

**EE**

# Employee Engagement

Multi-Rater Assessment



## EMPLOYER REPORT

For Evaluation and Workforce Planning

Sample Company

**TalentClick**



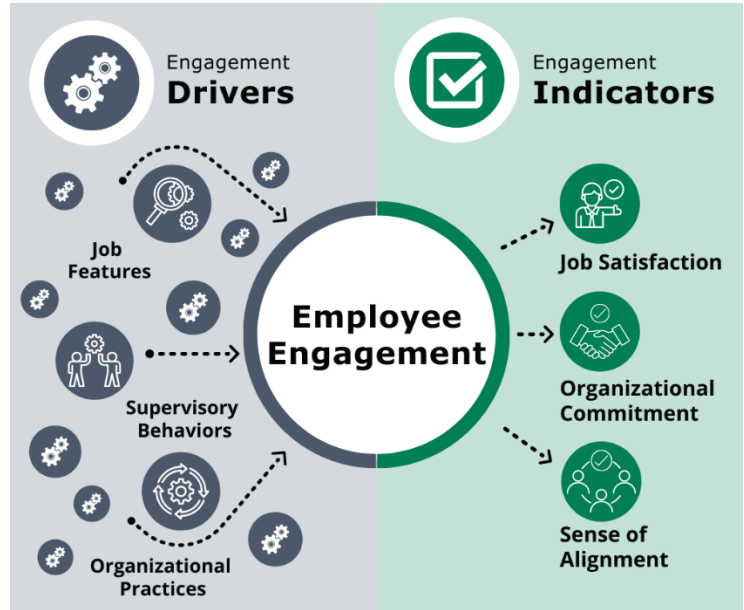
## Introduction to Employee Engagement Survey Results

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

<b>PART A: Summary of Results</b> .....	<b>3</b>
Engagement Indicators .....	4
Engagement Drivers - Areas of Strength.....	5
Engagement Drivers - Areas for Improvement .....	6
Group Differences (Management vs. Non-Management) .....	7
<b>PART B: Detailed Results</b> .....	<b>8</b>
Engagement Indicators (3 Factors).....	9
Engagement Drivers (12 Factors).....	12
<b>PART C: Score Distributions</b> .....	<b>24</b>
Engagement Indicators (3 Factors).....	25
Engagement Drivers (12 Factors).....	26
<b>PART D: Importance Rankings for Engagement Drivers</b> .....	<b>30</b>



**Response Rate:**

78%

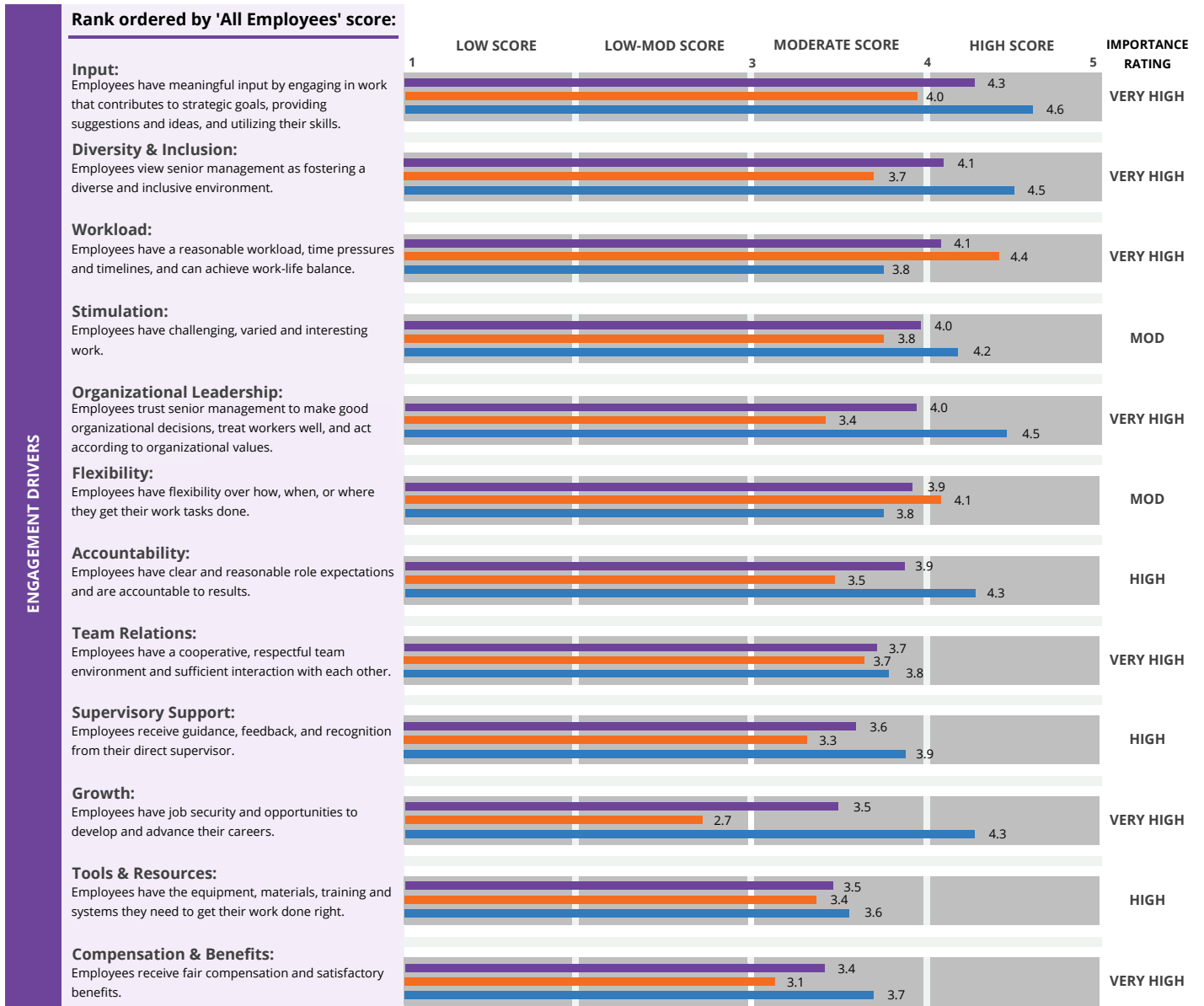
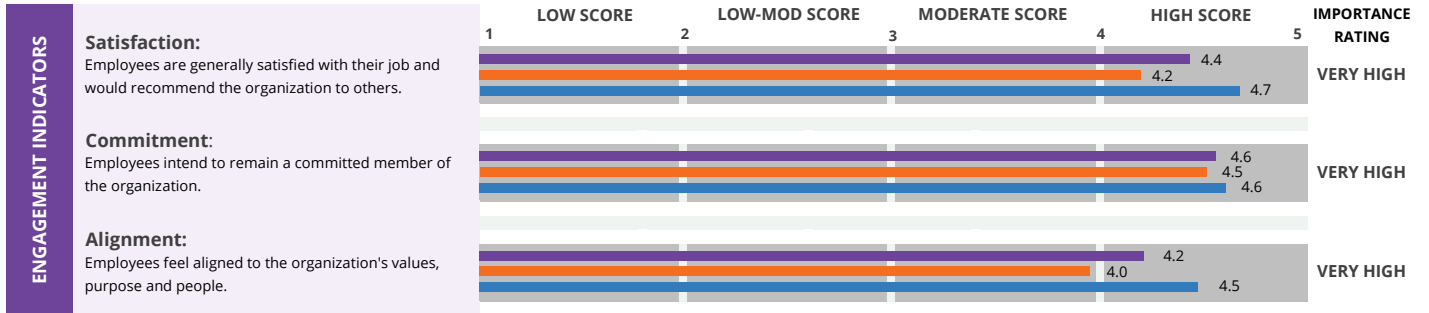
- Based on # of respondents divided by # of invites
- Higher response rate means results are more likely to be representative of target group

Overall  
Engagement  
Score:

81

- Excellent engagement (85-100)
- Good engagement (75-84)
- Moderate engagement (65-74)
- Lower engagement (1-64)

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





## ENGAGEMENT INDICATORS

This section highlights overall employee **sentiments, attitudes, and intentions** toward their job or organization. These indicators are immediate outcomes of engagement and in turn predict productivity and retention.

Excellent
Good
Moderate
Lower

### SATISFACTION

Overall, employees are generally satisfied with their job and would likely recommend the organization to others. Managers are somewhat more satisfied than non-managers.

**100% of all employees are satisfied with their jobs**

while 0% do not feel this way.

**93% of all employees are proud to work for [Sample Company]**

while 7% do not feel this way.

**79% of all employees would recommend [Sample Company] as a great place to work**

while 21% would not.

See Areas of Strength on page 5 for insight and tips to maintain overall employee satisfaction.

### COMMITMENT

Overall, employees strongly intend to remain a committed member of the organization. Managers and non-managers have similar organizational commitment.

**93% of all employees are happy with their decision to join [Sample Company]**

while 7% do not feel this way.

**86% of all employees plan to be working at [Sample Company] one year from now**

while 14% do not.

**79% of all employees hope to spend the next 5-10 years at [Sample Company]**

while 21% do not feel this way.

See Areas of Strength on page 5 for insight and tips to maintain overall employee commitment.

### ALIGNMENT

Overall, employees generally feel aligned with the organization's values, purpose, and people. Managers feel somewhat more aligned than non-managers.

**93% of all employees believe in the mission and goals of [Sample Company]**

while 7% do not.

**79% of all employees feel that they belong at [Sample Company]**

while 21% do not feel this way.

**71% of all employees feel that their personal values align with the practices at [Sample Company]**

while 29% do not feel this way.

See Areas of Strength on page 5 for insight and tips to maintain overall employee alignment.



## AREAS OF STRENGTH - ENGAGEMENT DRIVERS

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 somewhat 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 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.

### 4 Input:

#### Opportunities to offer ideas / suggestions

79% of all employees agree that they get to offer ideas and suggestions (57% strongly agree), and 100% reported that opportunities for input are important to them.

The agreement ratings were somewhat higher for managers (4.7 out of 5.0), compared to non-managers (3.9 out of 5.0).

**ACTION:** To maintain this area of strength, continue to seek employee perspectives and input.

### 5 Team Relations:

#### Team cooperation

93% of all employees agree that team members cooperate and work well together (36% strongly agree), and 93% reported that cooperation is important to them.

The agreement ratings were similar for managers (4.3 out of 5.0) and non-managers (4.1 out of 5.0).

**ACTION:** To nurture this strength, continue to facilitate cooperation and teamwork among employees.

### 6 Diversity & Inclusion:

#### Inclusion of all ideas and perspective

86% of all employees agree that all employees, regardless of background and perspective, are encouraged to share their ideas openly (57% strongly agree), and 93% reported that inclusivity is important to them.

The agreement ratings were significantly higher for managers (4.9 out of 5.0), compared to non-managers (3.7 out of 5.0).

**ACTION:** To preserve this strength, continue to seek opinions and ideas from employees with different perspectives.



## AREAS FOR IMPROVEMENT - ENGAGEMENT DRIVERS

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 86% 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 86% 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 Supervisory Support:

#### Feedback from supervisor

57% of all employees do not agree that their supervisor provides consistent feedback about how they are doing (21% strongly disagree), and 86% reported that this feedback is important to them.

The agreement ratings were similar for non-managers (2.9 out of 5.0) and managers (3.3 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.

### 5 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.

### 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 79% reported that this training is important to them.

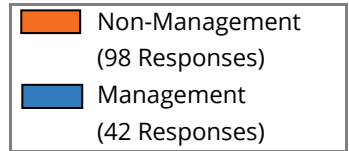
The agreement ratings were similar for managers (3.1 out of 5.0) and non-managers (3.4 out of 5.0).

**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.



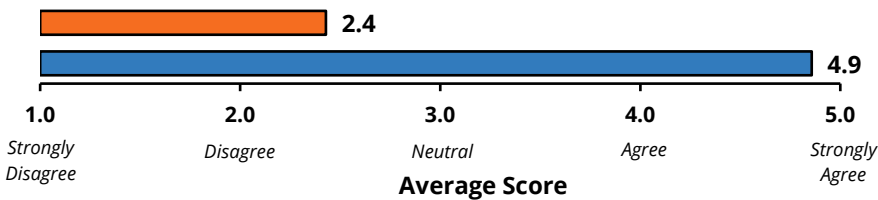
## TOP 4 DIFFERENCES - MANAGEMENT VS. NON-MANAGEMENT

This section highlights the areas with the **greatest gap in satisfaction scores** between management and non-management participants, based on the items that were rated as highly important.



### 1 Growth: Job security

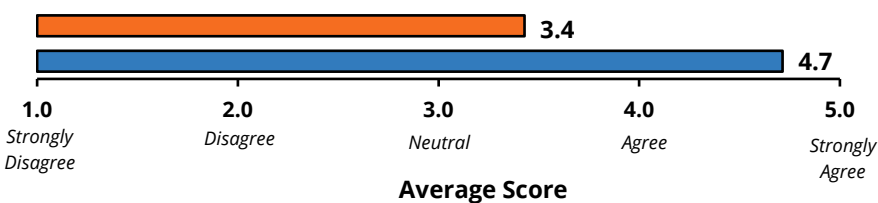
Managers feel more secure about the future of their job, compared to non-managers.



