EE

Employee Engagement

Multi-Rater Assessment

EMPLOYER REPORT
For Evaluation and Workforce Planning
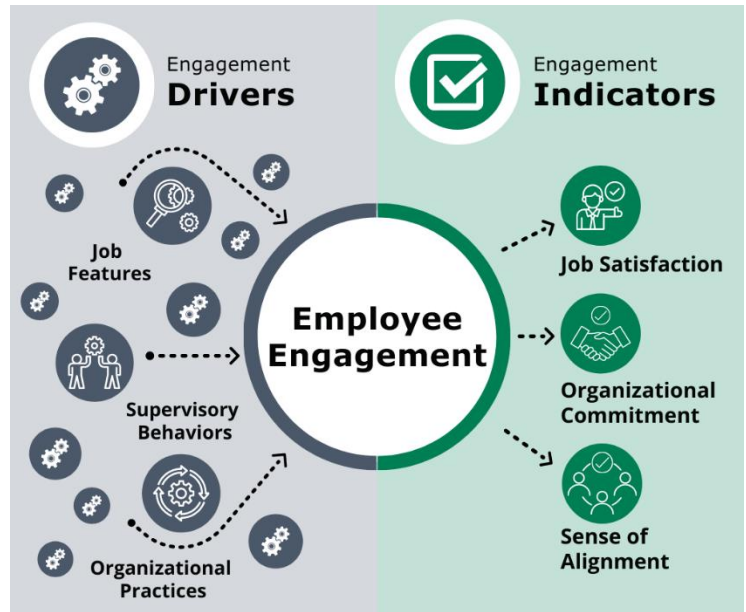
Sample Company

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 [Start Date] to [End Date].

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

Employee Engagement Survey
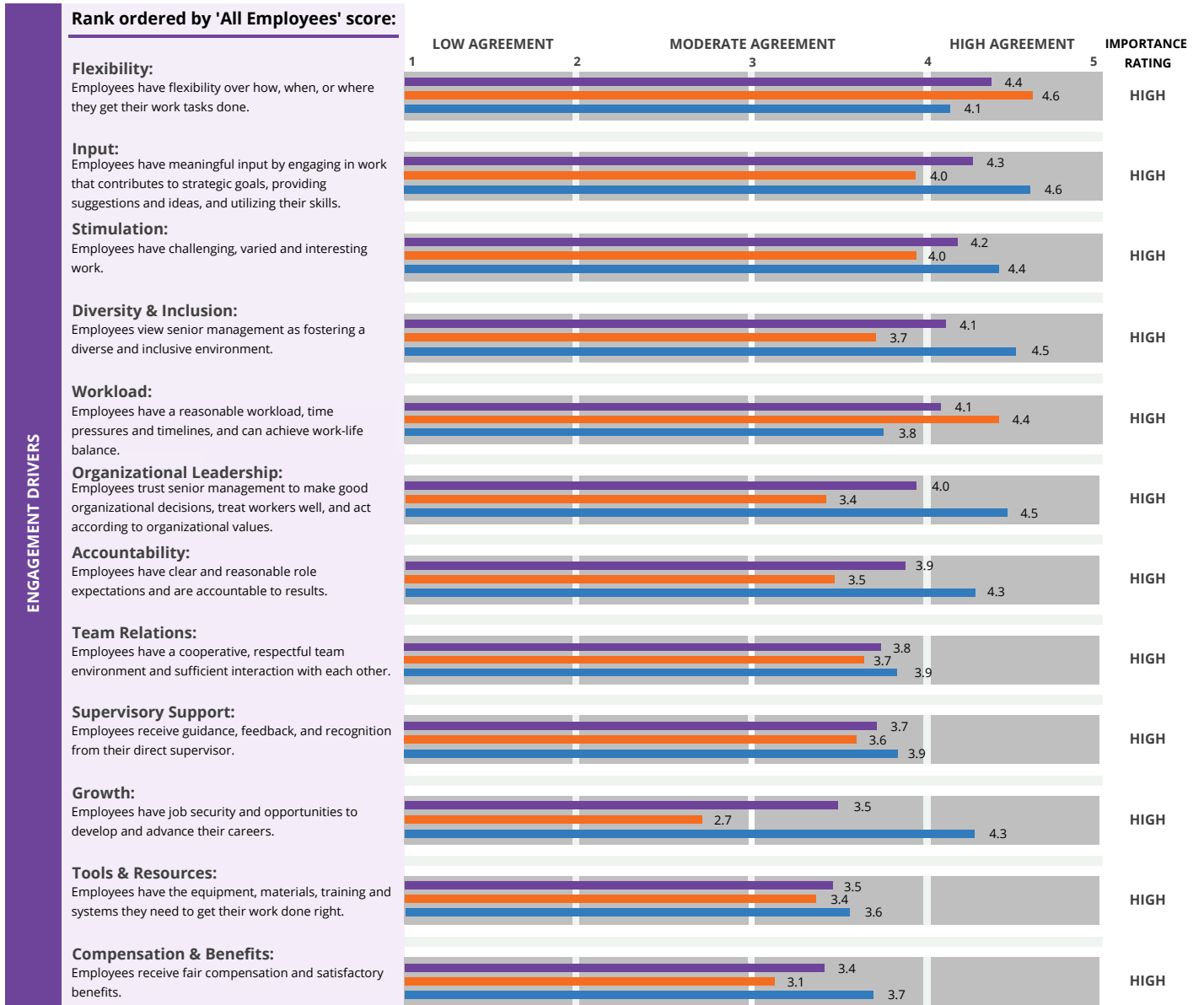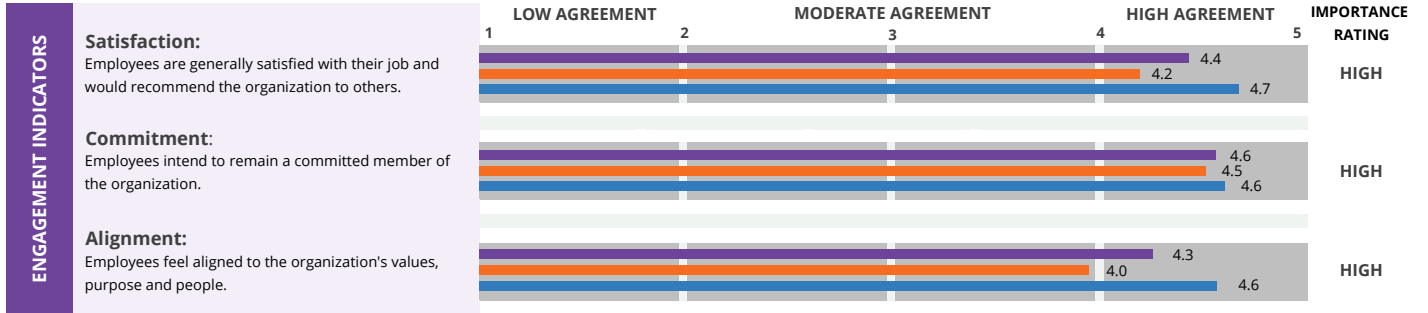## Sample Company

Response Rate:

78%

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

Overall Engagement Score: **80**

- Good engagement (75-100)
- Moderate engagement (26-74)
- Low engagement (1-25)

- **All Employees Ratings** (140 Responses)
- **Non-Management Ratings** (98 Responses)
- **Management Ratings** (42 Responses)

ENGAGEMENT INDICATORS

Indicator	All Employees	Non-Management	Management	Importance Rating
Satisfaction: Employees are generally satisfied with their job and would recommend the organization to others.	4.4	4.2	4.7	HIGH
Commitment: Employees intend to remain a committed member of the organization.	4.6	4.5	4.6	HIGH
Alignment: Employees feel aligned to the organization's values, purpose and people.	4.3	4.0	4.6	HIGH

ENGAGEMENT DRIVERS

Rank ordered by 'All Employees' score:

Driver	All Employees	Non-Management	Management	Importance Rating
Flexibility: Employees have flexibility over how, when, or where they get their work tasks done.	4.4	4.6	4.1	HIGH
Input: Employees have meaningful input by engaging in work that contributes to strategic goals, providing suggestions and ideas, and utilizing their skills.	4.3	4.0	4.6	HIGH
Stimulation: Employees have challenging, varied and interesting work.	4.2	4.0	4.4	HIGH
Diversity & Inclusion: Employees view senior management as fostering a diverse and inclusive environment.	4.1	3.7	4.5	HIGH
Workload: Employees have a reasonable workload, time pressures and timelines, and can achieve work-life balance.	4.1	4.4	3.8	HIGH
Organizational Leadership: Employees trust senior management to make good organizational decisions, treat workers well, and act according to organizational values.	4.0	3.4	4.5	HIGH
Accountability: Employees have clear and reasonable role expectations and are accountable to results.	3.9	3.5	4.3	HIGH
Team Relations: Employees have a cooperative, respectful team environment and sufficient interaction with each other.	3.8	3.7	3.9	HIGH
Supervisory Support: Employees receive guidance, feedback, and recognition from their direct supervisor.	3.7	3.6	3.9	HIGH
Growth: Employees have job security and opportunities to develop and advance their careers.	3.5	2.7	4.3	HIGH
Tools & Resources: Employees have the equipment, materials, training and systems they need to get their work done right.	3.5	3.4	3.6	HIGH
Compensation & Benefits: Employees receive fair compensation and satisfactory benefits.	3.4	3.1	3.7	HIGH

AREAS OF STRENGTH

This section highlights the key areas of strength based on the items with the **highest satisfaction ratings** across all employees that were **also rated as most important** to them.

These positive perceptions likely influence the higher ratings of Satisfaction, Commitment, and Alignment that employees reported. To maintain these favorable sentiments, continue your efforts in the following areas:

1 Workload:

Time demands

86% of all employees agree that they are expected to finish their work in a reasonable amount of time (64% strongly agree), and 100% reported that reasonable expectations are important to them.

The agreement ratings were higher for non-managers (4.9 out of 5.0), compared to managers (4.1 out of 5.0).

ACTION: To support this strength, continue providing reasonable timelines for work completion.

2 Input:

Contribution to organization's goals

86% of all employees see how their work helps the organization reach its goals (71% strongly agree), and 100% reported that this feeling of contribution is important to them.

The agreement ratings were similar for managers (4.7 out of 5.0) and non-managers (4.3 out of 5.0).

ACTION: To reinforce this strength, continue to communicate organizational goals and how each team contributes to the overall mission of the company.

3 Flexibility:

Flexibility of work location

93% of all employees agree that they have the option to decide where they get their work done (71% strongly agree), and 86% reported that location flexibility is important to them.

The agreement ratings were higher for non-managers (4.9 out of 5.0), compared to managers (4.3 out of 5.0).

ACTION: To maintain these positive perceptions, continue to allow employees to have input on their work location.

4 Tools & Resources:

Equipment, supplies, and resources

93% of all employees have the equipment, supplies and resources necessary to perform their work (57% strongly agree), and 93% reported that these resources are important to them.

The agreement ratings were similar for managers (4.6 out of 5.0) and non-managers (4.4 out of 5.0).

ACTION: To maintain this positive perception, continue to support workers with access to functional, up-to-date tools and resources.

5 Flexibility:

Flexibility of work schedule

86% of all employees agree that they have the flexibility to decide when they get work done (71% strongly agree), and 93% reported that this flexibility is important to them.

The agreement ratings were higher for non-managers (4.9 out of 5.0), compared to managers (4.1 out of 5.0).

ACTION: To reinforce this strength, continue to allow employees to have input on their work schedule.

6 Stimulation:

Challenging work

79% of all employees feel adequately challenged in their job (71% strongly agree), and 71% reported that this sense of challenge is important to them.

The agreement ratings were similar for managers (4.6 out of 5.0) and non-managers (4.4 out of 5.0).

ACTION: To reinforce this area, continue providing opportunities to increase the difficulty of work tasks, added responsibilities, or performance targets.

AREAS FOR IMPROVEMENT

This section highlights the areas for improvement based on the items with the **lowest satisfaction ratings** across all employees that were **also rated as most important** to them.

The survey results suggest that the following areas should be prioritized to enhance employee engagement:

1 Tools & Resources:

Proper systems and processes

79% of all employees do not agree that there are proper systems and processes that help them do their job (14% strongly disagree), and 79% reported that these systems are important to them.

The agreement ratings were lower for non-managers (2.3 out of 5.0), compared to managers (3.0 out of 5.0).

ACTION: To address these results, evaluate current systems and operating procedures to identify which are outdated, unnecessary, or incomplete.

2 Compensation & Benefits:

Fair compensation

43% of all employees do not agree that they are fairly paid for what they contribute (14% strongly disagree), and 93% reported that fair wages are important to them.

The agreement ratings were lower for non-managers (3.1 out of 5.0), compared to managers (3.7 out of 5.0).

ACTION: As an action step, analyze compensation against industry comparables, based on job duties, skills or experience required, performance, and/or tenure. Consider engaging a third-party specialist to help.

3 Compensation & Benefits:

Benefits package

57% of all employees are not satisfied with the benefits package that they receive (14% strongly disagree), and 79% reported that these benefits are important to them.

The agreement ratings were similar for non-managers (3.0 out of 5.0) and managers (3.1 out of 5.0).

ACTION: To improve in this area, re-evaluate your benefits program against industry comparables and focus on components that are tailored to your employees' needs. Consider engaging a third-party specialist to help.

4 Growth:

Career advancement

57% of all employees do not agree that their career advancement is encouraged (7% strongly disagree), and 86% reported that this support is important to them.

The agreement ratings were significantly lower for non-managers (2.7 out of 5.0), compared to managers (3.9 out of 5.0).

ACTION: As an action step, discuss each individual's career goals and explain potential growth opportunities and promotions.

5 Supervisory Support:

Feedback from supervisor

50% of all employees do not agree that their supervisor provides consistent feedback about how they are doing (29% strongly disagree), and 86% reported that this feedback is important to them.

The agreement ratings were similar for managers (3.1 out of 5.0) and non-managers (3.4 out of 5.0).

ACTION: As an action step, analyze your performance review program and encourage ongoing, constructive feedback from managers. Consider engaging an internal or external specialist to help.

6 Tools & Resources:

Adequate training

64% of all employees do not agree that they receive the training necessary to perform their work effectively (0% strongly disagree), and 71% reported that this training is important to them.

The agreement ratings were similar for managers (3.1 out of 5.0) and non-managers (3.4 out of 5.0).

ACTION: To improve in this area, assess the training needs of your workforce and identify the gaps to be addressed. Consider engaging an internal or external specialist to help.

