

YOUR  
EMPLOYEE  
ENGAGEMENT  
SCORE:



81%

VARIANCE from PREVIOUS SURVEY:

-2

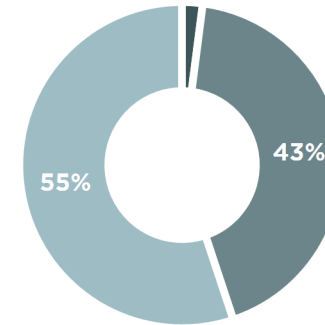
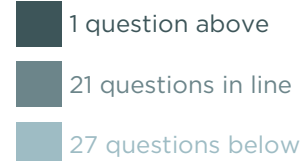
VARIANCE from PARENT:



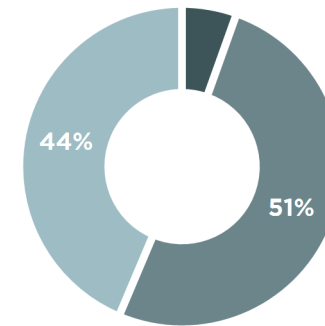
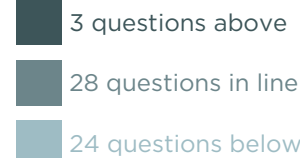
+6

**Employee engagement** is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

VARIANCE  
FROM PREVIOUS  
SURVEY



VARIANCE  
FROM PARENT



WHAT NOW?

1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3. DEVELOP A PLAN OF ACTION

SEE THE SUGGESTED TEMPLATE AT THE BACK OF THIS REPORT.



TOP 3  
MOST IMPROVED QUESTIONS:

VARIANCE  
FROM PREVIOUS  
SURVEY

Q57. I would recommend the College as a great place to study	+9
Q50. I am confident about expressing my views and opinions without fear of negative consequences	+4
Q59. I am committed to helping the College achieve its strategic aims	+3



TOP 3  
HIGHEST SCORING QUESTIONS:

% POSITIVE

Q21. I am aware of my personal responsibilities for health and safety	95%
Q7. As long as I get the work done, I am trusted to organise my workload in a way that suits me	93%
Q41. I have good working relationships with the colleagues I work with	90%

# KEY QUESTIONS TO FOCUS ON



## WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR BUSINESS UNIT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%  
POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
<b>.1</b>	<b>Q25.</b> I am satisfied with my physical working environment	<b>63%</b>	<b>-8</b> ↓	<b>-5</b> ↓	<b>-4</b>
<b>.2</b>	<b>Q41.</b> I have good working relationships with the colleagues I work with	<b>90%</b>	<b>-4</b>	<b>0</b>	<b>-1</b>
<b>.3</b>	<b>Q28.</b> I think Imperial cares about my health and wellbeing	<b>41%</b>	<b>-14</b> ↓	<b>-4</b>	<b>-10</b> ↓
<b>.4</b>	<b>Q51.</b> I am treated with dignity and respect	<b>61%</b>	<b>-14</b> ↓	<b>-15</b> ↓	<b>-16</b> ↓
<b>.5</b>	<b>Q48.</b> The communications I receive help me to understand the reasons behind College level decisions	<b>23%</b>	<b>-25</b> ↓	<b>-14</b> ↓	<b>-21</b> ↓

# EMPLOYEE ENGAGEMENT



## HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.

### YOUR EMPLOYEE ENGAGEMENT SCORE

# 81%

#### RESPONSE SCALE

#### % POSITIVE

#### VARIANCE FROM PREVIOUS SURVEY

-2

#### VARIANCE FROM PARENT

+6

#### VARIANCE FROM COLLEGE OVERALL

+6

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL				
SAY	Q55. I am proud to work for the College					41	48	9	89%	-5	+4	+4	
	Q56. I would recommend Imperial as a good organisation to work for					24	48	18	8	71%	-10	-2	-3
	Q57. I would recommend the College as a great place to study					33	56	8		90%	+9	+17	+19
STAY	Q58. I feel a strong sense of belonging to the College					24	48	20		71%	-1	+10	+13
	Q59. I am committed to helping the College achieve its strategic aims					39	48	9		86%	+3	+8	+6
STRIVE	Q60. Working here makes me want to do the best work I can					34	42	19		76%	-8	+2	0