- For Managers, 100% feel secure about the future of their job, while 0% do not agree.
- For Non-Managers, 29% feel secure about the future of their job, while 71% do not agree.

### 2 Accountability: Ownership over results

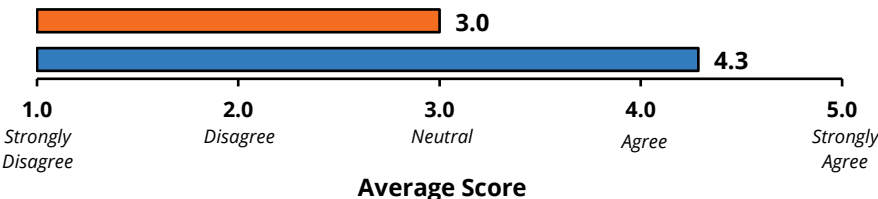
Managers experience greater ownership over the results of their work, compared to non-managers.



- For Managers, 86% agree that they have ownership over the results of their work, while 14% do not agree.
- For Non-Managers, 43% agree that they have ownership over the results of their work, while 57% do not agree.

### 3 Diversity & Inclusion: Fair advancement opportunities for all

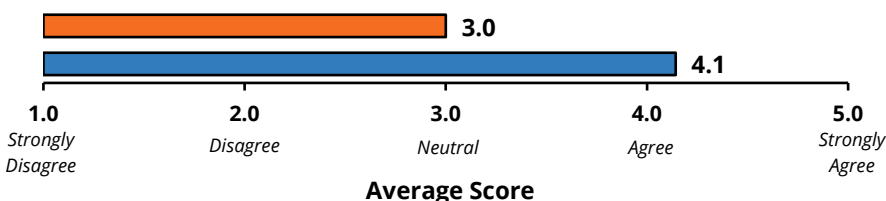
Managers are more likely to perceive fair advancement opportunities for all (regardless of background and perspective), compared to non-managers.



- For Managers, 86% agree that all employees have fair opportunities to advance their careers, while 14% do not agree.
- For Non-Managers, 29% agree that all employees have fair opportunities to advance their careers, while 71% do not agree.

### 4 Growth: Skill development

Managers have more opportunities to develop skills, compared to non-managers.



- For Managers, 71% agree that they have enough opportunities to develop skills, while 29% do not agree.
- For Non-Managers, 29% agree that they have enough opportunities to develop skills, while 71% do not agree.



## 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.

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### 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.

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### 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**


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### 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**

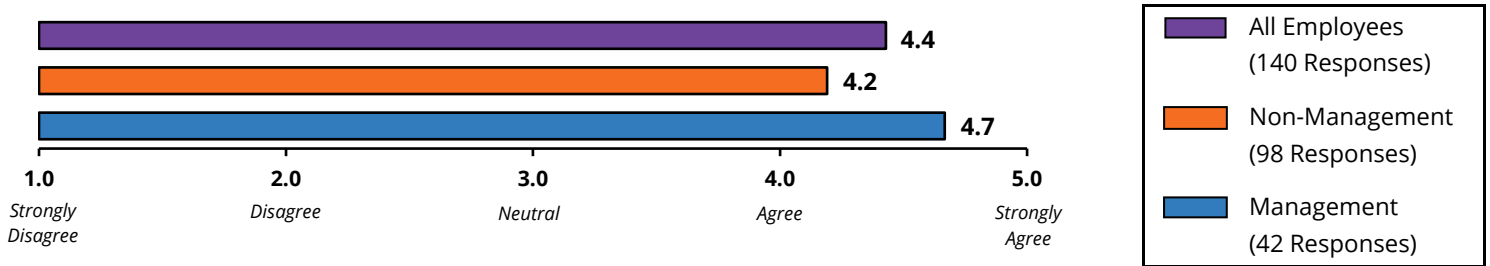




## Indicator 1 - SATISFACTION

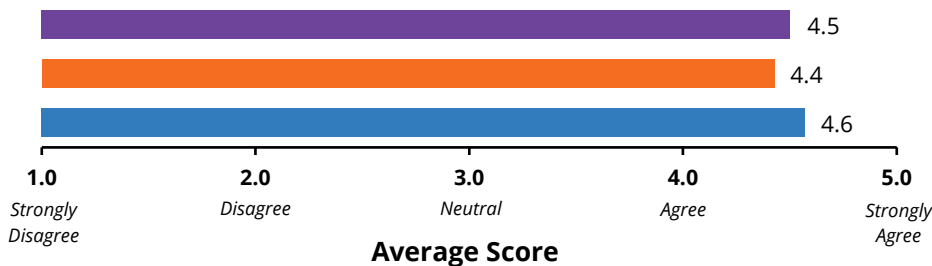
Employees are generally satisfied with their job and would recommend the organization to others.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

1 All things considered, I am satisfied with my job



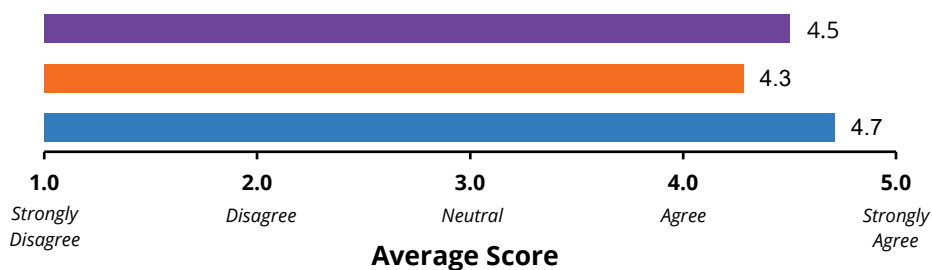
#### Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.6

Management: 4.7

2 I am proud to work for this organization



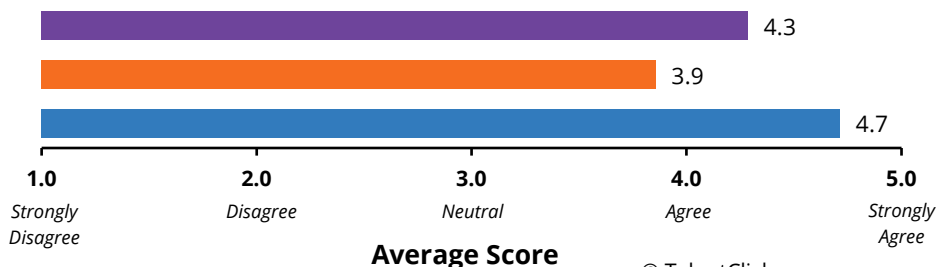
#### Importance Rating (out of 5)

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



#### Importance Rating (out of 5)

All Employees: 4.7

Non-Management: 4.6

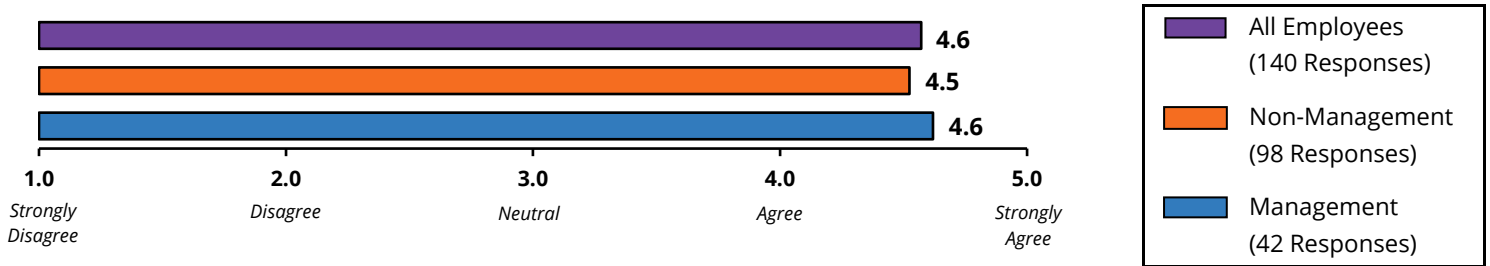
Management: 4.9



## Indicator 2 - COMMITMENT

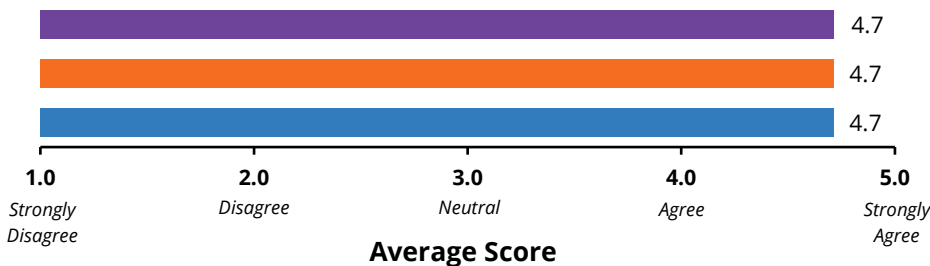
Employees intend to remain a committed member of the organization.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

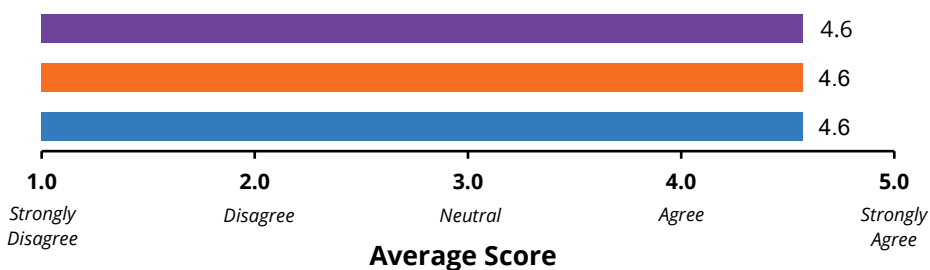
#### 1 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

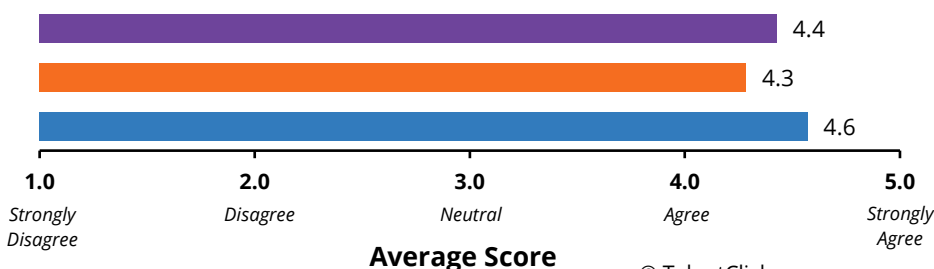
#### 2 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

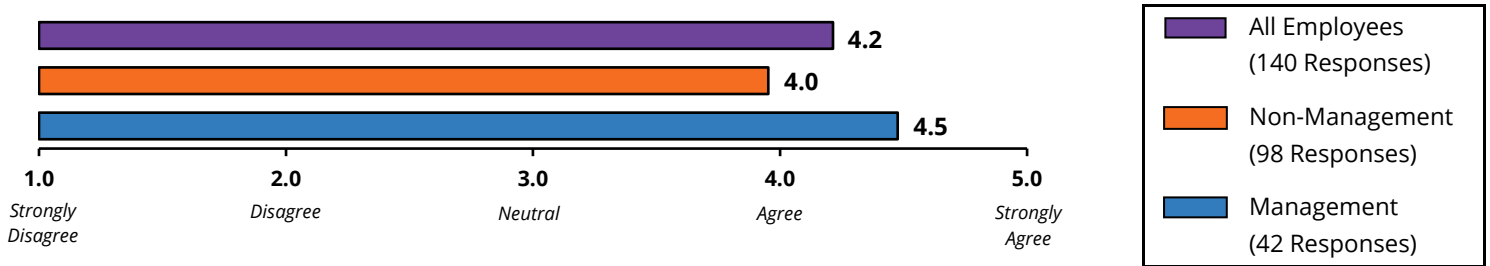
All Employees: 4.3
Non-Management: 4.1
Management: 4.4



### Indicator 3 - ALIGNMENT

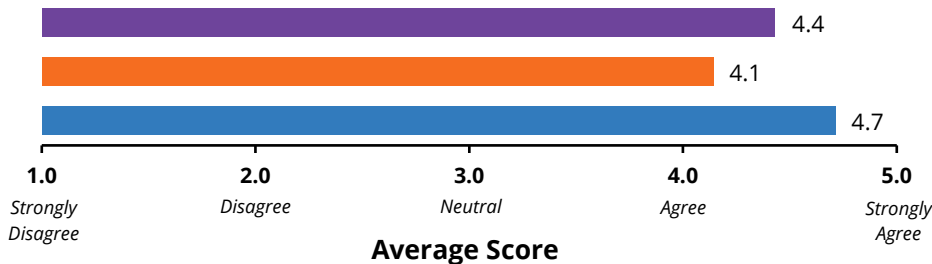
Employees feel aligned to the organization's values, purpose and people.

