



ABC Company

Comprehensive Employee Engagement Assessment Report

Confidential

Methodology

Thank you for your participation in the 101 Best and Brightest program. One of the purposes of the program is to raise the benchmark for company practices implemented to improve the work environment for employees. As part of this competition, your company completed a questionnaire about the human resource practices utilized by your company and your employees completed a questionnaire asking their thoughts and opinions about what it is like to work at your company. Both questionnaires related directly to award categories and were used as part of the criteria for determining winners. This report is intended to provide an overall snapshot of the practices used by companies within your event region. This report is composed of an overall summary of all the employee responses to the Employee Questionnaire.

Confidentiality Statement: The 101 Best and Brightest event and its partners are particularly sensitive and committed to maintaining the confidentiality of the Applicants' information. This applies to materials sent to the Associations for the purpose of review and analysis as well as any deliverables provided by the Associations to the applicants. All applications are kept secured, and the data is confidential. Survey responses are reviewed and scored by an independent research association.

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Employee Questionnaire




This section of the report is based on employee responses to the 101 Best and Brightest Companies to Work For Employee Questionnaire. The questionnaire was sent to employees electronically to their email addresses or paper surveys to fill out by hand. There were 60 items from 15 categories corresponding to some of the same categories found in the HR Quest ionnaire. For each item, employees responded on a 5-point scale (Strongly Agree, Agree, Neutral, Disagree, or Strongly Disagree) and provided the chance to answer with text to two open-ended items. This report is further broken down into several subsections:

Executive Summary Category Ranking: Items within each category are averaged together and then presented from the most favorable (Strongly Agree and Agree) to least favorable. There are three colored bars:

- 1) Your organization's average favorability for this category this year are presented in the top purple bar.
- 2) Your region's average favorability for this category this year in the middle grey bar.
- 3) The National Benchmarking Norm average favorability for that category. The norm is composed of all organizations that participated in the previous calendar year.

Additionally, a percent difference between your organization, region, previous year(s), and norm are provided so that you can tell how well you are performing. In the example below for one particular organization (ABC Company):

- 1) 91% of ABC employee respondents selected Strongly Agree or Agree, 8% selected Neutral, and 1% selected Strongly Disagree or Disagree for the items that make up the Teamwork & Cooperation category.
- 2) Additionally, when you compare to the region, 89% of employees selected Strongly Agree or Agree.
- 3) There is a positive 2% difference between ABC Company and the region.

Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
Teamwork & Cooperation					
ABC Company	91% 	91.0%	8.0%	1.0%	
Metro Detroit	89% 	89.0%	8.0%	3.0%	+2.0
Norm	90% 	90.0%	7.0%	3.0%	+1.0

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Executive Summary Item Ranking : The 10 Most Favorable Items and 10 Least Favorable Items are provided for your organization.

Results: : Each category is presented along with their respective items. The % Favorable (Strongly Agree and Agree), % Neutral (Neutral) and % Unfavorable (Strongly Disagree and Disagree) are also provided. If there are not enough responses to a particular item or category (or there is no data available), the label "Insufficient data" is used.

Item Summary: This section of the report provides every item in the survey in numerical order along with favorability and a quick judgement if the item is a strength or concern. A "Strength" is denoted by a star and is defined as any favorability that is greater than 65%, less than 10% Unfavorable, or 5% higher than a contrast group (e.g. Region or the Norm). A "Concern" is if an item has less than 40% favorability, greater than 25% Unfavorable, or lower than 5% than a contrast group.

In the example below, one item is displayed. - the purple bar represents the favorability (69%) which is above 65% Favorable (Strength for Favorable), but was 5% below the region as well as the National Benchmarking Norm (flag for each). No star or flag was placed for the Unfavorable because it was not less than 10% Unfavorable (Strength) OR greater than 25% Unfavorable (Concern); this means that it was inbetween and not a strength or concern. In this case, this item could be considered a strength for the organization but when compared to outside (by Region and Nationally), there is still room for improvement.

Item Summary	Favorable	Unfavorable	Difference From Metro Detroit Region	Difference from Norm	Category Results
I understand this company's mission and values.	★		⚠	⚠	69%

Written Comments : This section of the report provides every comment provided by employees for the two open-ended questions:

- 61) What do you value most about working at this company?
- 62) What do you like least about working at this company?

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
Employee Education & Development					
ABC Company	 83%	83.3%	13.2%	3.5%	
Region A	 85%	85.3%	10.1%	4.6%	-2.0
Norm	 84%	83.8%	10.2%	6.0%	-0.5
Recruitment, Selection and Orientation					
ABC Company	 91%	91.1%	6.3%	2.6%	
Region A	 84%	83.9%	12.2%	3.9%	+7.2
Norm	 80%	79.7%	14.6%	5.6%	+11.4
Employee Enrichment, Engagement and Retention					
ABC Company	 86%	86.0%	11.2%	2.8%	
Region A	 83%	83.4%	11.9%	4.7%	+2.6
Norm	 83%	82.9%	11.5%	5.6%	+3.1

