

Department Report

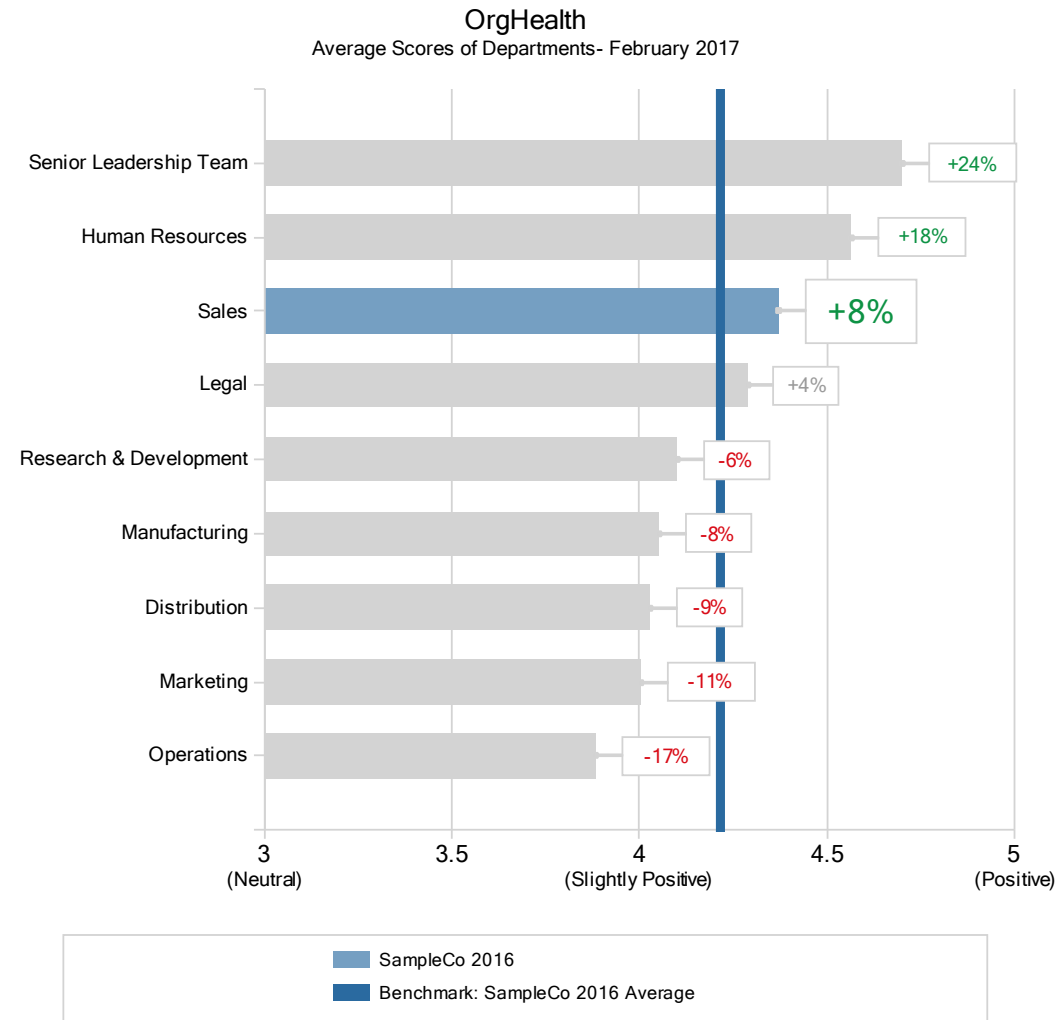
Sales

SampleCo 2017



Peer Department Comparison

This chart shows Sales' overall organizational health score compared to peer department scores and the average score of all respondents at SampleCo 2017 (shown in **dark blue**).