#### Overall Factor Score:



#### Individual Questions (rank ordered by score):

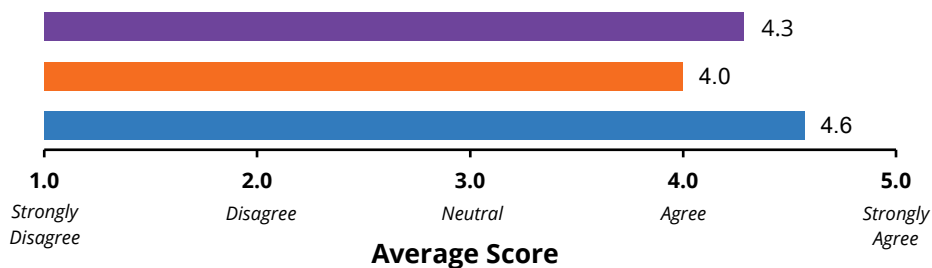
1 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

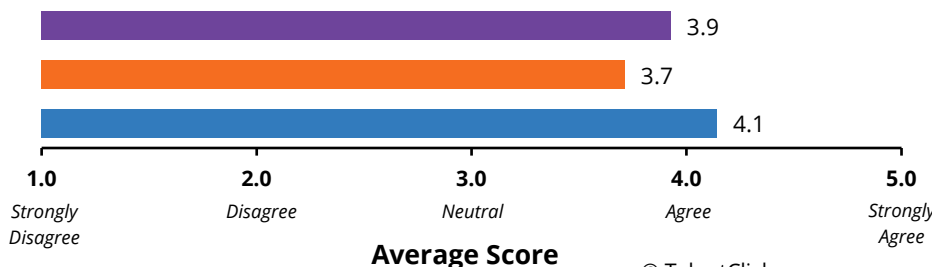
2 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

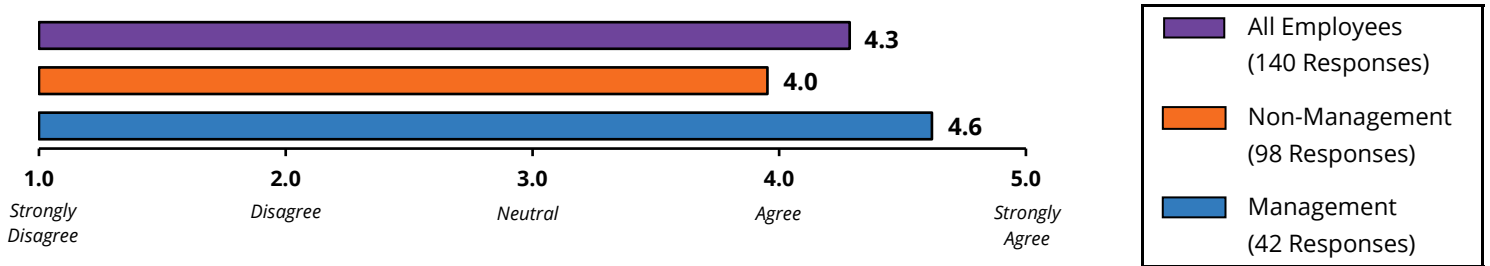
All Employees: 4.6
Non-Management: 4.4
Management: 4.7



## Driver 1 - Input

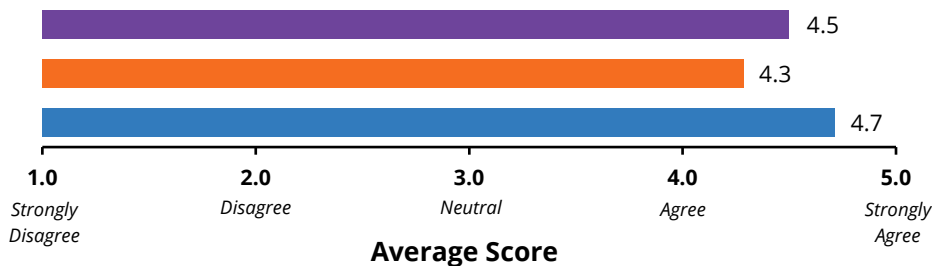
Employees have meaningful input by engaging in work that contributes to strategic goals, providing suggestions and ideas, and utilizing their skills.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

1 I see how my work helps the organization reach its goals



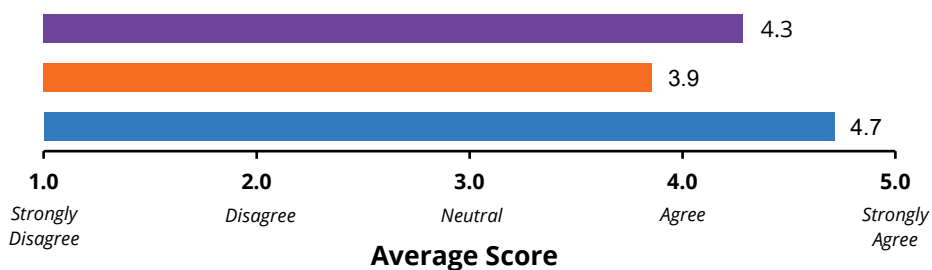
#### Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 4.7

Management: 4.9

2 I have opportunities to offer my ideas and suggestions



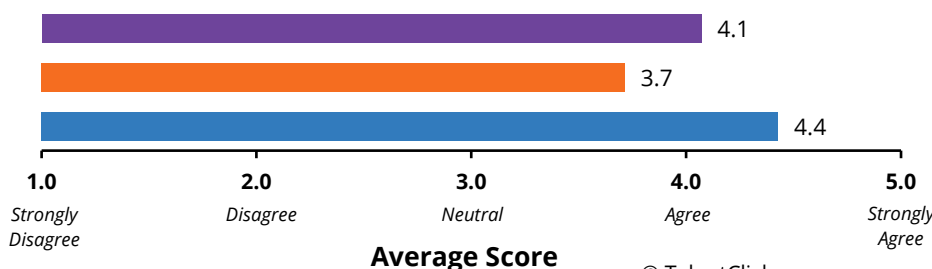
#### Importance Rating (out of 5)

All Employees: 4.9

Non-Management: 5.0

Management: 4.7

3 My abilities are recognized and put to use



#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.1

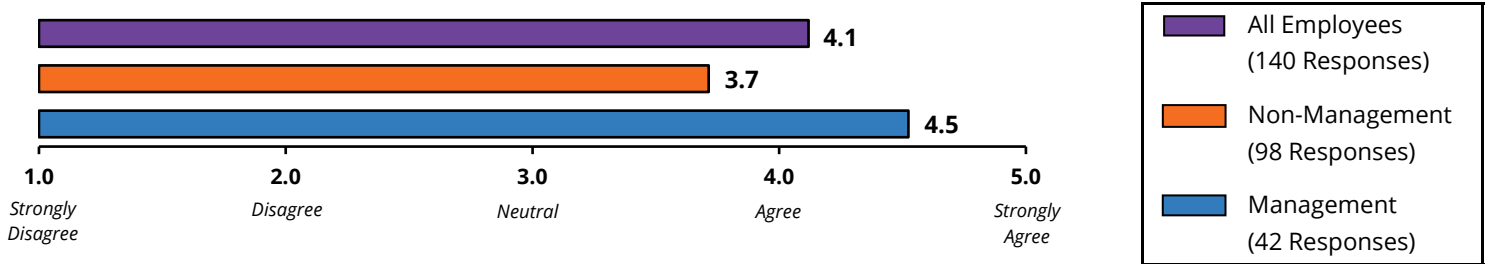
Management: 4.6



## Driver 2 - Diversity & Inclusion

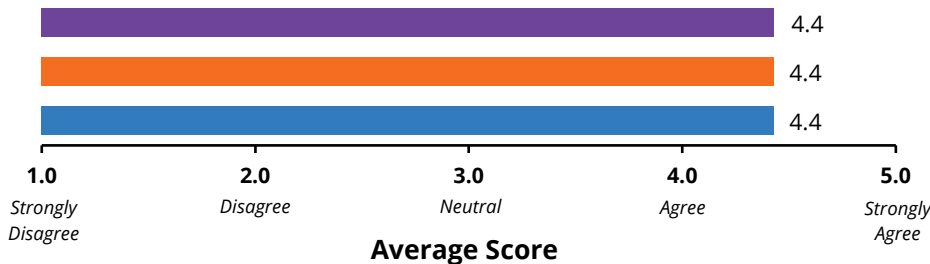
Employees view senior management as fostering a diverse and inclusive environment.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

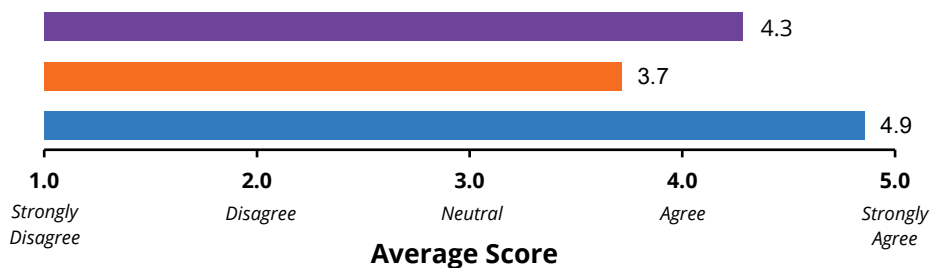
#### 1 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

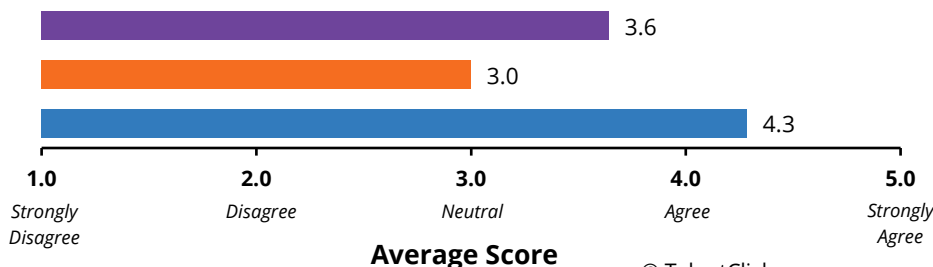
#### 2 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

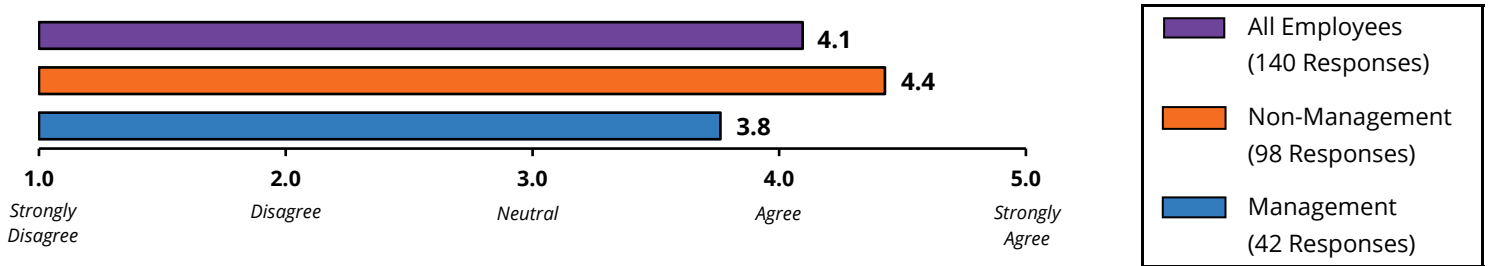
All Employees: 4.8
Non-Management: 4.7
Management: 4.9



### Driver 3 - Workload

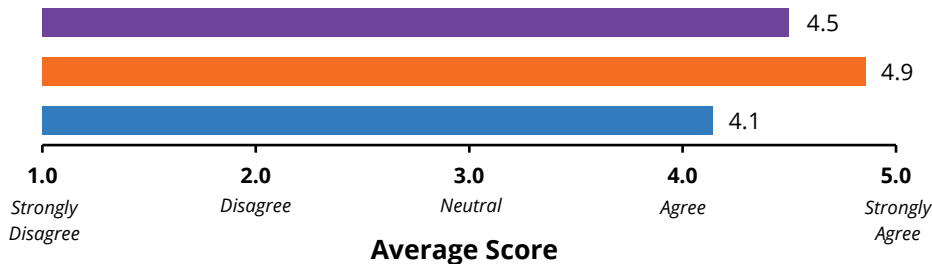
Employees have a reasonable workload, time pressures and timelines, and can achieve work-life balance.