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
Communication and Shared Vision					
ABC Company	92% 	92.4%	4.9%	2.8%	
Region A	86% 	85.5%	9.8%	4.7%	+6.9
Norm	83% 	82.8%	10.6%	6.6%	+9.5
Diversity and Inclusion					
ABC Company	94% 	93.8%	4.2%	2.1%	
Region A	93% 	92.9%	4.7%	2.4%	+0.9
Norm	91% 	90.5%	6.5%	3.0%	+3.2
Work-Life Balance					
ABC Company	91% 	91.0%	6.9%	2.1%	
Region A	87% 	86.7%	8.5%	4.8%	+4.2
Norm	85% 	84.6%	9.3%	6.2%	+6.4

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
Community Initiatives	ABC Company 	97.9%	2.1%	0.0%	
	Region A 	82.8%	12.2%	5.0%	+15.1
	Norm 	85.6%	10.7%	3.7%	+12.3
Culture	ABC Company 	98.4%	1.6%	0.0%	
	Region A 	91.4%	6.1%	2.5%	+7.0
	Norm 	89.5%	6.9%	3.6%	+8.9
Leadership	ABC Company 	89.1%	6.3%	4.7%	
	Region A 	86.1%	9.1%	4.8%	+2.9
	Norm 	81.7%	11.0%	7.3%	+7.4

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		Favorable	Neutral	Unfavorable	
The Job	ABC Company 	92.2%	6.3%	1.6%	
	Region A 	91.3%	5.7%	3.0%	+0.9
	Norm 	90.1%	5.9%	4.1%	+2.1
Immediate Supervisor	ABC Company 	84.7%	10.4%	4.9%	
	Region A 	89.1%	7.2%	3.7%	-4.4
	Norm 	87.4%	7.8%	4.8%	-2.7
Teamwork & Cooperation	ABC Company 	95.1%	3.5%	1.4%	
	Region A 	92.0%	5.5%	2.6%	+3.2
	Norm 	90.6%	6.7%	2.8%	+4.6

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Category Results	Percent Favorable	Response Percentages			Percent Difference	
		Favorable	Neutral	Unfavorable		
Compensation, Benefits, and Employee Solutions	ABC Company		72.6%	19.8%	7.6%	
	Region A		77.8%	14.7%	7.5%	-5.3
	Norm		74.8%	15.0%	10.2%	-2.2
Employee Achievement and Recognition	ABC Company		91.0%	4.9%	4.2%	
	Region A		85.3%	10.0%	4.6%	+5.6
	Norm		82.0%	11.3%	6.7%	+9.0
Strategic Company Performance	ABC Company		92.7%	7.3%	0.0%	
	Region A		87.6%	9.1%	3.3%	+5.1
	Norm		85.2%	10.5%	4.3%	+7.5

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10 Most Favorable Items	Percent of Responses ■ % Favorable ■ % Neutral ■ % Unfavorable	Category Percents				
		Favorable		Neutral	Unfavorable	
		5	4	3	2	1
I understand this company's mission and values.	100% Favorable, 0% Neutral, 0% Unfavorable	90%	10%	0%	0%	0%
This organization provides me with opportunities to make positive contributions to the community.	100% Favorable, 0% Neutral, 0% Unfavorable	73%	27%	0%	0%	0%
I am aware of the organization's strategic goals.	98% Favorable, 0% Neutral, 2% Unfavorable	77%	21%	2%	0%	0%
My personal values are consistent with this company's values.	98% Favorable, 0% Neutral, 2% Unfavorable	85%	13%	2%	0%	0%
The people I work with help each other out.	98% Favorable, 0% Neutral, 2% Unfavorable	79%	19%	0%	2%	0%
I feel that I can be myself at work.	98% Favorable, 0% Neutral, 2% Unfavorable	75%	23%	2%	0%	0%
This organization contributes to the local community.	98% Favorable, 0% Neutral, 2% Unfavorable	65%	33%	2%	0%	0%
This organization promotes a positive culture.	98% Favorable, 0% Neutral, 2% Unfavorable	81%	17%	2%	0%	0%
My coworkers respect my thoughts and feelings.	96% Favorable, 4% Neutral, 0% Unfavorable	71%	25%	4%	0%	0%
This organization encourages employees to participate in charitable events.	96% Favorable, 4% Neutral, 0% Unfavorable	67%	29%	4%	0%	0%

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10 Least Favorable Items	Percent of Responses 	Category Percents				
		Favorable		Neutral	Unfavorable	
	5	4	3	2	1	
I am satisfied with the way pay increases are administered.	63% Favorable, 29% Neutral, 8% Unfavorable	33%	29%	29%	6%	2%
Compared to other places I might work, I am paid fairly.	71% Favorable, 21% Neutral, 8% Unfavorable	42%	29%	21%	8%	0%
I am fairly compensated for my contributions to this organization.	73% Favorable, 17% Neutral, 10% Unfavorable	38%	35%	17%	6%	4%
I know what career opportunities are available to me at this company.	73% Favorable, 25% Neutral, 2% Unfavorable	31%	42%	25%	2%	0%
I feel I can save enough for the future through our retirement plans.	73% Favorable, 15% Neutral, 13% Unfavorable	29%	44%	15%	10%	2%
I am able to attend the training I need to do my job well.	75% Favorable, 25% Neutral, 0% Unfavorable	44%	31%	25%	0%	0%
My healthcare and insurance benefits meet my individual and/or family needs (medical, dental, vision, life insurance, and disability).	77% Favorable, 19% Neutral, 4% Unfavorable	46%	31%	19%	4%	0%
I am satisfied with the level of coaching and feedback I receive.	79% Favorable, 10% Neutral, 10% Unfavorable	33%	46%	10%	8%	2%
I am satisfied with the value of the benefits I receive.	79% Favorable, 19% Neutral, 2% Unfavorable	38%	42%	19%	2%	0%
My future career opportunities at this company look good.	79% Favorable, 13% Neutral, 8% Unfavorable	31%	48%	13%	6%	2%