Introduction



OrgHealth™ measures your organization's long term potential based on four themes:

- Organizational alignment
- Effective execution
- Genuine and meaningful connection with employees
- Management skills

Research shows that employees want to work at companies with great OrgHealth™ above all else

Alignment



Effectiveness



Connection



My Manager



OrgHealth Theme Overview



Alignment

- There is good inter-departmental cooperation at SampleCo 2016
- SampleCo 2016 operates by strong values and ethics
- There is not a lot of negativity at my workplace
- I believe SampleCo 2016 is going in the right direction



Effectiveness

- At SampleCo 2016, we do things efficiently and well
- New ideas are encouraged at SampleCo 2016
- SampleCo 2016 encourages different points of view
- Senior managers understand what is really happening at SampleCo 2016



Connection

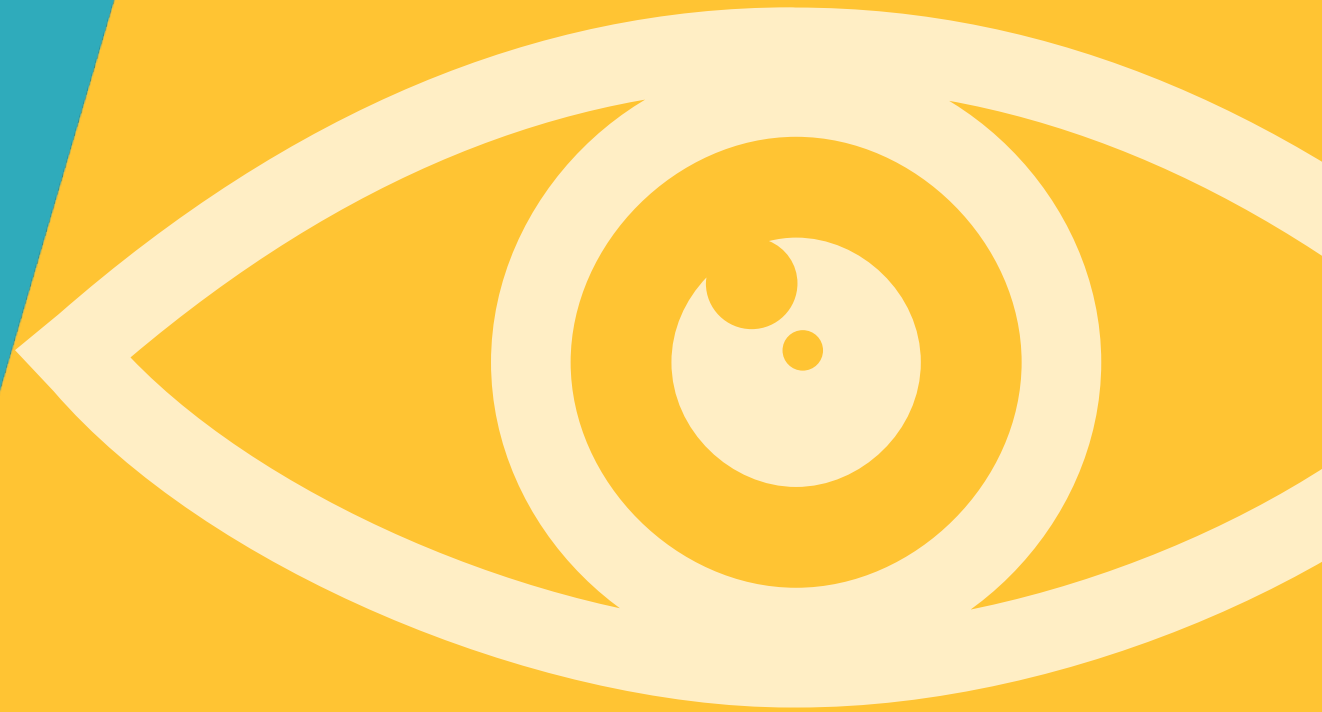
- My job makes me feel like I am part of something meaningful
- SampleCo 2016 enables me to work at my full potential
- I feel genuinely appreciated at SampleCo 2016
- I feel well-informed about important decisions at SampleCo 2016



My Manager

- My manager makes it easier to do my job well
- My manager helps me learn and grow
- My manager cares about my concerns

Strengths & Focus Areas



AI Guided Survey Insights

So you can act on survey results faster, our patent-pending algorithm studies them to find out what really matters – and where you can make the most significant impact. It identifies your:

Strengths

Successes to celebrate and study

Focus Areas

Opportunities for improvement

...and shows which factors (survey items measuring OrgHealth™) and groups are affected.

