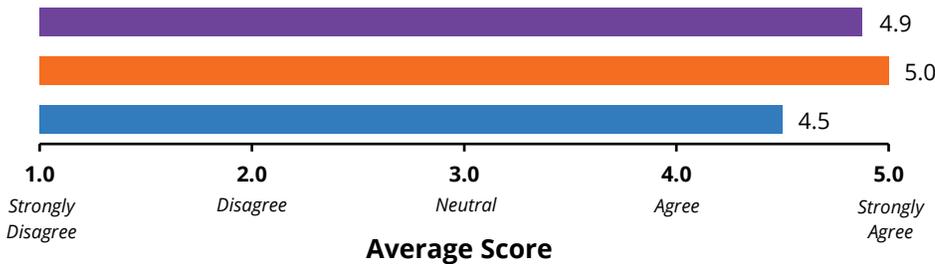
Employees have the equipment, materials, training and systems they need to get their work done right.

Overall Factor Score:



Individual Questions (rank ordered by score):

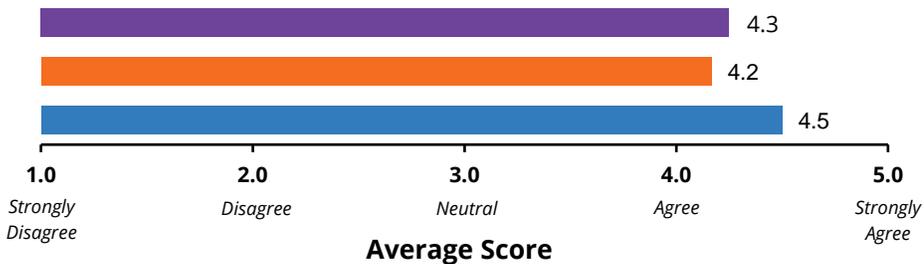
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.5
Non-Management: 4.3
Management: 5.0

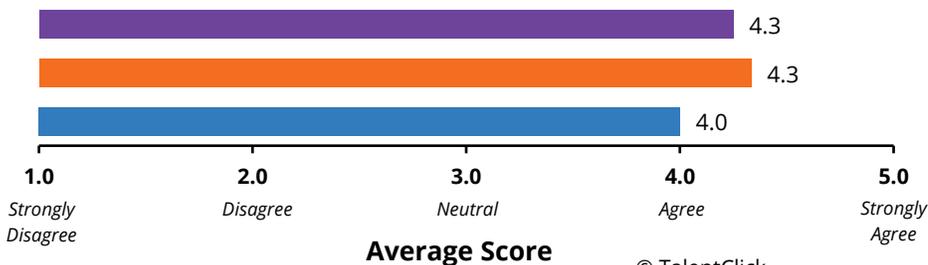
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.9
Non-Management: 4.8
Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

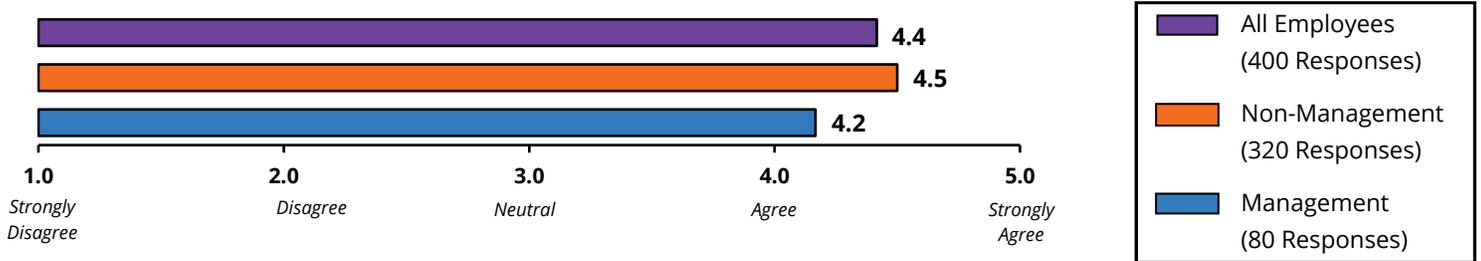
All Employees: 4.8
Non-Management: 4.7
Management: 5.0



Driver 2 - Team Relations

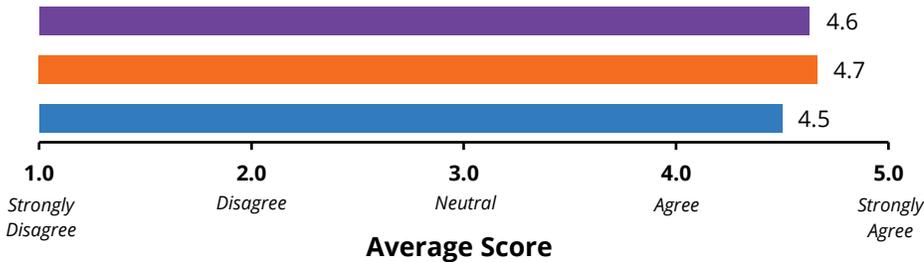
Employees have a cooperative, respectful team environment and sufficient interaction with each other.

Overall Factor Score:



Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]



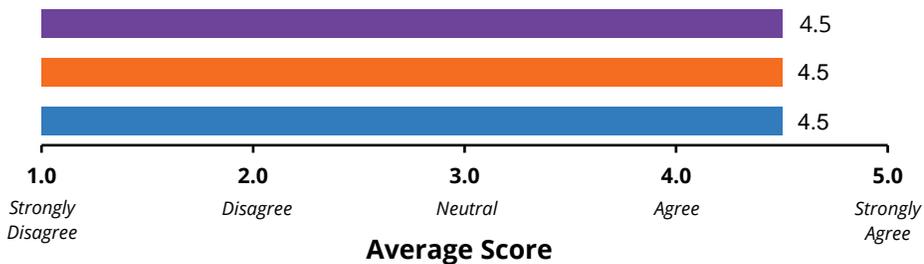
Importance Rating (out of 5)

All Employees: 4.9

Non-Management: 4.8

Management: 5.0

2 [Text Redacted for Sample Report]



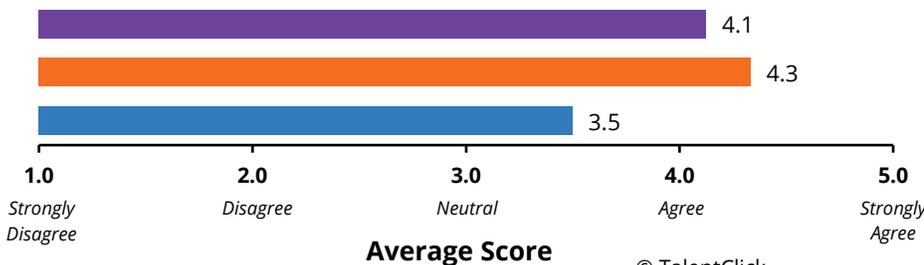
Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.5

Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 4.2

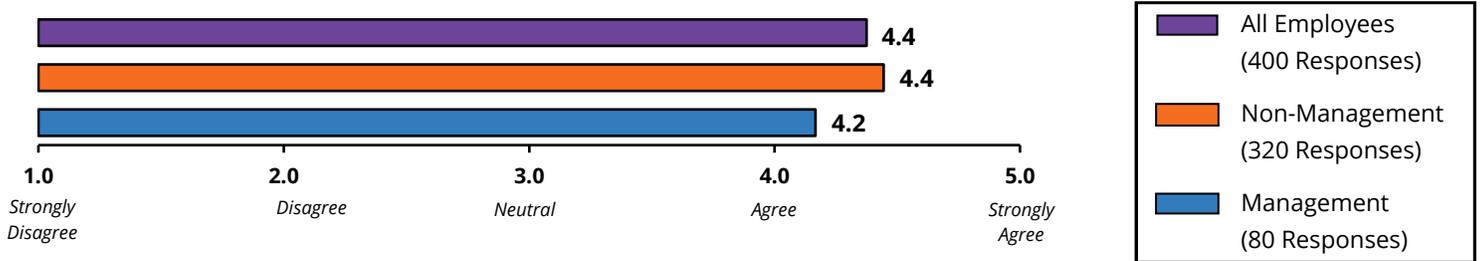
Management: 4.5



Driver 3 - Accountability

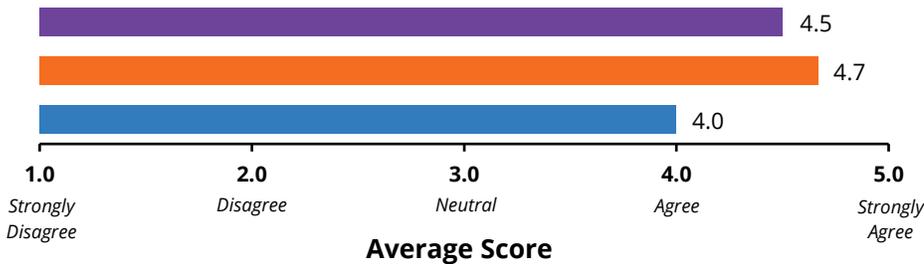
Employees have clear and reasonable role expectations and are accountable to results.