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Employee Education & Development	ABC Company		43.1%	40.3%	13.2%	2.8%	0.7%	
	Region A		51.3%	34.0%	10.1%	3.3%	1.3%	-2.0
	Norm		45.6%	38.1%	10.2%	4.5%	1.5%	-0.5
This organization actively supports employee development.	ABC Company		45.8%	45.8%	4.2%	4.2%	0.0%	
	Region A		55.3%	34.5%	6.2%	3.1%	0.9%	1.8
	Norm		53.4%	35.2%	6.8%	3.3%	1.2%	3.0
I am satisfied with the level of coaching and feedback I receive.	ABC Company		33.3%	45.8%	10.4%	8.3%	2.1%	
	Region A		45.0%	37.7%	10.4%	5.3%	1.7%	-3.5
	Norm		38.1%	41.2%	12.2%	6.7%	1.8%	-0.2

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Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
This organization provides me with opportunities to learn new skills and develop myself.	ABC Company		50.0%	41.7%	6.3%	2.1%	0.0%	5.4
	Region A		53.1%	33.1%	9.9%	2.4%	1.4%	
	Norm		47.9%	36.6%	9.8%	4.2%	1.4%	
I know what career opportunities are available to me at this company.	ABC Company		31.3%	41.7%	25.0%	2.1%	0.0%	-10.8
	Region A		49.0%	34.7%	11.0%	4.3%	1.0%	
	Norm		41.5%	39.3%	11.6%	5.6%	2.0%	
I feel I am learning and growing on the job.	ABC Company		54.2%	35.4%	8.3%	0.0%	2.1%	1.5
	Region A		56.7%	31.3%	8.7%	1.6%	1.7%	
	Norm		50.4%	37.6%	7.8%	3.0%	1.3%	

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Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am able to attend the training I need to do my job well.	ABC Company		43.8%	31.3%	25.0%	0.0%	0.0%	
	Region A		49.0%	32.4%	14.4%	3.0%	1.2%	-6.4
	Norm		42.6%	38.9%	13.1%	4.2%	1.3%	-6.5

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Recruitment, Selection and Orientation							
ABC Company		52.1%	39.1%	6.3%	2.6%	0.0%	
Region A		50.5%	33.4%	12.2%	2.7%	1.2%	7.2
Norm		42.3%	37.4%	14.6%	4.0%	1.6%	11.4
This organization is successful in recruiting quality candidates.							
ABC Company		60.4%	35.4%	4.2%	0.0%	0.0%	
Region A		51.0%	36.8%	8.7%	2.8%	0.8%	8.1
Norm		46.5%	39.6%	9.4%	3.4%	1.1%	9.7
The processes for hiring new employees are fair.							
ABC Company		58.3%	35.4%	4.2%	2.1%	0.0%	
Region A		56.2%	32.0%	9.6%	1.5%	0.7%	5.6
Norm		47.4%	36.5%	12.8%	2.4%	0.9%	9.8

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Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Selection processes and procedures identify the most qualified candidates for the job.	ABC Company		47.9%	43.8%	6.3%	2.1%	0.0%	9.1
	Region A		48.3%	34.3%	14.0%	2.1%	1.3%	
	Norm		38.7%	37.8%	17.4%	4.4%	1.7%	
	I believe that the way this company promotes/transfers employees is fair.	ABC Company		41.7%	41.7%	10.4%	6.3%	0.0%
Region A			46.4%	30.7%	16.4%	4.2%	2.2%	
Norm			36.7%	35.7%	18.9%	5.9%	2.8%	
								10.9

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Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Employee Enrichment, Engagement and Retention	ABC Company		56.5%	29.5%	11.2%	2.3%	0.5%	2.6
	Region A		52.0%	31.4%	11.9%	3.1%	1.6%	
	Norm		49.6%	33.4%	11.5%	3.8%	1.8%	
Most employees see a future for themselves in this organization.	ABC Company		52.1%	33.3%	12.5%	2.1%	0.0%	4.6
	Region A		45.4%	35.5%	15.0%	2.9%	1.2%	
	Norm		41.4%	39.5%	12.1%	5.3%	1.7%	
I would recommend this organization to a friend as a good place to work.	ABC Company		83.3%	10.4%	6.3%	0.0%	0.0%	3.6
	Region A		64.0%	26.2%	6.0%	2.3%	1.5%	
	Norm		59.7%	27.5%	7.9%	3.1%	1.7%	