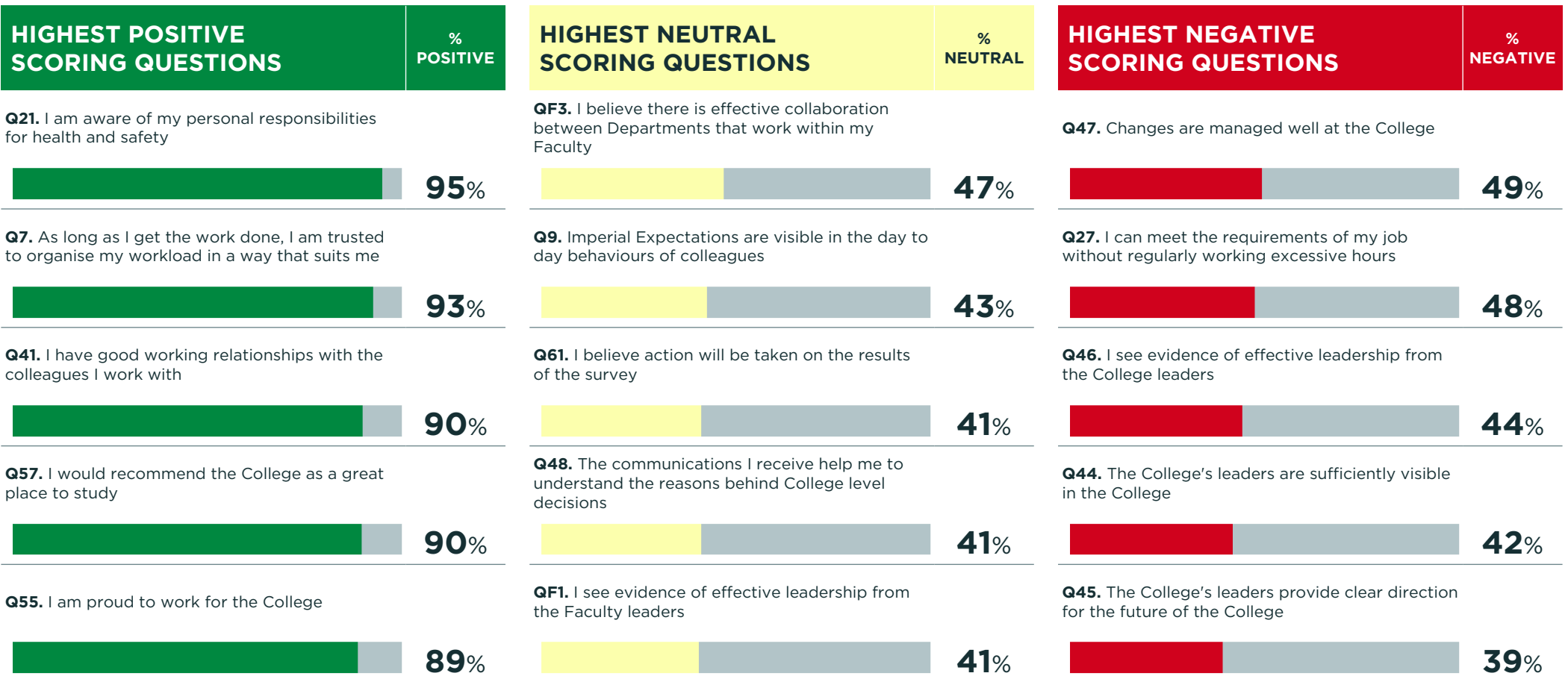
**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither   Disagree   Strongly disagree

# HEADLINE SCORES



## FIND YOUR HIGHEST SCORES

### THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? **(STRENGTHS)**

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. **(AREAS OF POTENTIAL)**

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? **(AREAS OF CONCERN)**

# TIPS & SUGGESTIONS

## 01.

**Take the time to digest the scores and identify the areas where you are performing well.**

These will tend to be high scores which are notably above any comparative scores. These should be celebrated. Share the good news with employees.



## UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

- THE SCORES ON THE FRONT PAGE GIVE YOU SOME SUMMARY INFORMATION. FIRST TAKE THE TIME TO FULLY UNDERSTAND THIS REPORT BEFORE SHARING WITH OTHERS.

- WHAT IS YOUR RESPONSE RATE? IF HIGH, THE RESULTS WILL BE REPRESENTATIVE OF THE VIEWS OF YOUR COLLEAGUES. IF LOW (<20%) TAKE CARE WHEN INTERPRETING THE RESULTS. ENCOURAGE ALL COLLEAGUES TO HELP WITH ACTION PLANNING AND HOPEFULLY THIS WILL ENCOURAGE THEM TO COMPLETE THE SURVEY NEXT TIME.

- HOW DO YOUR SCORES COMPARE TO YOUR PARENT UNIT OR THE COLLEGE OVERALL?

**ARE THERE ANY SCORES THAT ARE UNEXPECTED?**

**Identify areas that need improvement.**

## 02.

These will be the lower scores, and/or those which are scoring notably below your comparators. Discuss these areas with your colleagues in focus groups or one2ones, gather their thoughts and solutions before deciding actions to take.

## 03.

**High neutral responses (lots of employees ticking 'neither agree nor disagree')**

Ask your colleagues about their views to find out what is causing this uncertainty. More communication and involvement may help to shift them to a positive frame of mind.

## 04.

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject experts) to share ideas before developing plans for action.

There are lots of websites of ideas and case studies to give you further inspiration and top tips.

Some actions may be 'quick wins' and short term. However, in most instances, you will need to think longer term.

## 05.

**What do you want employees to be saying about their working lives in the future?**

**What should be put in place to achieve this?**

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your parent unit, and your last survey's results.

**Is there room for improvement?**

## 06.

# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

YOUR ROLE	67%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
<b>Q1.</b> My work gives me a feeling of personal accomplishment	37	44	9			81%	-2	-2	+2
<b>Q2.</b> I know what is expected of me in my role	33	51	10			84%	-2	+2	+1
<b>Q3.</b> I am sufficiently challenged in my work	47	39	8			86%	-4	+2	+6 ↑
<b>Q4.</b> I have access to all the information I need to do my job well	14	44	20	17		58%	-4	-6 ↓	-5 ↓
<b>Q5.</b> I have enough resources to complete my work effectively	9	37	22	23	8	47%	-4	-7 ↓	-9 ↓
<b>Q6.</b> I am given realistic deadlines to complete my work effectively		43	33	13		50%	-	-6 ↓	-11 ↓
<b>Q7.</b> As long as I get the work done, I am trusted to organise my workload in a way that suits me	52	40				93%	-1	+1	+2
<b>Q8.</b> I know whom I can talk to about anything that concerns me about my work	19	47	23	9		65%	-11 ↓	-10 ↓	-13 ↓
<b>Q9.</b> Imperial Expectations are visible in the day to day behaviours of colleagues	29	43	16			35%	-	-9 ↓	-12 ↓
<b>Q10.</b> I understand how my role contributes to the strategic aims of the College	20	43	24			63%	-8 ↓	+1	-5 ↓

<b>KEY</b>	<b>K</b> KEY DRIVER QUESTIONS	↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	<b>R</b> REVERSE SCORE QUESTION	↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