Overall Factor Score:



Individual Questions (rank ordered by score):

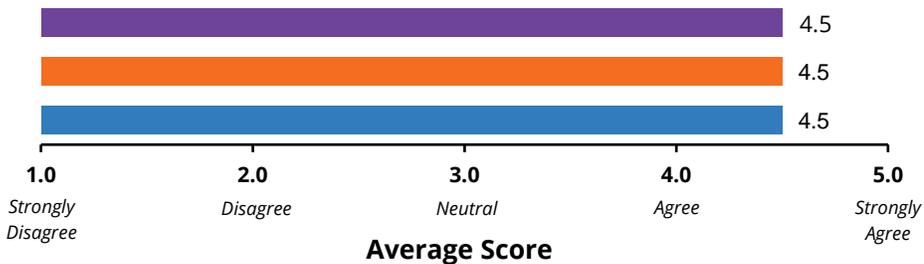
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.4
Non-Management: 4.2
Management: 5.0

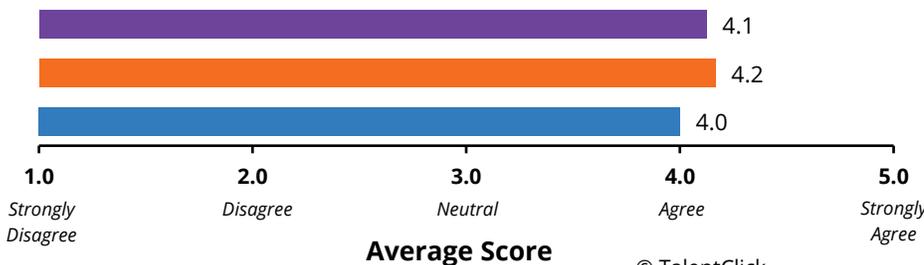
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.3
Non-Management: 4.0
Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

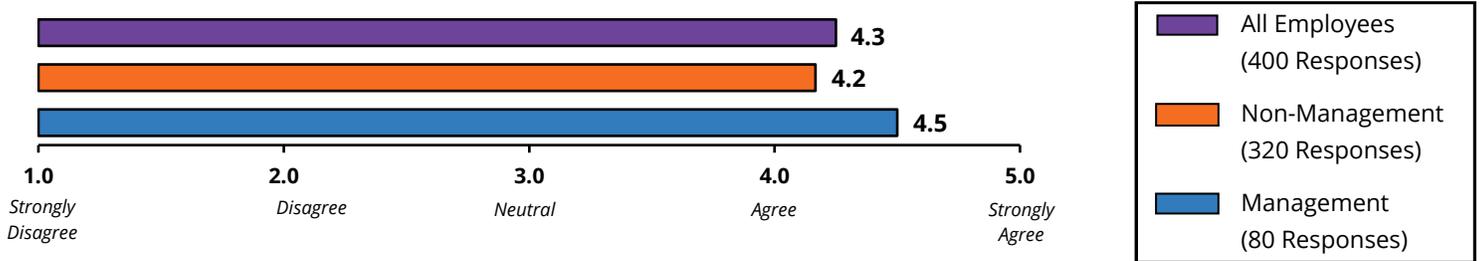
All Employees: 4.8
Non-Management: 4.7
Management: 5.0



Driver 4 - Stimulation

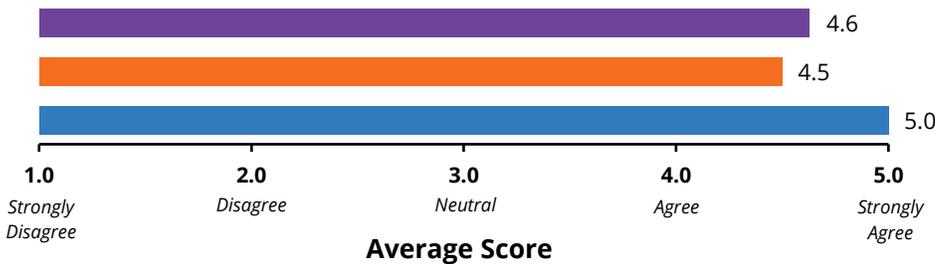
Employees have challenging, varied and interesting work.

Overall Factor Score:



Individual Questions (rank ordered by score):

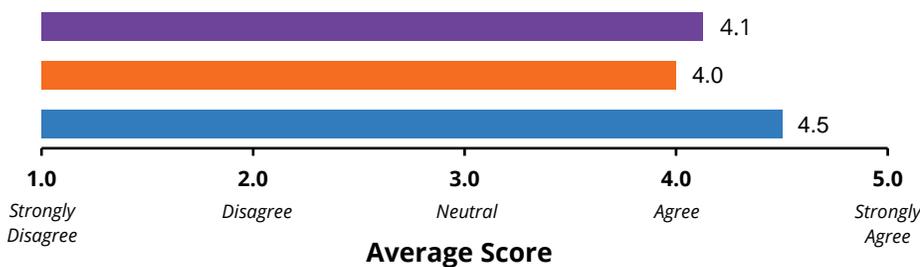
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.6
Non-Management: 4.5
Management: 5.0

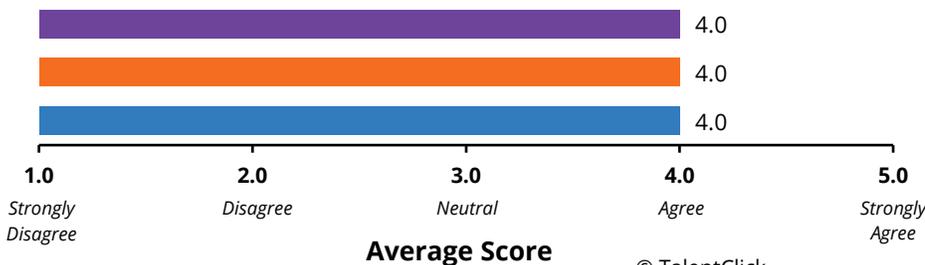
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.0
Non-Management: 3.8
Management: 4.5

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

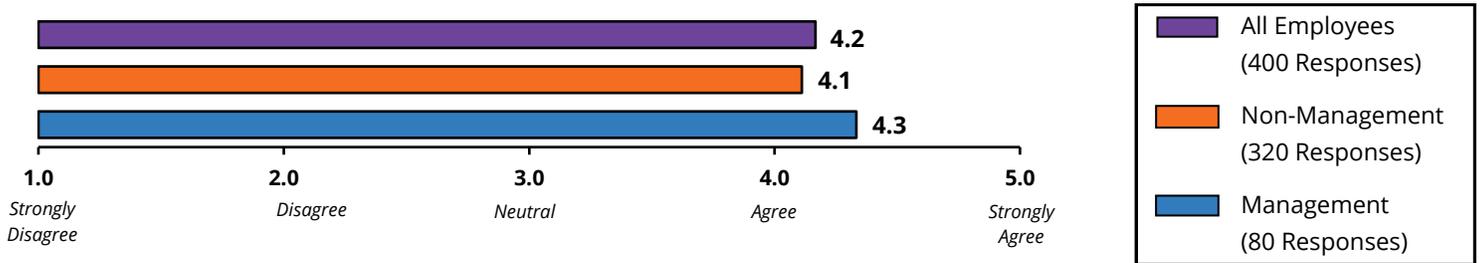
All Employees: 4.6
Non-Management: 4.5
Management: 5.0



Driver 5 - Input

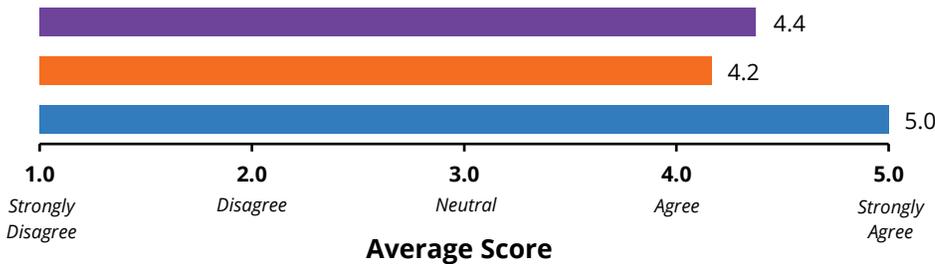
Employees have meaningful input by engaging in work that contributes to strategic goals, providing suggestions and ideas, and utilizing their unique skills.

Overall Factor Score:



Individual Questions (rank ordered by score):

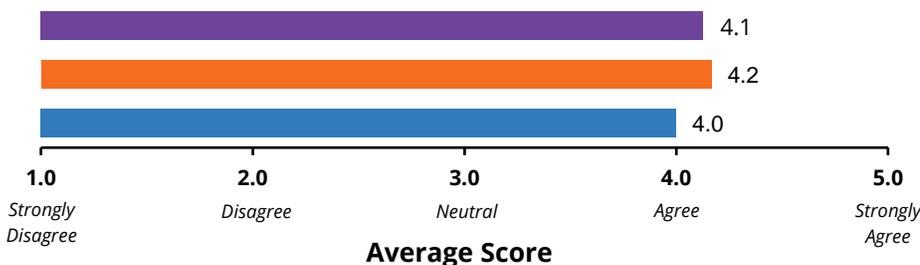
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.3
Non-Management: 4.0
Management: 5.0

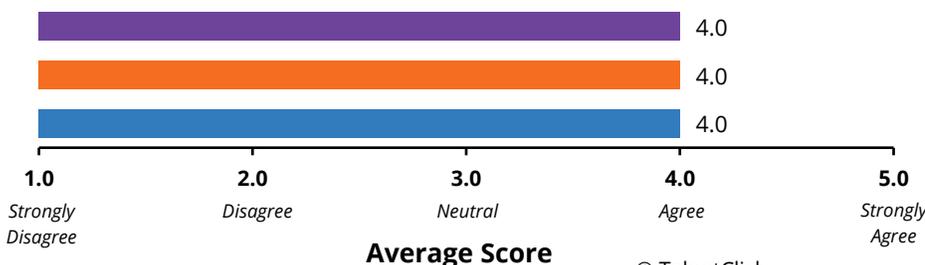
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.0
Non-Management: 3.8
Management: 4.5

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

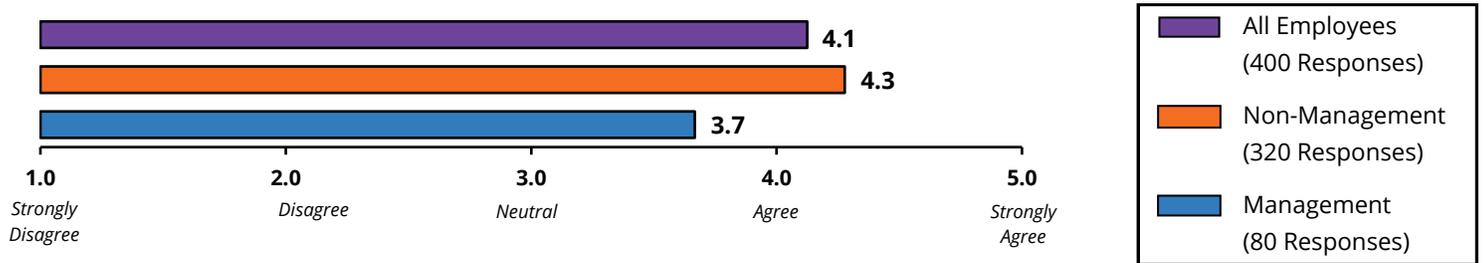
All Employees: 4.5
Non-Management: 4.3
Management: 5.0



Driver 6 - Organizational Leadership

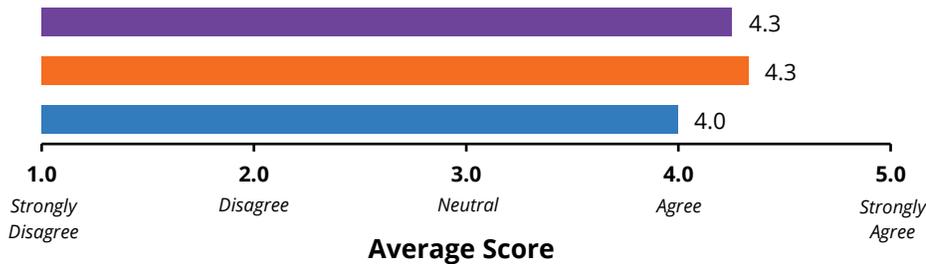
Employees trust senior management to make good organizational decisions, treat workers well, and act according to organizational values.