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Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am proud to work at my company.	ABC Company		87.2%	6.4%	6.4%	0.0%	0.0%	2.6
	Region A		64.9%	26.1%	6.6%	1.3%	1.0%	
	Norm		62.6%	27.8%	7.2%	1.5%	0.8%	
This organization is successful in retaining top performers.	ABC Company		43.8%	41.7%	14.6%	0.0%	0.0%	9.6
	Region A		40.7%	35.1%	16.1%	6.4%	1.7%	
	Norm		39.4%	37.3%	13.9%	6.7%	2.7%	
I speak highly of my company whenever I get a chance.	ABC Company		70.2%	19.1%	10.6%	0.0%	0.0%	1.2
	Region A		59.8%	28.3%	9.0%	1.8%	1.1%	
	Norm		58.0%	30.2%	9.0%	1.9%	0.9%	

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Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
My future career opportunities at this company look good.	ABC Company		31.3%	47.9%	12.5%	6.3%	2.1%	1.6
	Region A		47.8%	29.8%	15.5%	4.3%	2.5%	
	Norm		41.4%	35.3%	15.3%	5.0%	2.9%	
	I frequently volunteer for additional duties.	ABC Company		37.5%	45.8%	14.6%	2.1%	0.0%
Region A			39.2%	43.0%	14.7%	2.4%	0.6%	
Norm			38.7%	42.8%	14.5%	3.2%	0.8%	
If I was offered a similar position and pay at another company, I would stay at my company.		ABC Company		58.3%	25.0%	12.5%	4.2%	0.0%
	Region A		57.6%	27.2%	10.0%	2.8%	2.4%	
	Norm		54.9%	27.8%	11.1%	3.9%	2.4%	

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I plan to work here as long as I can.								
	ABC Company		45.8%	35.4%	10.4%	6.3%	2.1%	
	Region A		48.5%	31.7%	14.0%	3.2%	2.7%	1.1
	Norm		49.9%	32.0%	12.4%	3.6%	2.2%	-0.6

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		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Communication and Shared Vision							
ABC Company		52.1%	40.3%	4.9%	1.4%	1.4%	
Region A		49.6%	35.9%	9.8%	3.3%	1.4%	6.9
Norm		43.0%	39.8%	10.6%	5.1%	1.5%	9.5
I am kept informed of matters that are important to me.							
ABC Company		60.4%	35.4%	2.1%	0.0%	2.1%	
Region A		53.1%	35.4%	6.9%	3.2%	1.4%	7.3
Norm		44.8%	39.6%	8.7%	5.3%	1.6%	11.4
Performance expectations are clearly communicated to employees.							
ABC Company		52.1%	35.4%	10.4%	0.0%	2.1%	
Region A		48.5%	36.4%	10.6%	3.0%	1.5%	2.7
Norm		43.2%	41.9%	9.5%	4.4%	1.1%	2.5

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Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
I am actively solicited for suggestions and ideas.							
ABC Company		43.8%	50.0%	2.1%	4.2%	0.0%	
Region A		47.3%	35.8%	11.9%	3.8%	1.2%	10.6
Norm		40.9%	38.1%	13.5%	5.7%	1.8%	14.8

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Diversity and Inclusion							
ABC Company	94% 	69.4%	24.3%	4.2%	1.4%	0.7%	
Region A	93% 	66.4%	26.5%	4.7%	1.6%	0.8%	0.9
Norm	91% 	56.5%	34.0%	6.5%	2.0%	1.0%	3.2
Employees demonstrate respect for differences through their behavior towards one another.							
ABC Company	94% 	60.4%	33.3%	4.2%	0.0%	2.1%	
Region A	92% 	60.6%	31.9%	4.6%	1.9%	1.0%	1.3
Norm	88% 	49.0%	39.3%	7.6%	2.9%	1.1%	5.4
Employees can contribute to their fullest potential regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.							
ABC Company	96% 	81.3%	14.6%	2.1%	2.1%	0.0%	
Region A	95% 	74.6%	20.0%	3.5%	1.3%	0.6%	1.2
Norm	93% 	65.8%	27.4%	4.6%	1.4%	0.8%	2.7

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
<p>This organization welcomes diversity in people, experiences, and ideas.</p> <p>ABC Company</p> <p>Region A</p> <p>Norm</p>		66.7%	25.0%	6.3%	2.1%	0.0%	0.1
		63.9%	27.7%	6.0%	1.6%	0.9%	
		54.8%	35.2%	7.4%	1.7%	0.9%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Work-Life Balance	ABC Company		61.8%	29.2%	6.9%	2.1%	0.0%	4.2
	Region A		56.4%	30.3%	8.5%	3.2%	1.6%	
	Norm		47.9%	36.7%	9.3%	4.4%	1.8%	
This organization offers programs that help balance the work and personal lives of employees.	ABC Company		66.7%	25.0%	8.3%	0.0%	0.0%	10.3
	Region A		54.3%	27.1%	12.6%	4.1%	2.0%	
	Norm		44.2%	33.4%	14.0%	5.9%	2.5%	
I have a sufficient amount of control over my work day.	ABC Company		72.9%	22.9%	2.1%	2.1%	0.0%	4.2
	Region A		60.8%	30.8%	5.0%	2.2%	1.2%	
	Norm		53.2%	36.3%	6.2%	3.1%	1.1%	

