ACME Incorporated

Engagement Report

Overall Engagement

- Job Engagement
- Organizational Engagement

Engagement Drivers

- Employee Empowerment
- Learning and Development
- Rewards and Recognition
- Co-worker Relationships
- Manager Relationships
- Culture
- Customer Focus
- Company Potential
- Department Relationships
- Senior Management Relationships

Retention Drivers

- Compensation
- Benefits
- Work Life Balance
- Working Environment

Personal Disposition

- Emotional Outlook
- State of Mind
- Natural Tendencies

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Overall Department Results

ACME Incorporated
Open Date: Apr 01, 2015
Close Date: Apr 16, 2015

# of Employees	1356
# of Responses	1130
Response Rate	83.0%

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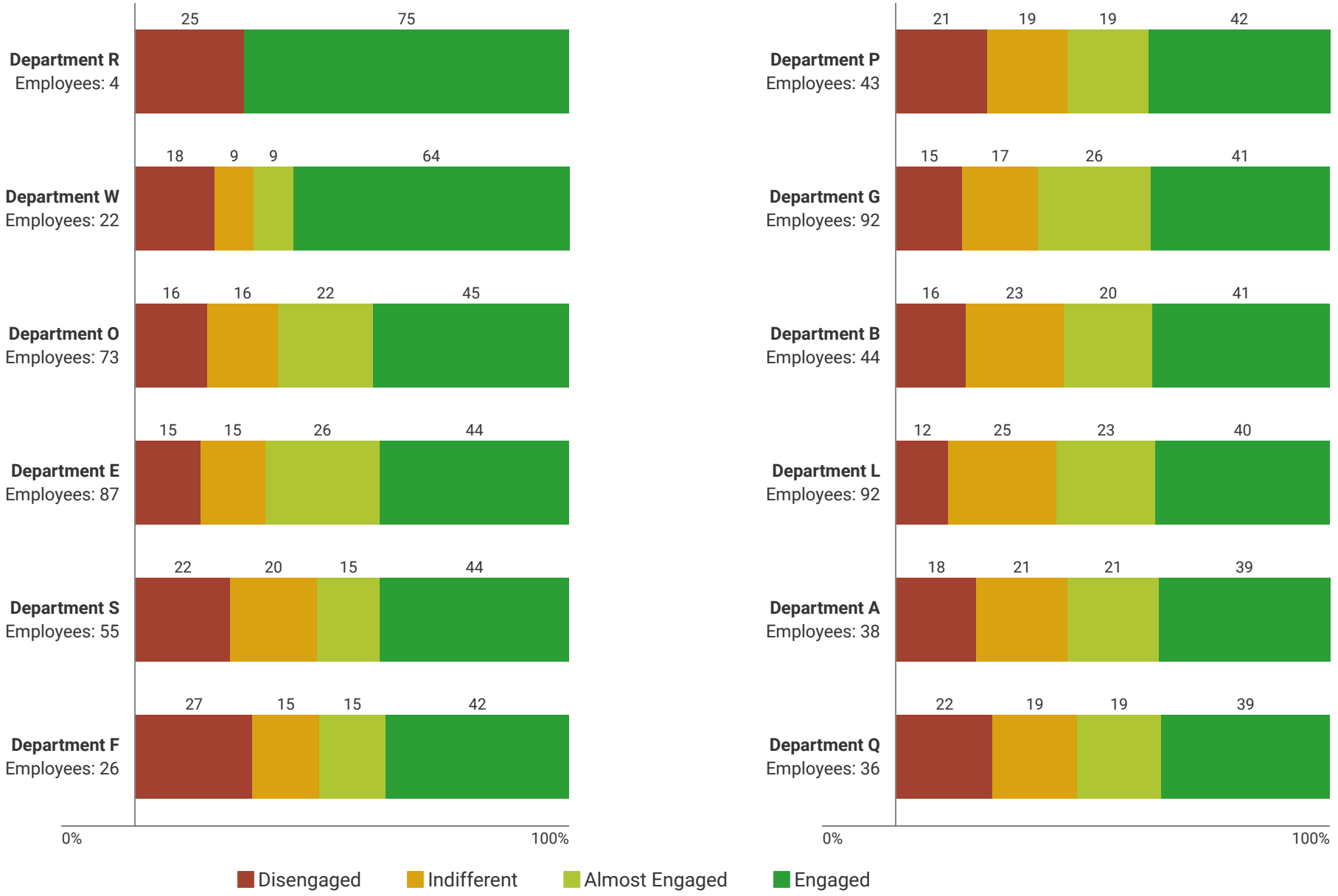