Overall Factor Score:



Individual Questions (rank ordered by score):

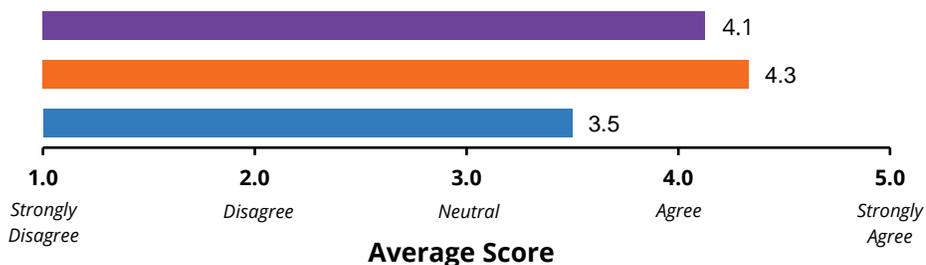
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.4
Non-Management: 4.2
Management: 4.0

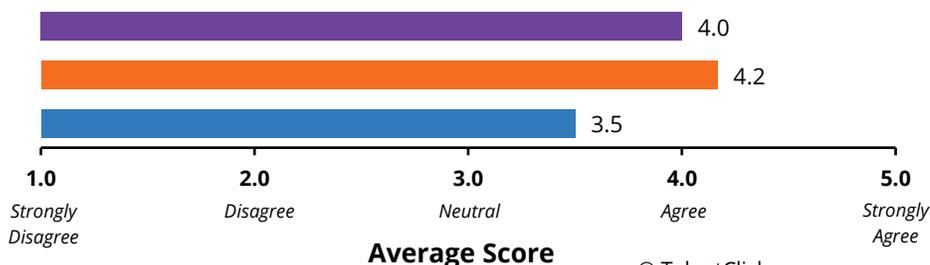
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.1
Non-Management: 3.8
Management: 3.5

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

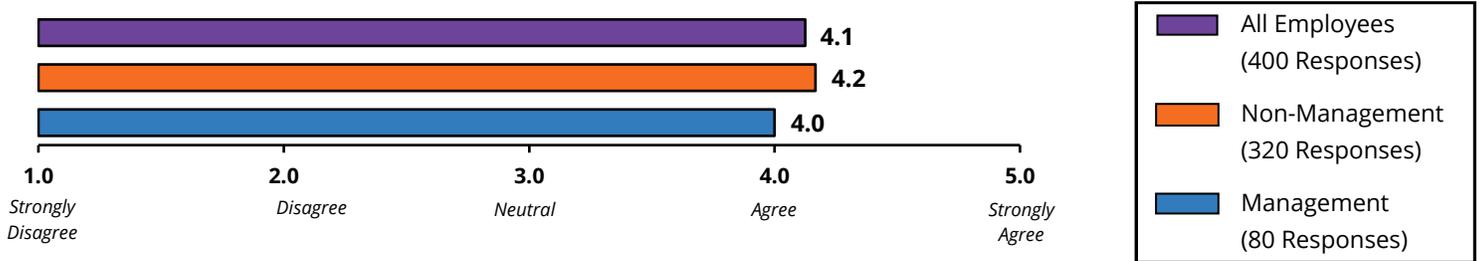
All Employees: 4.4
Non-Management: 4.2
Management: 5.0



Driver 7 - Supervisory Support

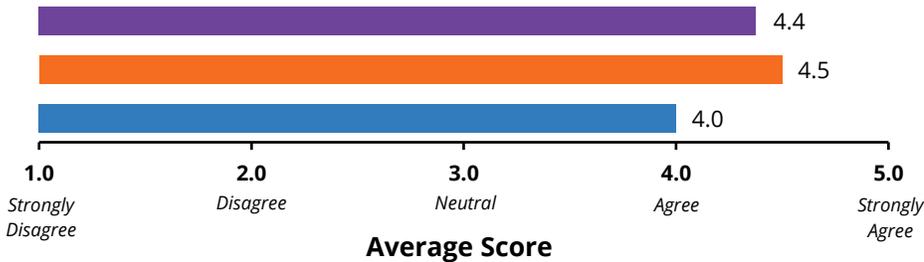
Employees receive guidance, feedback, and recognition from their direct supervisor.

Overall Factor Score:



Individual Questions (rank ordered by score):

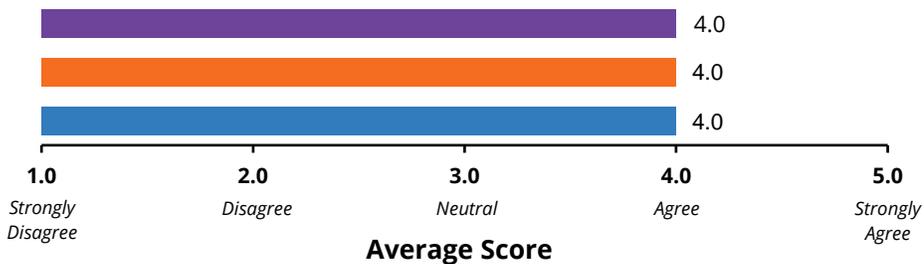
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.5
Non-Management: 4.5
Management: 4.5

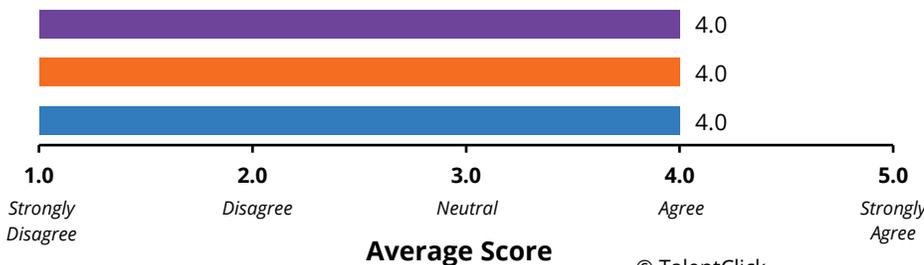
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.4
Non-Management: 4.2
Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

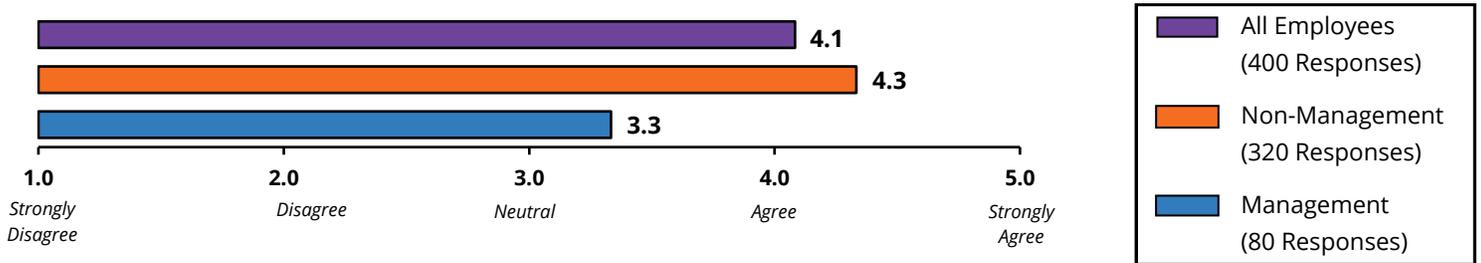
All Employees: 4.1
Non-Management: 3.8
Management: 5.0



Driver 8 - Workload

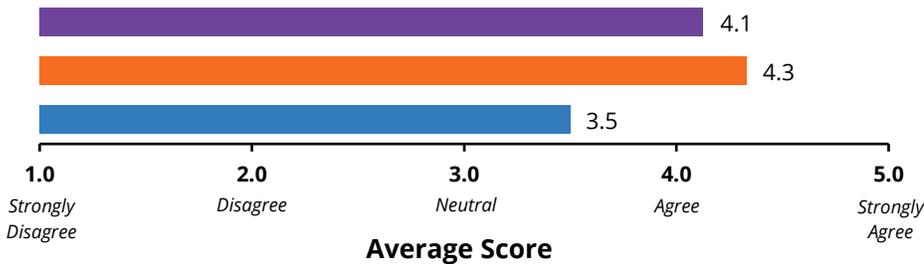
Employees have a reasonable workload, time pressures and timelines, and can achieve work-life balance.