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Results

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am generally able to balance job requirements and personal/family life.	ABC Company		45.8%	39.6%	10.4%	4.2%	0.0%	
	Region A		54.2%	33.1%	8.0%	3.2%	1.5%	-1.9
	Norm		46.2%	40.3%	7.5%	4.3%	1.6%	-1.1

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Community Initiatives							
ABC Company		68.1%	29.9%	2.1%	0.0%	0.0%	
Region A		50.7%	32.1%	12.2%	3.7%	1.3%	15.1
Norm		52.3%	33.3%	10.7%	2.7%	0.9%	12.3
This organization contributes to the local community.							
ABC Company		64.6%	33.3%	2.1%	0.0%	0.0%	
Region A		53.1%	31.0%	11.2%	3.4%	1.2%	13.7
Norm		58.1%	30.3%	8.4%	2.2%	0.9%	9.5
This organization encourages employees to participate in charitable events.							
ABC Company		66.7%	29.2%	4.2%	0.0%	0.0%	
Region A		50.4%	30.9%	12.7%	4.3%	1.7%	14.5
Norm		52.9%	32.4%	10.8%	2.8%	1.0%	10.5

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
This organization provides me with opportunities to make positive contributions to the community.							
ABC Company	100%	72.9%	27.1%	0.0%	0.0%	0.0%	
Region A	83% 	48.7%	34.2%	12.6%	3.4%	1.1%	17.1
Norm	83% 	46.0%	37.2%	12.8%	3.1%	0.9%	16.8

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Culture	ABC Company		82.7%	15.7%	1.6%	0.0%	0.0%	7.0
	Region A		63.2%	28.2%	6.1%	1.6%	0.9%	
	Norm		55.6%	33.9%	6.9%	2.5%	1.1%	
I feel that I can be myself at work.	ABC Company		75.0%	22.9%	2.1%	0.0%	0.0%	7.0
	Region A		65.6%	25.3%	6.1%	2.1%	0.9%	
	Norm		56.9%	33.3%	5.7%	2.9%	1.2%	
My personal values are consistent with this company's values.	ABC Company		85.4%	12.5%	2.1%	0.0%	0.0%	8.8
	Region A		59.6%	29.5%	8.4%	1.4%	1.0%	
	Norm		52.5%	34.3%	9.3%	2.7%	1.2%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference				
		Favorable		Neutral	Unfavorable						
		5	4	3	2	1					
I understand this company's mission and values.	ABC Company	100%									
	Region A	93%		2%							6.7
	Norm	93%		5%							7.4
This organization promotes a positive culture.	ABC Company	98%		2%							
	Region A	92%		5%							5.6
	Norm	88%		7%							9.5

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Leadership	ABC Company		63.5%	25.5%	6.3%	4.2%	0.5%	2.9
	Region A		54.4%	31.7%	9.1%	3.2%	1.6%	
	Norm		45.4%	36.3%	11.0%	4.9%	2.4%	
I believe senior leaders provide effective leadership.	ABC Company		64.6%	22.9%	8.3%	2.1%	2.1%	1.2
	Region A		55.1%	31.2%	8.7%	2.9%	2.1%	
	Norm		45.9%	36.8%	9.9%	5.0%	2.4%	
I find senior leadership provides open and honest communication.	ABC Company		68.8%	22.9%	2.1%	6.3%	0.0%	5.0
	Region A		55.2%	31.4%	8.0%	4.0%	1.4%	
	Norm		45.9%	35.4%	10.9%	5.4%	2.4%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
I trust senior leadership to make the right decisions. <div style="text-align: right; margin-right: 20px;">ABC Company</div> <div style="text-align: right; margin-right: 20px;">Region A</div> <div style="text-align: right; margin-right: 20px;">Norm</div>		62.5%	20.8%	10.4%	6.3%	0.0%	-2.6
		56.2%	29.7%	9.9%	3.0%	1.2%	
		46.9%	35.8%	10.9%	4.2%	2.1%	
I believe senior leaders care about what I have to say. <div style="text-align: right; margin-right: 20px;">ABC Company</div> <div style="text-align: right; margin-right: 20px;">Region A</div> <div style="text-align: right; margin-right: 20px;">Norm</div>		58.3%	35.4%	4.2%	2.1%	0.0%	8.0
		51.1%	34.7%	9.9%	2.8%	1.7%	
		42.7%	37.3%	12.4%	5.1%	2.5%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
The Job	ABC Company		58.9%	33.3%	6.3%	1.0%	0.5%	0.9
	Region A		57.6%	33.7%	5.7%	1.8%	1.2%	
	Norm		51.6%	38.4%	5.9%	3.0%	1.1%	
I know what is expected of me on the job.	ABC Company		62.5%	29.2%	6.3%	2.1%	0.0%	-2.8
	Region A		59.8%	34.7%	4.0%	0.9%	0.7%	
	Norm		55.6%	37.9%	4.1%	1.8%	0.6%	
My work challenges me to use my knowledge and skills fully.	ABC Company		58.3%	35.4%	4.2%	0.0%	2.1%	3.6
	Region A		59.4%	30.7%	5.9%	2.5%	1.4%	
	Norm		54.2%	35.7%	5.6%	3.4%	1.1%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
I have the tools, equipment, and technology I need to do my job well.		52.1%	39.6%	8.3%	0.0%	0.0%	1.1
		56.0%	34.6%	6.2%	1.9%	1.3%	
		49.1%	39.3%	6.3%	3.9%	1.4%	
I have the authority to make decisions necessary to do my job well.		62.5%	29.2%	6.3%	2.1%	0.0%	1.8
		54.9%	35.0%	6.9%	2.0%	1.2%	
		47.7%	40.8%	7.4%	3.0%	1.1%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Immediate Supervisor	ABC Company		53.5%	31.3%	10.4%	2.8%	2.1%	
	Region A		58.7%	30.4%	7.2%	2.5%	1.2%	-4.4
	Norm		52.4%	35.0%	7.8%	3.4%	1.4%	-2.7
I believe that my supervisor treats me fairly.	ABC Company		72.9%	18.8%	2.1%	4.2%	2.1%	
	Region A		66.9%	25.6%	4.3%	2.1%	1.1%	-0.8
	Norm		61.5%	29.5%	5.4%	2.3%	1.3%	0.7
I receive the support I need from my supervisor to succeed at my job.	ABC Company		50.0%	31.3%	14.6%	2.1%	2.1%	
	Region A		56.7%	31.2%	8.3%	2.4%	1.4%	-6.6
	Norm		50.9%	35.7%	8.1%	3.8%	1.5%	-5.4