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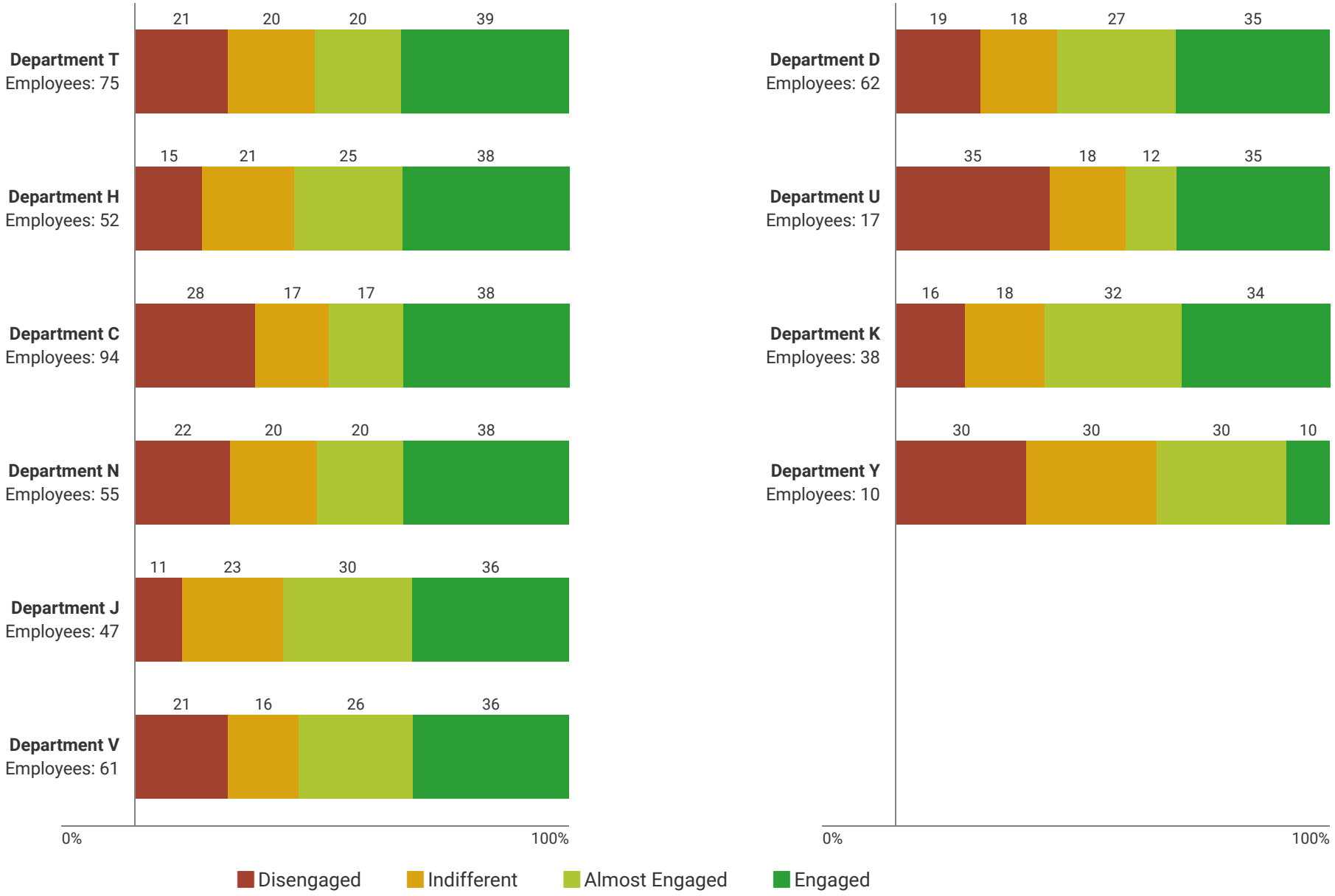