#### Overall Factor Score:



#### Individual Questions (rank ordered by score):

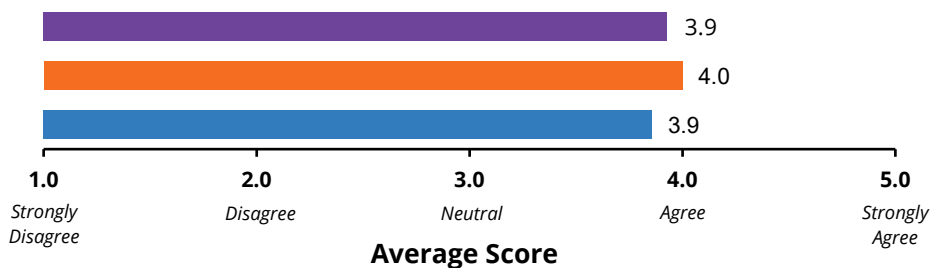
1 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

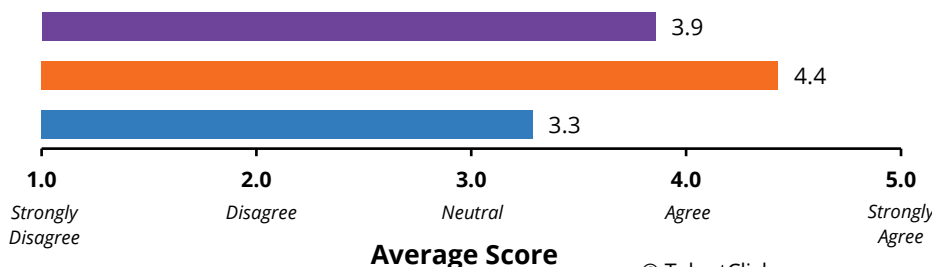
2 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.8
Non-Management: 5.0
Management: 4.6

3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

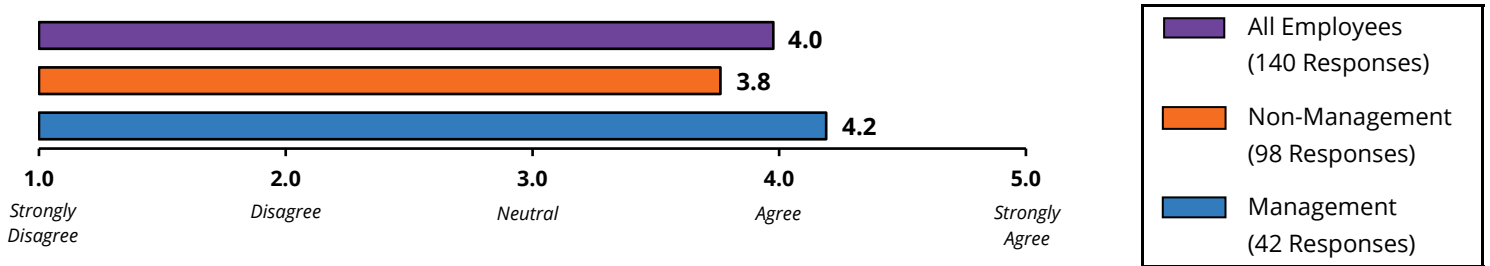
All Employees: 4.6
Non-Management: 4.7
Management: 4.4



## Driver 4 - Stimulation

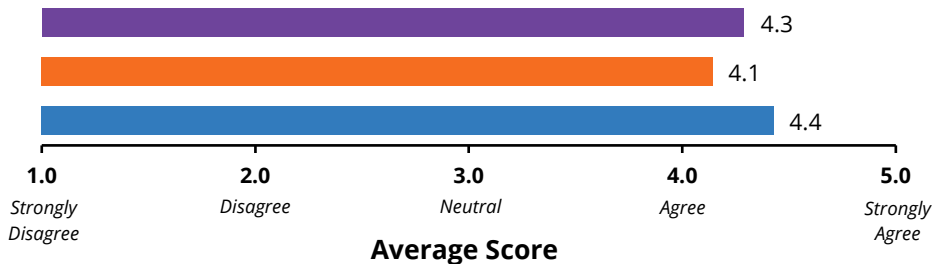
Employees have challenging, varied and interesting work.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

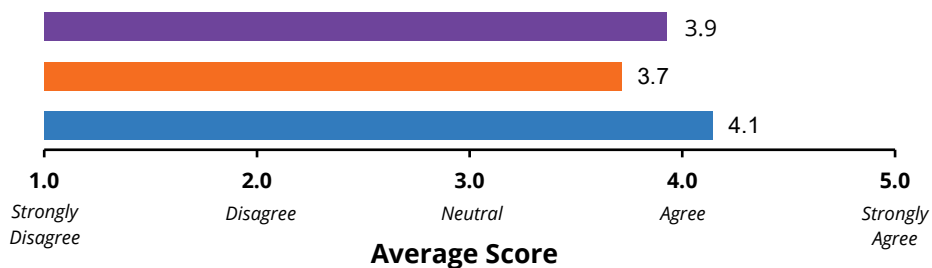
#### 1 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 3.9
Non-Management: 3.7
Management: 4.0

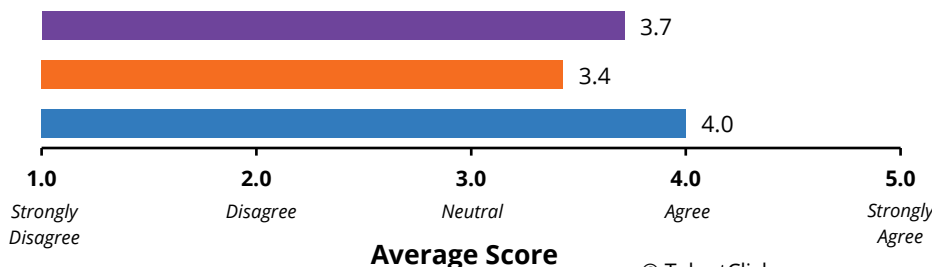
#### 2 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.1
Non-Management: 3.7
Management: 4.4

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

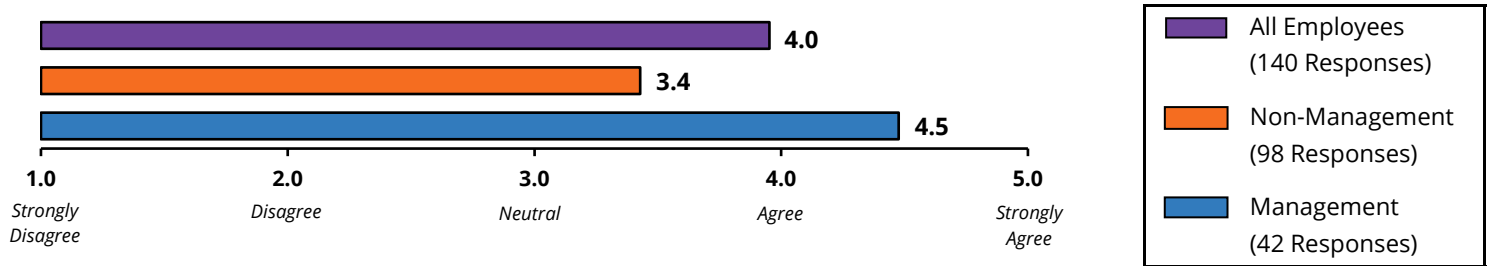
All Employees: 3.9
Non-Management: 3.4
Management: 4.3



## Driver 5 - Organizational Leadership

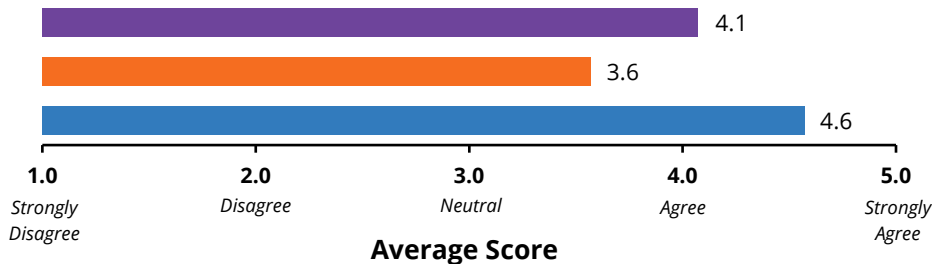
Employees trust senior management to make good organizational decisions, treat workers well, and act according to organizational values.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

#### 1 [Text Redacted for Sample Report]



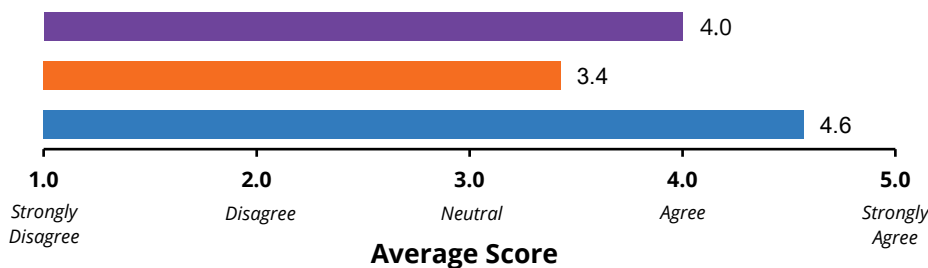
#### Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.3

Management: 4.9

#### 2 [Text Redacted for Sample Report]



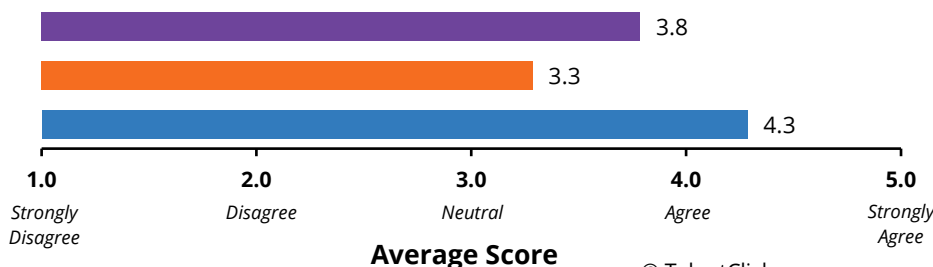
#### Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.3

Management: 4.9

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 3.9

Management: 4.7

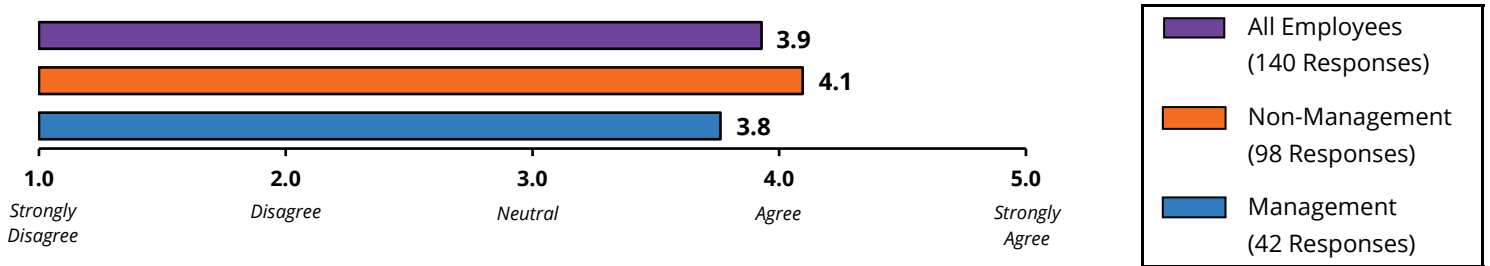




## Driver 6 - Flexibility

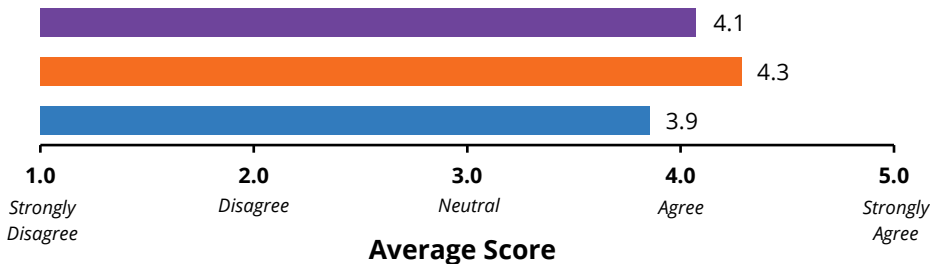
Employees have flexibility over how, when, or where they get their work tasks done.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

#### 1 [Text Redacted for Sample Report]



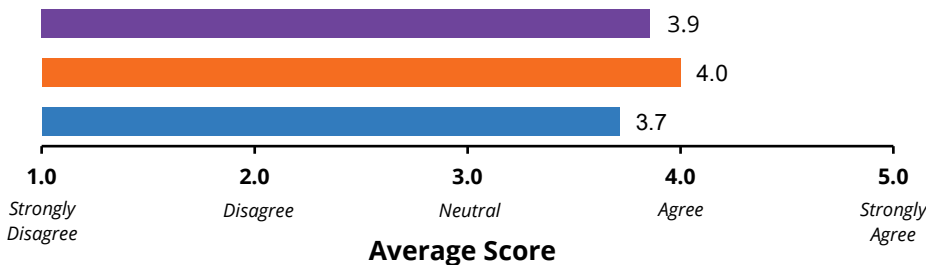
#### Importance Rating (out of 5)

All Employees: 4.2

Non-Management: 4.4

Management: 4.0

#### 2 [Text Redacted for Sample Report]



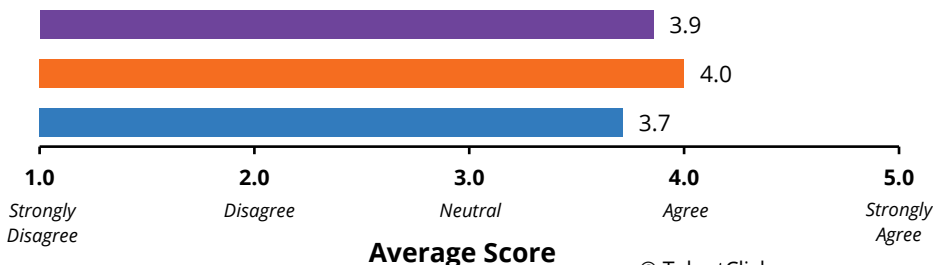
#### Importance Rating (out of 5)