Overall Factor Score:



Individual Questions (rank ordered by score):

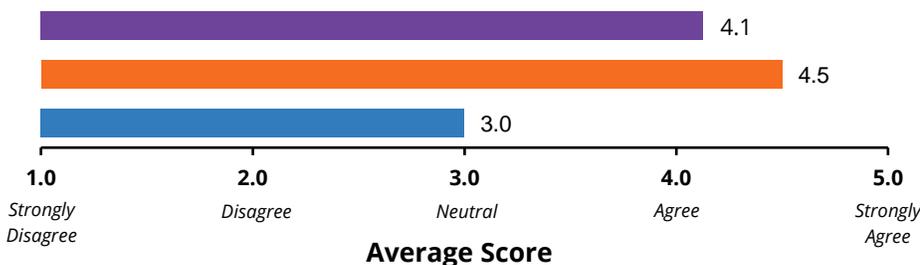
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.6
Non-Management: 4.5
Management: 5.0

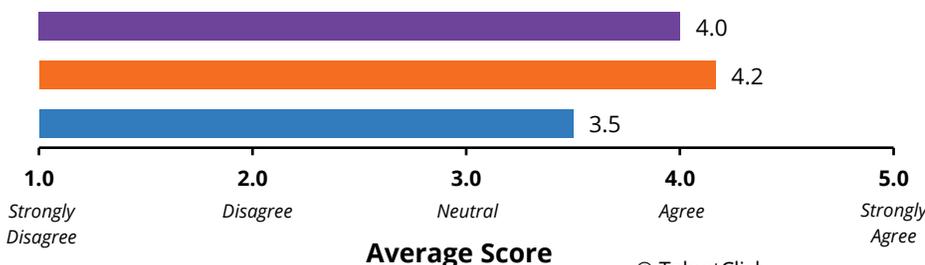
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.9
Non-Management: 4.8
Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

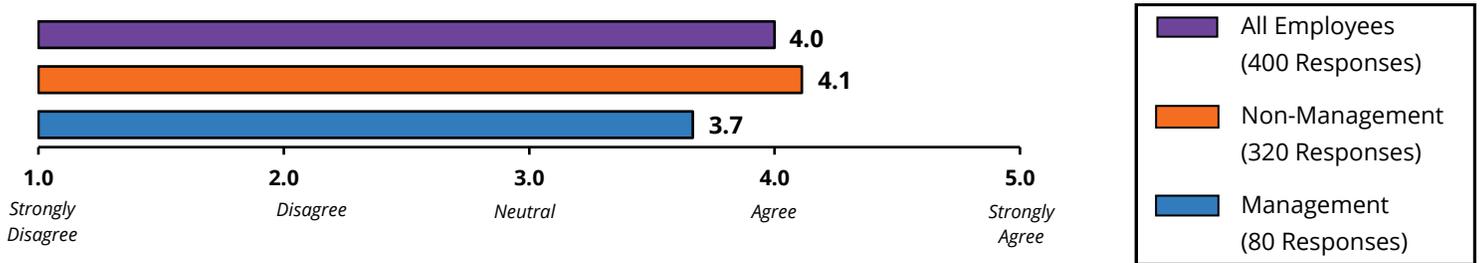
All Employees: 4.8
Non-Management: 4.7
Management: 5.0



Driver 9 - Diversity & Inclusion

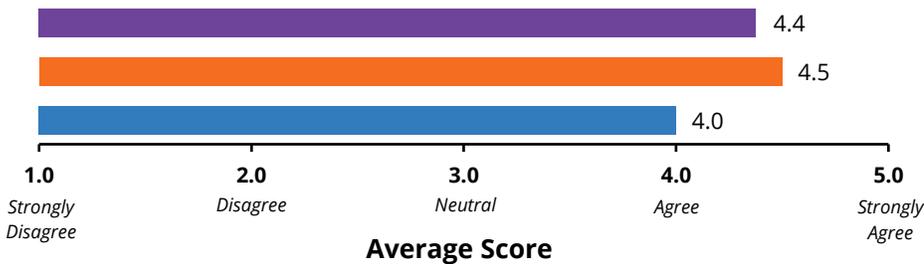
Employees view senior management as fostering a diverse and inclusive environment.

Overall Factor Score:



Individual Questions (rank ordered by score):

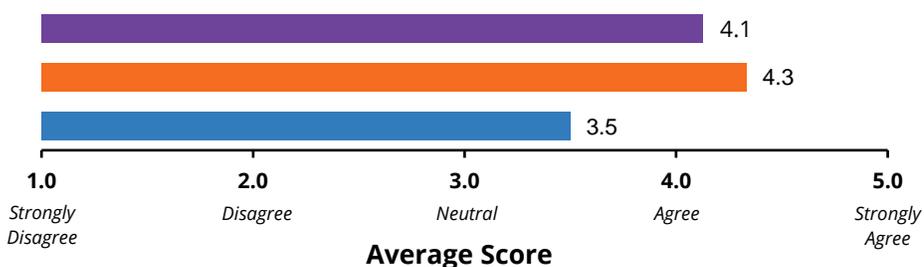
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.8
Non-Management: 4.7
Management: 4.5

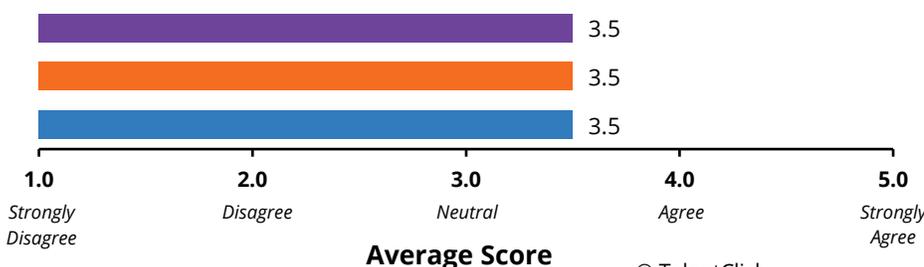
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.4
Non-Management: 4.3
Management: 4.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

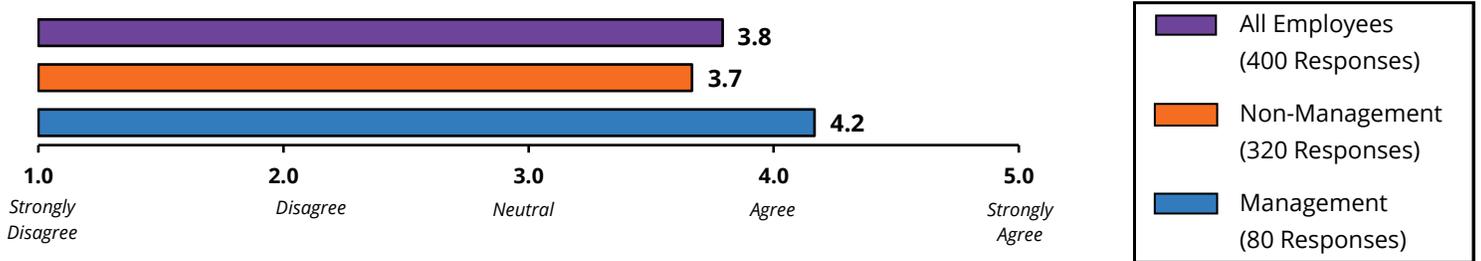
All Employees: 3.5
Non-Management: 3.2
Management: 4.5



Driver 10 - Growth

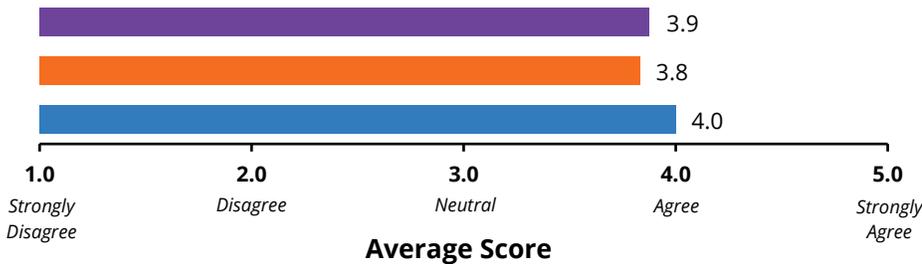
Employees have job security and opportunities to develop and advance their careers.

Overall Factor Score:



Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]



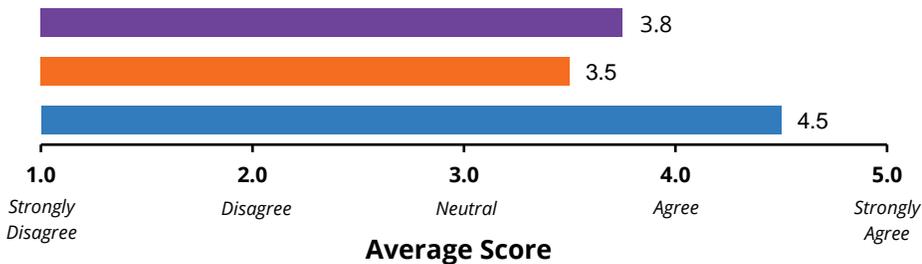
Importance Rating (out of 5)

All Employees: 4.5

Non-Management: 4.3

Management: 5.0

2 [Text Redacted for Sample Report]



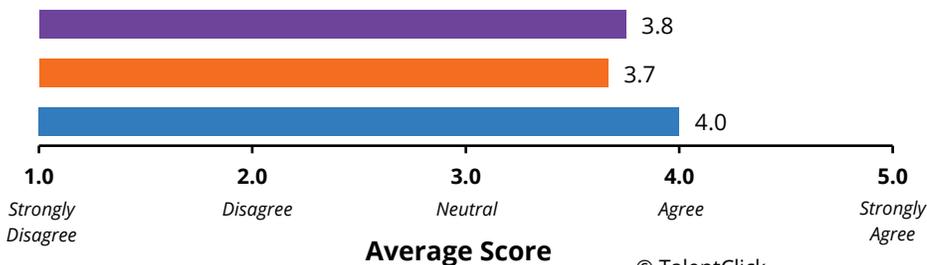
Importance Rating (out of 5)