ACME Incorporated
Open Date: Apr 01, 2015
Close Date: Apr 16, 2015

# of Employees	42
# of Responses	38
Response Rate	90.0%

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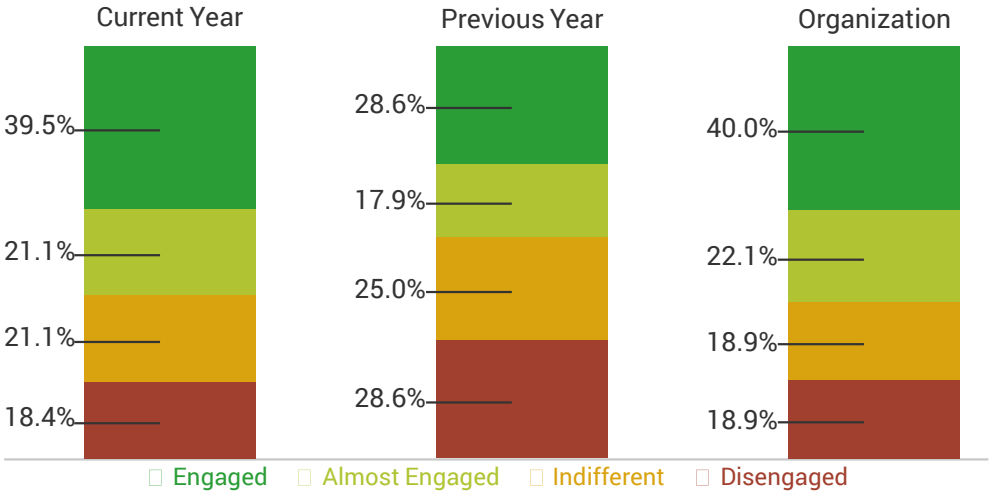
ENGAGEMENT RESULTS



Employee Experience Question
How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?

Employee Experience Breakdown

DETRACTORS Answered 0-6	# of Respondents:	11 (28.9%)
NEUTRAL Answered 7-8	# of Respondents:	17 (44.7%)
SUPPORTERS Answered 9-10	# of Respondents:	10 (26.3%)