All Employees: 4.0

Non-Management: 3.9

Management: 4.1

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 3.6

Non-Management: 3.6

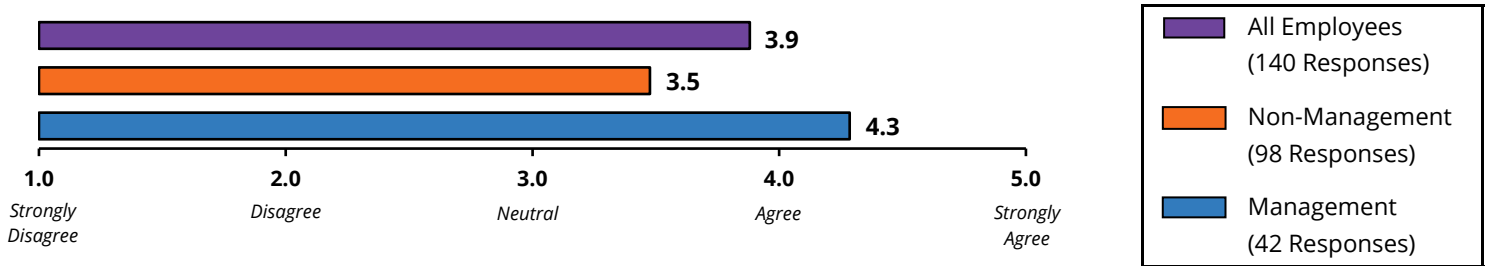
Management: 3.6



## Driver 7 - Accountability

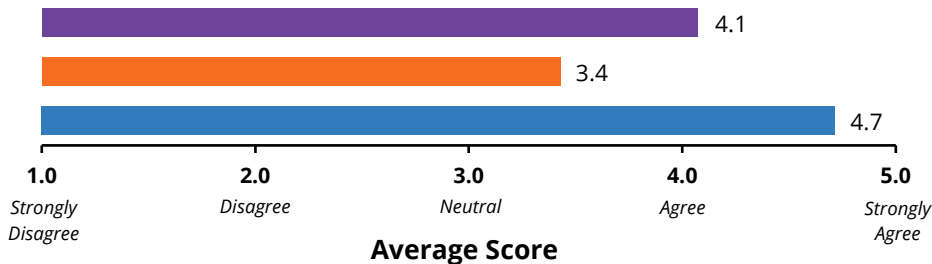
Employees have clear and reasonable role expectations and are accountable to results.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

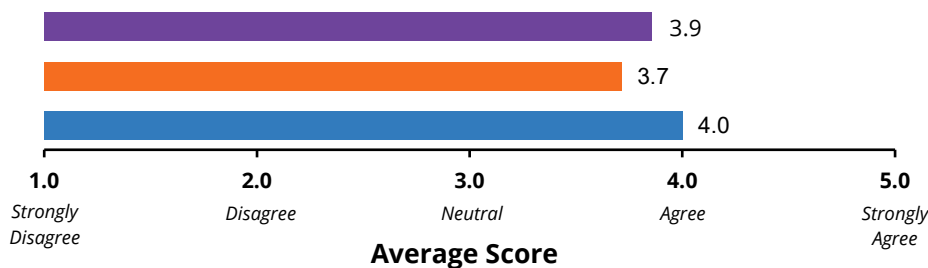
#### 1 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.1
Non-Management: 3.9
Management: 4.4

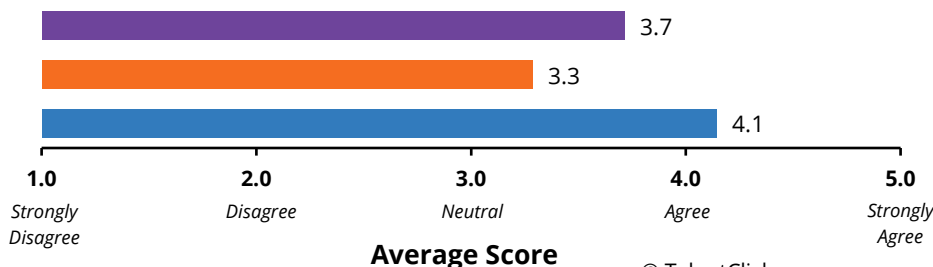
#### 2 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

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

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

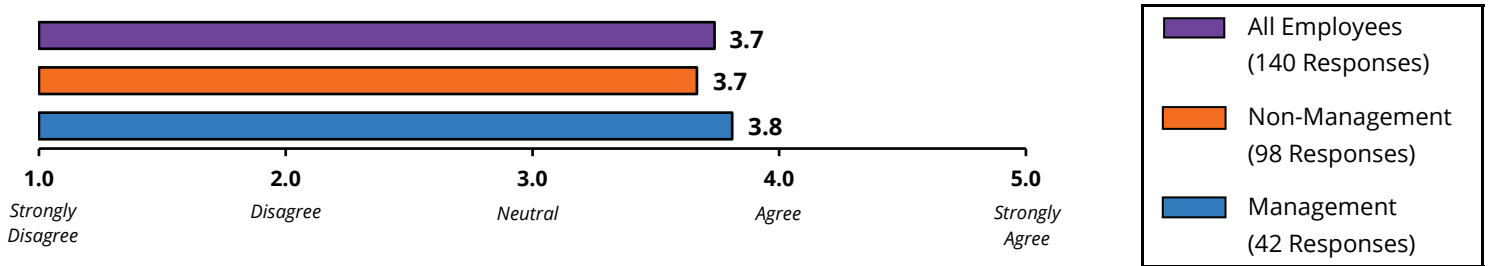
All Employees: 4.6
Non-Management: 4.4
Management: 4.7



## Driver 8 - Team Relations

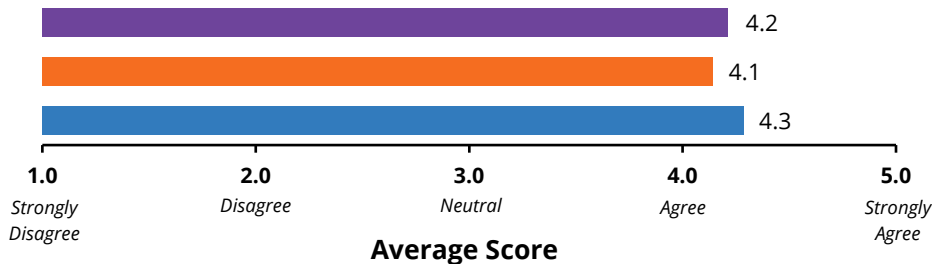
Employees have a cooperative, respectful team environment and sufficient interaction with each other.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

#### 1 [Text Redacted for Sample Report]



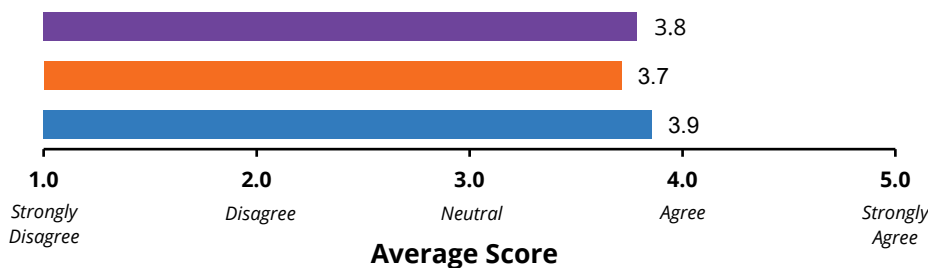
#### Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 4.7

Management: 4.9

#### 2 [Text Redacted for Sample Report]



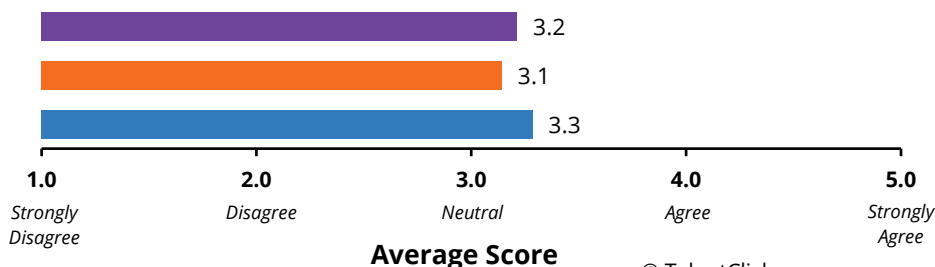
#### Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.3

Management: 4.9

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.0

Non-Management: 3.4

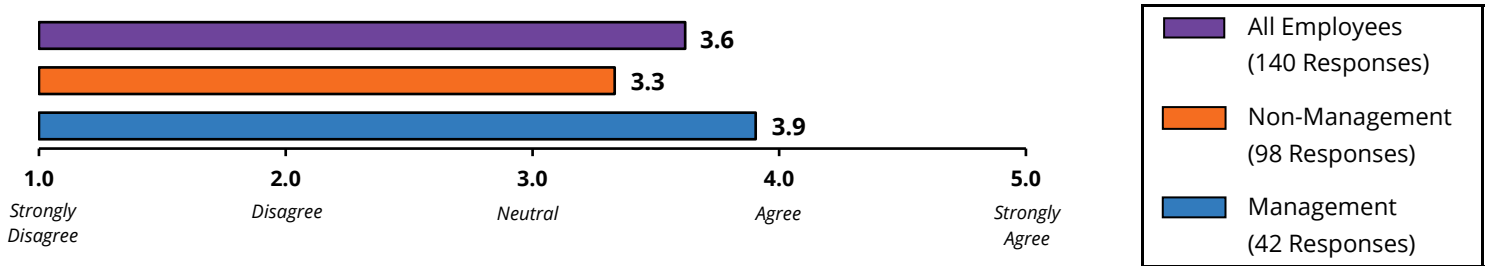
Management: 4.6



## Driver 9 - Supervisory Support

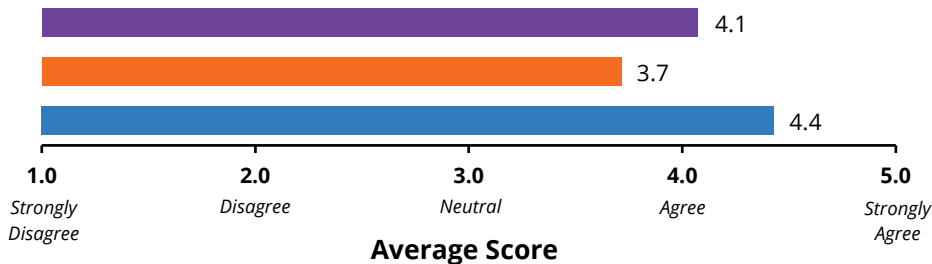
Employees receive guidance, feedback, and recognition from their direct supervisor.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

#### 1 [Text Redacted for Sample Report]



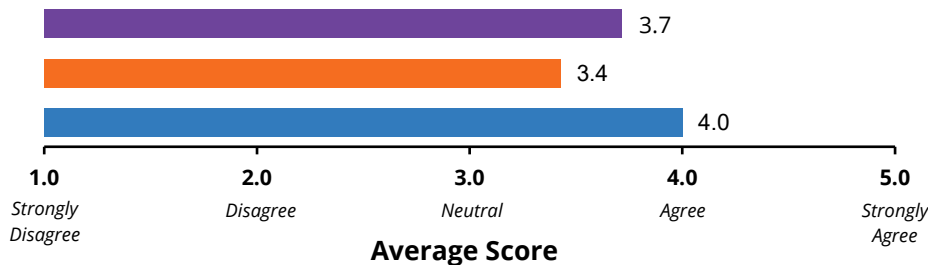
#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.3

Management: 4.6

#### 2 [Text Redacted for Sample Report]



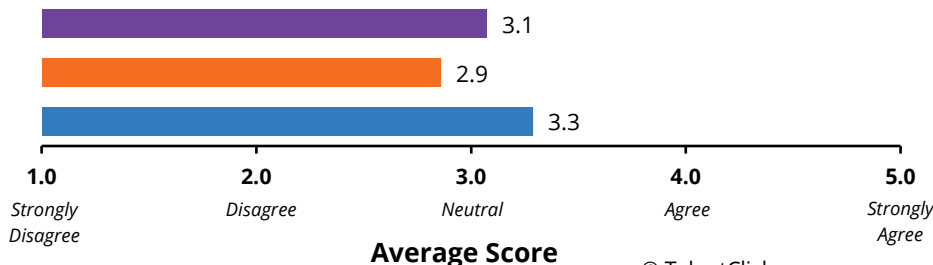
#### Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 3.7