YOUR DEVELOPMENT	64%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL			
<b>Q13.</b> The PRDP with my line manager (objective setting and performance review) is useful	10	45	23	14	56%	-5 ↓	-2	-3	
<b>Q14.</b> My line manager takes the PRDP process seriously	29	41	22		71%	-2	0	+1	
<b>Q15.</b> I am satisfied with the learning and development I receive for my present job	9	49	29	8	58%	0	-4	-4	
<b>Q16.</b> I have the opportunity for development and growth at the College	14	41	30	10	54%	-8 ↓	-8 ↓	-5 ↓	
<b>Q17.</b> I know what career progression opportunities are available to me at the College	14	41	22	16	8	54%	+2	-1	+6 ↑

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	R	REVERSE SCORE QUESTION	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### REWARD AND RECOGNITION

57%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q18.** I feel my contributions to the College are recognised and valued



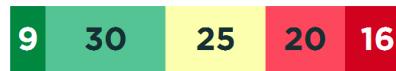
55%

+3

+1

+1

**Q19.** Considering my duties and responsibilities, I feel my pay is fair



39%

-6 ↓

-2

-13 ↓

#### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree





# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### SAFETY AT THE COLLEGE

# 82%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

<b>Q21.</b> I am aware of my personal responsibilities for health and safety	30	65			95%	-1	+2	+2
<b>Q22.</b> I feel confident that the College takes the necessary steps to ensure I am safe in the workplace	21	49	18	8	70%	-19 ↓	-10 ↓	-13 ↓
<b>Q23.</b> I am able to raise concerns about safety in the workplace	25	61	10		86%	-	-1	-2
<b>Q24.</b> I feel confident that my Department/Division takes the necessary steps to ensure I am safe in the workplace	24	53	15		76%	-15 ↓	-7 ↓	-8 ↓

#### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

## HEALTH AND WELLBEING

# 52%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

K	Q25. I am satisfied with my physical working environment	20	43	14	16	8	63%	-8 ↓	-5 ↓	-4
	Q26. I am able to cope with the pressure placed upon me in my role	14	51	29			65%	0	-3	-7 ↓
	Q27. I can meet the requirements of my job without regularly working excessive hours	33	18	33	15		35%	-	-5 ↓	-17 ↓
K	Q28. I think Imperial cares about my health and wellbeing	35	28	19	13		41%	-14 ↓	-4	-10 ↓
	Q30. I know where to go for support if I have concerns about my physical health	9	49	25	11		58%	-8 ↓	-4	-9 ↓
	Q31. I know where to go for support if I have concerns about my mental wellbeing	8	44	23	21		51%	-8 ↓	-10 ↓	-15 ↓

### KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION



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Strongly agree Agree Neither Disagree Strongly disagree



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

YOUR LINE MANAGER	67%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
<b>Q32.</b> My line manager communicates effectively	38	35	18	8	73%	-1	0	0	
<b>Q33.</b> My line manager provides the support I need to succeed	34	31	25		65%	-8 ↓	-4	-4	
<b>Q34.</b> My line manager is open to my ideas and suggestions for change	35	38	20		73%	-8 ↓	-3	-2	
<b>Q35.</b> My line manager takes an interest in my long term career development	29	28	24	13	56%	-18 ↓	-10 ↓	-7 ↓	

### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION

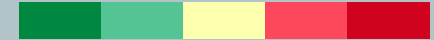


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### YOUR DEPARTMENT / DIVISION