All Employees: 4.5

Non-Management: 4.3

Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.5

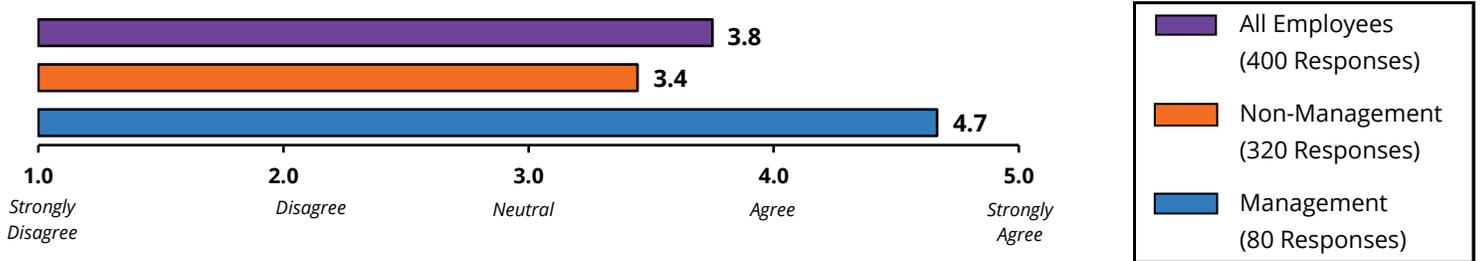
Management: 5.0



Driver 11 - Flexibility

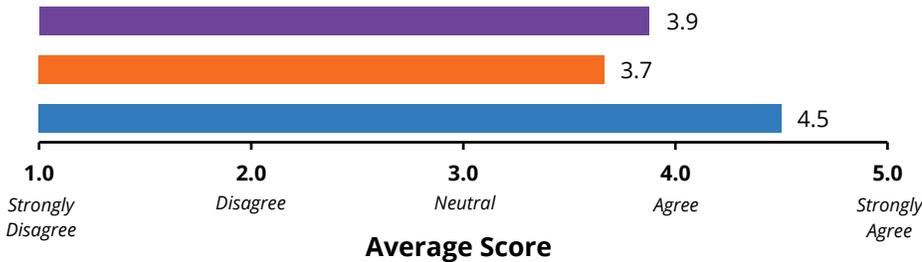
Employees have flexibility over how, when, or where they get their work tasks done.

Overall Factor Score:



Individual Questions (rank ordered by score):

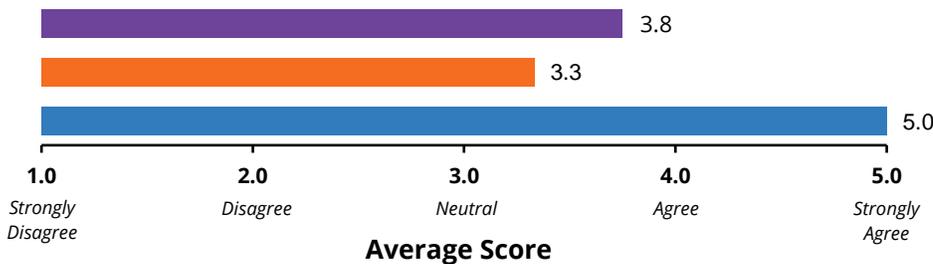
1 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 3.9
Non-Management: 3.7
Management: 4.5

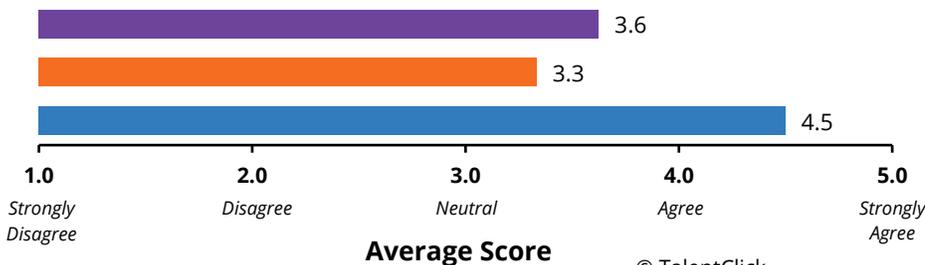
2 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 3.8
Non-Management: 3.3
Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

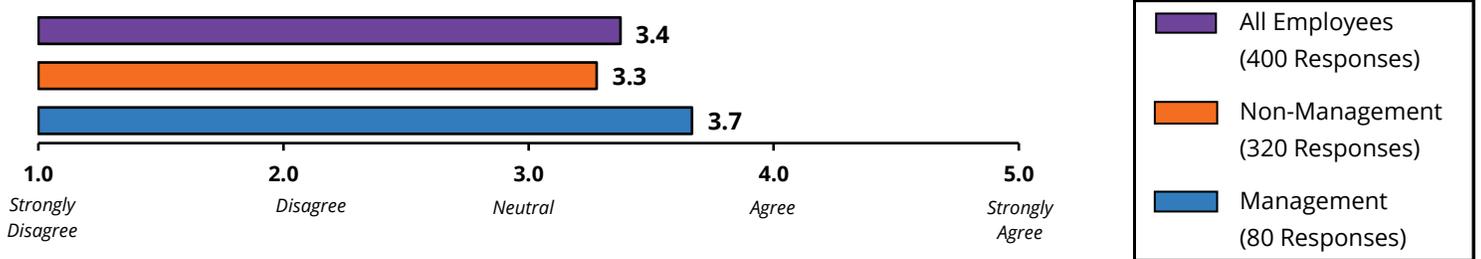
All Employees: 4.3
Non-Management: 4.0
Management: 5.0



Driver 12 - Compensation & Benefits

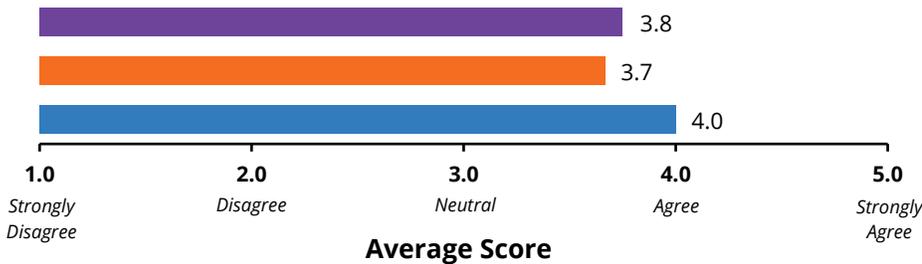
Employees receive fair compensation and satisfactory benefits.

Overall Factor Score:



Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]



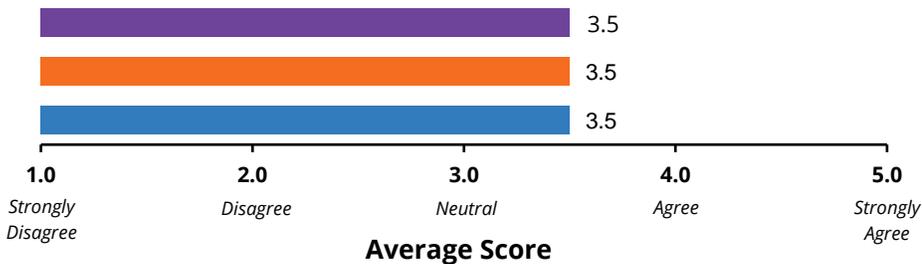
Importance Rating (out of 5)

All Employees: 4.5

Non-Management: 4.3

Management: 3.5

2 [Text Redacted for Sample Report]



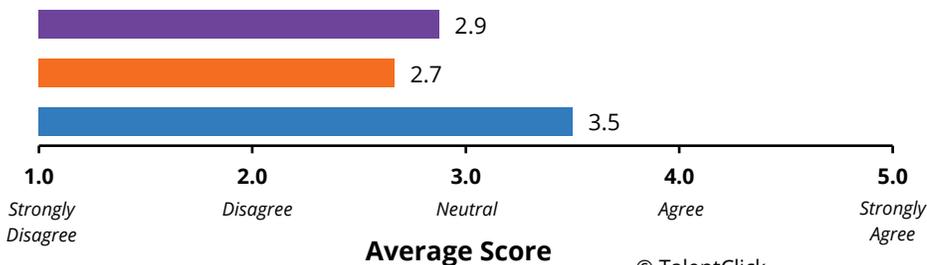
Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 4.7

Management: 5.0

3 [Text Redacted for Sample Report]



Importance Rating (out of 5)

All Employees: 4.0

Non-Management: 3.7

Management: 3.5



Introduction to Score Distributions

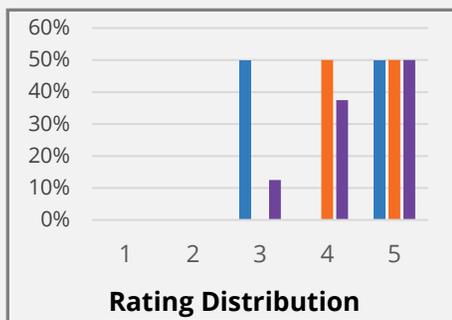
This section includes the distribution of scores for each question across all groups. The bar chart beneath each question provides the **percentage of respondents** who indicated each rating on the **5-point scale**, as follows:

- 1 - Strongly **Disagree**
- 2 - Agree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly **Agree**

-  All Employees (400 Responses)
-  Non-Management (320 Responses)
-  Management (80 Responses)

Example:

1 I am proud to work for this organization



In this example, 0% of all participating employees responded to Question #1 with a rating of '2 - Disagree', while 13% responded with a rating of '3 - Neutral'.

Overall, 88% are proud to work for this organization (ratings of '4' & '5'), while 0% do not feel this way (ratings of '1' & '2').