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**
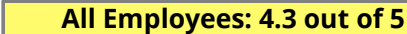
Importance Rating:

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:

	All Employees (140 Responses)	4.4
	Non-Management (98 Responses)	4.2
	Management (42 Responses)	4.7

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
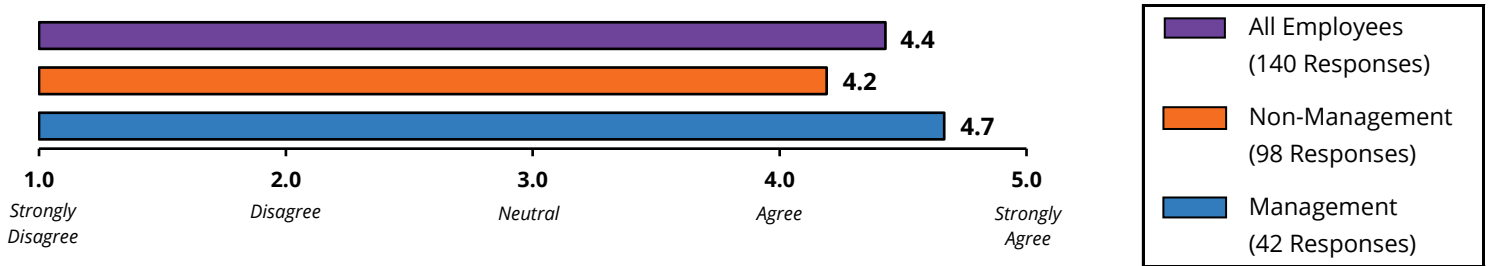
Individual Questions (rank ordered by score):

1 All things considered, I am satisfied with my job

- All Employees: 4.5
- Non-Management: 4.4
- Management: 4.6

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
Average Score
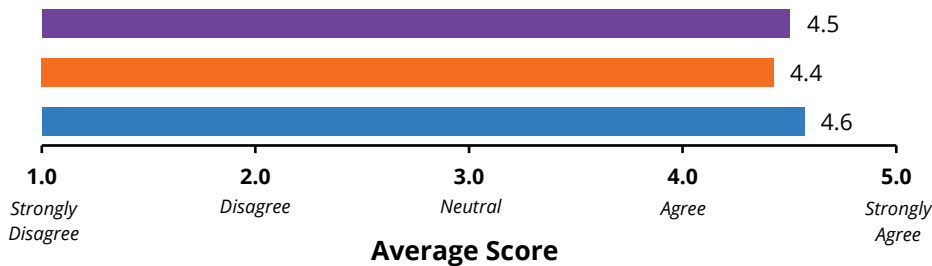
Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.6

Management: 4.7

2 I am proud to work for this organization

- All Employees: 4.5
- Non-Management: 4.3
- Management: 4.7

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
Average Score
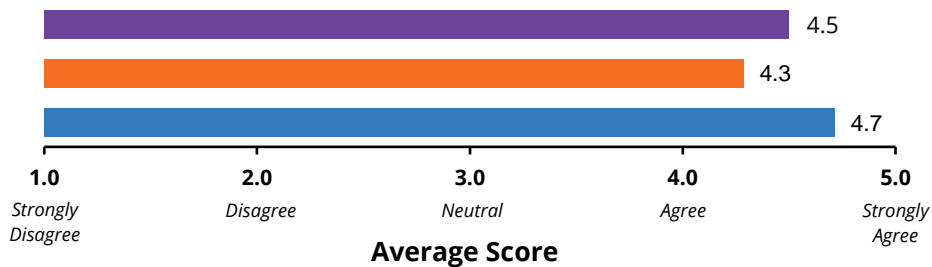
Importance Rating (out of 5)

All Employees: 4.7

Non-Management: 4.6

Management: 4.9

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

- All Employees: 4.3
- Non-Management: 3.9
- Management: 4.7

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
Average Score
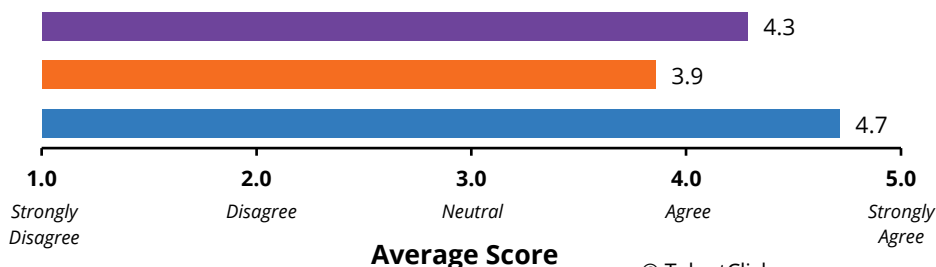
Importance Rating (out of 5)

All Employees: 4.7

Non-Management: 4.6

Management: 4.9

Indicator 2 - COMMITMENT

Employees intend to remain a committed member of the organization.

Overall Factor Score:
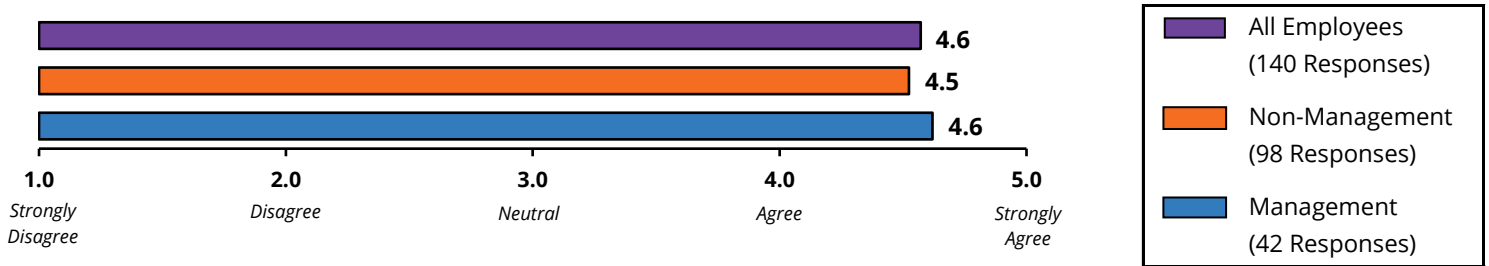
	Score
All Employees	4.6
Non-Management	4.5
Management	4.6

Legend:
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

	Score
All Employees	4.7
Non-Management	4.7
Management	4.7

Importance Rating (out of 5)
- All Employees: 4.9
- Non-Management: 5.0
- Management: 4.9

2 [Text Redacted for Sample Report]

	Score
All Employees	4.6
Non-Management	4.6
Management	4.6

Importance Rating (out of 5)
- All Employees: 4.7
- Non-Management: 4.9
- Management: 4.6

3 [Text Redacted for Sample Report]

	Score
All Employees	4.4
Non-Management	4.3
Management	4.6
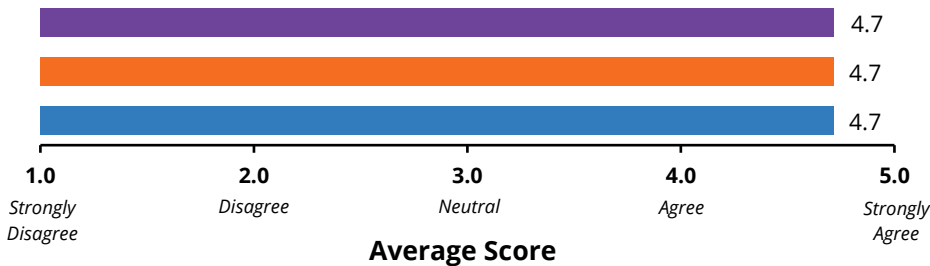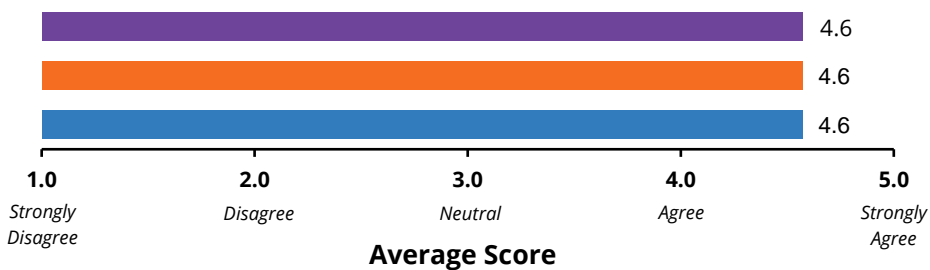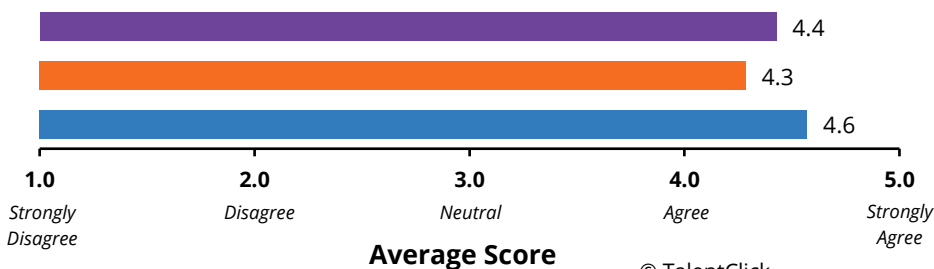
Importance Rating (out of 5)
- All Employees: 4.3
- Non-Management: 4.1
- Management: 4.4

Indicator 3 - ALIGNMENT

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

Overall Factor Score:
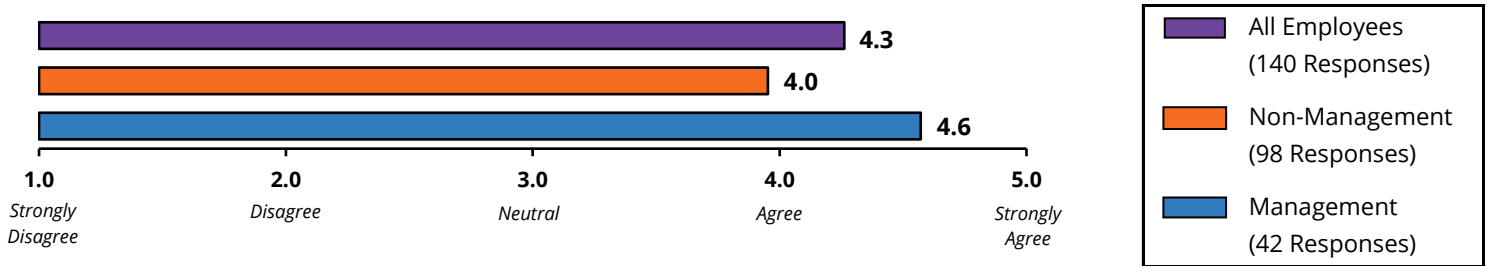
Legend:
- All Employees (140 Responses): 4.3
- Non-Management (98 Responses): 4.0
- Management (42 Responses): 4.6

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees: 4.4
Non-Management: 4.1
Management: 4.7

Importance Rating (out of 5)

All Employees: 4.7
Non-Management: 4.6
Management: 4.9

2 [Text Redacted for Sample Report]
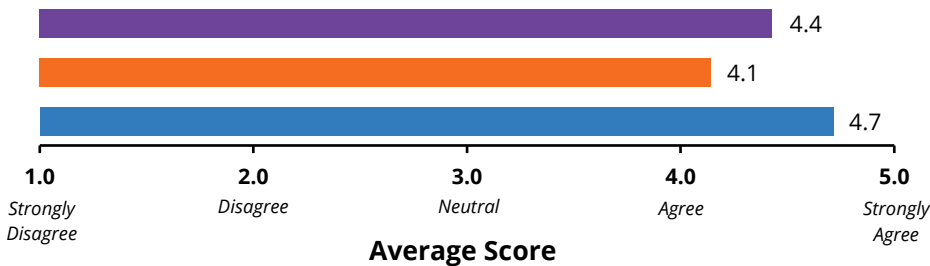
All Employees: 4.3
Non-Management: 4.0
Management: 4.6

Importance Rating (out of 5)

All Employees: 4.6
Non-Management: 4.3
Management: 4.9
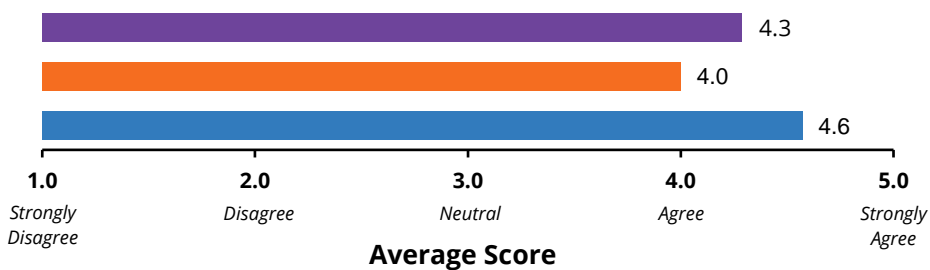
3 [Text Redacted for Sample Report]

All Employees: 4.1
Non-Management: 3.7
Management: 4.4
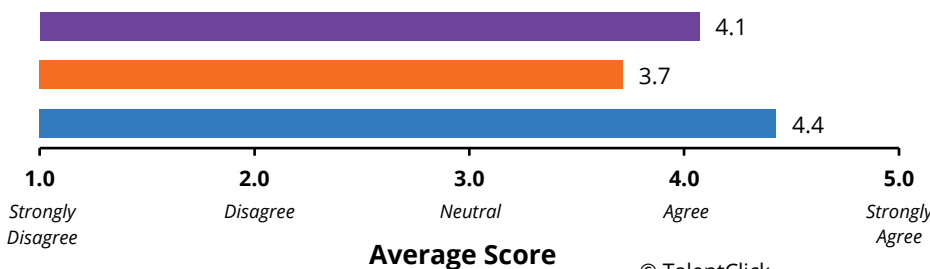
Importance Rating (out of 5)

All Employees: 4.6
Non-Management: 4.4
Management: 4.7

Driver 1 - Flexibility

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

Overall Factor Score:

All Employees	4.4
Non-Management	4.6
Management	4.1

Legend:
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
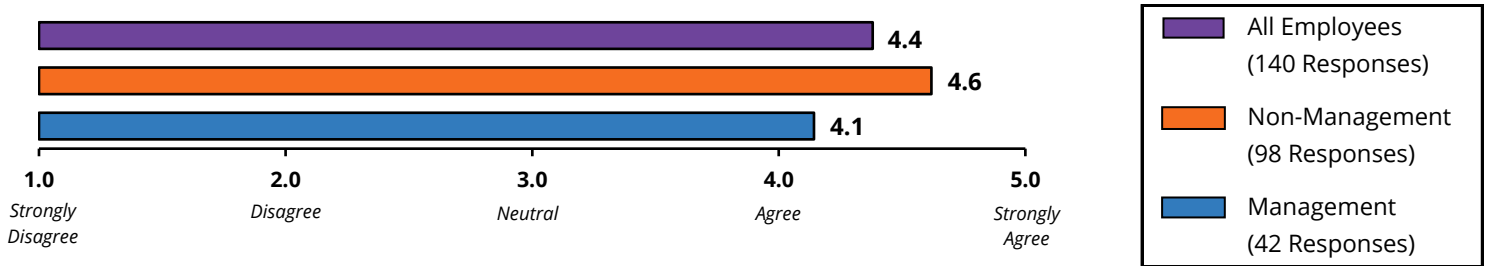
Individual Questions (rank ordered by score):