# 58%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

	<b>Q36.</b> I have a clear understanding of the purpose and objectives of my Department/Division	10	56	21		<b>66%</b>	-8 ↓	-4	-7 ↓	
	<b>Q37.</b> I feel sufficiently involved in decisions which directly impact my role		33	35	14	14	<b>38%</b>	-15 ↓	-14 ↓	-13 ↓
	<b>Q38.</b> I am kept informed about changes within my Department/Division		51	21	18		<b>56%</b>	-4	-9 ↓	-4
	<b>Q39.</b> I understand how my Department/Division is contributing to the strategic aims of the College		53	26	8	9	<b>58%</b>	+2	0	-5 ↓
	<b>Q40.</b> My colleagues work together to achieve the goals of our Department/Division	13	51	20	11		<b>64%</b>	-2	0	-4
K	<b>Q41.</b> I have good working relationships with the colleagues I work with		36	54	10		<b>90%</b>	-4	0	-1
	<b>Q42.</b> There is effective two way communication in my Department/Division	10	38	34	14		<b>48%</b>	-	-12 ↓	-10 ↓
	<b>Q43.</b> I believe there is effective collaboration between teams that work within my Department/Division	9	34	29	23		<b>43%</b>	-5 ↓	-9 ↓	-12 ↓

### KEY

K KEY DRIVER QUESTIONS

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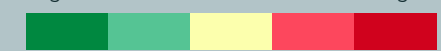


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## IS THERE ROOM FOR IMPROVEMENT?

YOUR FACULTY		42%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
	<b>QF1.</b> I see evidence of effective leadership from the Faculty leaders	28	41	20	9	30%	-5 ↓	-12 ↓	-15 ↓	
	<b>QF2.</b> I have a clear understanding of the purpose and objectives of my Faculty	34	38	15	9	38%	-1	-4	-6 ↓	
	<b>QF3.</b> I believe there is effective collaboration between Departments that work within my Faculty	29	47	18		29%	+2	-7 ↓	-6 ↓	
R	<b>QF4.</b> In my research work I have felt pressurised to behave in an unethical way	24	23	48		71%	-	0	-2	

### KEY

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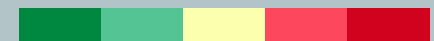


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## IS THERE ROOM FOR IMPROVEMENT?

### COLLEGE SENIOR LEADERSHIP

# 21%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

<b>Q44.</b> The College's leaders are sufficiently visible in the College	25	32	27	15	27%	-17 ↓	-12 ↓	-15 ↓
<b>Q45.</b> The College's leaders provide clear direction for the future of the College	24	35	22	18	25%	-16 ↓	-10 ↓	-15 ↓
<b>Q46.</b> I see evidence of effective leadership from the College leaders	18	37	24	20	19%	-13 ↓	-13 ↓	-19 ↓
<b>Q47.</b> Changes are managed well at the College	13	37	27	23	14%	-	-8 ↓	-10 ↓

#### KEY

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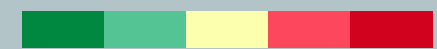


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## IS THERE ROOM FOR IMPROVEMENT?

### COMMUNICATION AT THE COLLEGE

23%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

K **Q48.** The communications I receive help me to understand the reasons behind College level decisions



#### KEY

K KEY DRIVER QUESTIONS

R REVERSE SCORE QUESTION

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### EQUALITY, DIVERSITY AND INCLUSION

# 67%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

	<b>Q49.</b> The College is an inclusive employer for all staff	9	59	15	14	<b>68%</b>	+1	-4	-6 ↓	
	<b>Q50.</b> I am confident about expressing my views and opinions without fear of negative consequences		47	23	15	9	<b>53%</b>	+4	-3	-5 ↓
<b>K</b>	<b>Q51.</b> I am treated with dignity and respect	14	47	29	8	<b>61%</b>	-14 ↓	-15 ↓	-16 ↓	
	<b>Q54.</b> I believe career progression is fair within Imperial (regardless of ethnic background, age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation)	11	33	28	22	<b>44%</b>	-16 ↓	-15 ↓	-14 ↓	

#### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree





# ALL QUESTIONS



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

## IS THERE ROOM FOR IMPROVEMENT?

### YOUR PERCEPTIONS OF THE COLLEGE

# 81%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

<b>Q55.</b> I am proud to work for the College	41	48	9	89%	-5 ↓	+4	+4
<b>Q56.</b> I would recommend Imperial as a good organisation to work for	24	48	18	71%	-10 ↓	-2	-3
<b>Q57.</b> I would recommend the College as a great place to study	33	56	8	90%	+9 ↑	+17 ↑	+19 ↑
<b>Q58.</b> I feel a strong sense of belonging to the College	24	48	20	71%	-1	+10 ↑	+13 ↑
<b>Q59.</b> I am committed to helping the College achieve its strategic aims	39	48	9	86%	+3	+8 ↑	+6 ↑
<b>Q60.</b> Working here makes me want to do the best work I can	34	42	19	76%	-8 ↓	+2	0

### NEXT STEPS

# 33%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

<b>Q61.</b> I believe action will be taken on the results of the survey	27	41	12	14	33%	-22 ↓	-14 ↓	-18 ↓
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#### KEY

**K** KEY DRIVER QUESTIONS

**R** REVERSE SCORE QUESTION

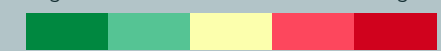


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ALL QUESTIONS



## EXPLORE THE FULL RESULTS

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## IS THERE ROOM FOR IMPROVEMENT?

YOUR ROLE	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
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**Q11.** I have observed unethical behaviour in the last 24 months (e.g. financial irregularity or research misconduct)

Yes		19%	-	+2	+6
No		68%	-	-5	-9
Prefer not to say		13%	-	+3	+3

YOUR DEVELOPMENT	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
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**Q12.** Have you had a PRDP in the last 12 months?

Yes		85%	+3	+5	+11
No		9%	-1	-2	-6
Not been here long enough		6%	-2	-3	-4

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### REWARD AND RECOGNITION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q20a.** Are you satisfied with the following benefits provided by the College? Pension

Yes		38%	-	-9 ↓	-26 ↓
No		45%	-	+5 ↑	+22 ↑
Prefer not to say		18%	-	+4	+4

**Q20b.** Are you satisfied with the following benefits provided by the College? Family Friendly e.g. childcare vouchers, leave, workshops for parents

Yes		50%	-	-2	-6 ↓
No		16%	-	0	+3
Prefer not to say		34%	-	+3	+3

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### REWARD AND RECOGNITION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q20c.** Are you satisfied with the following benefits provided by the College? Imperial Perks

Yes		<b>39%</b>	-	-12	-21
No		<b>23%</b>	-	-3	+4
Prefer not to say		<b>38%</b>	-	+15	+17

**Q20d.** Are you satisfied with the following benefits provided by the College? Immigration Support

Yes		<b>40%</b>	-	-4	-5
No		<b>14%</b>	-	0	+5
Prefer not to say		<b>45%</b>	-	+4	+1

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### REWARD AND RECOGNITION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q20e.** Are you satisfied with the following benefits provided by the College? Season Ticket Loan

Yes		<b>37%</b>	-	-11	-19
No		<b>20%</b>	-	+9	+12
Prefer not to say		<b>43%</b>	-	+2	+7

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

HEALTH AND WELLBEING	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
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**Q29.** Do you work flexibly to fulfil the duties of your role?

Yes		<b>68%</b>	-	+2	+6
No		<b>23%</b>	-	-4	-9
Prefer not to say		<b>9%</b>	-	+2	+3

**Q29a.** What type of flexible working do you make use of to fulfil the duties of your role? - Working at home

Very frequently		<b>12%</b>	+5	-4	-2
Frequently		<b>23%</b>	+1	-4	-2
Occasionally		<b>37%</b>	+12	-2	-1
Rarely		<b>21%</b>	-18	+7	+6
Never		<b>8%</b>	+1	+3	-2

### KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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## IS THERE ROOM FOR IMPROVEMENT?

HEALTH AND WELLBEING	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
<b>Q29b.</b> What type of flexible working do you make use of to fulfil the duties of your role? - Part-time or voluntarily reduced hours					
Very frequently		2%	-3	-3	-6 ↓
Frequently		4%	+2	+2	+1
Occasionally		6%	+1	+1	+3
Rarely		10%	-1	+4	+6 ↑
Never		77%	+1	-4	-3

### KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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## IS THERE ROOM FOR IMPROVEMENT?

