

About Best Employers 2018

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The Survey Itself (and Setting It Up)

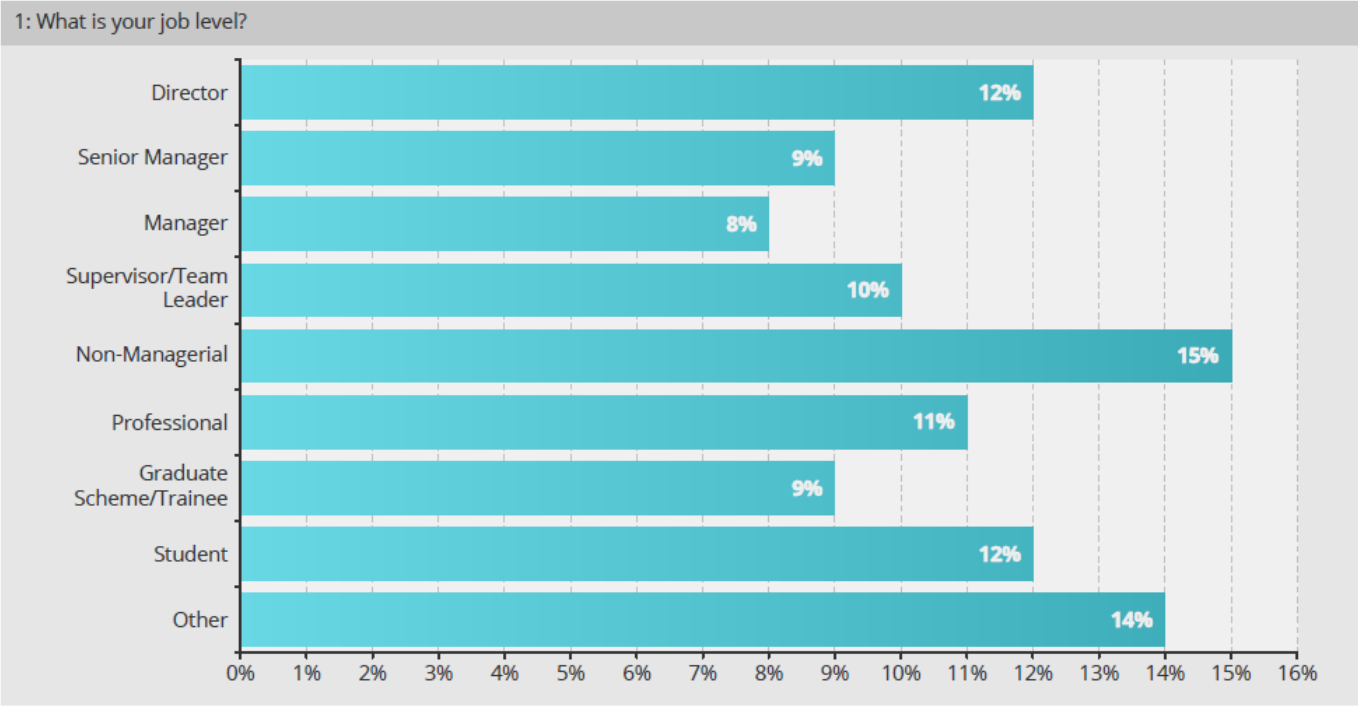
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Biographical Questions (Completely Customisable)



Fixed Questions

Organisational Culture	People Values	Task Values
<p>Clarity of Vision The awareness of the aims and objectives of the organisation, and how it means to reach them.</p> <p>Motivation The enthusiasm for working at the organisation, and willingness to contribute to its success.</p> <p>Organisational Learning The ability for an organisation to learn from its mistakes and take steps to avoid repeating them.</p>	<p>Integrity The emphasis on colleagues being honest, open, trusting and fair with each other.</p> <p>Team Work The encouragement within an organisation for people to co-operate and work together.</p> <p>Customer Focus The importance placed on customers and their needs by an organisation.</p> <p>Diversity The recognition and respect for individuality and diversity within an organisation.</p> <p>Staff Development The emphasis on training staff and encouraging them to learn new skills.</p>	<p>Quality The maintenance of high work standards, eliminating faults and improvement of procedures.</p> <p>Innovation The encouragement of new ideas and approaches, original thinking and creativity.</p> <p>Business Focus The weight an organisation places on performance, profit, commercial success and growth.</p> <p>Autonomy The freedom of colleagues to work in their own way, take the initiative and implement their ideas.</p>

New Feature: You Can Decide How Long Your Survey Will Be!

Details

Questionnaire Name

Questionnaire Description

Questionnaire Language
English ▼

Statements Per Scale
6 ▼

If you have decided that you'd like a shorter questionnaire above by selecting fewer than 6 statements per scale, you will need to decide which ones you would like to include.

You can either select your preferred statements manually, or let the system pick them for you automatically.

Please note: Whilst you are able to change the number of statements, and even select which ones you'd like to use, you **cannot** alter the wording of the statements in anyway as this would invalidate the benchmarks.