Distribution of Scores



Engagement Indicators

- 1 - Strongly Disagree
- 2 - Agree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

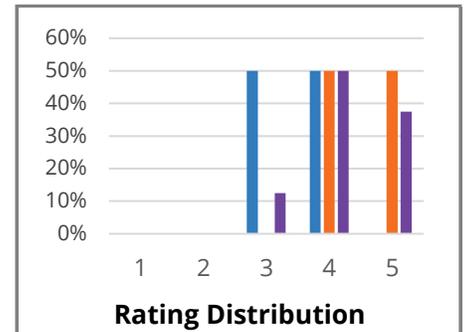
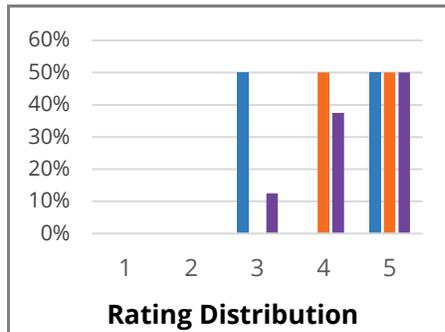
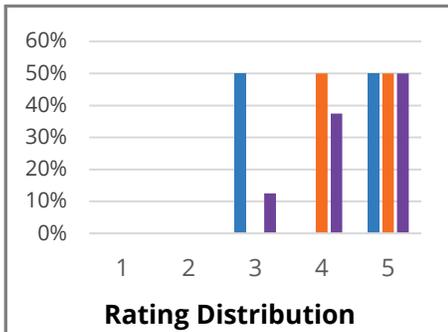
- All Employees (400 Responses)
- Non-Management (320 Responses)
- Management (80 Responses)

Indicator 1 - SATISFACTION

1 I am proud to work for this organization.

2 All things considered, I am satisfied with my job.

3 I would recommend this organization to people I know as a great place to work.

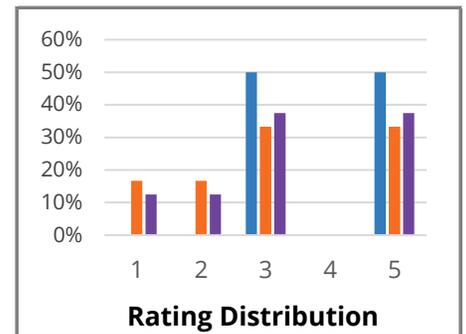
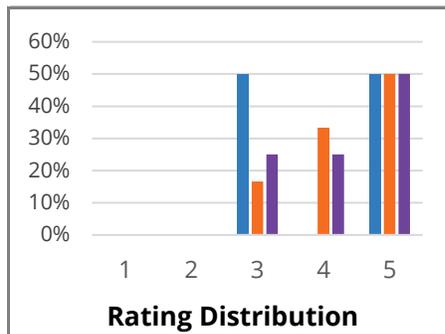
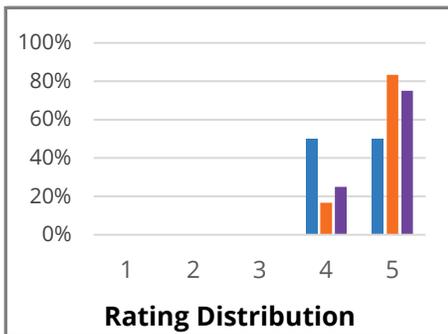


Indicator 2 - COMMITMENT

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

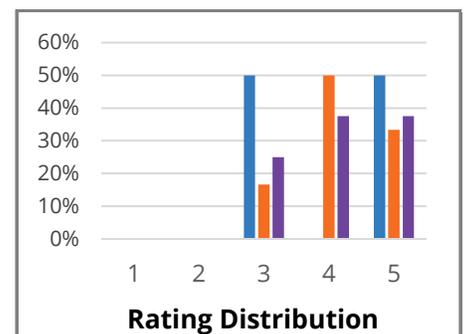
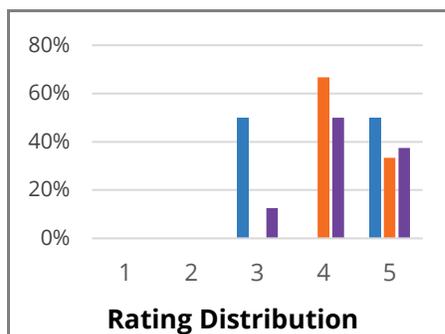
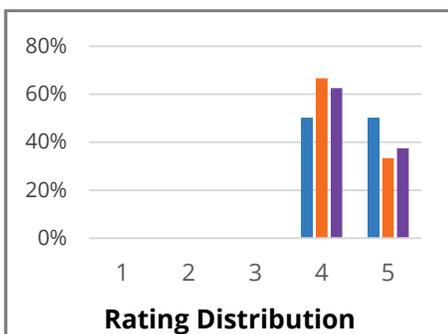


Indicator 3 - ALIGNMENT

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]





Distribution of Scores



Engagement Drivers

- 1 - Strongly Disagree
- 2 - Agree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

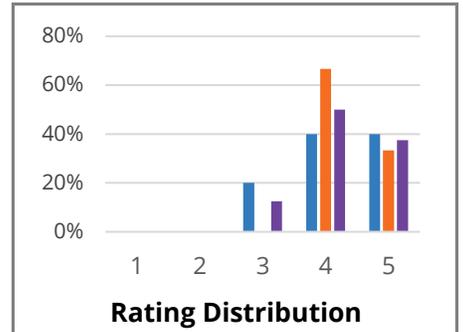
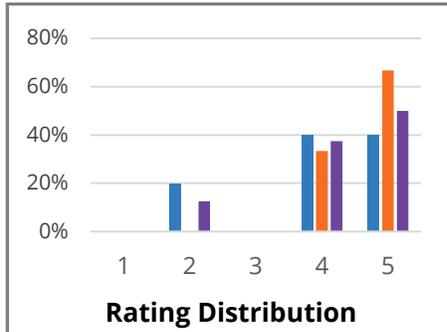
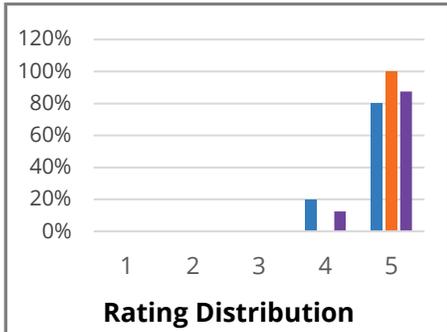
- All Employees (400 Responses)
- Non-Management (320 Responses)
- Management (80 Responses)

Driver 1 - Tools & Resources

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

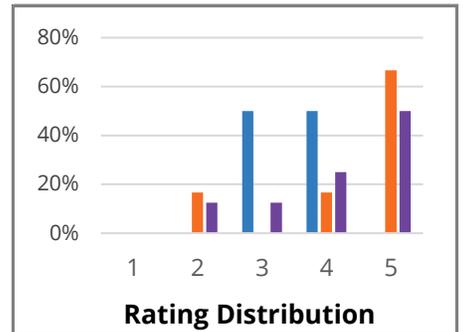
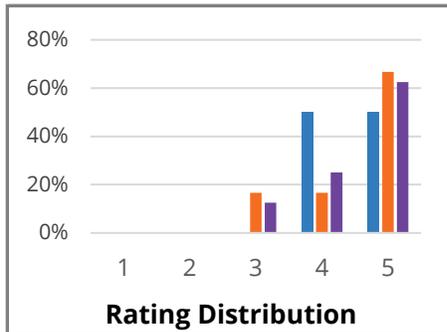
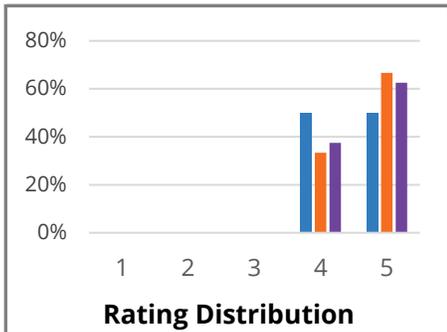


Driver 2 - Team Relations

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

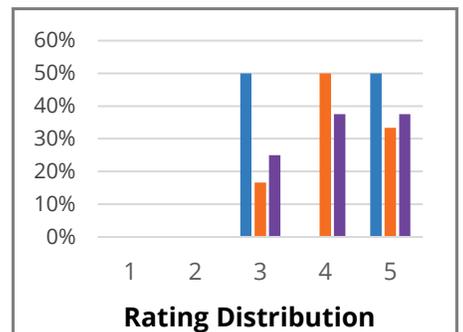
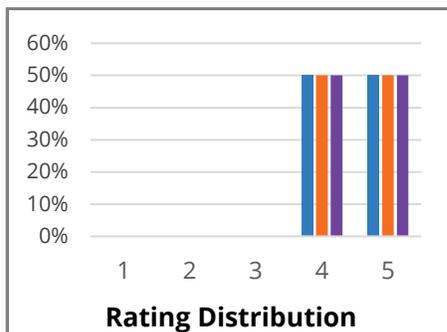
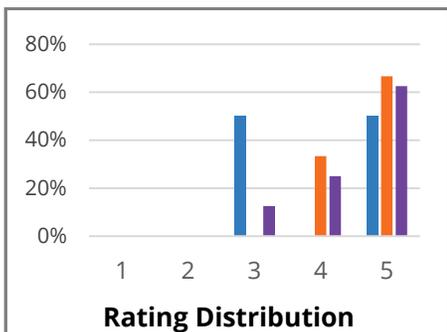


Driver 3 - Accountability

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]





Distribution of Scores



Engagement Drivers (Cont'd)

- 1 - Strongly Disagree
- 2 - Agree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

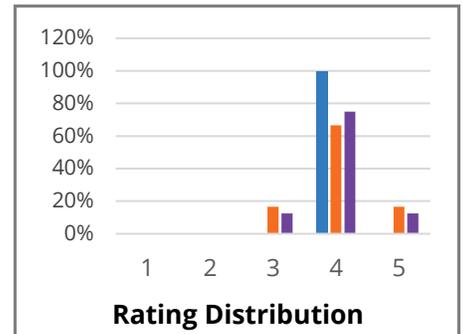
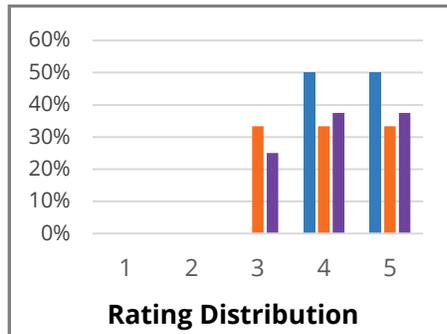
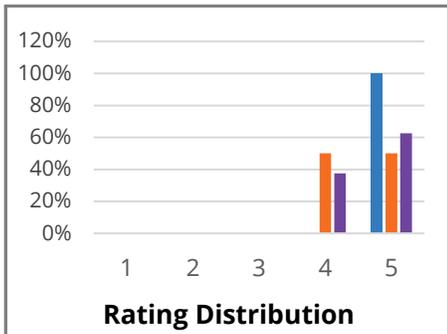
- All Employees (400 Responses)
- Non-Management (320 Responses)
- Management (80 Responses)