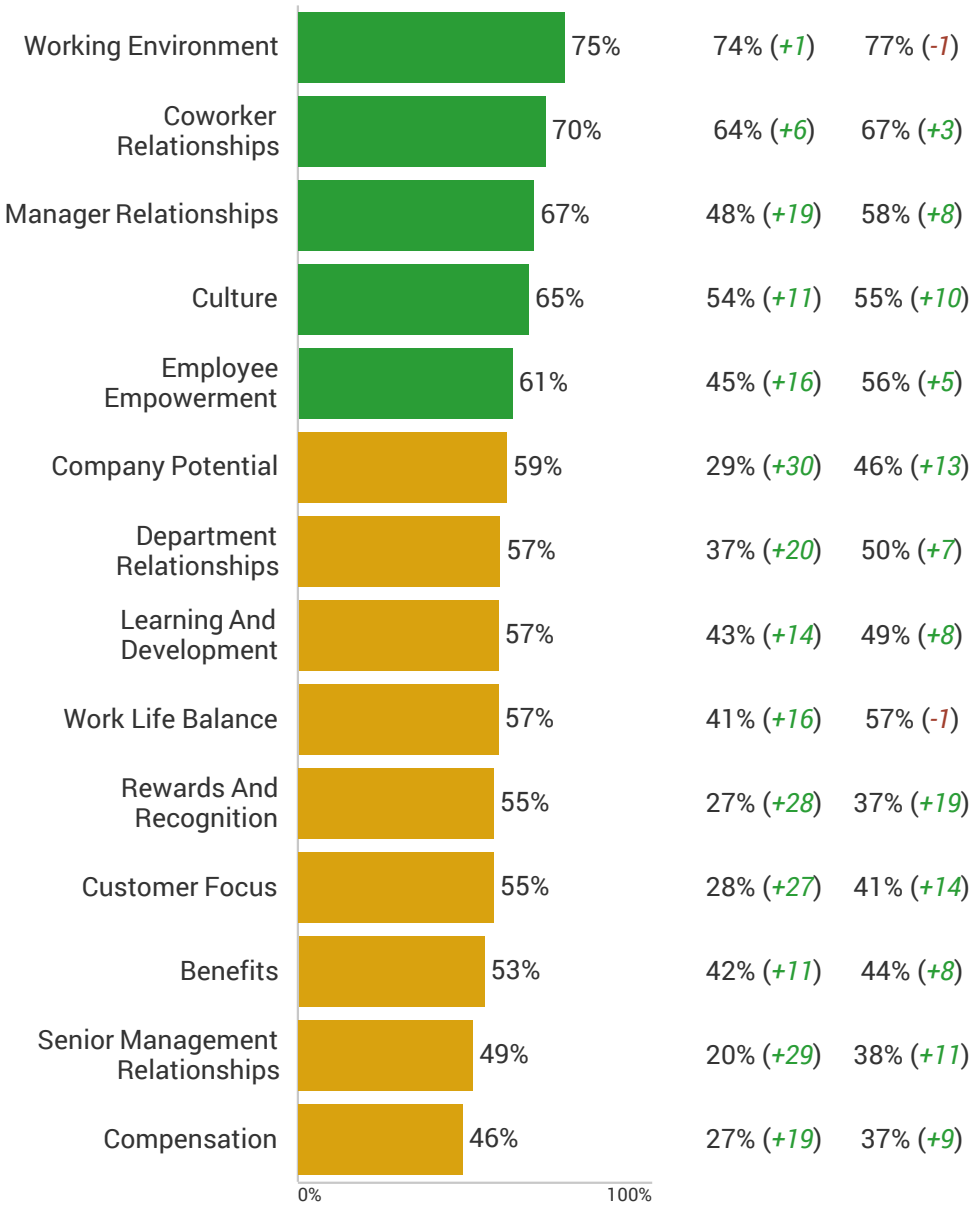
Employee Experience Score
-2.6

Previous Score
-10.7

Organization Score
6.6

Employee Experience Score = % Supporters - % Detractors

DRIVER SCORES



< 40% Low Performing
40%-59% Average Performing
> 59% High Performing

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Engagement, Supplementary, & Personal Disposition Questions

Engagment Measure Questions	
I regularly offer to help my colleagues at work.	87%
My contributions are important to the success of the organization.	76%
I am very proud of the work I do.	76%
My contributions are important to the success of my department.	76%
Taking everything into account, I like my job.	71%
I am part of a team working towards a shared goal.	71%
I am very committed to this organization.	68%
I regularly accomplish more than what's expected in my role.	66%
Taking everything into account, I like working at this organization.	61%
I talk about my job in a positive light with family and friends.	[illegible]

Job Driver Questions

Employee Empowerment	
I am not afraid of trying out new ideas in my job.	82%
I am empowered to make decisions about how I do my work.	66%
I clearly understand what is expected of me on the job.	66%
If I make a suggestion to improve something in my department I believe it will be taken seriously.	53%
I am given the chance to leverage my talents through my job.	53%
I have all the tools I need to do a great job.	45%
Learning And Development	
I can advance my career in this organization.	71%
I am encouraged to pursue career development activities.	63%
In the last year the manager I report to helped me develop my skills.	[illegible]

Additional questions have been removed for sample purposes.