1 When it's possible, I have options to decide where I do my work

All Employees	4.6
Non-Management	4.9
Management	4.3

Average Score — Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
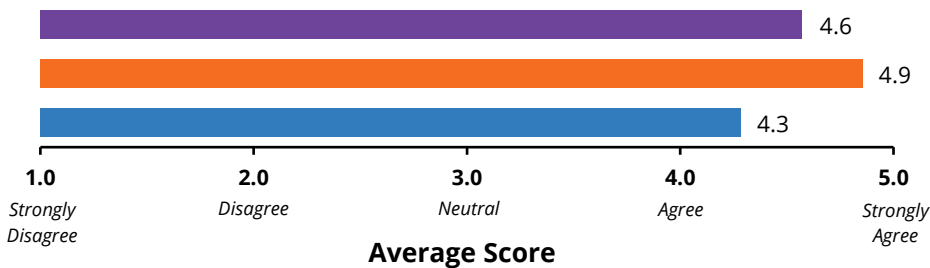
Importance Rating (out of 5)

All Employees: 4.5
Non-Management: 4.4
Management: 4.6

2 When it's possible, I have the flexibility to decide when I get my work done

All Employees	4.5
Non-Management	4.9
Management	4.1

Average Score — Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
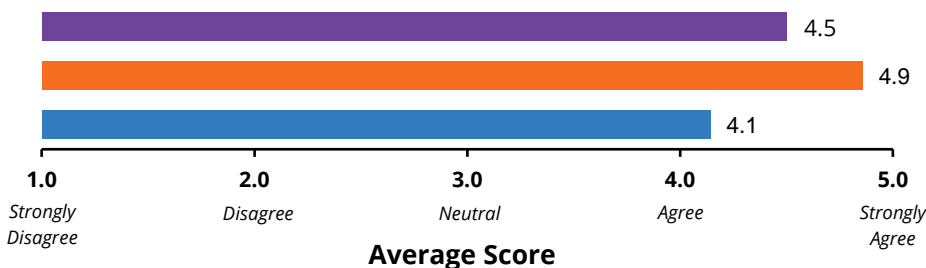
Importance Rating (out of 5)

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

3 When it's possible, I have the flexibility to decide how I get my work done

All Employees	4.1
Non-Management	4.1
Management	4.0

Average Score — Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
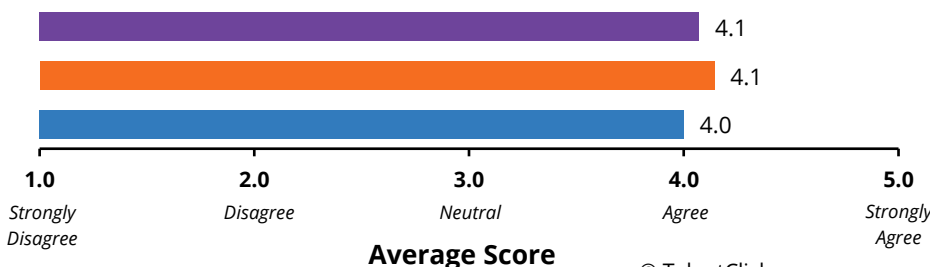
Importance Rating (out of 5)

All Employees: 4.3
Non-Management: 4.0
Management: 4.6

Driver 2 - Input

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

Overall Factor Score:
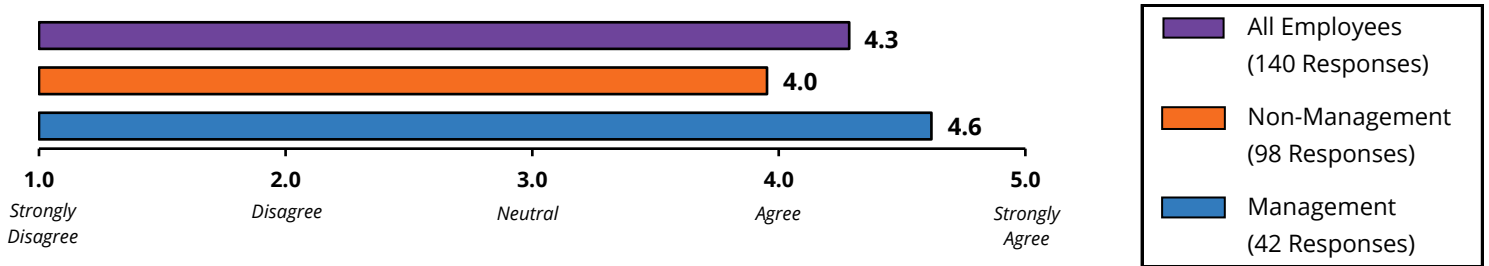
	Score
All Employees (140 Responses)	4.3
Non-Management (98 Responses)	4.0
Management (42 Responses)	4.6

1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

	Average Score
All Employees	4.5
Non-Management	4.3
Management	4.7

Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 4.7

Management: 4.9

2 [Text Redacted for Sample Report]

	Average Score
All Employees	4.3
Non-Management	3.9
Management	4.7

Importance Rating (out of 5)

All Employees: 4.9

Non-Management: 5.0

Management: 4.7

3 [Text Redacted for Sample Report]

	Average Score
All Employees	4.1
Non-Management	3.7
Management	4.4
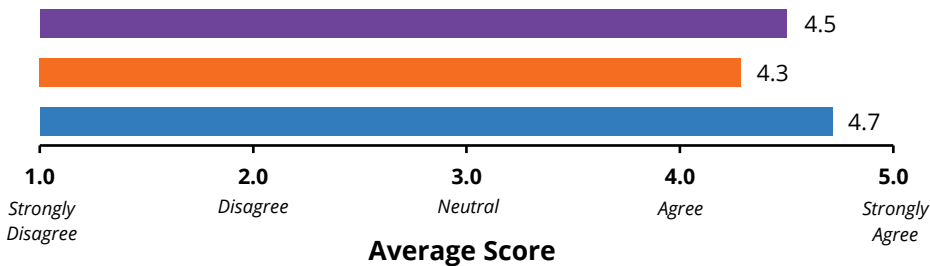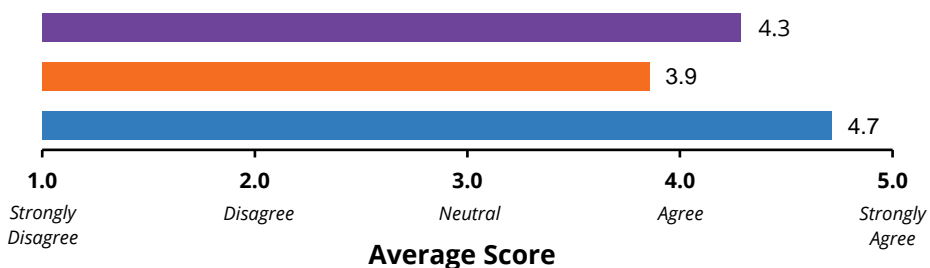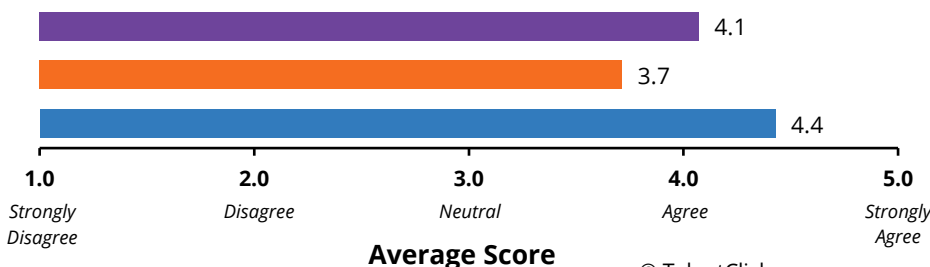
Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.1

Management: 4.6

Driver 3 - Stimulation

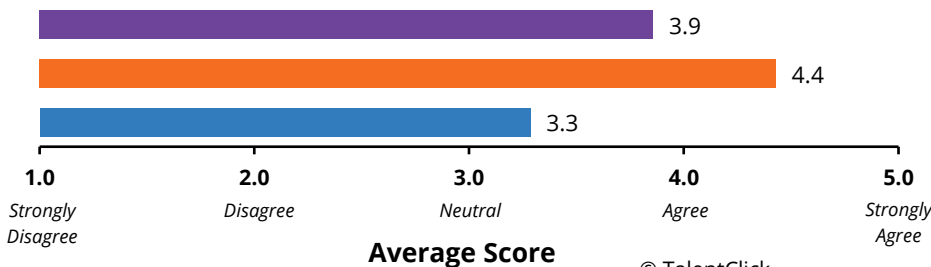Employees have challenging, varied and interesting work.

Overall Factor Score:
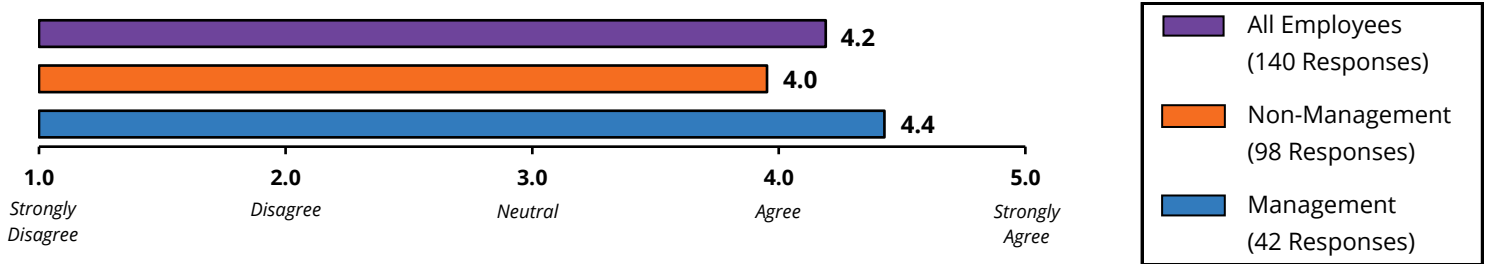
	Score
All Employees	4.2
Non-Management	4.0
Management	4.4

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Legend:
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

	Average Score
All Employees	4.5
Non-Management	4.4
Management	4.6
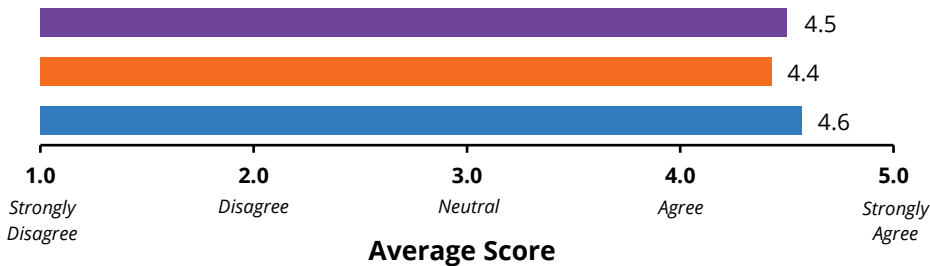
Importance Rating (out of 5)

All Employees:	4.2
Non-Management:	3.7
Management:	4.7

2 [Text Redacted for Sample Report]
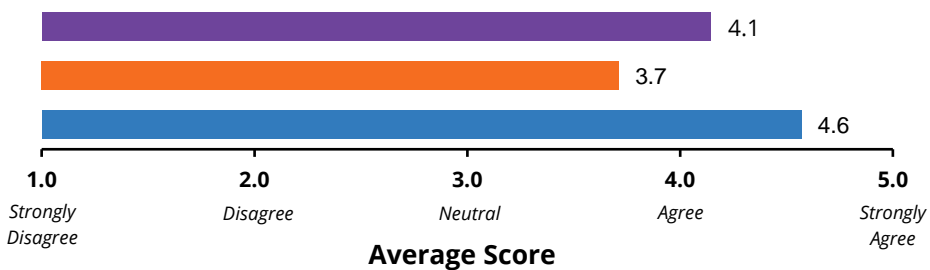
	Average Score
All Employees	4.1
Non-Management	3.7
Management	4.6

Importance Rating (out of 5)

All Employees:	4.1
Non-Management:	3.7
Management:	4.6

3 [Text Redacted for Sample Report]

	Average Score
All Employees	3.9
Non-Management	3.7
Management	4.1
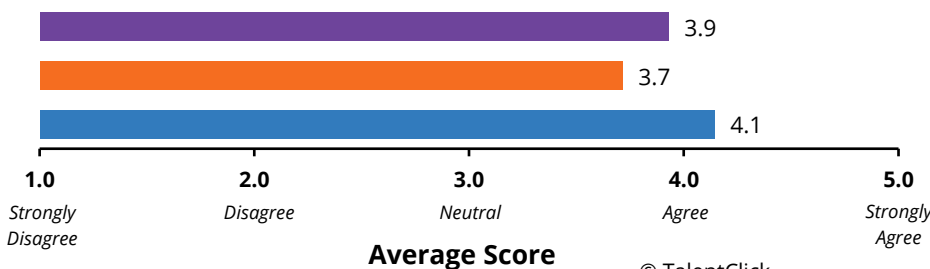
Importance Rating (out of 5)

All Employees:	4.4
Non-Management:	4.0
Management:	4.7

Driver 4 - Diversity & Inclusion

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

Overall Factor Score:

	All Employees (140 Responses)	4.1
Non-Management (98 Responses)	3.7
Management (42 Responses)	4.5

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees: 4.4
Non-Management: 4.4
Management: 4.4

Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.3

Management: 4.4

Average Score

2 [Text Redacted for Sample Report]

All Employees: 4.3
Non-Management: 3.7
Management: 4.9

Importance Rating (out of 5)

All Employees: 4.5

Non-Management: 4.1

Management: 4.9

Average Score

3 [Text Redacted for Sample Report]