How's it work?

To help you find and use your most pivotal results, our AI Guide trained with 380M data points from over 14M surveys across the last 10 years. It checks each survey response against specific expectations for the individual and industry, then quickly provides analysis that would take an expert consultant days or weeks.

AI Guided Survey Insights

Strengths

By Factor

Execution

- Employees making \$30k-50k think things run efficiently and well.

Meaningfulness

- Employees feel like part of something meaningful.

Values and ethics

- Employees hired 3-5 years ago see strong values and ethics at work.

Focus Areas

By Factor

Communication up

- Employees think leadership is out of touch.

Direction

- Employees hired less than a year ago struggle with company direction.

Concerns

- Employees feel their managers don't care.

By Group

Employees hired 1-3 years ago have the second highest scores.

Employees hired more than 5 years ago have the highest scores.

Employees hired more than 3 years ago making \$30k-50k

By Group

Employees hired less than a year ago have the lowest scores.

Managers and senior managers have the second lowest scores.

Strengths: By Factor

AI Guidance based on industry analysis

Execution

Employees making \$30k-50k think things run efficiently and well.

66% of responders averaged well above expectations on this statement:

“At SampleCo 2016, we do things efficiently and well”

Groups to celebrate:



Employees hired more than 3 years ago

Meaningfulness

Employees feel like part of something meaningful.

98% of responders averaged above expectations on this statement:

“My job makes me feel like I am part of something meaningful”

Groups to celebrate:



Employees making less than \$30k

Values and ethics

Employees hired 3-5 years ago see strong values and ethics at work.

83% of responders averaged above expectations on this statement:

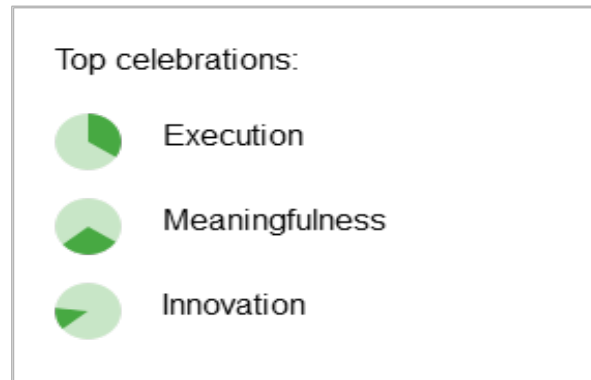
“SampleCo 2016 operates by strong values and ethics”

Strengths: By Group

AI Guidance based on industry analysis

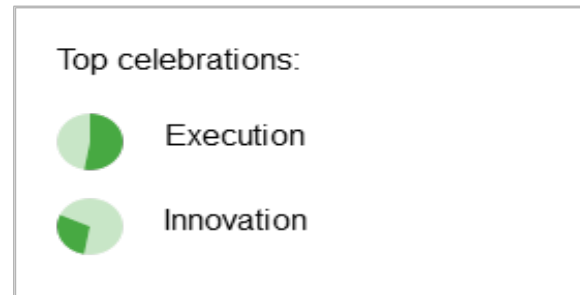
Employees hired 1-3 years ago have the second highest scores.

The 80 Responders hired 1-3 years ago account for 35% of all surveys.



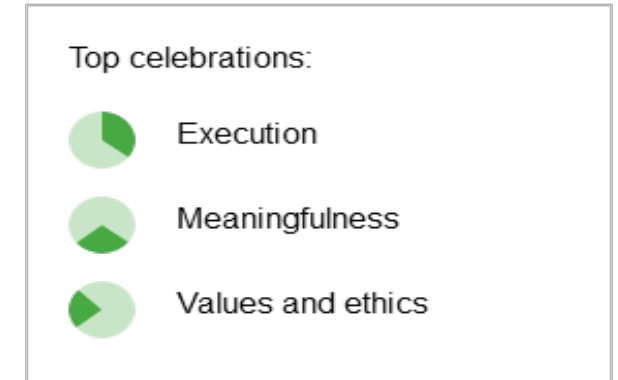
Employees hired more than 5 years ago have the highest scores.