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
I receive the feedback I need from my supervisor to improve my performance. <div style="text-align: right; margin-right: 20px;"> ABC Company Region A Norm </div>		37.5%	43.8%	14.6%	2.1%	2.1%	
		52.5%	34.5%	9.0%	3.0%	1.0%	-5.8
		44.7%	39.8%	9.8%	4.2%	1.5%	-3.3

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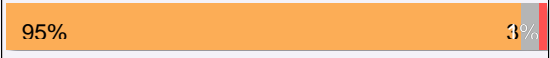
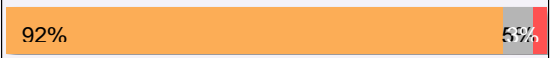
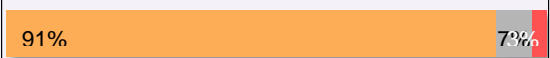



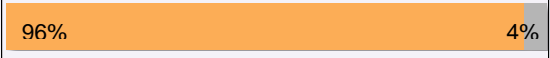

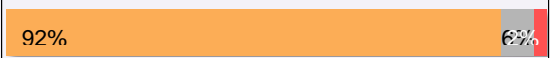


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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Teamwork & Cooperation							
ABC Company	95% 	61.1%	34.0%	3.5%	1.4%	0.0%	
Region A	92% 	58.6%	33.4%	5.5%	1.7%	0.9%	3.2
Norm	91% 	50.3%	40.2%	6.7%	2.0%	0.8%	4.6
The people I work with help each other out.							
ABC Company	98% 	79.2%	18.8%	0.0%	2.1%	0.0%	
Region A	95% 	69.5%	25.7%	2.5%	1.1%	1.2%	2.8
Norm	94% 	62.1%	31.8%	3.8%	1.6%	0.8%	4.1
My coworkers respect my thoughts and feelings.							
ABC Company	96% 	70.8%	25.0%	4.2%	0.0%	0.0%	
Region A	94% 	61.5%	32.4%	4.6%	0.9%	0.6%	1.9
Norm	92% 	51.3%	40.2%	6.2%	1.5%	0.7%	4.3

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
My coworkers consistently deliver on their commitments. <div style="text-align: right; margin-right: 20px;"> ABC Company Region A Norm </div>		33.3%	58.3%	6.3%	2.1%	0.0%	4.8 5.3
		44.7%	42.1%	9.2%	3.0%	1.0%	
		37.6%	48.7%	10.0%	2.8%	0.8%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Compensation, Benefits, and Employee Solutions	ABC Company		37.5%	35.1%	19.8%	6.3%	1.4%	
	Region A		42.9%	34.9%	14.7%	4.8%	2.6%	-5.3
	Norm		37.1%	37.7%	15.0%	6.9%	3.2%	-2.2
I am fairly compensated for my contributions to this organization.	ABC Company		37.5%	35.4%	16.7%	6.3%	4.2%	
	Region A		46.2%	36.0%	11.1%	4.5%	2.2%	-9.3
	Norm		37.0%	40.7%	11.4%	7.9%	3.0%	-4.8
I am satisfied with the way pay increases are administered.	ABC Company		33.3%	29.2%	29.2%	6.3%	2.1%	
	Region A		37.1%	30.9%	21.6%	6.8%	3.7%	-5.5
	Norm		30.8%	33.2%	20.3%	10.0%	5.6%	-1.6