All Employees: 3.6
Non-Management: 3.0
Management: 4.3

Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 4.7

Management: 4.9

Average Score
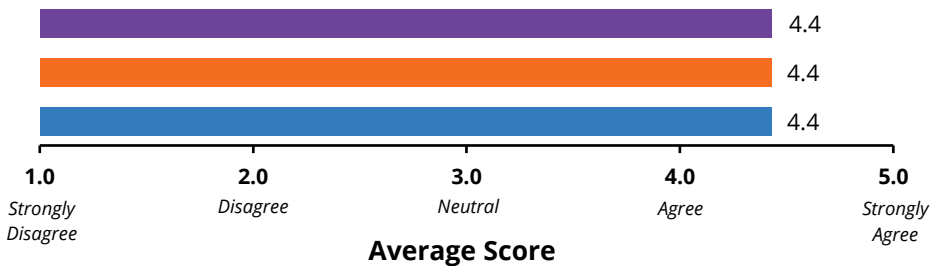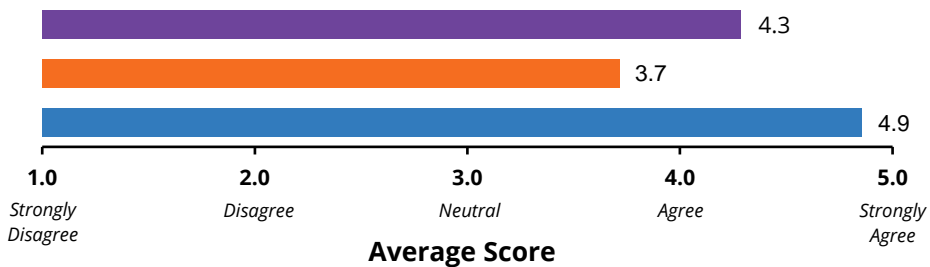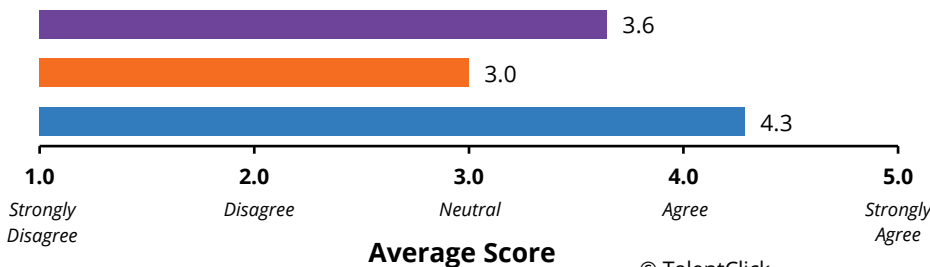
Driver 5 - Workload

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

Overall Factor Score:
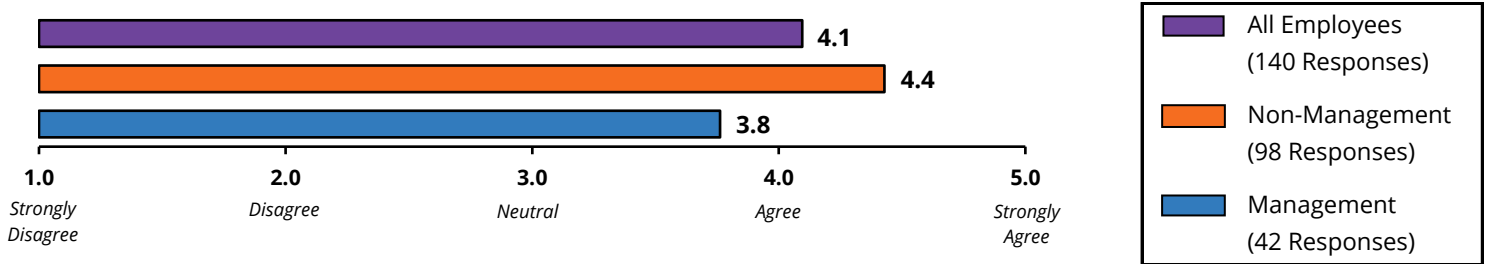
	All Employees (140 Responses)
	Non-Management (98 Responses)
	Management (42 Responses)

All Employees: 4.1
Non-Management: 4.4
Management: 3.8

1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees: 4.5
Non-Management: 4.9
Management: 4.1

1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
Average Score

Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 4.9

Management: 4.7

2 [Text Redacted for Sample Report]

All Employees: 3.9
Non-Management: 4.0
Management: 3.9

1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
Average Score
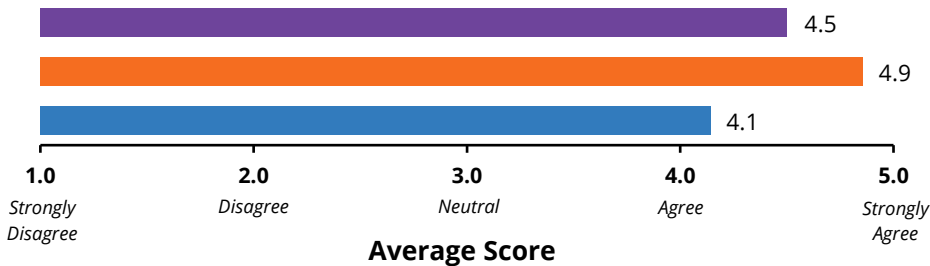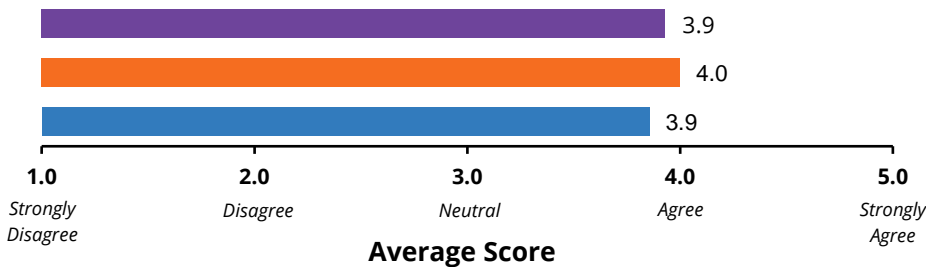
Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 5.0

Management: 4.6

3 [Text Redacted for Sample Report]

All Employees: 3.9
Non-Management: 4.4
Management: 3.3

1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree
Average Score

Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.7

Management: 4.4

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:
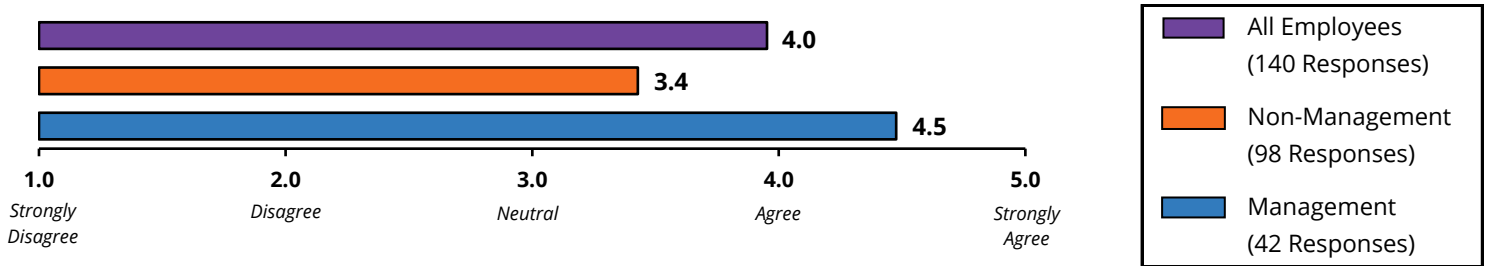
	All Employees (140 Responses)
	Non-Management (98 Responses)
	Management (42 Responses)

All Employees: 4.0
Non-Management: 3.4
Management: 4.5

1.0 Strongly Disagree 2.0 Disagree 3.0 Neutral 4.0 Agree 5.0 Strongly Agree

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees: 4.1
Non-Management: 3.6
Management: 4.6

1.0 Strongly Disagree 2.0 Disagree 3.0 Neutral 4.0 Agree 5.0 Strongly Agree
Average Score

Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.3

Management: 4.9

2 [Text Redacted for Sample Report]

All Employees: 4.0
Non-Management: 3.4
Management: 4.6

1.0 Strongly Disagree 2.0 Disagree 3.0 Neutral 4.0 Agree 5.0 Strongly Agree
Average Score

Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.3

Management: 4.9

3 [Text Redacted for Sample Report]

All Employees: 3.8
Non-Management: 3.3
Management: 4.3

1.0 Strongly Disagree 2.0 Disagree 3.0 Neutral 4.0 Agree 5.0 Strongly Agree
Average Score
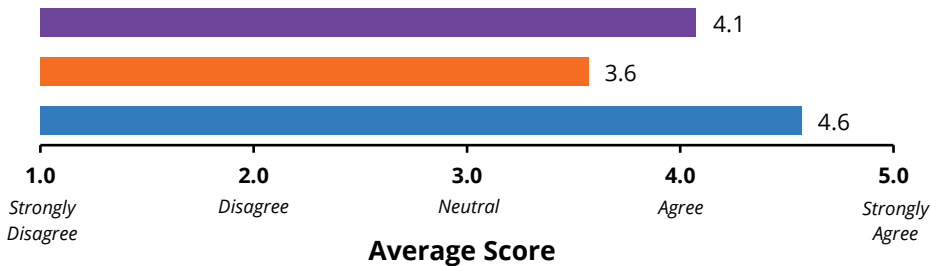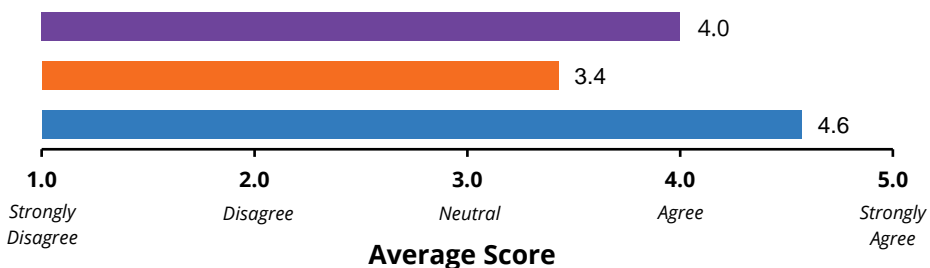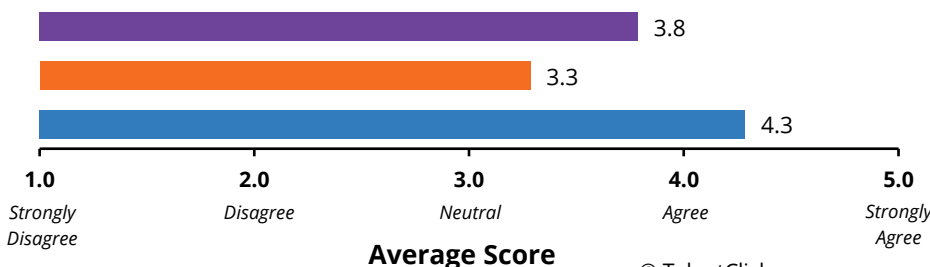
Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 3.9

Management: 4.7

Driver 7 - Accountability

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

Overall Factor Score:
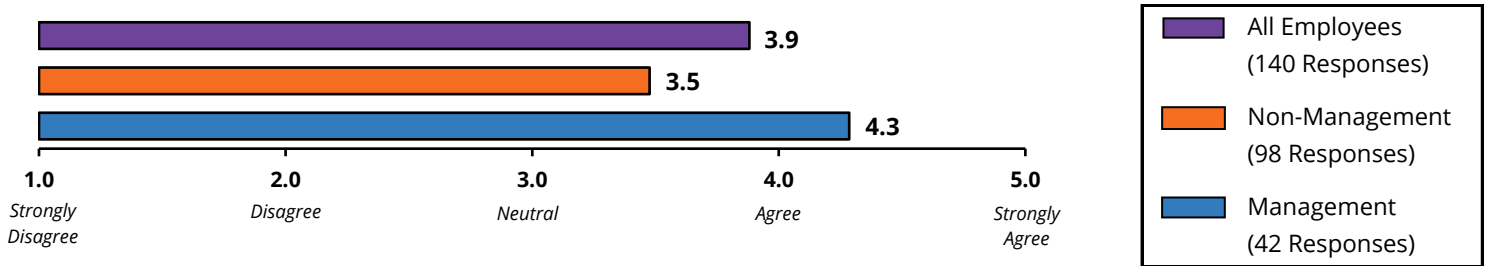
All Employees (140 Responses)	3.9
Non-Management (98 Responses)	3.5
Management (42 Responses)	4.3

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees	4.1
Non-Management	3.4
Management	4.7

Average Score (1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree)
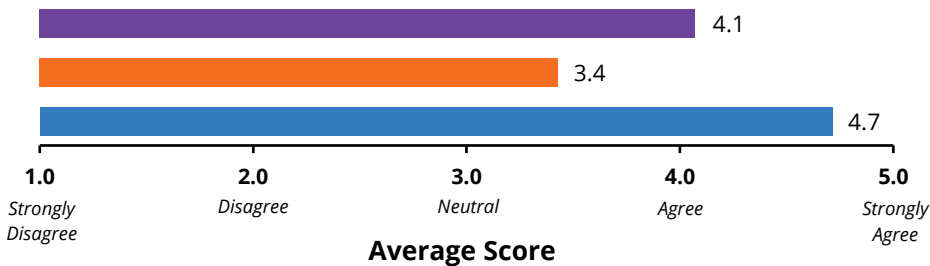
Importance Rating (out of 5)

All Employees: 4.1

Non-Management: 3.9

Management: 4.4

2 [Text Redacted for Sample Report]
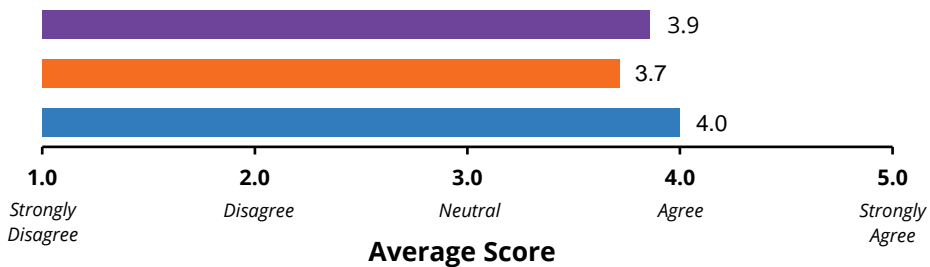
All Employees	3.9
Non-Management	3.7
Management	4.0

Average Score (1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree)

Importance Rating (out of 5)

All Employees: 4.5

Non-Management: 4.3

Management: 4.7

3 [Text Redacted for Sample Report]

All Employees	3.7
Non-Management	3.3
Management	4.1

Average Score (1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree)

Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.4

Management: 4.7

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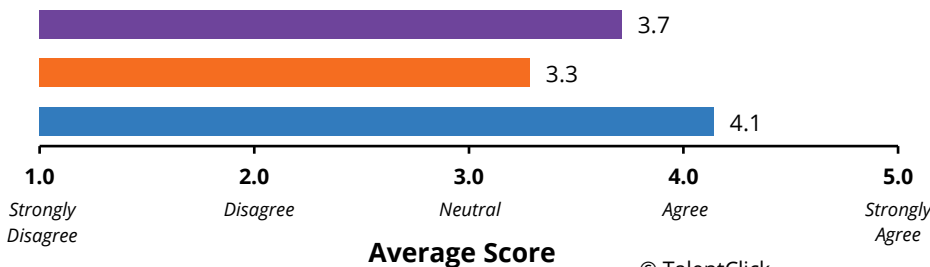
Driver 8 - Team Relations