Management: 4.9

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.3

Non-Management: 4.7

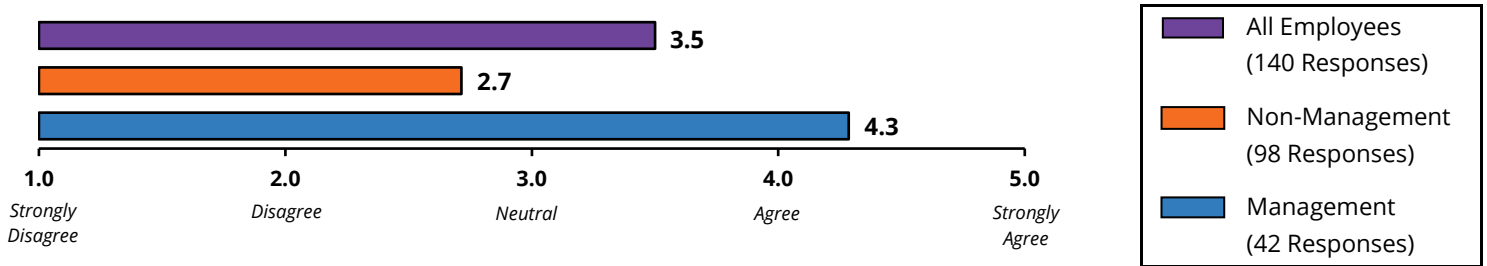
Management: 3.9



## Driver 10 - Growth

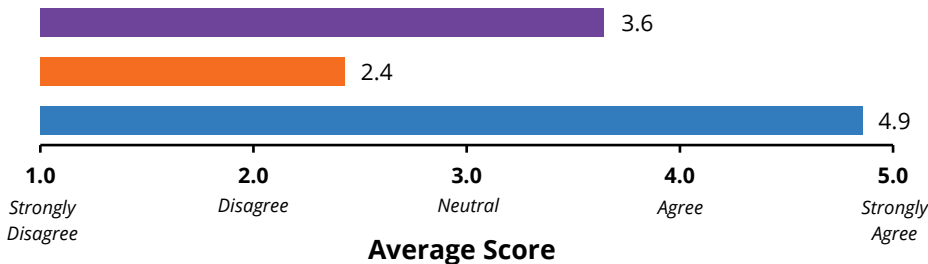
Employees have job security and opportunities to develop and advance their careers.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

#### 1 [Text Redacted for Sample Report]



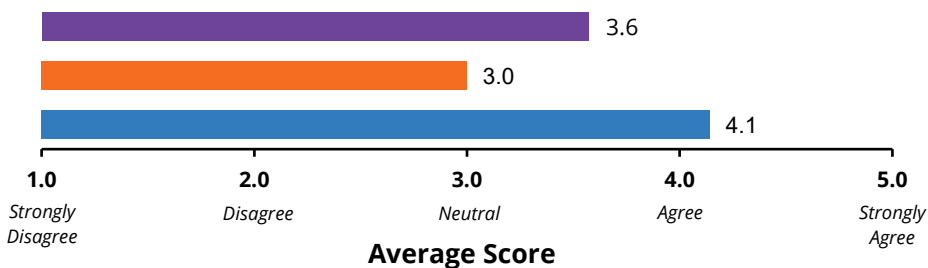
#### Importance Rating (out of 5)

All Employees: 4.5

Non-Management: 4.3

Management: 4.7

#### 2 [Text Redacted for Sample Report]



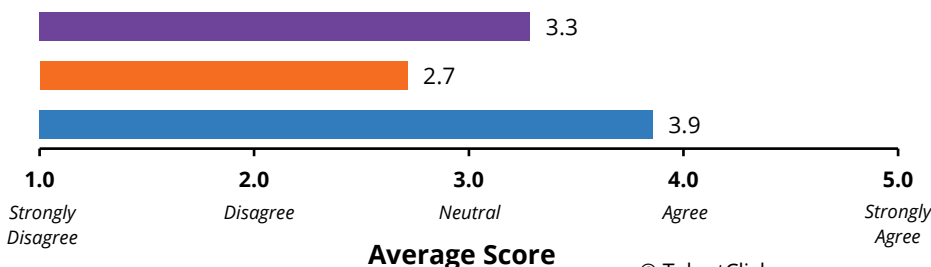
#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.3

Management: 4.6

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.4

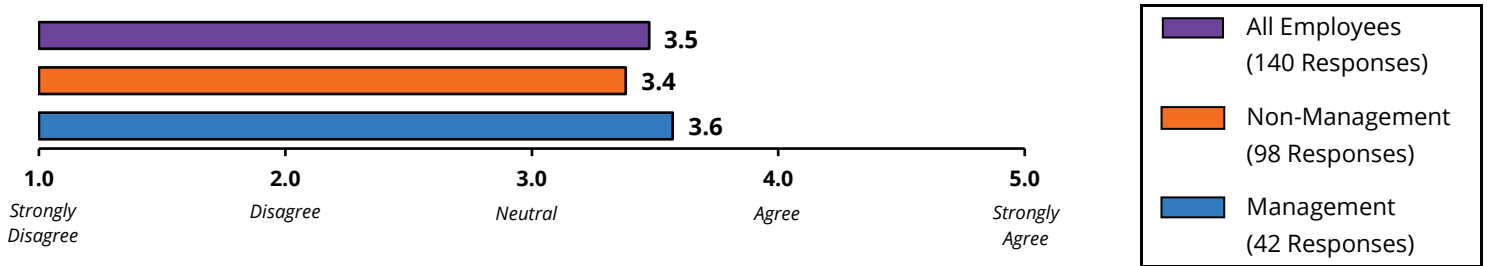
Management: 4.4



## Driver 11 - Tools & Resources

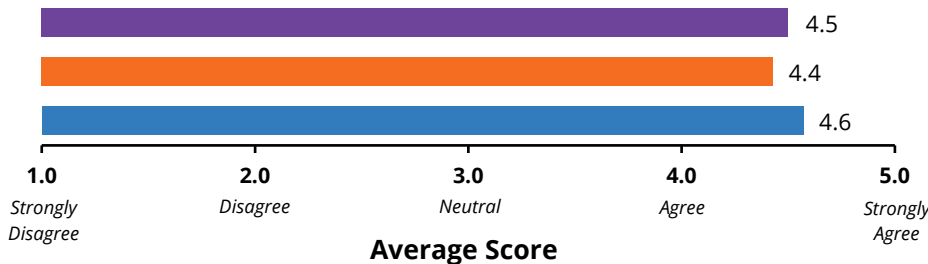
Employees have the equipment, materials, training and systems they need to get their work done right.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

#### 1 [Text Redacted for Sample Report]



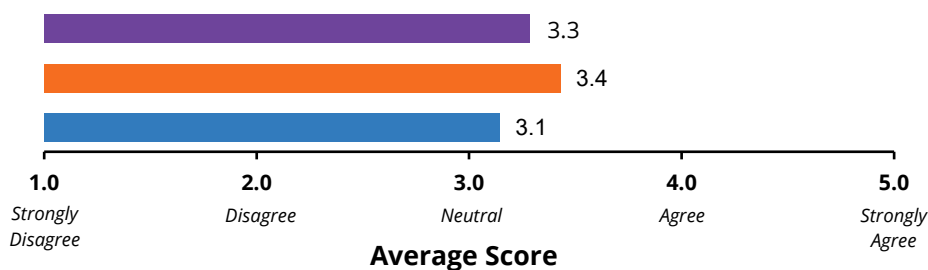
#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.1

Management: 4.7

#### 2 [Text Redacted for Sample Report]



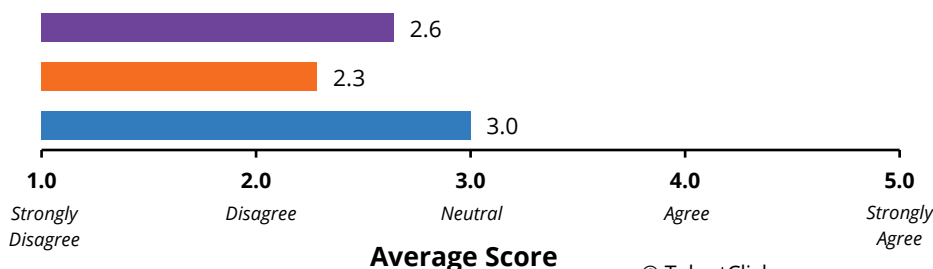
#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.3

Management: 4.4

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.3

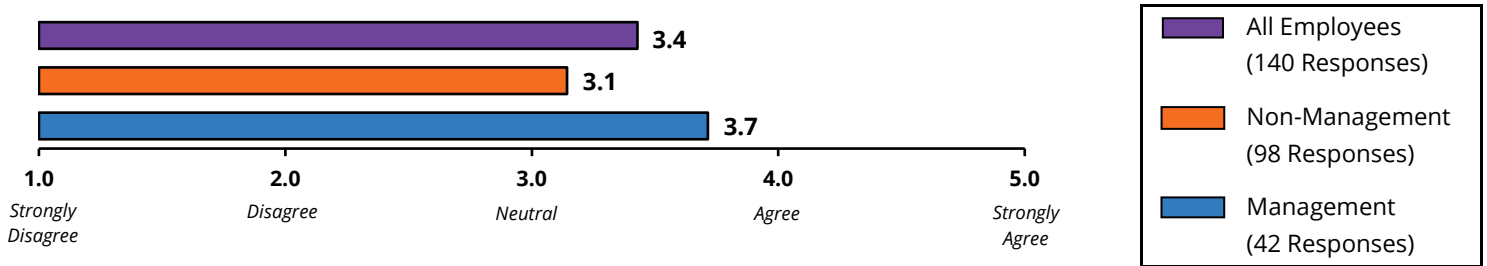
Management: 4.6



## Driver 12 - Compensation & Benefits

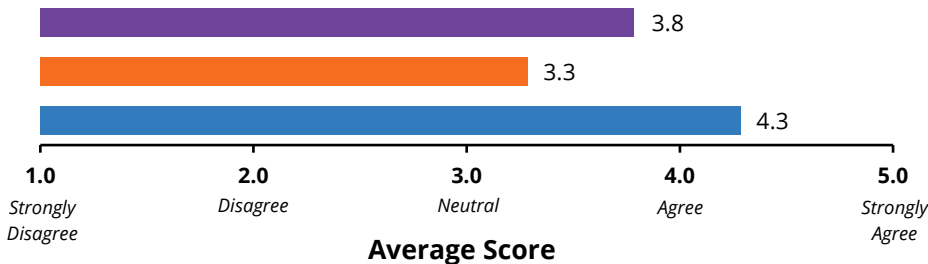
Employees receive fair compensation and satisfactory benefits.

### Overall Factor Score:



### Individual Questions (rank ordered by score):

#### 1 [Text Redacted for Sample Report]



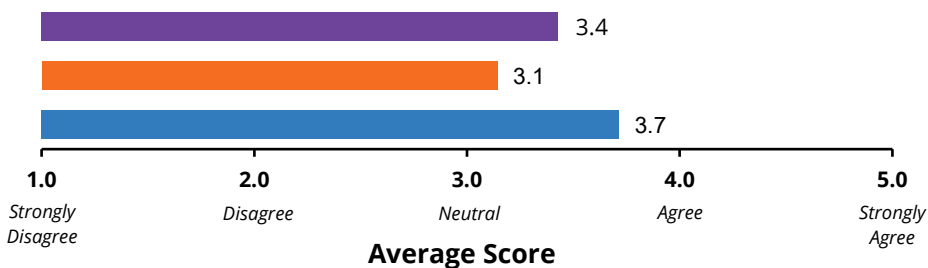
#### Importance Rating (out of 5)

All Employees: 4.6

Non-Management: 4.7

Management: 4.6

#### 2 [Text Redacted for Sample Report]



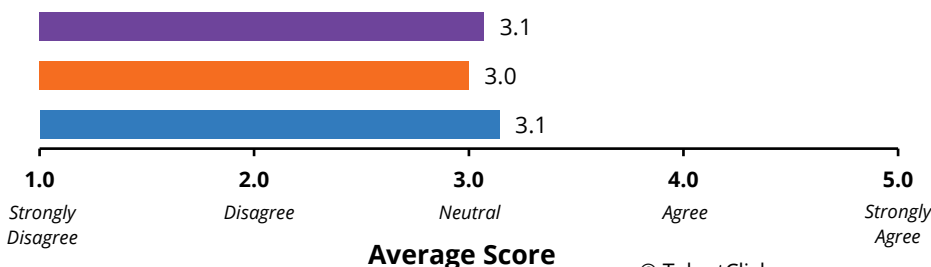
#### Importance Rating (out of 5)

All Employees: 4.8

Non-Management: 4.7

Management: 4.9

#### 3 [Text Redacted for Sample Report]



#### Importance Rating (out of 5)

All Employees: 4.4

Non-Management: 4.4




Management: 4.4



## Introduction to Score Distributions

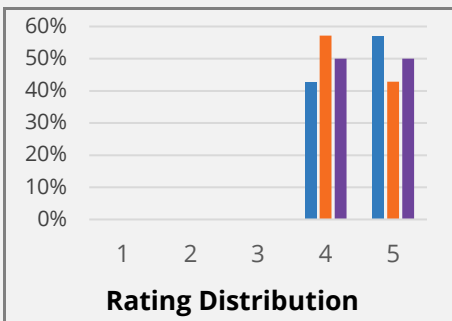
This section includes the distribution of scores for each question across all groups. The bar chart beneath each question provides the **percentage of respondents** who indicated each rating on the **5-point scale**, as follows:

- 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



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

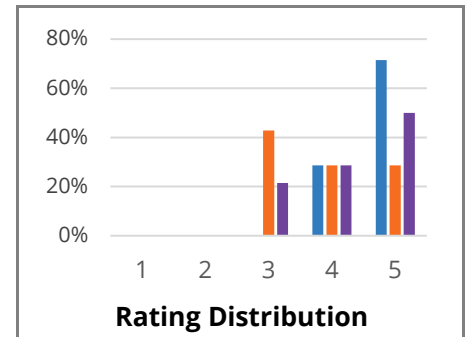
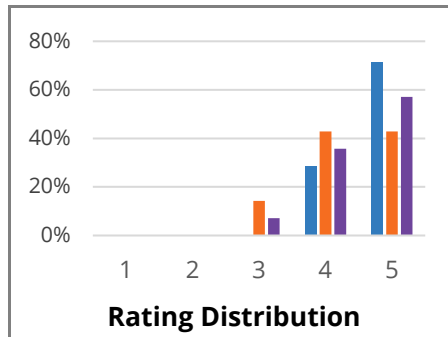
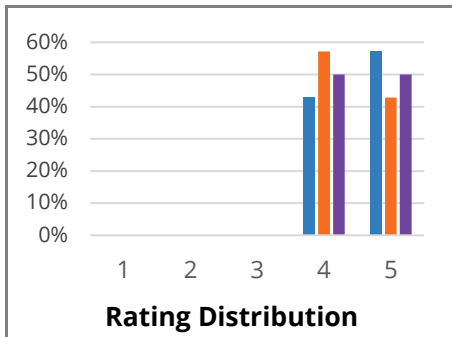
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

### 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

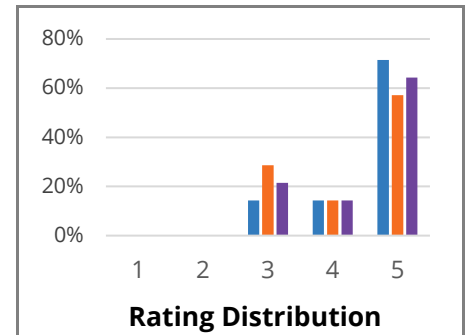
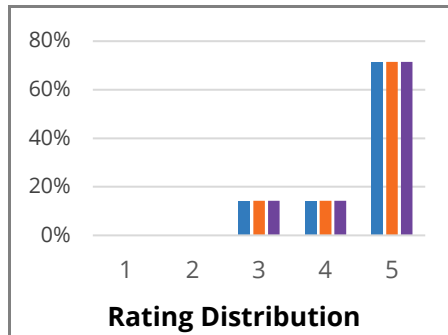
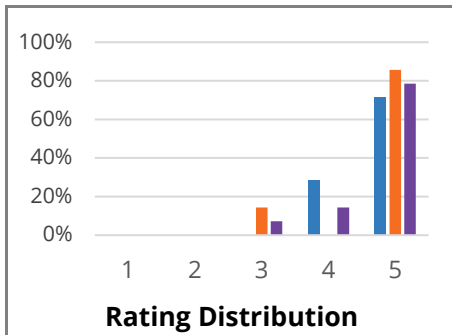


### Indicator 2 - COMMITMENT

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

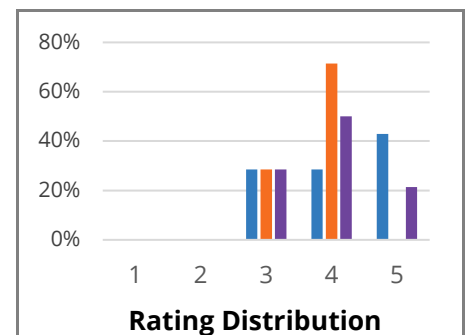
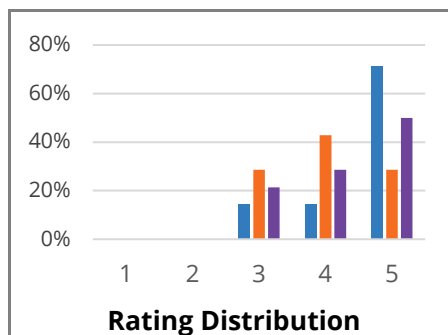
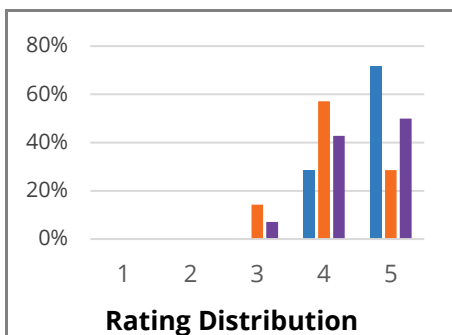


### Indicator 3 - ALIGNMENT

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

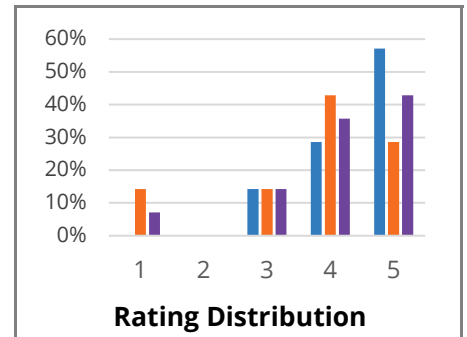
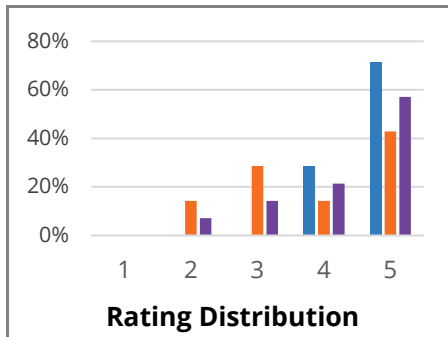
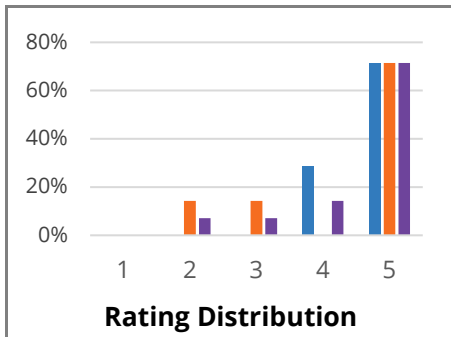
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

#### Driver 1 - Input

1 I see how my work helps the organization reach its goals

2 I have opportunities to offer my ideas and suggestions

3 My abilities are recognized and put to use

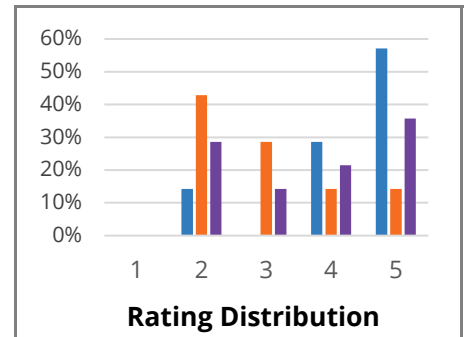
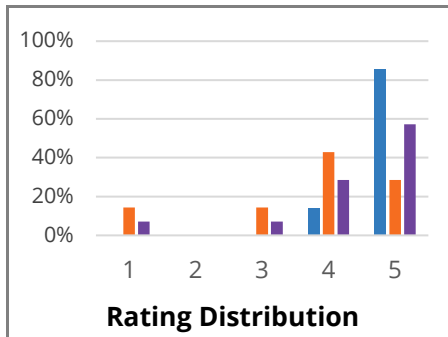
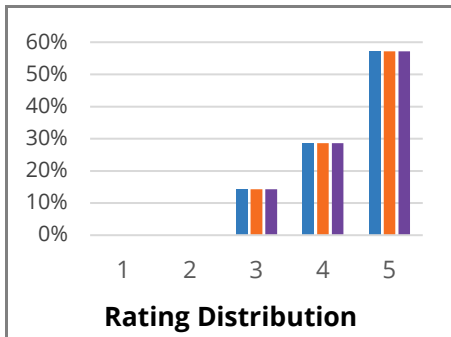


#### Driver 2 - Diversity & Inclusion

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

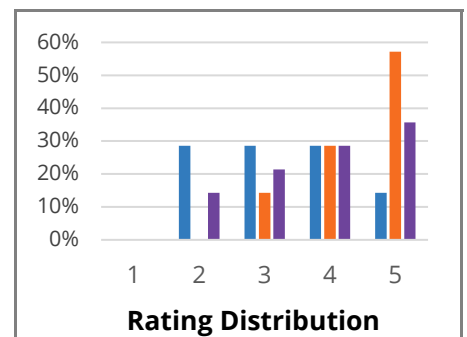
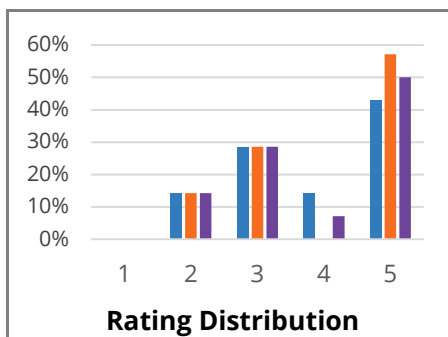
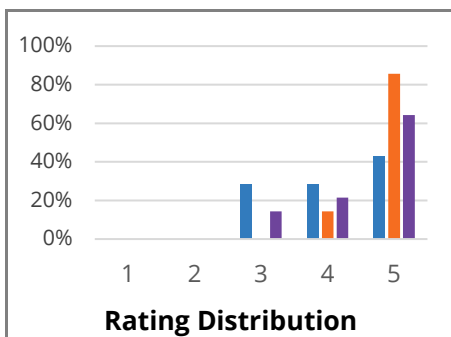


#### Driver 3 - Workload

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

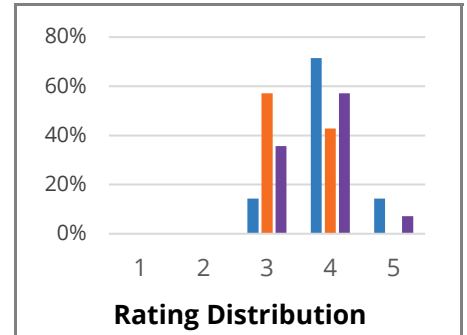
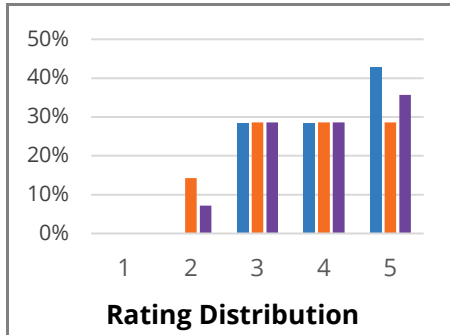
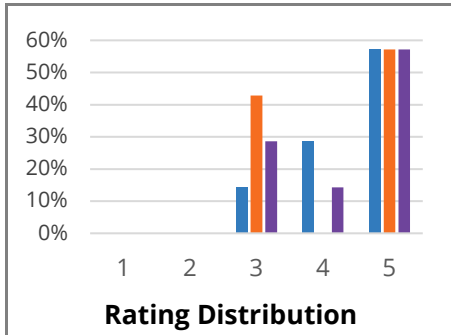
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

### Driver 4 - Stimulation

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

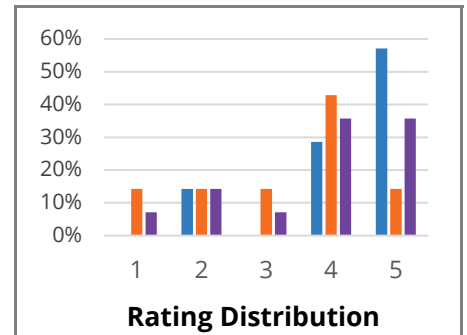
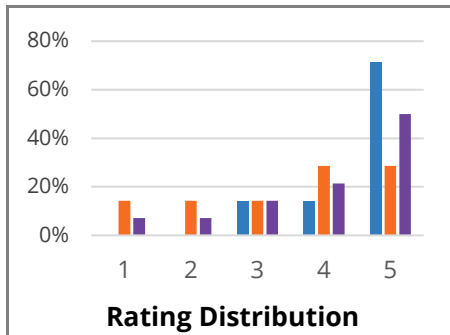
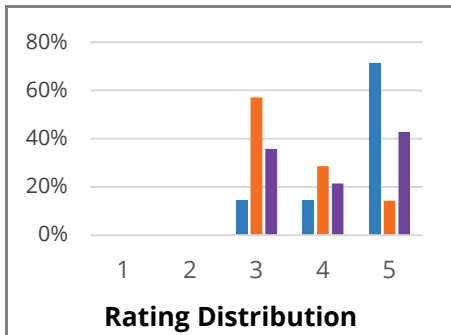