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am satisfied with the value of the benefits I receive.	ABC Company		37.5%	41.7%	18.8%	2.1%	0.0%	
	Region A		46.6%	38.4%	10.1%	3.7%	1.2%	-5.9
	Norm		43.3%	40.5%	9.9%	4.6%	1.7%	-4.6
Compared to other places I might work, I am paid fairly.	ABC Company		41.7%	29.2%	20.8%	8.3%	0.0%	
	Region A		44.2%	34.3%	14.0%	5.2%	2.3%	-7.7
	Norm		37.2%	38.8%	13.8%	7.2%	3.0%	-5.1
My healthcare and insurance benefits meet my individual and/or family needs (medical, dental, vision, life insurance, and disability).	ABC Company		45.8%	31.3%	18.8%	4.2%	0.0%	
	Region A		49.3%	35.1%	11.0%	2.8%	1.9%	-7.3
	Norm		42.5%	35.8%	14.7%	4.5%	2.4%	-1.2

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Results

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I feel I can save enough for the future through our retirement plans.	ABC Company		29.2%	43.8%	14.6%	10.4%	2.1%	4.1
	Region A		34.1%	34.7%	20.6%	6.1%	4.4%	
	Norm		31.8%	37.4%	20.0%	7.3%	3.6%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Employee Achievement and Recognition							
ABC Company	91% 	57.6%	33.3%	4.9%	4.2%	0.0%	
Region A	85% 	51.8%	33.6%	10.0%	3.2%	1.4%	5.6
Norm	82% 	44.5%	37.6%	11.3%	4.8%	1.9%	9.0
This organization recognizes performance achievements.							
ABC Company	94% 	64.6%	29.2%	2.1%	4.2%	0.0%	
Region A	85% 	53.0%	31.7%	11.1%	2.8%	1.4%	9.1
Norm	83% 	46.3%	36.2%	10.6%	5.0%	1.9%	11.2
This company appreciates my work contributions.							
ABC Company	92% 	56.3%	35.4%	2.1%	6.3%	0.0%	
Region A	90% 	54.9%	35.1%	6.3%	2.7%	1.0%	1.6
Norm	86% 	47.6%	38.6%	9.1%	3.3%	1.5%	5.5

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
I am satisfied with the way the company recognizes performance achievements. <div style="text-align: right; margin-right: 20px;"> ABC Company Region A Norm </div>		52.1%	35.4%	10.4%	2.1%	0.0%	6.2 10.1
		47.5%	33.8%	12.6%	4.2%	1.9%	
		39.5%	37.9%	14.3%	6.1%	2.2%	

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Results

Category Results	Percent Favorable	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Strategic Company Performance							
ABC Company		66.7%	26.0%	7.3%	0.0%	0.0%	
Region A		53.6%	34.0%	9.1%	2.2%	1.1%	5.1
Norm		45.3%	40.0%	10.5%	3.2%	1.1%	7.5
I am aware of the organization's strategic goals.							
ABC Company		77.1%	20.8%	2.1%	0.0%	0.0%	
Region A		56.3%	33.3%	7.3%	2.0%	1.1%	8.3
Norm		47.5%	39.6%	8.4%	3.5%	1.0%	10.8
I am satisfied with the company's strategic performance.							
ABC Company		56.3%	31.3%	12.5%	0.0%	0.0%	
Region A		50.9%	34.7%	11.0%	2.3%	1.1%	1.9
Norm		43.1%	40.3%	12.5%	3.0%	1.1%	4.1

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This report format indentifies items that are strengths or concerns. Indicators and colors are displayed to help you determine if each item is a strength (star) or a concern (flag)

★ Strengths
 > 65% Favorable
 < 10% Unfavorable
 > 5% points higher than a contrast group

⚠ Concerns
 < 40% Favorable
 > 25% Unfavorable
 > 5% points lower than a contrast group

Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
This organization actively supports employee development.	★	★			92%
This organization is successful in recruiting quality candidates.	★	★	★	★	96%
Most employees see a future for themselves in this organization.	★	★			85%
I am kept informed of matters that are important to me.	★	★	★	★	96%
Employees demonstrate respect for differences through their behavior towards one another.	★	★		★	94%
This organization offers programs that help balance the work and personal lives of employees.	★	★	★	★	92%
This organization contributes to the local community.	★	★	★	★	98%
I would recommend this organization to a friend as a good place to work.	★	★		★	94%

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Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
I feel that I can be myself at work.	★	★	★	★	98%
I believe senior leaders provide effective leadership.	★	★			88%
I know what is expected of me on the job.	★	★			92%
I believe that my supervisor treats me fairly.	★	★			92%
The people I work with help each other out.	★	★			98%
I am fairly compensated for my contributions to this organization.	★		⚠		73%
I am satisfied with the level of coaching and feedback I receive.	★				79%
The processes for hiring new employees are fair.	★	★	★	★	94%

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Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
This organization recognizes performance achievements.	★	★	★	★	94%
Performance expectations are clearly communicated to employees.	★	★			88%
Employees can contribute to their fullest potential regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.	★	★			96%
I have a sufficient amount of control over my work day.	★	★		★	96%
This organization encourages employees to participate in charitable events.	★	★	★	★	96%
I am proud to work at my company.	★	★			94%
My personal values are consistent with this company's values.	★	★	★	★	98%
I find senior leadership provides open and honest communication.	★	★	★	★	92%

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Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
My work challenges me to use my knowledge and skills fully.	★	★			94%
I receive the support I need from my supervisor to succeed at my job.	★	★	⚠	⚠	81%
My coworkers respect my thoughts and feelings.	★	★			96%
I am satisfied with the way pay increases are administered.		★	⚠		63%
This organization provides me with opportunities to learn new skills and develop myself.	★	★	★	★	92%
Selection processes and procedures identify the most qualified candidates for the job.	★	★	★	★	92%
This organization is successful in retaining top performers.	★	★	★	★	85%
I am actively solicited for suggestions and ideas.	★	★	★	★	94%