HEALTH AND WELLBEING	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
<b>Q29c.</b> What type of flexible working do you make use of to fulfil the duties of your role? - Compressed working week/fortnight					
Very frequently		6%	+5	+4	+4
Frequently		2%	0	-2	-2
Occasionally		4%	-12	-5	-3
Rarely		13%	-6	+4	+7
Never		74%	+12	-1	-6

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q29d.** What type of flexible working do you make use of to fulfil the duties of your role? - Annual hours

Response	%	Variance from Previous Survey	Variance from Parent	Variance from College Overall
Very frequently	0%	-3	-1	-2
Frequently	2%	-1	0	0
Occasionally	2%	-5 ↓	-2	-1
Rarely	7%	-10 ↓	+2	+4
Never	89%	+19 ↑	0	0

#### KEY



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## IS THERE ROOM FOR IMPROVEMENT?

HEALTH AND WELLBEING	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
<b>Q29e.</b> What type of flexible working do you make use of to fulfil the duties of your role? - Term-Time only working					
Very frequently		0%	-2	0	-1
Frequently		0%	-1	-1	-1
Occasionally		0%	-5 ↓	-2	-1
Rarely		2%	-3	-1	0
Never	<div style="background-color: #1a3d4d; width: 100%; height: 15px;"></div>	98%	+12 ↑	+3	+3

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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## IS THERE ROOM FOR IMPROVEMENT?

HEALTH AND WELLBEING	RESPONSE SCALE	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM PARENT	VARIANCE FROM COLLEGE OVERALL
<b>Q29f.</b> What type of flexible working do you make use of to fulfil the duties of your role? - Starting earlier/later or finishing earlier/later					
Very frequently		20%	+4	-12 ↓	-9 ↓
Frequently		22%	-9 ↓	-10 ↓	-9 ↓
Occasionally		32%	+2	+12 ↑	+7 ↑
Rarely		8%	+3	+4	+4
Never		18%	0	+6 ↑	+7 ↑

### KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### HEALTH AND WELLBEING

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q29g.** What type of flexible working do you make use of to fulfil the duties of your role? - Job share

Very frequently		0%	0	0	-1
Frequently		2%	+1	+1	+1
Occasionally		4%	-1	+1	+1
Rarely		4%	-5 ↓	-1	+1
Never	████████████████████	89%	+5 ↑	-1	-2

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### EQUALITY, DIVERSITY AND INCLUSION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q52.** During the last 24 months have you personally experienced harassment and/or bullying at Imperial?

Yes		19%	+10	+4	+7
No		72%	-9	-7	-8
Prefer not to say		9%	-1	+3	+2

**Q53.** Have you experienced any form of sexual harassment at work in the last 24 months?

Yes		3%	-	+2	+1
No		92%	-	-5	-5
Prefer not to say		5%	-	+3	+4

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ALL QUESTIONS



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## IS THERE ROOM FOR IMPROVEMENT?

### EQUALITY, DIVERSITY AND INCLUSION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q52a.** If yes, by whom? (experienced harassment and/or bullying at Imperial)

A colleague		30%	+8	-5	-4
Your line manager		15%	-7	0	-3
Another manager in the department		20%	-2	+2	+1
Someone you manage		0%	0	-5	-4
Someone who works in another department		0%	0	-6	-9
A student		15%	-18	+7	+10
Someone else		20%	+9	+12	+16
Prefer not to say		0%	-22	-5	-7

#### KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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## IS THERE ROOM FOR IMPROVEMENT?