These are benchmarked with other organisations and with your previous surveys

	Very Low		Fairly Low		Moderate		Fairly High		Very High	
	1	2	3	4	5	6	7	8	9	10
Overall Culture & Values								P C		
Clarity of Vision								P C		
Motivation					P		C			
Organisational Learning							C	P		
Integrity								C	P	
Team Work								P C		
Customer Focus								P	C	
Diversity					P		C			
Staff Development							C		P	
Quality								C	P	
Innovation							C		P	
Business Focus								C	P	
Autonomy				P			C			

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	Very Low		Fairly Low		Moderate			Fairly High		Very High	
	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Clarity of Vision			P	C							
Motivation			C		P						
Organisational Learning		P C									
Integrity		P C									
Team Work			P		C						
Customer Focus		P					C				
Diversity		C	P								
Staff Development		P C									
Quality		P				C					
Innovation		P C									
Business Focus		P		C							
Autonomy	C			P							
Engagement	C									P	
Brand	C		P								
Performance	C		P								

Most Important and Most Valued Scales

Engagement, Brand and Performance

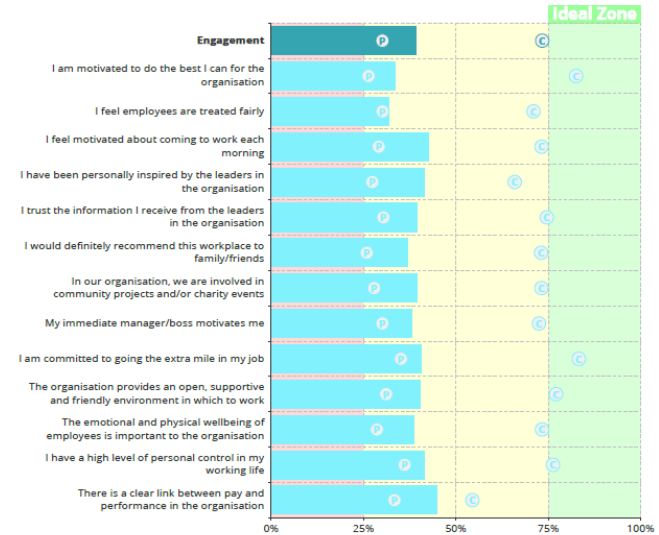
Engagement & Success

Over the last decade dozens of organisations have conducted scientific studies to investigate the relationship between employee engagement and organisational success. The research found the following trends for companies scoring in the top 25% (Ideal Zone):

- Customer Care** - Are 12% more likely to have a culture that focuses on what is best for the customer.
- Productivity** - Averaged 18% higher productivity.
- Employee Absence** - Engaged employees take an average of 2.7 sick days per-annum, compared to disengaged employees whose average is 6.2 days.
- Staff Retention** - Far more likely to retain employees.
- Profit** - Engagement scores have been shown to correlate highly with increased profit.
- Innovation** - Far more likely to bring out the creative side of employees.

Engagement

Definition of Engagement: This section shows how your employees rated you against the engagement questions in the survey. The view of your employees is that engagement levels are not unusually low but there is still scope for improvement. Getting into the 'ideal zone' represented by the top 25% is associated with higher profits and productivity and reduced absenteeism and staff turnover. The darker bar at the top of the graph represents the overall score for Engagement, whereas the lighter coloured bars below it show the scores for the questions that make up Engagement.

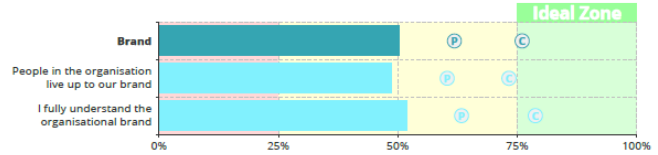


Engagement & Success

Brand
Definition of Brand: This section shows how much your employees understand what it means to work for your organisation and actively promote its ideals.

An understanding of your organisation's brand and the feeling that employees live up to it is present but could be improved further, according to those surveyed. The message about what your organisation stands for is getting through to some extent and some people are actively perpetuating the organisation's ideals, but this could be more widespread.

The darker bar at the top of the graph represents the overall score for Brand, whereas the lighter coloured bars below it show the scores for the questions that make up Brand.

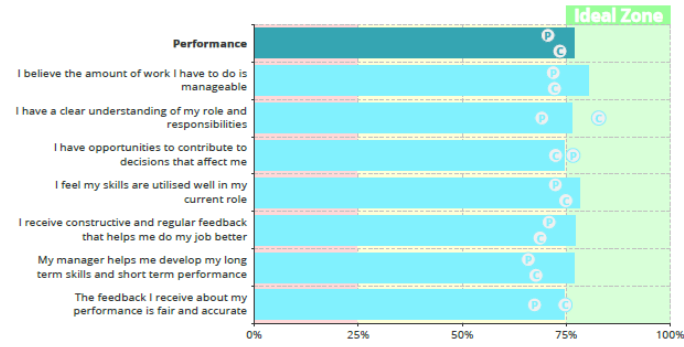


Performance

Definition of Performance: This section shows how much your employees feel that they get regular feedback on their performance and understand how their role contributes to success.

Employees are saying that they have a very clear sense of how their own performance contributes to the overall success of the organisation. They feel that they get very good feedback about this and thus have no difficulty equating their own efforts with the organisation's success.

The darker bar at the top of the graph represents the overall score for Performance, whereas the lighter coloured bars below it show the scores for the questions that make up Performance.



Engagement Questions

I am motivated to do the best I can for the organisation

I feel employees are treated fairly

I feel motivated about coming to work each morning

I have been personally inspired by the leaders in the organisation

I trust the information I receive from the leaders in the organisation

I would definitely recommend the workplace to family/friends

In our organisation, we are involved in community projects and/or charity events

My immediate manager/ boss motivates me

I am committed to going the extra mile in my job

The organisation provides an open, supportive and friendly environment in which to work

The emotional and physical wellbeing of employees is important to the organisation

I have a high level of personal control in my working life

There is a clear link between pay and performance in the organisation

New Feature Accreditation



Platinum
Best Employers
Eastern Region 2018



Gold
Best Employers
Eastern Region 2018

Learning and development
Vision values and purpose
Reward and recognition
Inclusion
CSR
Attraction and attrition



Questions for you

Share any tips on how you have encouraged employees to participate in surveys.

How have you communicated survey results to your employees?

Encouraging your Board and Senior Management Team to own it

Good Luck with Your Survey!

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