Driver 4 - Stimulation

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

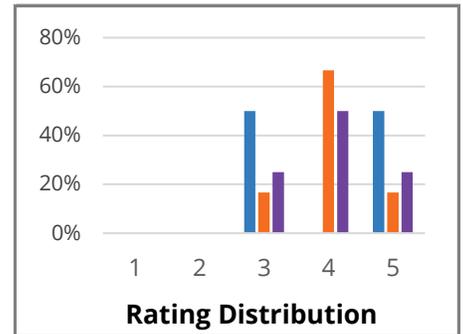
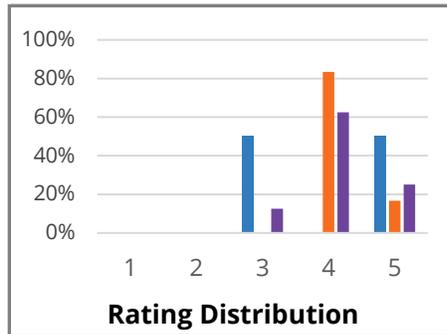
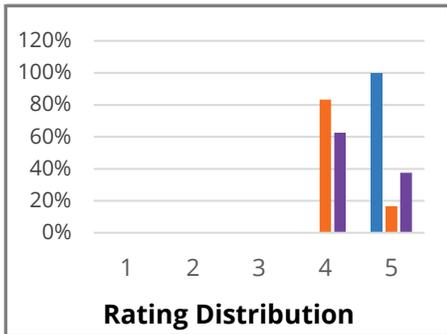


Driver 5 - Input

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

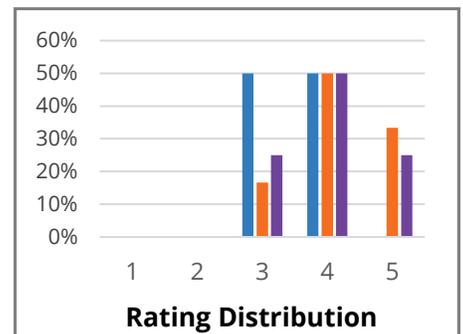
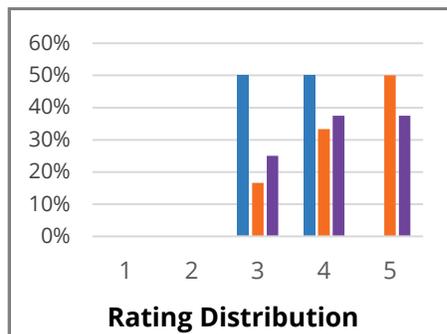
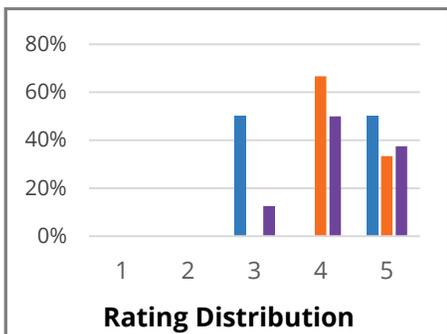


Driver 6 - Organizational Leadership

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]





Distribution of Scores



Engagement Drivers (Cont'd)

- 1 - Strongly Disagree
- 2 - Agree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

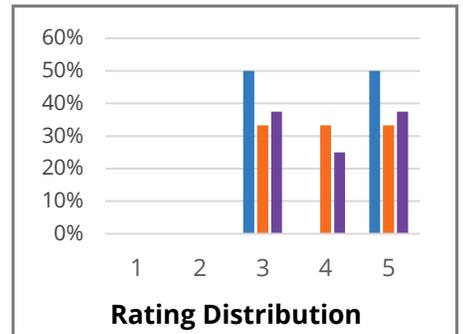
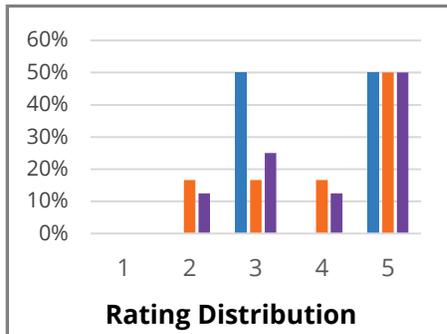
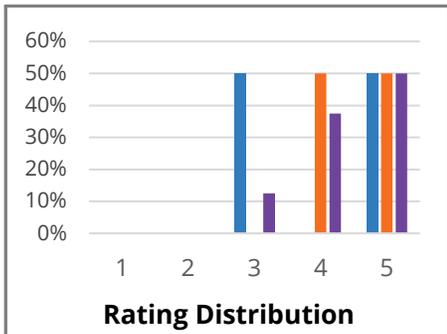
- All Employees (400 Responses)
- Non-Management (320 Responses)
- Management (80 Responses)

Driver 7 - Supervisory Support

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

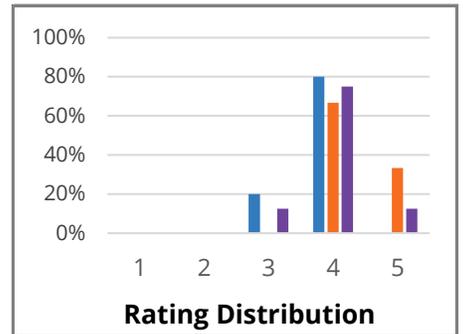
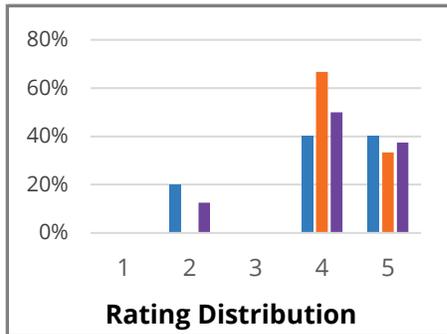
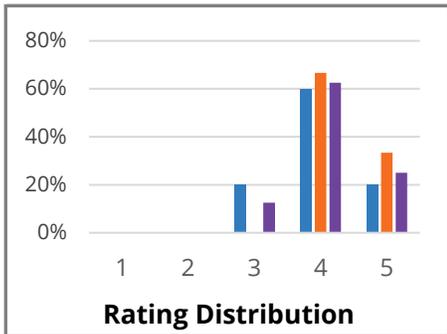


Driver 8 - Workload

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

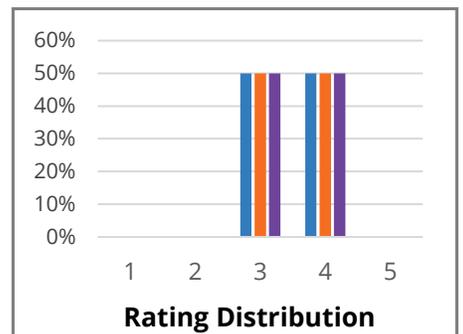
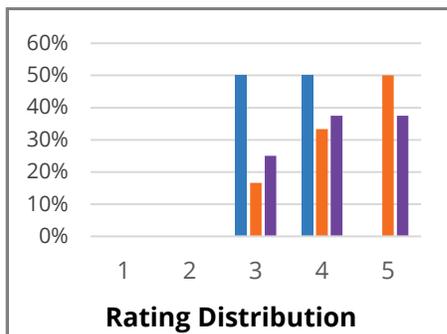
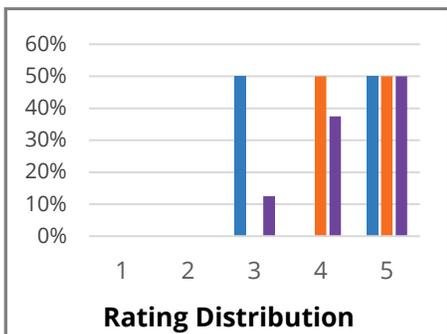


Driver 9 - Diversity & Inclusion

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]





Distribution of Scores



Engagement Drivers (Cont'd)

- 1 - Strongly Disagree
- 2 - Agree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

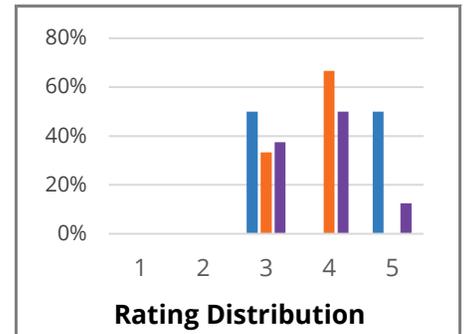
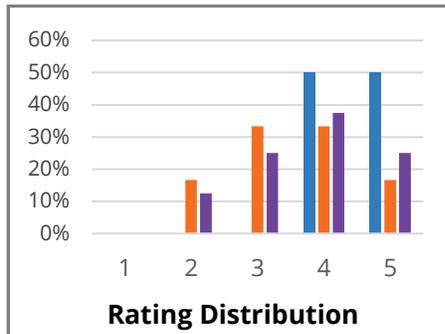
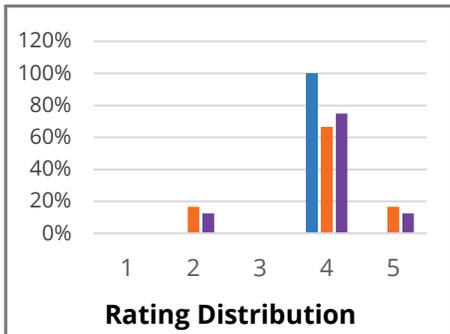
- All Employees (400 Responses)
- Non-Management (320 Responses)
- Management (80 Responses)