### EQUALITY, DIVERSITY AND INCLUSION

#### RESPONSE SCALE

%

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM PARENT

VARIANCE FROM COLLEGE OVERALL

**Q53a.** If yes, by whom? (experienced any form of sexual harassment at work)

A colleague	The data for this question has been hidden for anonymity reasons.
Your line manager	The data for this question has been hidden for anonymity reasons.
Another manager in the department	The data for this question has been hidden for anonymity reasons.
Someone you manage	The data for this question has been hidden for anonymity reasons.
Someone who works in another department	The data for this question has been hidden for anonymity reasons.
A student	The data for this question has been hidden for anonymity reasons.
Someone else	The data for this question has been hidden for anonymity reasons.
Prefer not to say	The data for this question has been hidden for anonymity reasons.

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



## WHAT'S NEXT?

EMPLOYEES HAVE GIVEN THEIR FEEDBACK AND THESE RESULTS SHOW YOU WHERE YOU NEED TO MAKE IMPROVEMENTS OR WHERE YOU ARE PERFORMING WELL.

IT IS IMPORTANT TO DISCUSS THINGS FULLY IN ORDER TO UNDERSTAND UNDERLYING REASONS FOR THEIR OPINIONS BEFORE TAKING ACTION.

HOW WILL YOU MEASURE WHETHER YOUR ACTIONS HAVE BEEN SUCCESSFUL?

**DON'T JUST WAIT FOR THE NEXT SURVEY. KEEP ASKING YOUR COLLEAGUES FOR THEIR FEEDBACK AND IDEAS THROUGHOUT THE YEAR.**

# 33%

of employees replied favourably to:

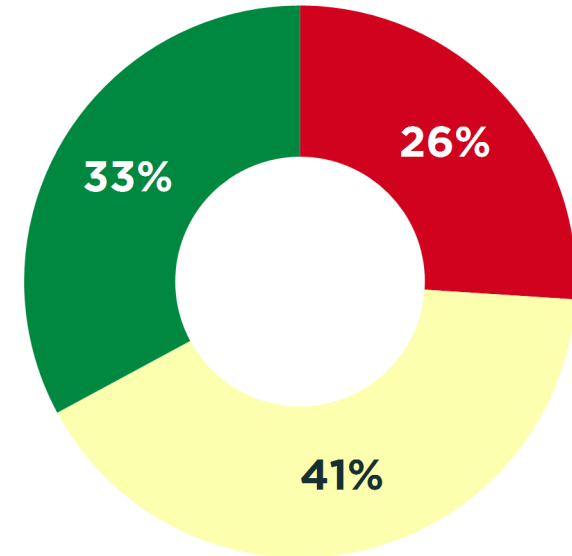
## 'I believe action will be taken on the results of the survey'

VARIANCE FROM PREVIOUS SURVEY

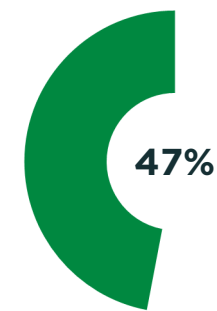
**-22** ↓

VARIANCE FROM PARENT

**-14** ↓



PREVIOUS SURVEY



PARENT

■ % positive

■ % neutral

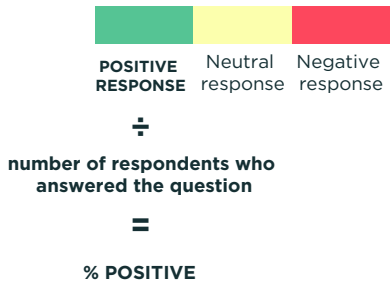
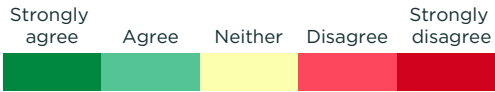
■ % negative



# GUIDE TO THIS REPORT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



## ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## ANONYMITY

IT IS ORC INTERNATIONAL'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE COLLEGE OVERALL.

## COMPARISONS TO PARENT

WITHIN THIS REPORT A COMPARISON AGAINST PARENT REFERS TO FACULTY OF ENGINEERING