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Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
This organization welcomes diversity in people, experiences, and ideas.	★	★			92%
I am generally able to balance job requirements and personal/family life.	★	★			85%
This organization provides me with opportunities to make positive contributions to the community.	★	★	★	★	100%
I speak highly of my company whenever I get a chance.	★	★			89%
I understand this company's mission and values.	★	★	★	★	100%
I trust senior leadership to make the right decisions.	★	★			83%
I have the tools, equipment, and technology I need to do my job well.	★	★			92%
I receive the feedback I need from my supervisor to improve my performance.	★	★	⚠		81%

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Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
My coworkers consistently deliver on their commitments.	★	★		★	92%
I am satisfied with the value of the benefits I receive.	★	★	⚠		79%
I know what career opportunities are available to me at this company.	★	★	⚠	⚠	73%
I believe that the way this company promotes/transfers employees is fair.	★	★	★	★	83%
My future career opportunities at this company look good.	★	★			79%
I frequently volunteer for additional duties.	★	★			83%
I believe senior leaders care about what I have to say.	★	★	★	★	94%
I have the authority to make decisions necessary to do my job well.	★	★			92%

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Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
Compared to other places I might work, I am paid fairly.	★	★	⚠	⚠	71%
I feel I am learning and growing on the job.	★	★			90%
If I was offered a similar position and pay at another company, I would stay at my company.	★	★			83%
My healthcare and insurance benefits meet my individual and/or family needs (medical, dental, vision, life insurance, and disability).	★	★	⚠		77%
I am able to attend the training I need to do my job well.	★	★	⚠	⚠	75%
I feel I can save enough for the future through our retirement plans.	★				73%
I plan to work here as long as I can.	★	★			81%
I am aware of the organization's strategic goals.	★	★	★	★	98%

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Item Summary	Favorable	Unfavorable	Difference From Region A Region	Difference from Norm	Category Results
This organization promotes a positive culture.	★	★	★	★	98%
This company appreciates my work contributions.	★	★		★	92%
I am satisfied with the company's strategic performance.	★	★			88%
I am satisfied with the way the company recognizes performance achievements.	★	★	★	★	88%

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Comments

WHAT DO YOU VALUE MOST ABOUT WORKING AT THIS COMPANY?

S.No.	Number	WHAT DO YOU VALUE MOST ABOUT WORKING AT THIS COMPANY?
1	45410053	Lorem ipsum dolor sit amet, consectetur adipiscing elit. Curabitur magna turpis, ultricies nec sodales vitae, facilisis ac massa. Integer tincidunt enim sed nibh tincidunt, quis hendrerit neque vestibulum. Proin dolor ante, mollis quis luctus ut, bibendum in turpis. Suspendisse et odio faucibus, vehicula nibh eget, egestas massa. Duis dui neque, dictum eu augue vitae, egestas tempor risus. Integer magna libero, imperdiet eu eros ultricies, maximus scelerisque orci. Suspendisse orci turpis, pellentesque sit amet euismod quis, scelerisque quis neque.
2	45410081	Nullam hendrerit nibh et dui commodo, egestas porttitor ante consectetur. Etiam leo mauris, hendrerit at justo non, gravida finibus mauris. Pellentesque dictum augue nec nisl pretium, sit amet molestie ante malesuada. Vivamus blandit, dolor eget auctor mollis, tortor quam volutpat magna,
3	45410915	Sed lobortis sit amet lacus ut faucibus. Praesent semper urna eget neque condimentum aliquam. Vestibulum mattis eros at ex dignissim porttitor.

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WHAT DO YOU VALUE MOST ABOUT WORKING AT THIS COMPANY?

S.No.	Number	WHAT DO YOU LIKE LEAST ABOUT WORKING AT THIS COMPANY?
1	45410053	Lorem ipsum dolor sit amet, consectetur adipiscing elit. Curabitur magna turpis, ultricies nec sodales vitae, facilisis ac massa. Integer tincidunt enim sed nibh tincidunt, quis hendrerit neque vestibulum. Proin dolor ante, mollis quis luctus ut, bibendum in turpis. Suspendisse et odio faucibus, vehicula nibh eget, egestas massa. Duis dui neque, dictum eu augue vitae, egestas tempor risus. Integer magna libero, imperdiet eu eros ultricies, maximus scelerisque orci. Suspendisse orci turpis, pellentesque sit amet euismod quis, scelerisque quis neque.
2	45410081	Nullam hendrerit nibh et dui commodo, egestas porttitor ante consectetur. Etiam leo mauris, hendrerit at justo non, gravida finibus mauris. Pellentesque dictum augue nec nisl pretium, sit amet molestie ante malesuada. Vivamus blandit, dolor eget auctor mollis, tortor quam volutpat magna,
3	45410915	Sed lobortis sit amet lacus ut faucibus. Praesent semper urna eget neque condimentum aliquam. Vestibulum mattis eros at ex dignissim porttitor.

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