The 14 Responders hired more than 5 years ago account for 6% of all surveys.



Employees hired more than 3 years ago making \$30k-50k

The 60 Employees hired more than 3 years ago making \$30k-50k who responded account for 26% of all surveys.



Focus Areas: By Factor

AI Guidance based on industry analysis

Communication up

Employees think leadership is out of touch.

21% of responders averaged below expectations on this statement:

“Senior managers understand what is really happening at SampleCo 2016”

Groups most affected:



Employees hired less than a year ago



Managers and senior managers

Direction

Employees hired less than a year ago struggle with company direction.

5% of responders averaged below expectations on this statement:

“I believe SampleCo 2016 is going in the right direction”

Groups most affected:



Employees hired less than a year ago



Managers and senior managers

Concerns

Employees feel their managers don't care.

19% of responders averaged below expectations on this statement:

“My manager cares about my concerns”

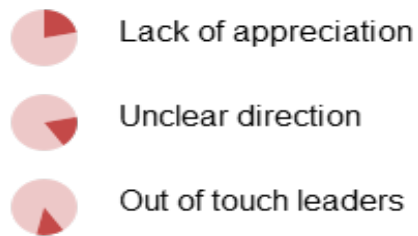
Focus Areas: By Group

AI Guidance based on industry analysis

Employees hired less than a year ago have the lowest scores.

The 49 Responders hired less than a year ago account for 21% of all surveys.

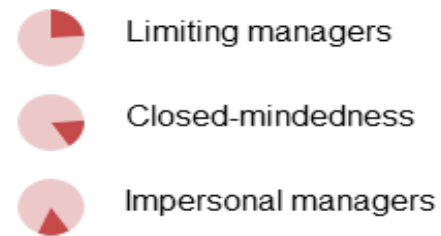
Top concerns:



Managers and senior managers have the second lowest scores.

The 10 Managers and senior managers who responded account for 4% of all surveys.

Top concerns:



The background is split into two main color areas: a teal area on the left and a yellow area on the right. A white staircase graphic is positioned on the right side, starting from the bottom and moving upwards and to the right. The text 'Next Steps' is written in white on the teal background.

Next Steps

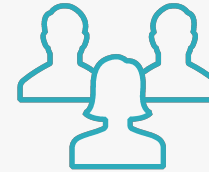
Four Steps to Success

We hope these insights will help to inspire actions that make SampleCo 2017 a better place to work together. Across all the organizations we've helped, these small steps have powered the largest leaps forward.



Stay Open

It's important to remember that feedback is a gift. Don't get defensive thinking about who might have responded in which way – just address the issues, double down on strengths, and keep moving toward solutions.



Huddle up

Get your team together (or use your next team meeting) to thank everyone for their anonymous feedback and start talking about opportunities for improvement. Afterward, share as much information as you can.



Talk it out

Start candid conversations by inviting employees to share their thoughts about the results and planned actions. You don't have to solve this on your own – let passionate employees help pursue specific and trackable goals.



Take action

It's generally better to focus on two or three opportunities at a time while leveraging your department's strengths. Check for available resources and don't be afraid to seek out organizational support.

Workplace Dynamics

Our passion and purpose is to make the world a better place to work together. Founded in 2006, WorkplaceDynamics is the fastest growing major employee survey company in the country. This year alone, more than two million employees in over 6,000 organizations will participate in the Top Workplaces™ campaign—a program we conduct in partnership with more than 40 prestigious media partners across the United States.

Certified



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WorkplaceDynamics is a founding B Corporation member, a coalition of organizations that are leading a global movement to redefine success in business by offering a positive vision of a better way to do business.