### Driver 5 - Organizational Leadership

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

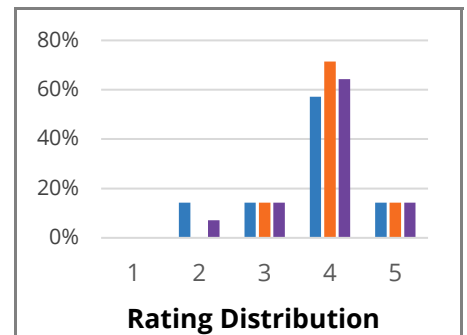
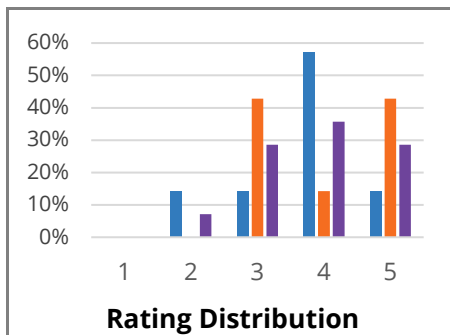
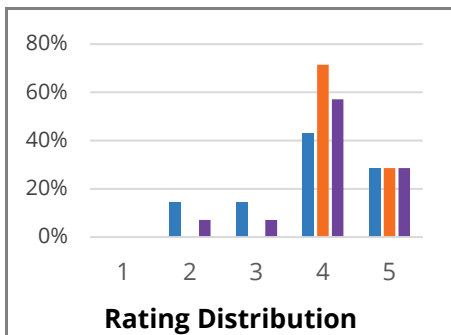


### Driver 6 - Flexibility

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

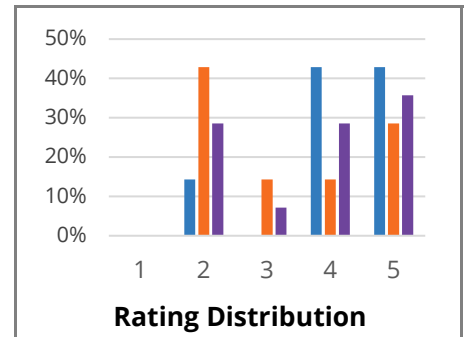
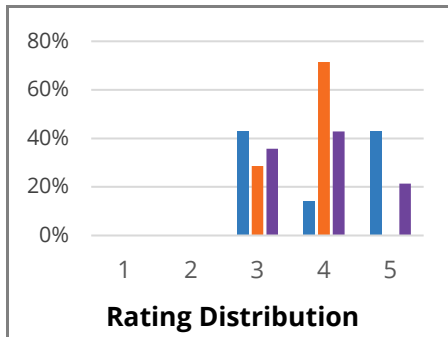
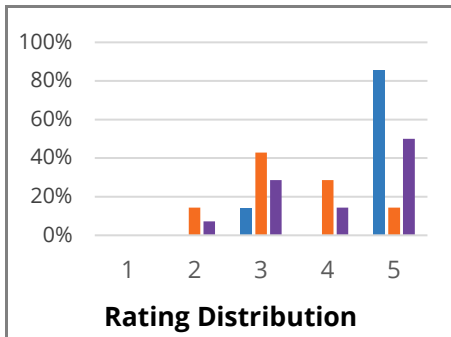
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

#### Driver 7 - Accountability

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

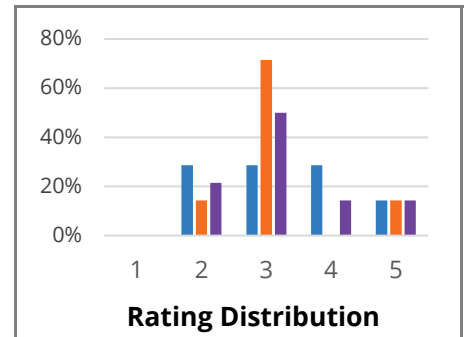
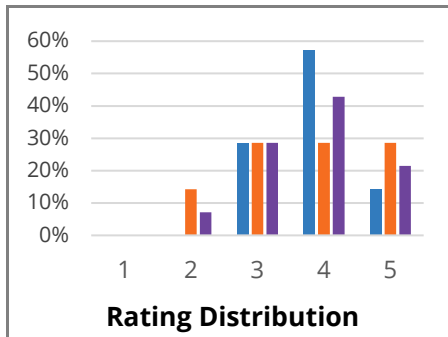
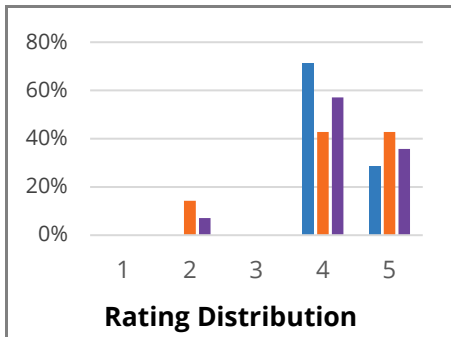


#### Driver 8 - Team Relations

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

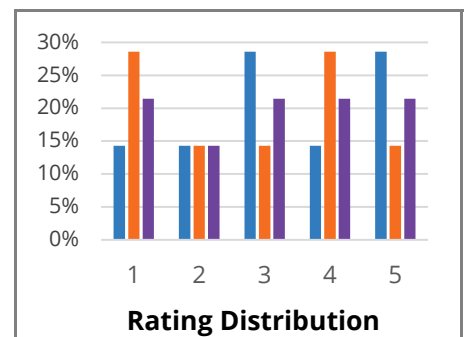
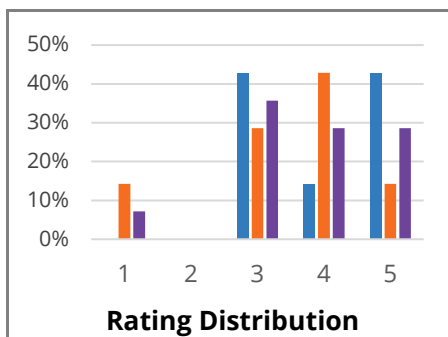
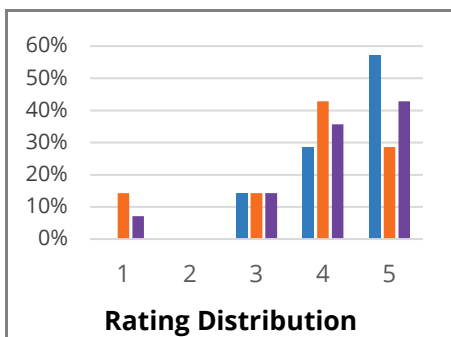


#### Driver 9 - Supervisory Support

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

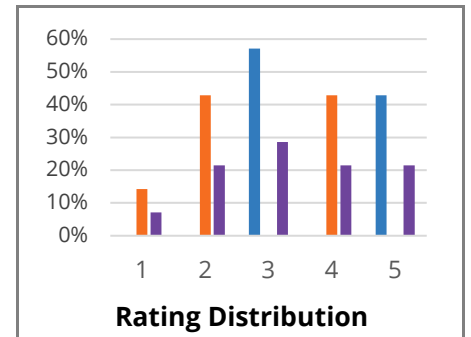
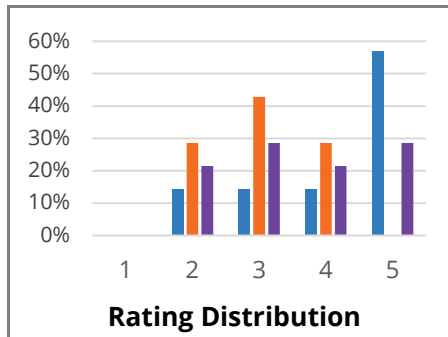
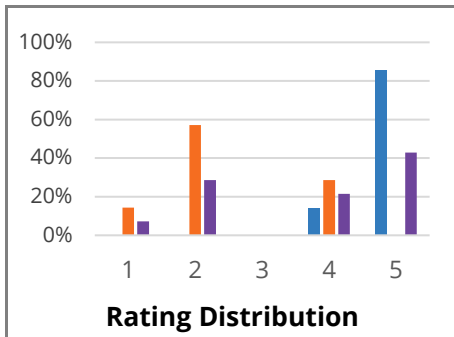
- All Employees (140 Responses)
- Non-Management (98 Responses)
- Management (42 Responses)

#### Driver 10 - Growth

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

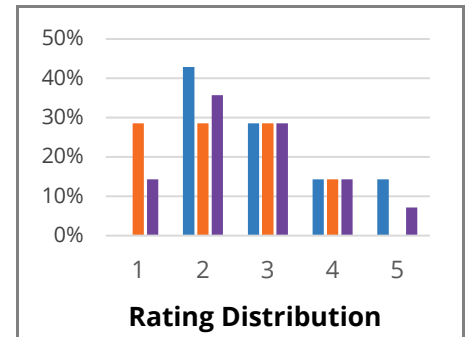
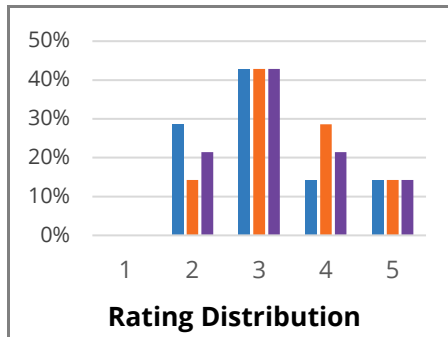
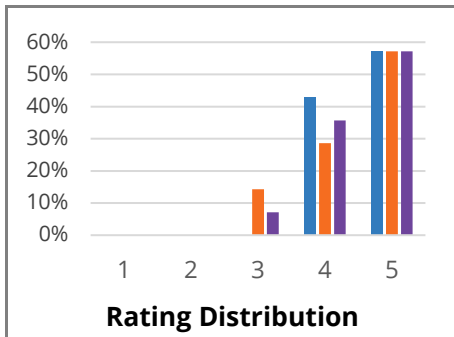


#### Driver 11 - Tools & Resources

1 [Text Redacted for Sample Report]

2 [Text Redacted for Sample Report]

3 [Text Redacted for Sample Report]

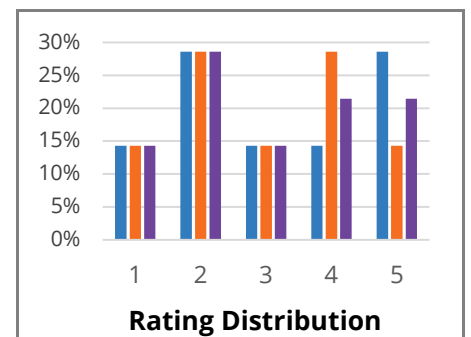
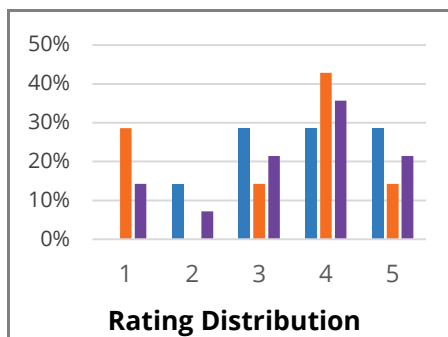
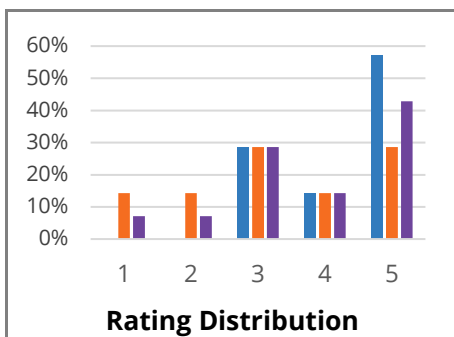


#### Driver 12 - Compensation & Benefits

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	Team members respectfully work together to overcome conflict	4.86
3	Senior management makes good decisions for the organization's future	4.86
4	I see how my work helps the organization reach its goals	4.86
5	Senior management considers employees' interests when making decisions	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]	4.79
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]	4.43
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]	4.43
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]	4.21
30	[Text Redacted for Sample Report]	4.14
31	[Text Redacted for Sample Report]	4.07
32	[Text Redacted for Sample Report]	4.00
33	[Text Redacted for Sample Report]	4.00
34	[Text Redacted for Sample Report]	3.86
35	[Text Redacted for Sample Report]	3.86
36	[Text Redacted for Sample Report]	3.57



## 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]	4.29
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]	3.86
29	[Text Redacted for Sample Report]	3.86
30	[Text Redacted for Sample Report]	3.86
31	[Text Redacted for Sample Report]	3.71
32	[Text Redacted for Sample Report]	3.71
33	[Text Redacted for Sample Report]	3.71
34	[Text Redacted for Sample Report]	3.57
35	[Text Redacted for Sample Report]	3.43
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	Team members respectfully work together to overcome conflict	4.86
3	Senior management makes good decisions for the organization's future	4.86
4	I see how my work helps the organization reach its goals	4.86
5	Senior management considers employees' interests when making decisions	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]	4.86
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]	4.57
18	[Text Redacted for Sample Report]	4.57
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]	4.43
25	[Text Redacted for Sample Report]	4.43
26	[Text Redacted for Sample Report]	4.43
27	[Text Redacted for Sample Report]	4.43
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]	4.29
32	[Text Redacted for Sample Report]	4.14
33	[Text Redacted for Sample Report]	4.00
34	[Text Redacted for Sample Report]	4.00
35	[Text Redacted for Sample Report]	3.86
36	[Text Redacted for Sample Report]	3.57

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.

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*\*Participant report available*



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*\*Participant report available*



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*\*Participant report available*



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*\*Participant report available*

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