Driver 10 - Growth

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

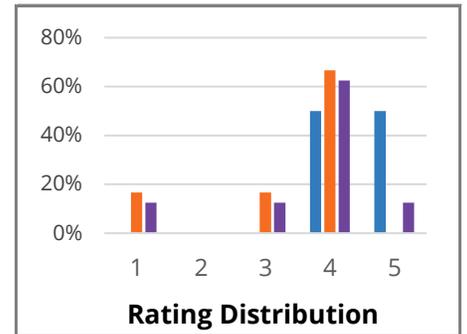
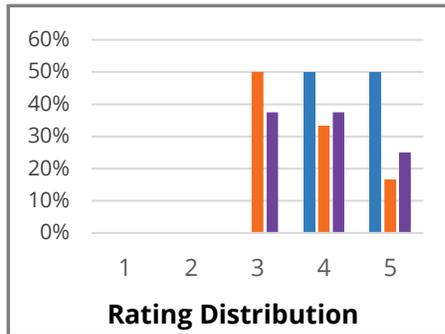
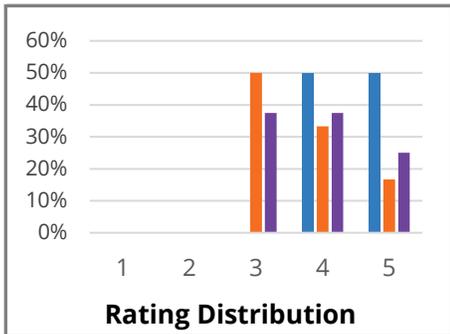


Driver 11 - Flexibility

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

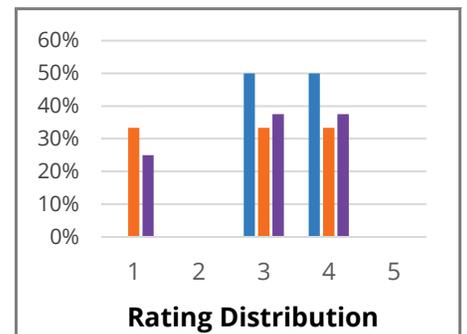
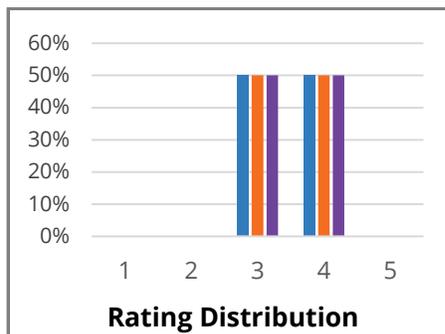
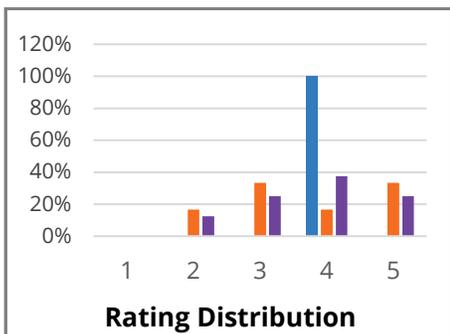


Driver 12 - Compensation & Benefits

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]





Importance Rankings for Engagement Drivers



This section presents the survey items that were rated as **most important to respondents**.

Highest Importance for All Employees (400 Responses)

Importance Rating

1	[Text Redacted for Sample Report]	4.88
2	[Text Redacted for Sample Report]	4.88
3	[Text Redacted for Sample Report]	4.88
4	[Text Redacted for Sample Report]	4.75
5	[Text Redacted for Sample Report]	4.75

Highest Importance for Non-Management (320 Responses)

Importance Rating

1	[Text Redacted for Sample Report]	4.83
2	[Text Redacted for Sample Report]	4.83
3	[Text Redacted for Sample Report]	4.83
4	[Text Redacted for Sample Report]	4.67
5	[Text Redacted for Sample Report]	4.67

Highest Importance for Management (80 Responses)

Importance Rating

1	[Text Redacted for Sample Report]	5.00
2	[Text Redacted for Sample Report]	5.00
3	[Text Redacted for Sample Report]	5.00
4	[Text Redacted for Sample Report]	5.00
5	[Text Redacted for Sample Report]	5.00



Importance Rankings: All Employees (400 Responses)

Survey Items in Order of Importance Rating

Rating

1	[Text Redacted for Sample Report]	4.88
2	[Text Redacted for Sample Report]	4.88
3	[Text Redacted for Sample Report]	4.88
4	[Text Redacted for Sample Report]	4.75
5	[Text Redacted for Sample Report]	4.75
6	[Text Redacted for Sample Report]	4.75
7	[Text Redacted for Sample Report]	4.75
8	[Text Redacted for Sample Report]	4.75
9	[Text Redacted for Sample Report]	4.63
10	[Text Redacted for Sample Report]	4.63
11	[Text Redacted for Sample Report]	4.63
12	[Text Redacted for Sample Report]	4.63
13	[Text Redacted for Sample Report]	4.63
14	[Text Redacted for Sample Report]	4.50
15	[Text Redacted for Sample Report]	4.50
16	[Text Redacted for Sample Report]	4.50
17	[Text Redacted for Sample Report]	4.50
18	[Text Redacted for Sample Report]	4.50
19	[Text Redacted for Sample Report]	4.50
20	[Text Redacted for Sample Report]	4.38
21	[Text Redacted for Sample Report]	4.38
22	[Text Redacted for Sample Report]	4.38
23	[Text Redacted for Sample Report]	4.38
24	[Text Redacted for Sample Report]	4.38
25	[Text Redacted for Sample Report]	4.25
26	[Text Redacted for Sample Report]	4.25
27	[Text Redacted for Sample Report]	4.25
28	[Text Redacted for Sample Report]	4.25
29	[Text Redacted for Sample Report]	4.13
30	[Text Redacted for Sample Report]	4.13
31	[Text Redacted for Sample Report]	4.00
32	[Text Redacted for Sample Report]	4.00
33	[Text Redacted for Sample Report]	4.00
34	[Text Redacted for Sample Report]	3.88
35	[Text Redacted for Sample Report]	3.75
36	[Text Redacted for Sample Report]	3.50



Importance Rankings: Non-Management (320 Responses)

Survey Items in Order of Importance Rating

Rating

1	[Text Redacted for Sample Report]	4.83
2	[Text Redacted for Sample Report]	4.83
3	[Text Redacted for Sample Report]	4.83
4	[Text Redacted for Sample Report]	4.67
5	[Text Redacted for Sample Report]	4.67
6	[Text Redacted for Sample Report]	4.67
7	[Text Redacted for Sample Report]	4.67
8	[Text Redacted for Sample Report]	4.67
9	[Text Redacted for Sample Report]	4.50
10	[Text Redacted for Sample Report]	4.50
11	[Text Redacted for Sample Report]	4.50
12	[Text Redacted for Sample Report]	4.50
13	[Text Redacted for Sample Report]	4.50
14	[Text Redacted for Sample Report]	4.50
15	[Text Redacted for Sample Report]	4.33
16	[Text Redacted for Sample Report]	4.33
17	[Text Redacted for Sample Report]	4.33
18	[Text Redacted for Sample Report]	4.33
19	[Text Redacted for Sample Report]	4.33
20	[Text Redacted for Sample Report]	4.33
21	[Text Redacted for Sample Report]	4.17
22	[Text Redacted for Sample Report]	4.17
23	[Text Redacted for Sample Report]	4.17
24	[Text Redacted for Sample Report]	4.17
25	[Text Redacted for Sample Report]	4.17
26	[Text Redacted for Sample Report]	4.00
27	[Text Redacted for Sample Report]	4.00
28	[Text Redacted for Sample Report]	4.00
29	[Text Redacted for Sample Report]	3.83
30	[Text Redacted for Sample Report]	3.83
31	[Text Redacted for Sample Report]	3.83
32	[Text Redacted for Sample Report]	3.83
33	[Text Redacted for Sample Report]	3.67
34	[Text Redacted for Sample Report]	3.67
35	[Text Redacted for Sample Report]	3.33
36	[Text Redacted for Sample Report]	3.17



Importance Rankings: Management (80 Responses)

Survey Items in Order of Importance Rating

Rating

1 [Text Redacted for Sample Report]	5.00
2 [Text Redacted for Sample Report]	5.00
3 [Text Redacted for Sample Report]	5.00
4 [Text Redacted for Sample Report]	5.00
5 [Text Redacted for Sample Report]	5.00
6 [Text Redacted for Sample Report]	5.00
7 [Text Redacted for Sample Report]	5.00
8 [Text Redacted for Sample Report]	5.00
9 [Text Redacted for Sample Report]	5.00
10 [Text Redacted for Sample Report]	5.00
11 [Text Redacted for Sample Report]	5.00
12 [Text Redacted for Sample Report]	5.00
13 [Text Redacted for Sample Report]	5.00
14 [Text Redacted for Sample Report]	5.00
15 [Text Redacted for Sample Report]	5.00
16 [Text Redacted for Sample Report]	5.00
17 [Text Redacted for Sample Report]	5.00
18 [Text Redacted for Sample Report]	5.00
19 [Text Redacted for Sample Report]	5.00
20 [Text Redacted for Sample Report]	5.00
21 [Text Redacted for Sample Report]	5.00
22 [Text Redacted for Sample Report]	5.00
23 [Text Redacted for Sample Report]	5.00
24 [Text Redacted for Sample Report]	5.00
25 [Text Redacted for Sample Report]	4.50
26 [Text Redacted for Sample Report]	4.50
27 [Text Redacted for Sample Report]	4.50
28 [Text Redacted for Sample Report]	4.50
29 [Text Redacted for Sample Report]	4.50
30 [Text Redacted for Sample Report]	4.50
31 [Text Redacted for Sample Report]	4.50
32 [Text Redacted for Sample Report]	4.00
33 [Text Redacted for Sample Report]	4.00
34 [Text Redacted for Sample Report]	3.50
35 [Text Redacted for Sample Report]	3.50
36 [Text Redacted for Sample Report]	3.50

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.



Employee Engagement Survey



360 Degree Leadership Review



Safety Culture Survey

Contact Us at info@talentclick.com | 1 (877) 723-3778