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Appendix

Further Details

Org Health

Alignment

Effectiveness

Connection

My Manager

Statement Report

Most improved

Least Improved

Results By Demographic

Job Grades

Tenure

Salary Band

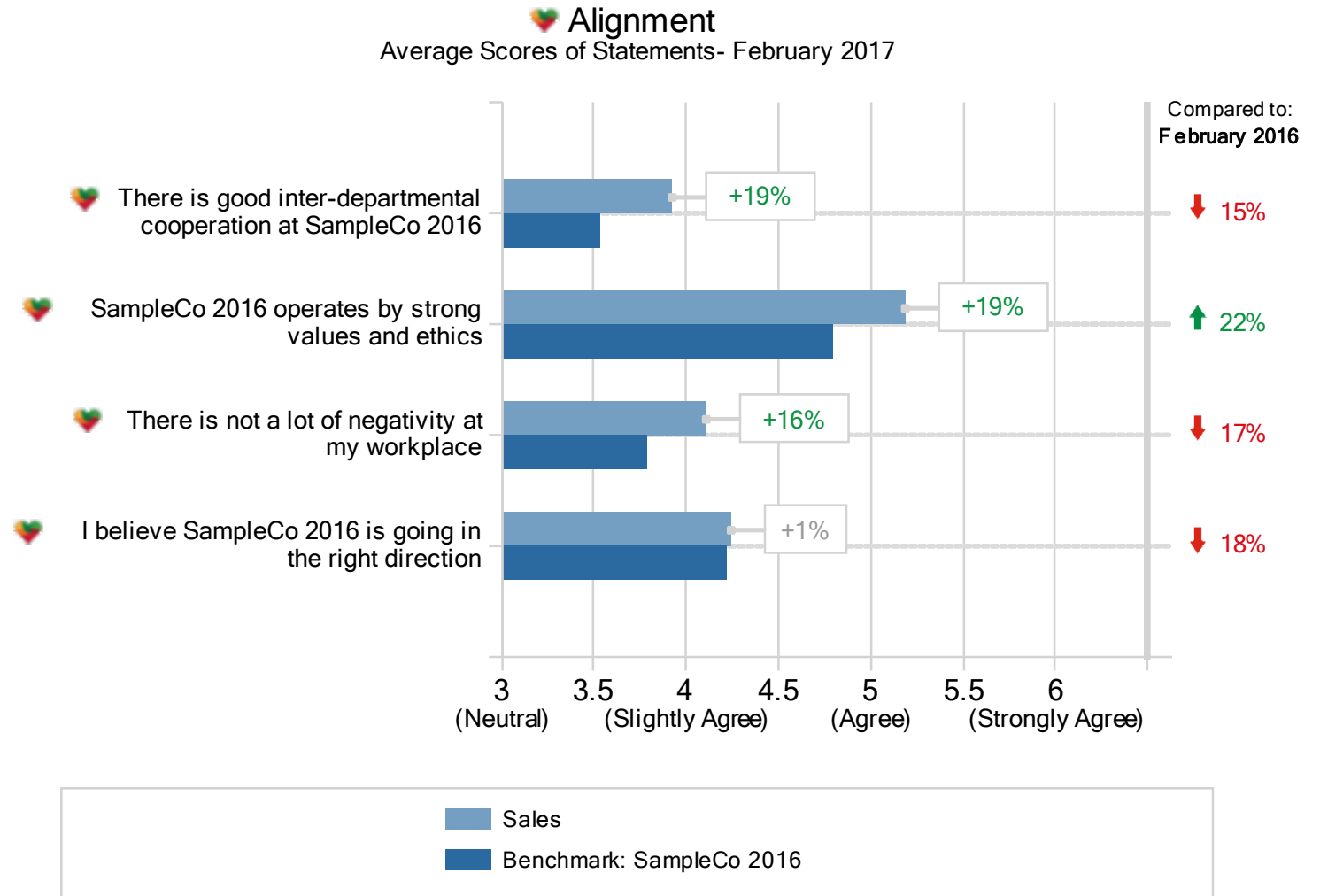
By Department

Top & Bottom Departments