The full report will include all engagement questions and scores.

Organizational Driver Questions	
Culture	
I identify well with the organization's values.	74%
I am a fit for the organizational culture.	71%
This organization has a very friendly atmosphere.	66%
This organization has a collaborative work environment.	50%
Customer Focus	
The vision, mission and values of the organization are well-aligned with customer needs.	66%
Customer satisfaction drives most things this organization does.	61%
Our customers love our products and services.	47%
This organization's products and services are better than its competitors.	47%
Department Relationships	

Retention Driver Questions	
Compensation	
I will be compensated fairly if my performance exceeds expectations.	50%
I am satisfied with the compensation I receive for the work I do.	45%
My salary is competitive with similar jobs I might find elsewhere.	45%
Benefits	
My benefits are competitive with similar jobs I might find elsewhere.	61%
I am satisfied with my benefit package.	58%
We have unique perks at this organization.	39%
Working Environment	
I have not been discriminated against at this organization based on age, gender, sexual orientation, religion or ethnicity.	84%
I am physically safe while at work.	79%

Additional questions have been removed for sample purposes.

The full report will include all engagement questions and scores.

Interpreting the Results

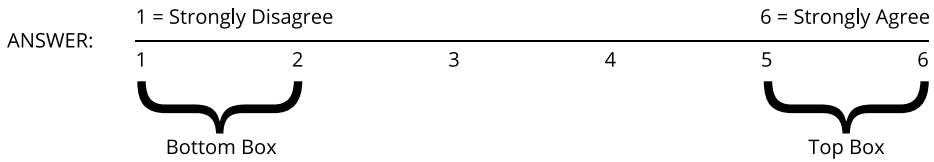
Engagement Calculation

The survey questions were developed by subject matter experts. The reliability of the overall engagement score was calculated using Cronbach's alpha. The reliability for engagement was found to be α = 0.92. Engagement is calculated by averaging the responses to the engagement measure questions, for each employee. Average scores correlate to our four levels of engagement.

Average scores between 5.01 – 6.00 = Engaged
Average scores between 4.51 – 5.00 = Almost engaged
Average scores between 4.01 – 4.50 = Indifferent
Average scores less than 4.00 = Disengaged

Driver Calculation

McLean & Company uses a standardized 6-point scale for data collection. Respondents are asked to indicate the extent to which they agree with each statement by choosing a number between 1 and 6 on the scale. We display the results as a top box score, or the percentage of respondents who chose 5 or 6 (agree or strongly agree).



Benchmarks

McLean & Company offers clients a general benchmark to ensure the data has enough breadth and depth to maintain its integrity. The following industries are included in McLean & Company's engagement survey benchmark: Business Services, Financial Services, Not-for-profit, Manufacturing, Construction, Retail/Wholesale, Consumer Products, Energy, Health Care, Government, Education.

Ultimately the state of engagement at every organization is shaped by its people, culture, history, and other factors. Consequently, all decisions related to engagement initiatives must be based on your organization's results and unique needs. External comparisons – including benchmarks – should be used to provide context around your results rather than to make decisions.

Priority Matrix

The prioritization grid is created by plotting the top box scores for each driver on the horizontal axis and the impact of each driver on engagement on the vertical axis. The top box scores for each driver are calculated by taking the average top box score (% of respondents selecting 5 or 6) for each of the question that relates to the corresponding driver. The impact each driver has on engagement is determined by calculating the correlation between each driver and engagement and then multiplying this correlation score by the slope between each driver and engagement.