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

Overall Factor Score:
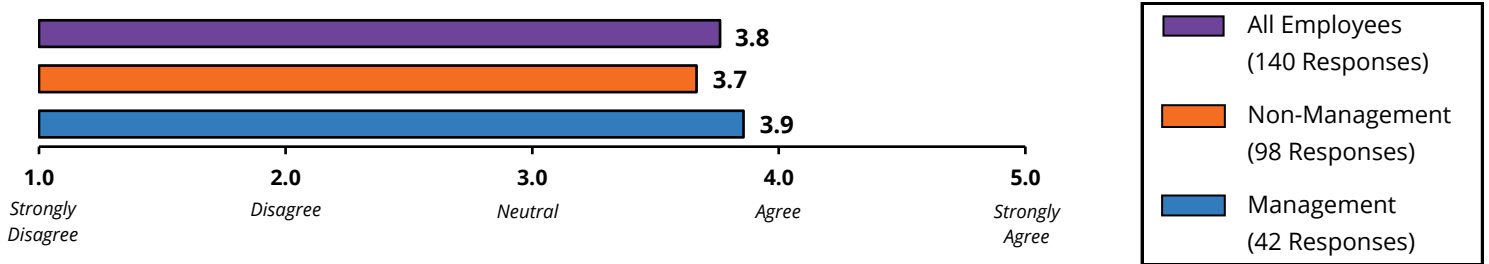
All Employees	**3.8**
Non-Management	**3.7**
Management	**3.9**

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Legend:
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees	4.3
Non-Management	4.1
Management	4.4

Average Score (1.0 Strongly Disagree — 5.0 Strongly Agree)

Importance Rating (out of 5)

All Employees: 4.8
Non-Management: 4.7
Management: 4.9

2 [Text Redacted for Sample Report]

All Employees	3.8
Non-Management	3.7
Management	3.9

Average Score (1.0 Strongly Disagree — 5.0 Strongly Agree)

Importance Rating (out of 5)

All Employees: 4.6
Non-Management: 4.3
Management: 4.9

3 [Text Redacted for Sample Report]

All Employees	3.2
Non-Management	3.1
Management	3.3

Average Score (1.0 Strongly Disagree — 5.0 Strongly Agree)
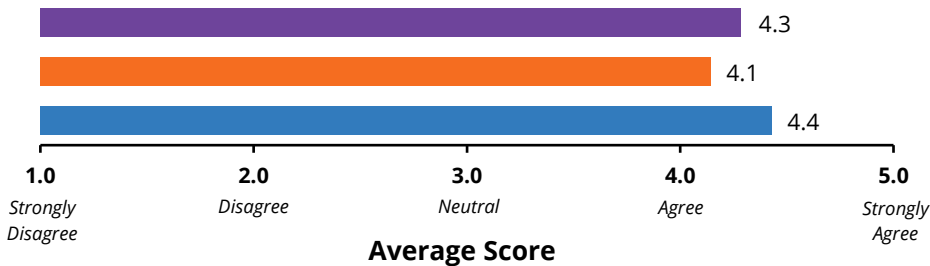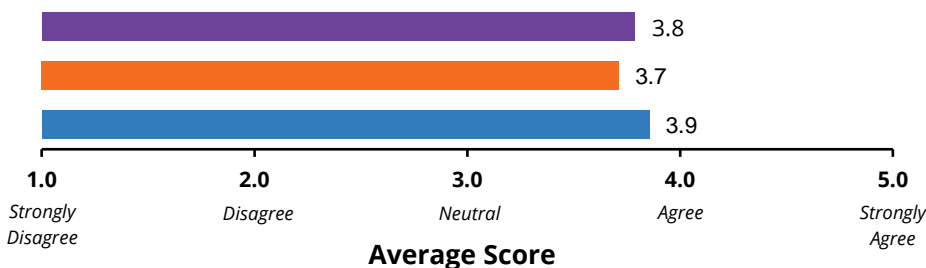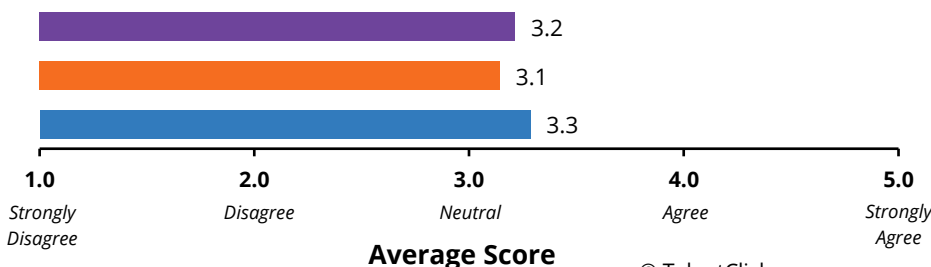
Importance Rating (out of 5)

All Employees: 4.0
Non-Management: 3.4
Management: 4.6

Driver 9 - Supervisory Support

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

Overall Factor Score:
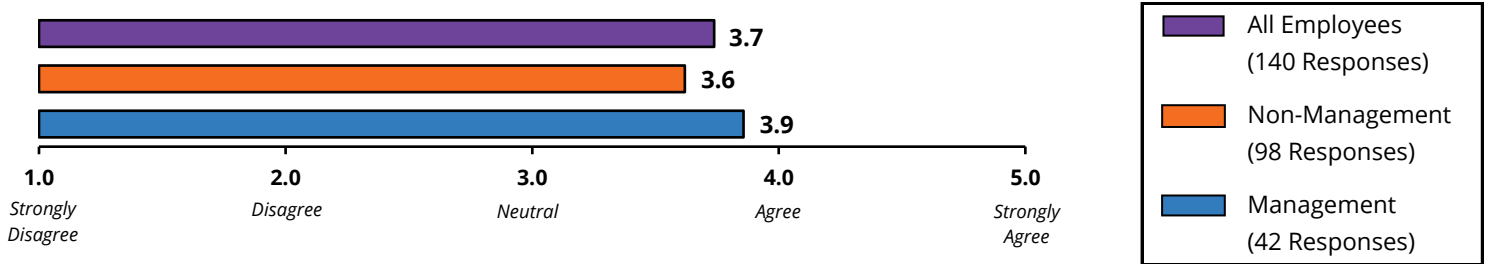
	Score
All Employees (140 Responses)	3.7
Non-Management (98 Responses)	3.6
Management (42 Responses)	3.9

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

	Average Score
All Employees	4.2
Non-Management	4.0
Management	4.4

Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.3

Management: 4.6

2 [Text Redacted for Sample Report]

	Average Score
All Employees	3.7
Non-Management	3.4
Management	4.0

Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 3.7

Management: 4.9

3 [Text Redacted for Sample Report]

	Average Score
All Employees	3.3
Non-Management	3.4
Management	3.1
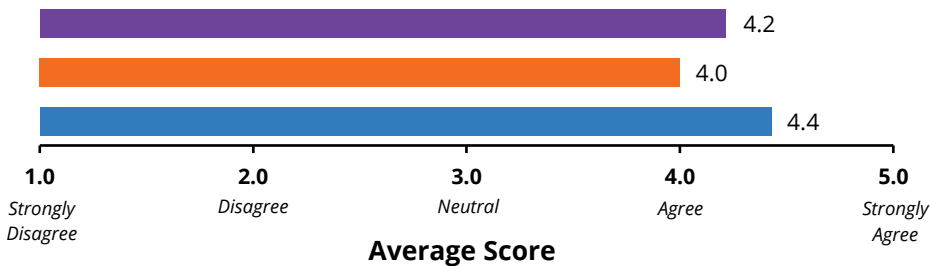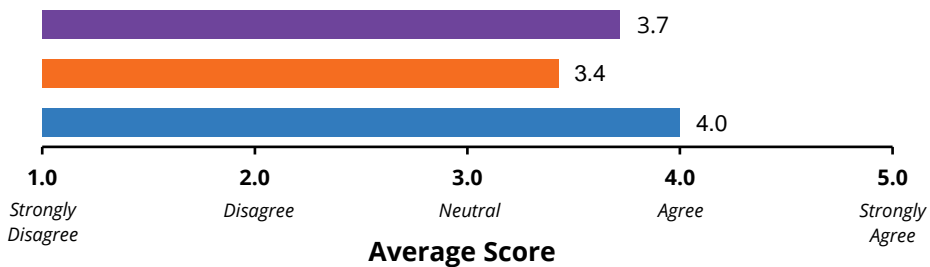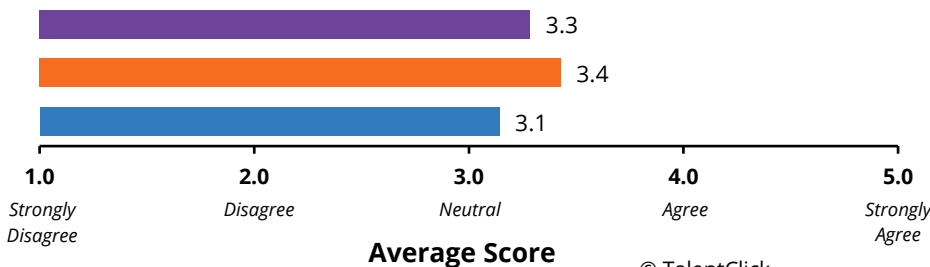
Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 4.7

Management: 3.9

Driver 10 - Growth

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

Overall Factor Score:
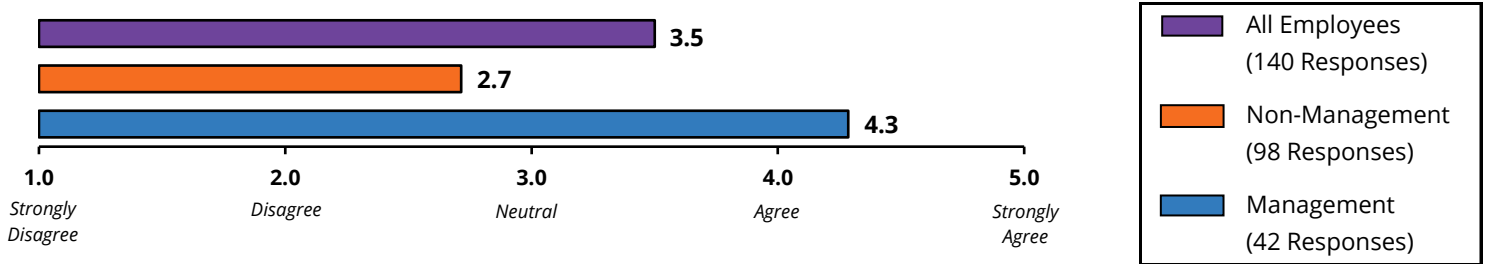
	Score
All Employees	3.5
Non-Management	2.7
Management	4.3

Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree

Legend:
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

	Average Score
All Employees	3.6
Non-Management	2.4
Management	4.9

Importance Rating (out of 5)

All Employees: 4.5

Non-Management: 4.3

Management: 4.7

2 [Text Redacted for Sample Report]

	Average Score
All Employees	3.6
Non-Management	3.0
Management	4.1

Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.3

Management: 4.6

3 [Text Redacted for Sample Report]

	Average Score
All Employees	3.3
Non-Management	2.7
Management	3.9

Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.4

Management: 4.4

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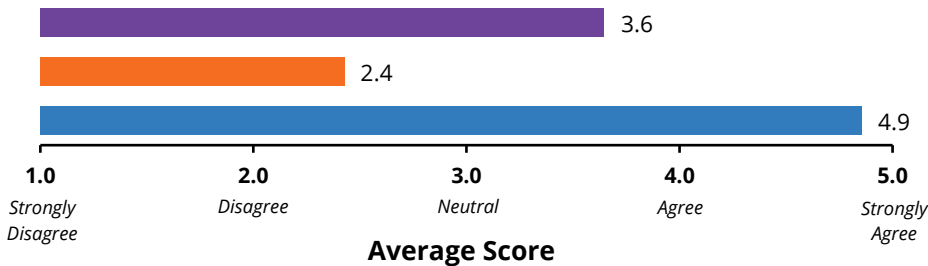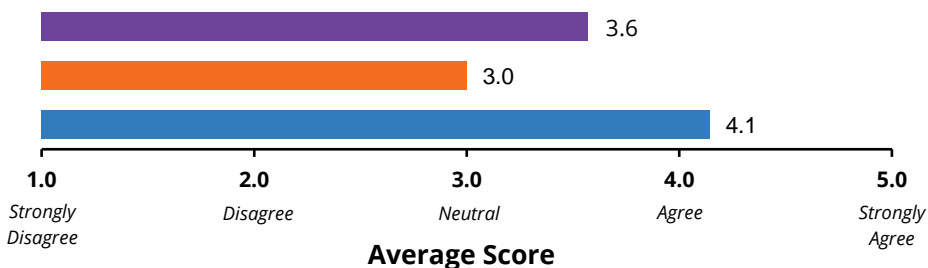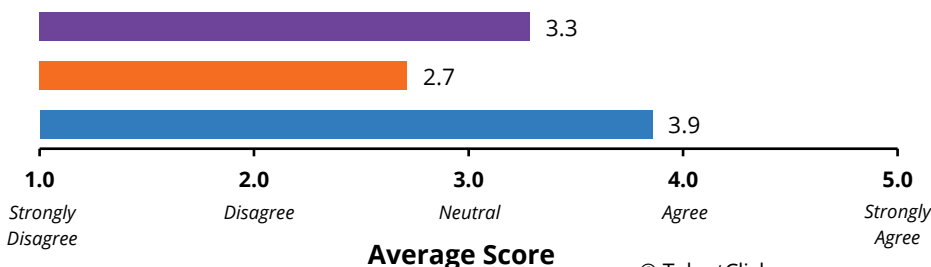
Driver 11 - Tools & Resources

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

Overall Factor Score:
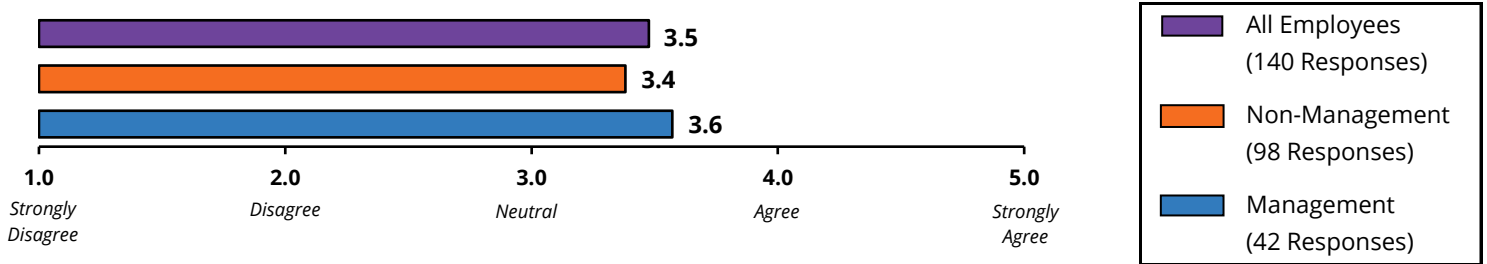
3.5	All Employees (140 Responses)
3.4	Non-Management (98 Responses)
3.6	Management (42 Responses)