Largest Departments

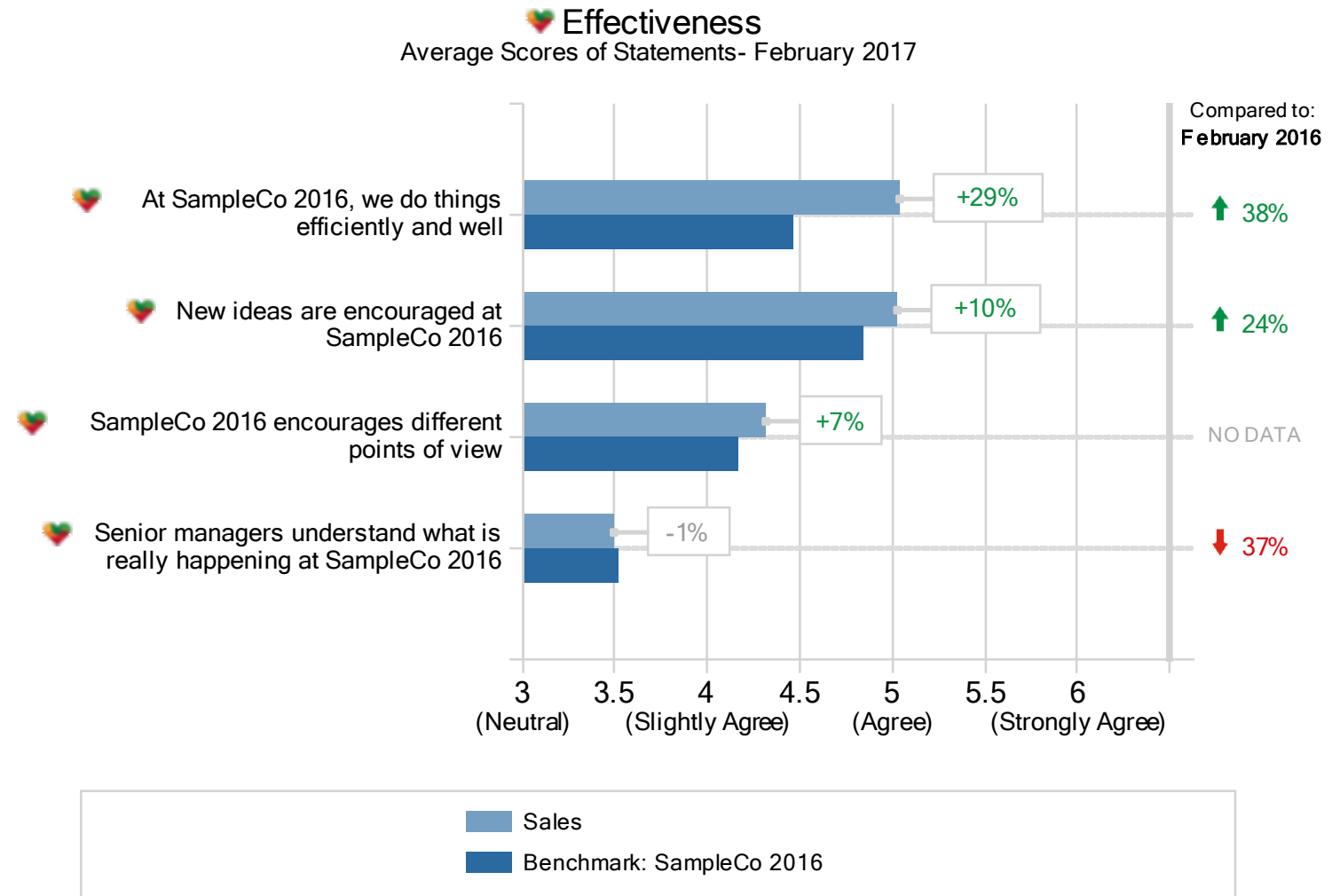
OrgHealth

This chart shows **Sales'** score for each statement (in **light blue**) compared to the average score for SampleCo 2017 (in **dark blue**) and the far right column compares the Sales's score for each statement to your previous survey.



