

EE

Employee Engagement

Multi-Rater Assessment



SUMMARY REPORT
Key Insights and Action Tips

Sample Company

TalentClick



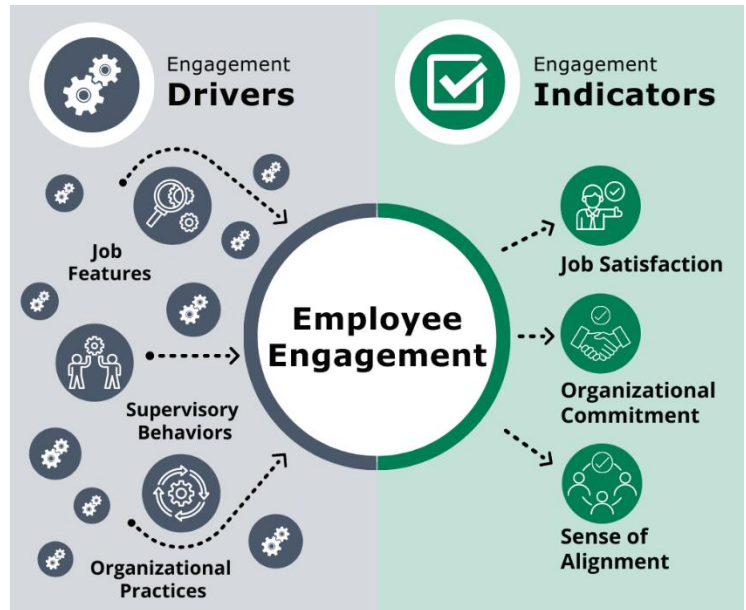
Introduction to Employee Engagement Survey Results

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.





Response Rate:

78%

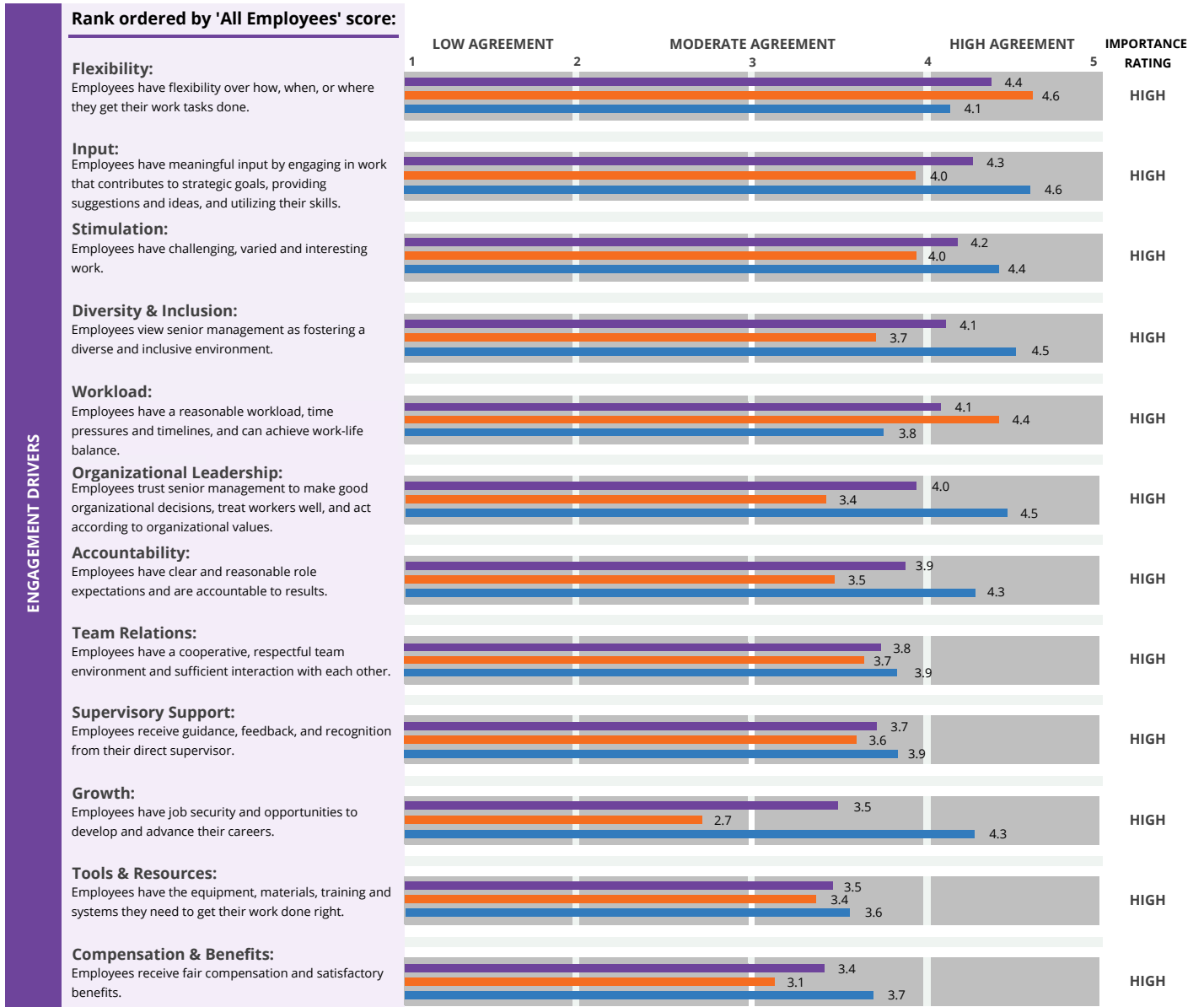
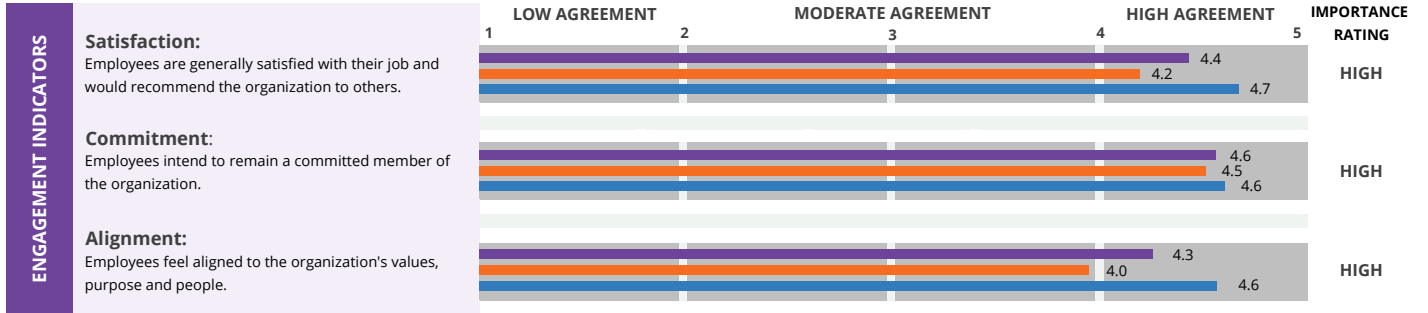
- Based on # of respondents divided by # of invites
- Higher response rate means results are more likely to be representative of target group

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)





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.

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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

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