1.0 *Strongly Disagree* 2.0 *Disagree* 3.0 *Neutral* 4.0 *Agree* 5.0 *Strongly Agree*

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees: 4.5
Non-Management: 4.4
Management: 4.6

1.0 *Strongly Disagree* 2.0 *Disagree* 3.0 *Neutral* 4.0 *Agree* 5.0 *Strongly Agree*
Average Score

Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.1

Management: 4.7

2 [Text Redacted for Sample Report]

All Employees: 3.3
Non-Management: 3.4
Management: 3.1

1.0 *Strongly Disagree* 2.0 *Disagree* 3.0 *Neutral* 4.0 *Agree* 5.0 *Strongly Agree*
Average Score
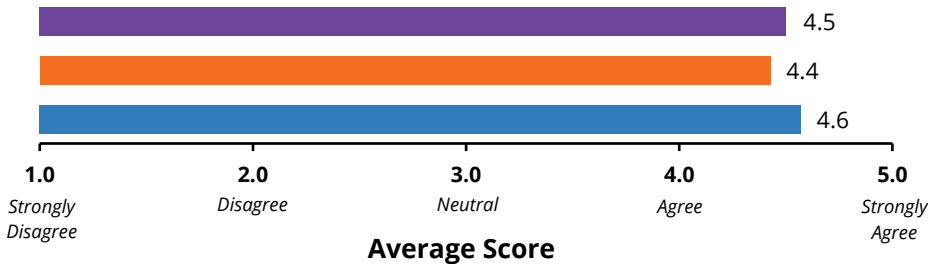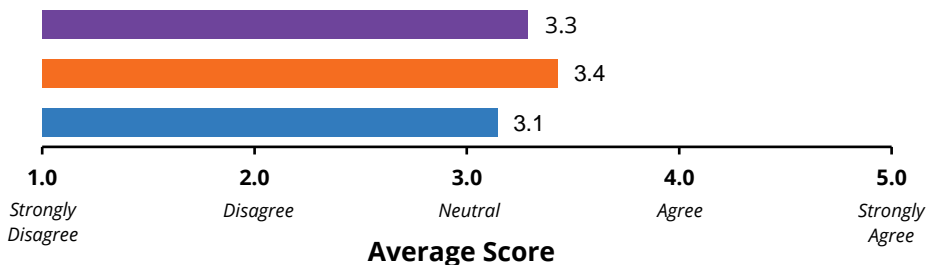
Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 4.3

Management: 4.3

3 [Text Redacted for Sample Report]

All Employees: 2.6
Non-Management: 2.3
Management: 3.0

1.0 *Strongly Disagree* 2.0 *Disagree* 3.0 *Neutral* 4.0 *Agree* 5.0 *Strongly Agree*
Average Score
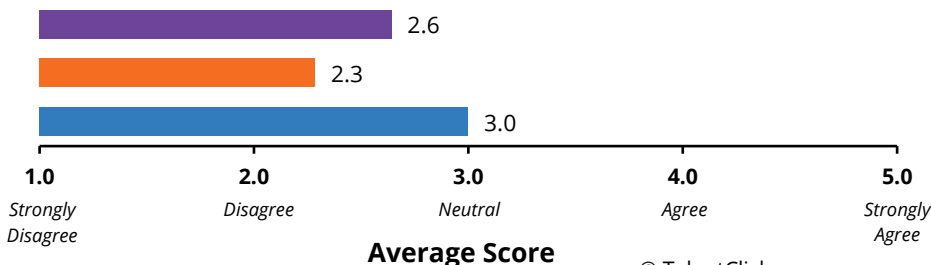
Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 4.1

Management: 4.4

Driver 12 -   Compensation & Benefits

Employees receive fair compensation and satisfactory benefits.

Overall Factor Score:
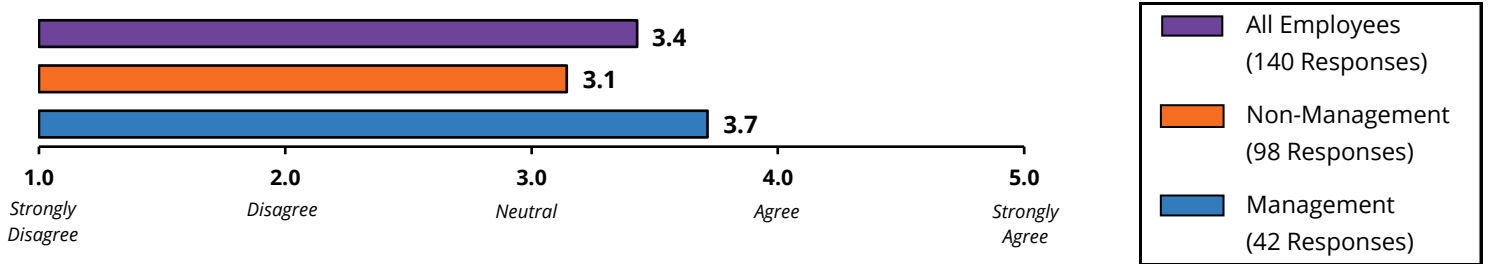
	All Employees (140 Responses)
	Non-Management (98 Responses)
	Management (42 Responses)

All Employees: 3.4
Non-Management: 3.1
Management: 3.7

(Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree)

Individual Questions (rank ordered by score):

1 [Text Redacted for Sample Report]

All Employees: 3.8
Non-Management: 3.3
Management: 4.3

Average Score

(Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree)

Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.7

Management: 4.6

2 [Text Redacted for Sample Report]

All Employees: 3.4
Non-Management: 3.1
Management: 3.7

Average Score

(Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree)

Importance Rating (out of 5)

All Employees: 4.7

Non-Management: 4.7

Management: 4.7

3 [Text Redacted for Sample Report]

All Employees: 3.1
Non-Management: 3.0
Management: 3.1

Average Score

(Scale: 1.0 Strongly Disagree — 2.0 Disagree — 3.0 Neutral — 4.0 Agree — 5.0 Strongly Agree)
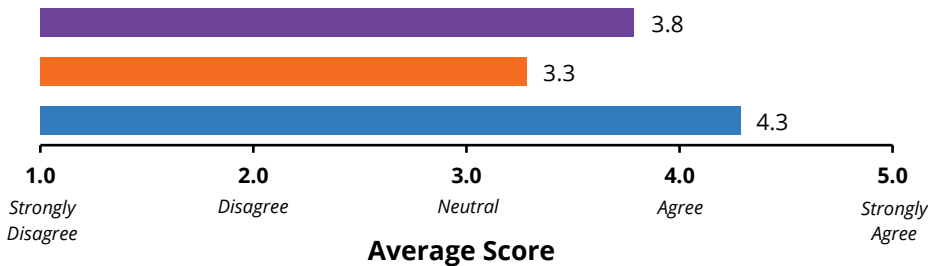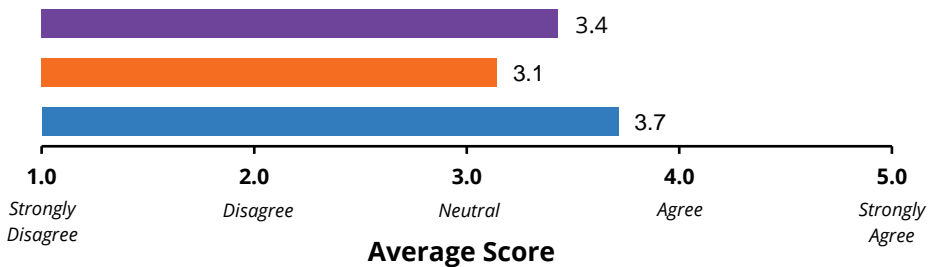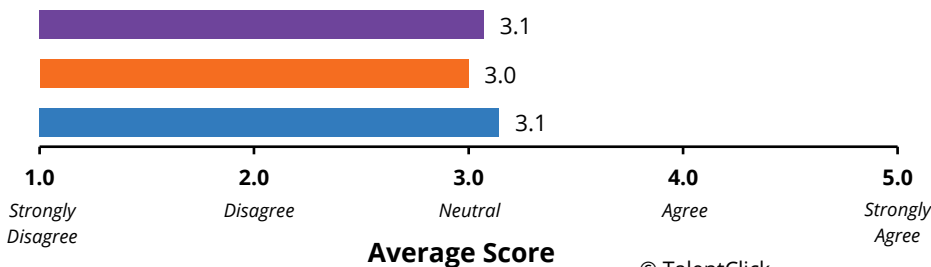
Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 4.4

Management: 4.1

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

All Employees (140 Responses)

Non-Management (98 Responses)

Management (42 Responses)

Example:

1 All things considered, I am satisfied with my job

Rating Distribution
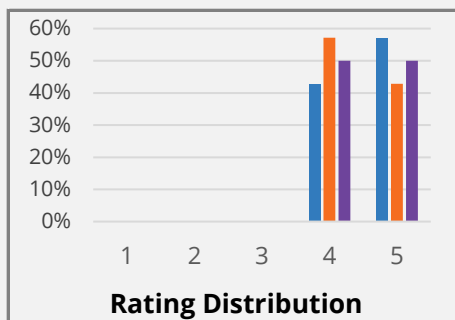
In this example, 0% of all participating employees responded to Question #1 with a rating of '2 - Disagree' , while 50% responded with a rating of '4 - Agree'.

Overall, 100% are satisfied with their jobs (ratings of '4' & '5'), while 0% do not feel this way (ratings of '1' & '2').

Distribution of Scores

Engagement Indicators

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

All Employees (140 Responses)

Non-Management (98 Responses)

Management (42 Responses)

Indicator 1 - SATISFACTION

1 All things considered, I am satisfied with my job

2 I am proud to work for this organization

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

Rating Distribution

Rating Distribution

Rating Distribution
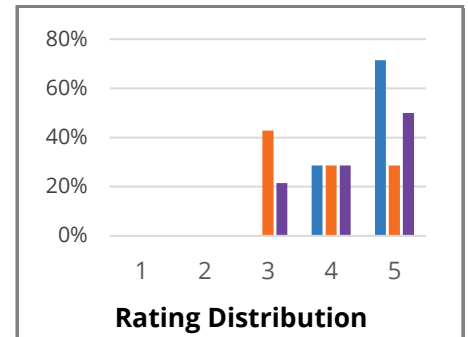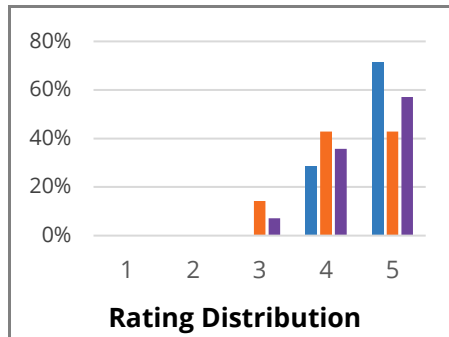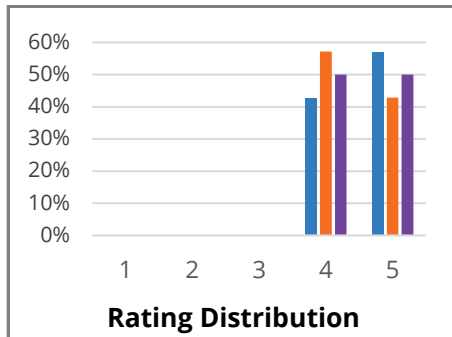
Indicator 2 - COMMITMENT

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

Rating Distribution

Rating Distribution

Rating Distribution
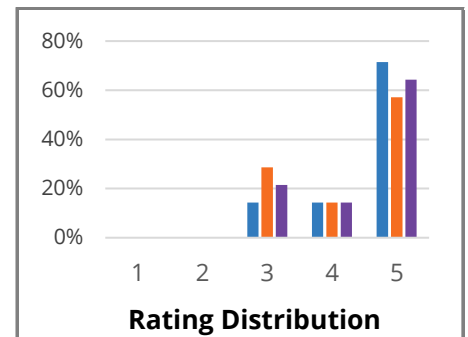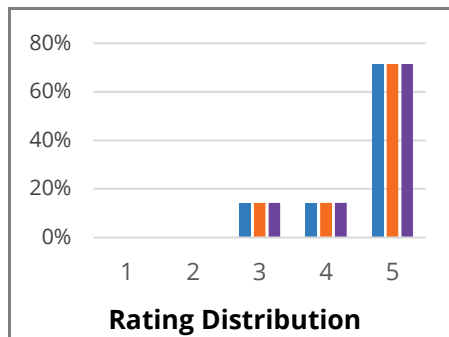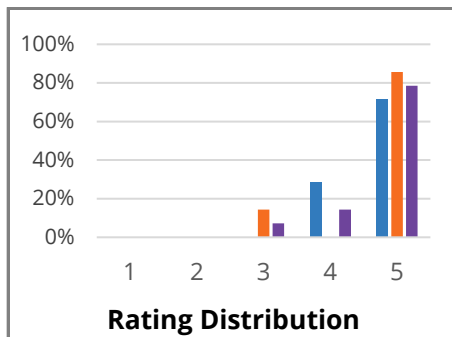
Indicator 3 - ALIGNMENT

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

Rating Distribution

Rating Distribution

Rating Distribution
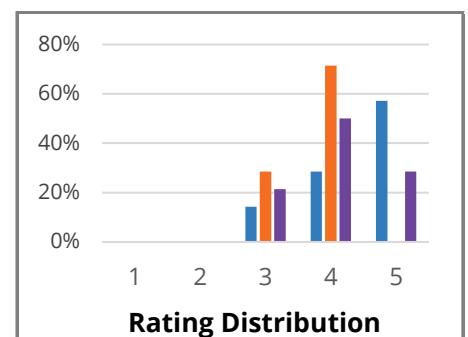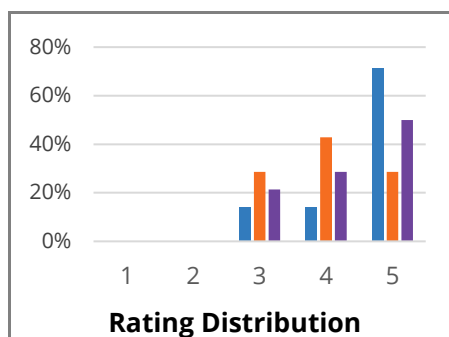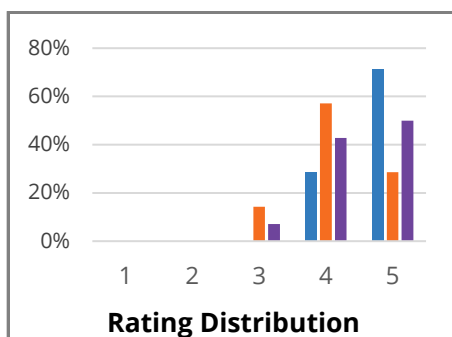
Distribution of Scores

Engagement Drivers

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

■ All Employees (140 Responses)
■ Non-Management (98 Responses)
■ Management (42 Responses)

Driver 1 - Flexibility

1 When it's possible, I have options to decide **where** I do my work

2 When it's possible, I have the flexibility to decide **when** I get my work done

3 When it's possible, I have the flexibility to decide **how** I get my work done

Rating Distribution

Rating Distribution

Rating Distribution
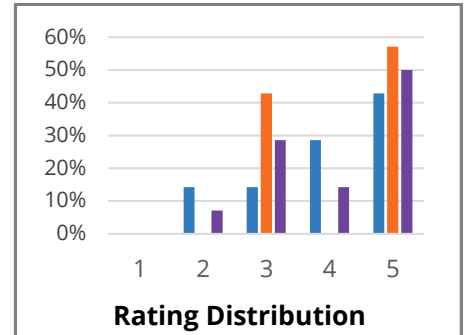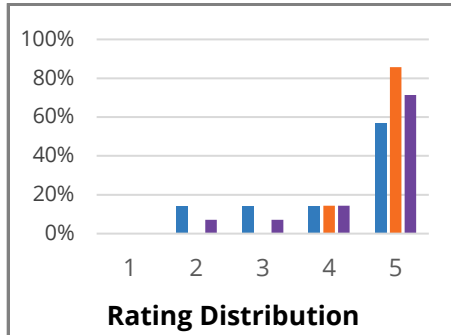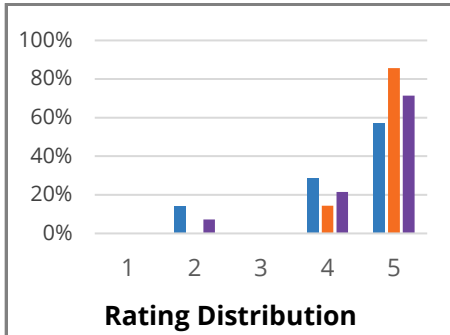
Driver 2 - Input

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

Rating Distribution

Rating Distribution

Rating Distribution
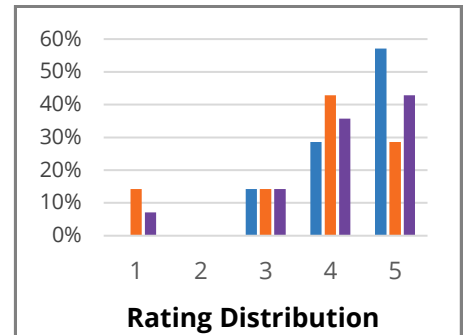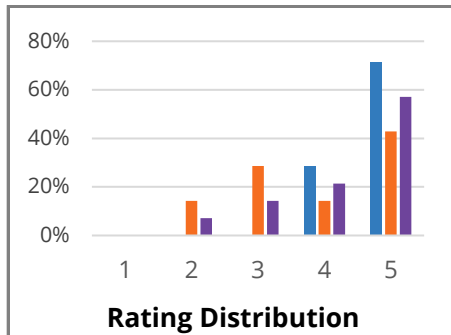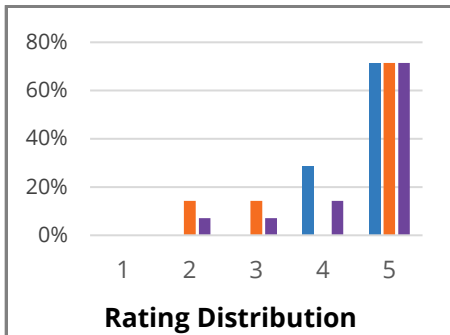
Driver 3 - Stimulation

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

Rating Distribution

Rating Distribution

Rating Distribution
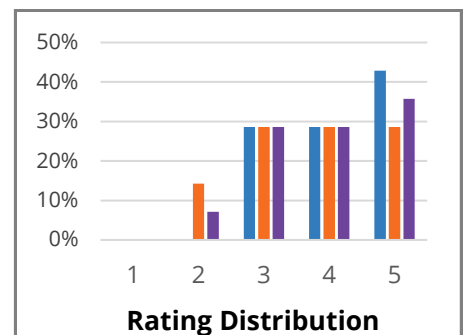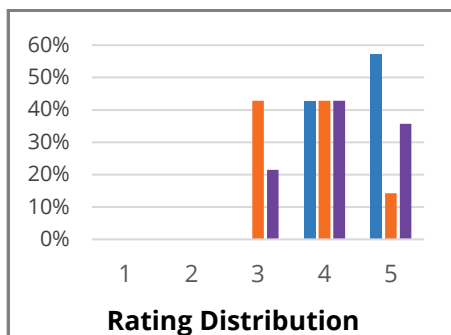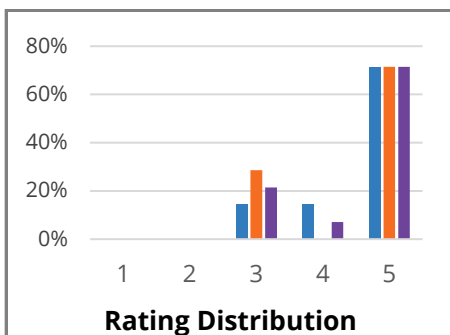
Distribution of Scores

Engagement Drivers (Cont'd)

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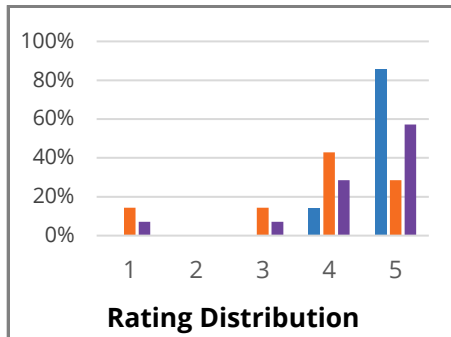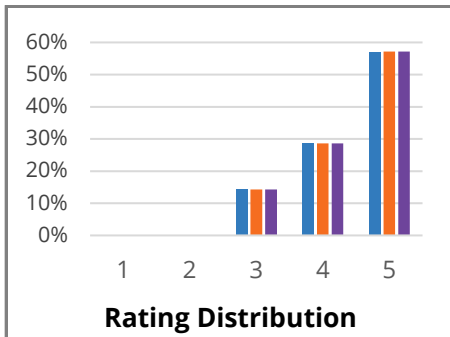4 - Agree
5 - Strongly **Agree**

■ All Employees (140 Responses)
■ Non-Management (98 Responses)
■ Management (42 Responses)

Driver 4 - Diversity & Inclusion

1 [Text Redacted for Sample Report]   **2** [Text Redacted for Sample Report]   **3** [Text Redacted for Sample Report]
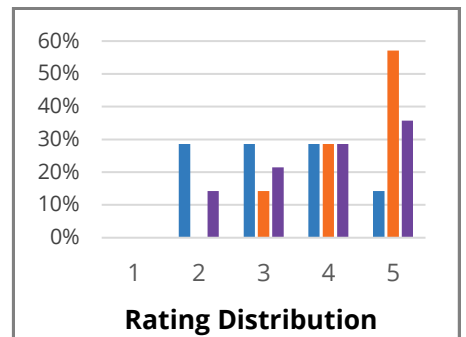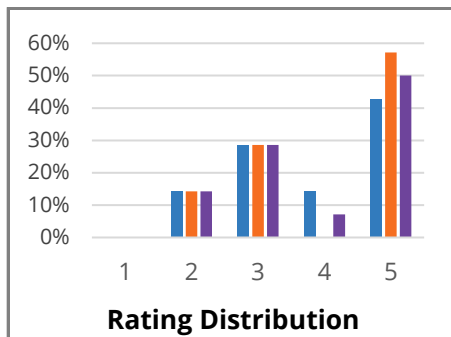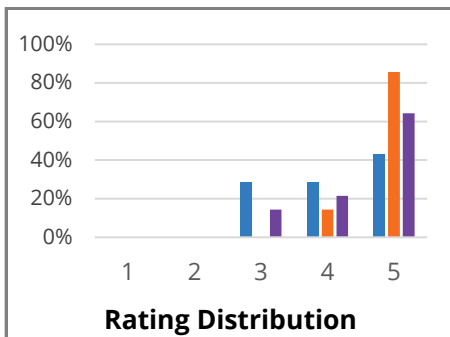

Rating Distribution   **Rating Distribution**   **Rating Distribution**
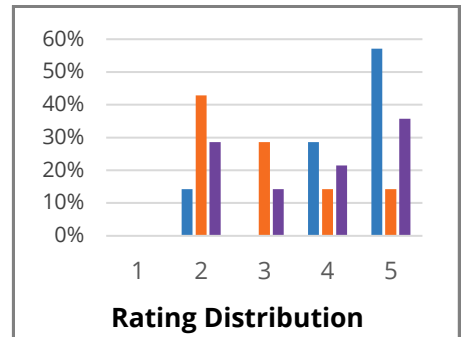
Driver 5 - Workload

1 [Text Redacted for Sample Report]   **2** [Text Redacted for Sample Report]   **3** [Text Redacted for Sample Report]

Rating Distribution   **Rating Distribution**   **Rating Distribution**
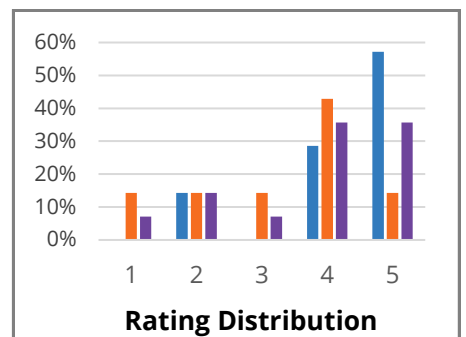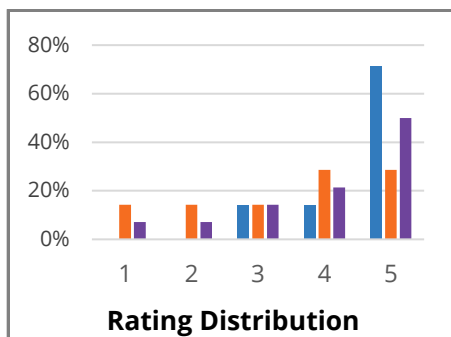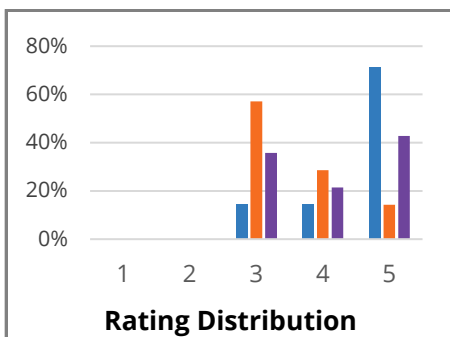
Driver 6 - Organizational Leadership

1 [Text Redacted for Sample Report]   **2** [Text Redacted for Sample Report]   **3** [Text Redacted for Sample Report]

Rating Distribution   **Rating Distribution**   **Rating Distribution**

EE Multi-Rater

Distribution of Scores

Engagement Drivers (Cont'd)

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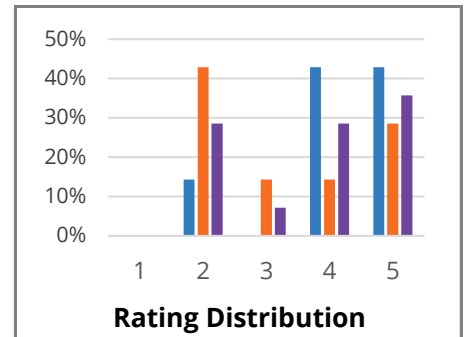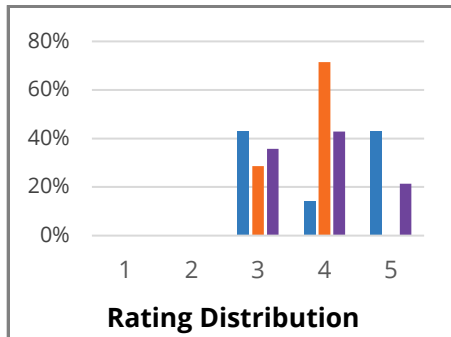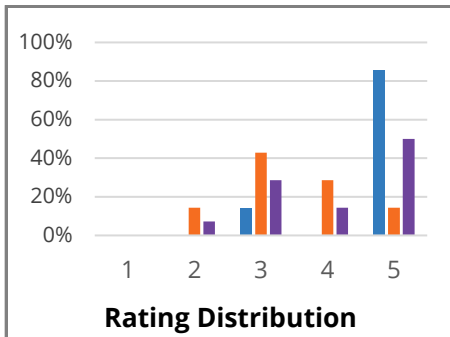**4** - Agree
5 - Strongly **Agree**

■ All Employees (140 Responses)
■ Non-Management (98 Responses)
■ Management (42 Responses)

Driver 7 - Accountability

1 [Text Redacted for Sample Report]   **2** [Text Redacted for Sample Report]   **3** [Text Redacted for Sample Report]
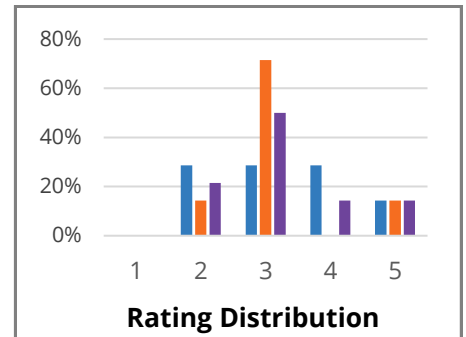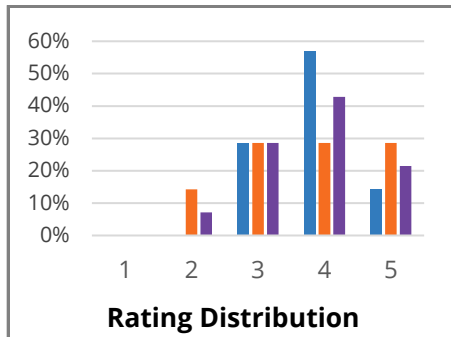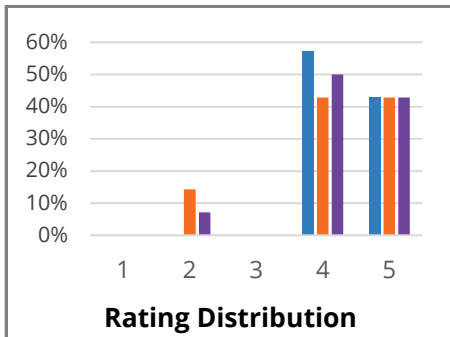

Rating Distribution   Rating Distribution   Rating Distribution

Driver 8 - Team Relations

1 [Text Redacted for Sample Report]   **2** [Text Redacted for Sample Report]   **3** [Text Redacted for Sample Report]

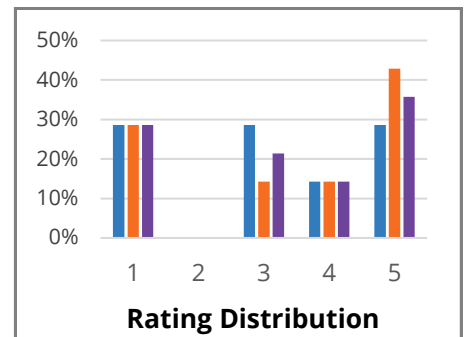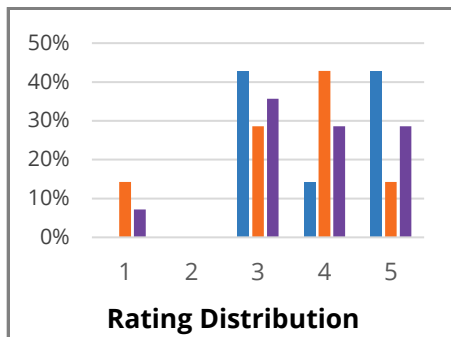Rating Distribution   Rating Distribution   Rating Distribution

Driver 9 - Supervisory Support

1 [Text Redacted for Sample Report]   **2** [Text Redacted for Sample Report]   **3** [Text Redacted for Sample Report]

Rating Distribution   Rating Distribution   Rating Distribution
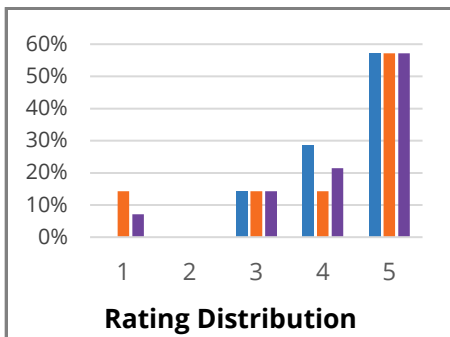
Distribution of Scores

Engagement Drivers (Cont'd)

Driver 10 - Growth

1 [Text Redacted for Sample Report] **2** [Text Redacted for Sample Report] **3** [Text Redacted for Sample Report]
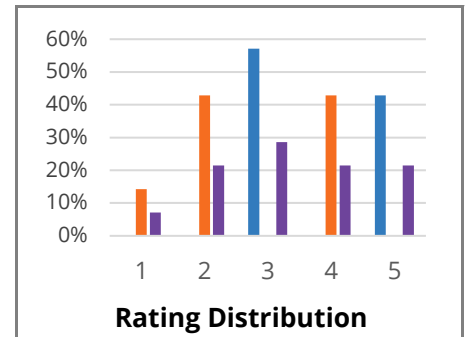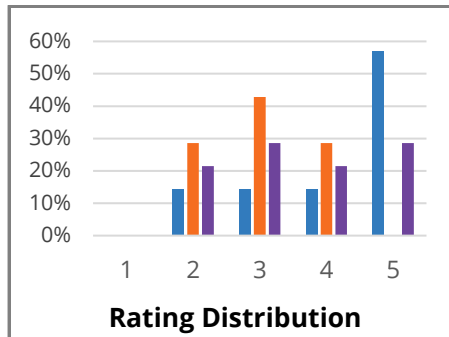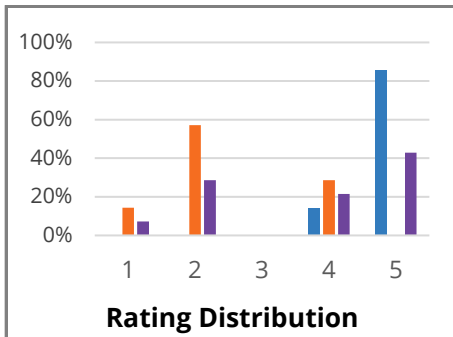
Driver 11 - Tools & Resources

1 [Text Redacted for Sample Report] **2** [Text Redacted for Sample Report] **3** [Text Redacted for Sample Report]
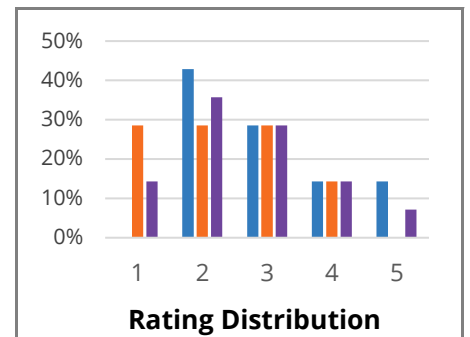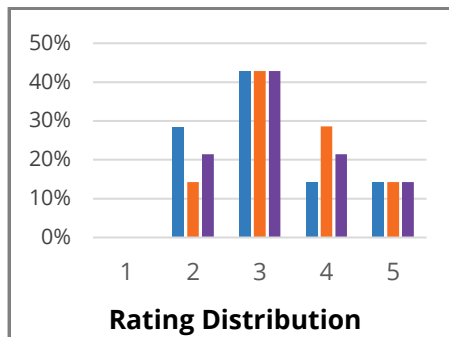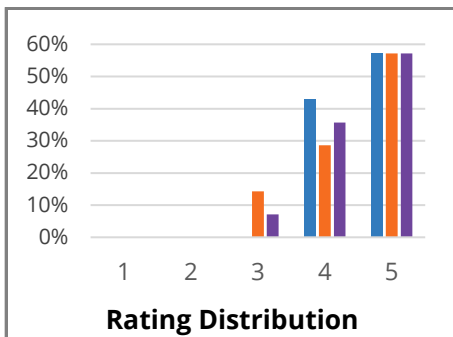
Driver 12 - Compensation & Benefits

1 [Text Redacted for Sample Report] **2** [Text Redacted for Sample Report] **3** [Text Redacted for Sample Report]
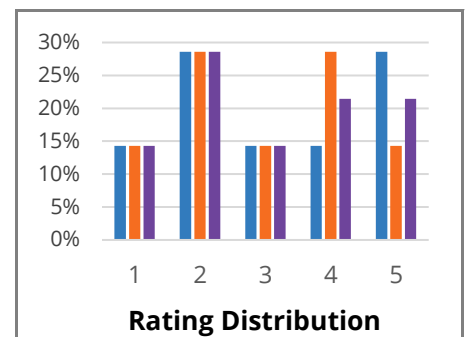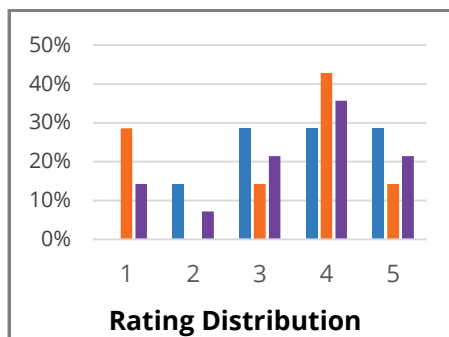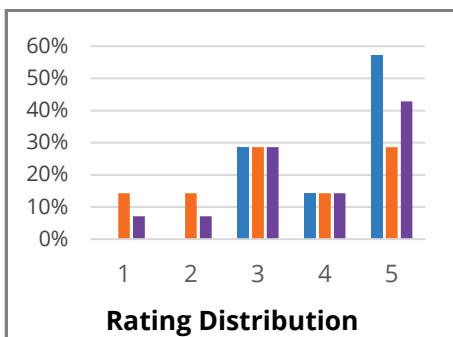
Importance Rankings for Engagement Drivers

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

Highest Importance for All Employees (140 Responses)   Importance Rating

1	I have opportunities to offer my ideas and suggestions	4.86
2	Team members cooperate and work well together	4.79
3	My job allows me to balance work life and personal life	4.79
4	I am expected to finish my work in a reasonable amount of time	4.79
5	All employees, regardless of background and perspective, have fair opportunities to advance their careers	4.79

Highest Importance for Non-Management (98 Responses)   Importance Rating

|		
1	My job allows me to balance work life and personal life	5.00
2	I have opportunities to offer my ideas and suggestions	5.00
3	I am expected to finish my work in a reasonable amount of time	4.86
4	I am fairly paid for what I contribute to this organization	4.71
5	Team members cooperate and work well together	4.71

Highest Importance for Management (42 Responses)   Importance Rating

1	Team members cooperate and work well together	4.86
2	I receive the right amount of support and guidance from my supervisor	4.86
3	Team members respectfully work together to overcome conflict	4.86
4	Senior management makes good decisions for the organization's future	4.86
5	I see how my work helps the organization reach its goals	4.86

Importance Rankings: All Employees (140 Responses)

	Survey Items in Order of Importance Rating	Rating
1	I have opportunities to offer my ideas and suggestions	4.86
2	Team members cooperate and work well together	4.79
3	My job allows me to balance work life and personal life	4.79
4	I am expected to finish my work in a reasonable amount of time	4.79
5	All employees, regardless of background and perspective, have fair opportunities to advance their careers	4.79
6	[Text Redacted for Sample Report]	4.79
7	[Text Redacted for Sample Report]	4.71
8	[Text Redacted for Sample Report]	4.64
9	[Text Redacted for Sample Report]	4.57
10	[Text Redacted for Sample Report]	4.57
11	[Text Redacted for Sample Report]	4.57
12	[Text Redacted for Sample Report]	4.57
13	[Text Redacted for Sample Report]	4.57
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]	4.43
19	[Text Redacted for Sample Report]	4.43
20	[Text Redacted for Sample Report]	4.43
21	[Text Redacted for Sample Report]	4.43
22	[Text Redacted for Sample Report]	4.36
23	[Text Redacted for Sample Report]	4.36
24	[Text Redacted for Sample Report]	4.36
25	[Text Redacted for Sample Report]	4.36
26	[Text Redacted for Sample Report]	4.29
27	[Text Redacted for Sample Report]	4.29
28	[Text Redacted for Sample Report]	4.29
29	[Text Redacted for Sample Report]	4.29
30	[Text Redacted for Sample Report]	4.29
31	[Text Redacted for Sample Report]	4.29
32	[Text Redacted for Sample Report]	4.29
33	[Text Redacted for Sample Report]	4.21
34	[Text Redacted for Sample Report]	4.14
35	[Text Redacted for Sample Report]	4.14
36	[Text Redacted for Sample Report]	4.00

Importance Rankings: Non-Management (98 Responses)

	Survey Items in Order of Importance Rating	Rating
1	My job allows me to balance work life and personal life	5.00
2	I have opportunities to offer my ideas and suggestions	5.00
3	I am expected to finish my work in a reasonable amount of time	4.86
4	I am fairly paid for what I contribute to this organization	4.71
5	Team members cooperate and work well together	4.71
6	[Text Redacted for Sample Report]	4.71
7	[Text Redacted for Sample Report]	4.71
8	[Text Redacted for Sample Report]	4.71
9	[Text Redacted for Sample Report]	4.71
10	[Text Redacted for Sample Report]	4.71
11	[Text Redacted for Sample Report]	4.43
12	[Text Redacted for Sample Report]	4.43
13	[Text Redacted for Sample Report]	4.43
14	[Text Redacted for Sample Report]	4.43
15	[Text Redacted for Sample Report]	4.43
16	[Text Redacted for Sample Report]	4.29
17	[Text Redacted for Sample Report]	4.29
18	[Text Redacted for Sample Report]	4.29
19	[Text Redacted for Sample Report]	4.29
20	[Text Redacted for Sample Report]	4.29
21	[Text Redacted for Sample Report]	4.29
22	[Text Redacted for Sample Report]	4.29
23	[Text Redacted for Sample Report]	4.29
24	[Text Redacted for Sample Report]	4.29
25	[Text Redacted for Sample Report]	4.14
26	[Text Redacted for Sample Report]	4.14
27	[Text Redacted for Sample Report]	4.14
28	[Text Redacted for Sample Report]	4.14
29	[Text Redacted for Sample Report]	4.00
30	[Text Redacted for Sample Report]	4.00
31	[Text Redacted for Sample Report]	3.86
32	[Text Redacted for Sample Report]	3.86
33	[Text Redacted for Sample Report]	3.71
34	[Text Redacted for Sample Report]	3.71
35	[Text Redacted for Sample Report]	3.71
36	[Text Redacted for Sample Report]	3.43

Importance Rankings: Management (42 Responses)

	Survey Items in Order of Importance Rating	Rating
1	Team members cooperate and work well together	4.86
2	I receive the right amount of support and guidance from my supervisor	4.86
3	Team members respectfully work together to overcome conflict	4.86
4	Senior management makes good decisions for the organization's future	4.86
5	I see how my work helps the organization reach its goals	4.86
6	[Text Redacted for Sample Report]	4.86
7	[Text Redacted for Sample Report]	4.86
8	[Text Redacted for Sample Report]	4.86
9	[Text Redacted for Sample Report]	4.71
10	[Text Redacted for Sample Report]	4.71
11	[Text Redacted for Sample Report]	4.71
12	[Text Redacted for Sample Report]	4.71
13	[Text Redacted for Sample Report]	4.71
14	[Text Redacted for Sample Report]	4.71
15	[Text Redacted for Sample Report]	4.71
16	[Text Redacted for Sample Report]	4.71
17	[Text Redacted for Sample Report]	4.71
18	[Text Redacted for Sample Report]	4.71
19	[Text Redacted for Sample Report]	4.57
20	[Text Redacted for Sample Report]	4.57
21	[Text Redacted for Sample Report]	4.57
22	[Text Redacted for Sample Report]	4.57
23	[Text Redacted for Sample Report]	4.57
24	[Text Redacted for Sample Report]	4.57
25	[Text Redacted for Sample Report]	4.57
26	[Text Redacted for Sample Report]	4.57
27	[Text Redacted for Sample Report]	4.57
28	[Text Redacted for Sample Report]	4.43
29	[Text Redacted for Sample Report]	4.43
30	[Text Redacted for Sample Report]	4.43
31	[Text Redacted for Sample Report]	4.43
32	[Text Redacted for Sample Report]	4.43
33	[Text Redacted for Sample Report]	4.29
34	[Text Redacted for Sample Report]	4.29
35	[Text Redacted for Sample Report]	4.14
36	[Text Redacted for Sample Report]	3.86

Solutions

TalentClick
Predict Strengths AND Risks.

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.

AVP

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

WPP

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

WVA

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

SQ

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

DSQ

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

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CQ

Cognitive Ability (CQ):
Tests language comprehension, numerical calculation ability, and spatial reasoning.

EP

English Proficiency (EP):
Measures English language competencies, including writing, vocabulary, and typing accuracy.

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

LP

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.

EE Multi-Rater — Employee Engagement Survey

360 Multi-Rater — 360 Degree Leadership Review

SC Multi-Rater — Safety Culture Survey