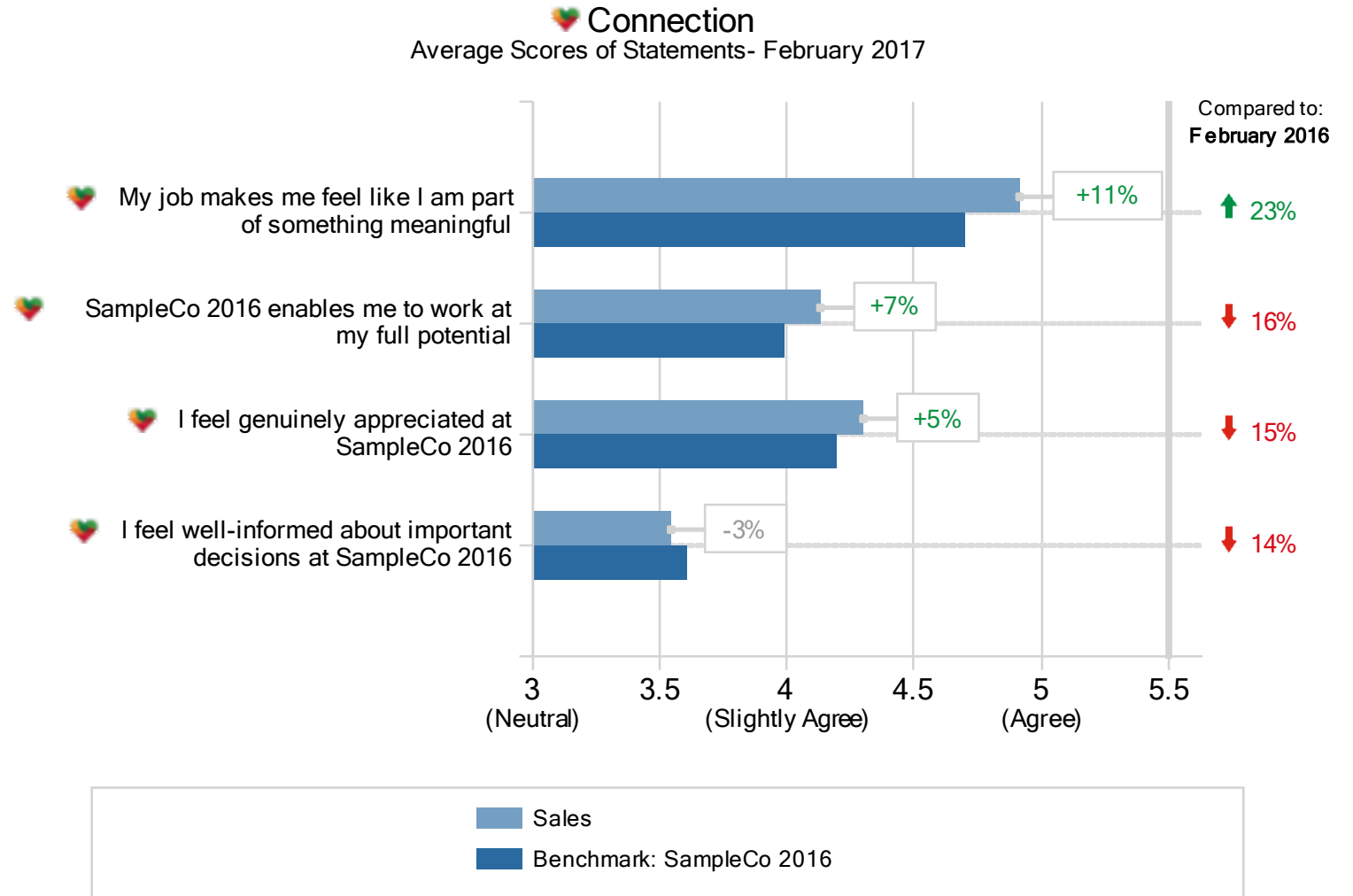
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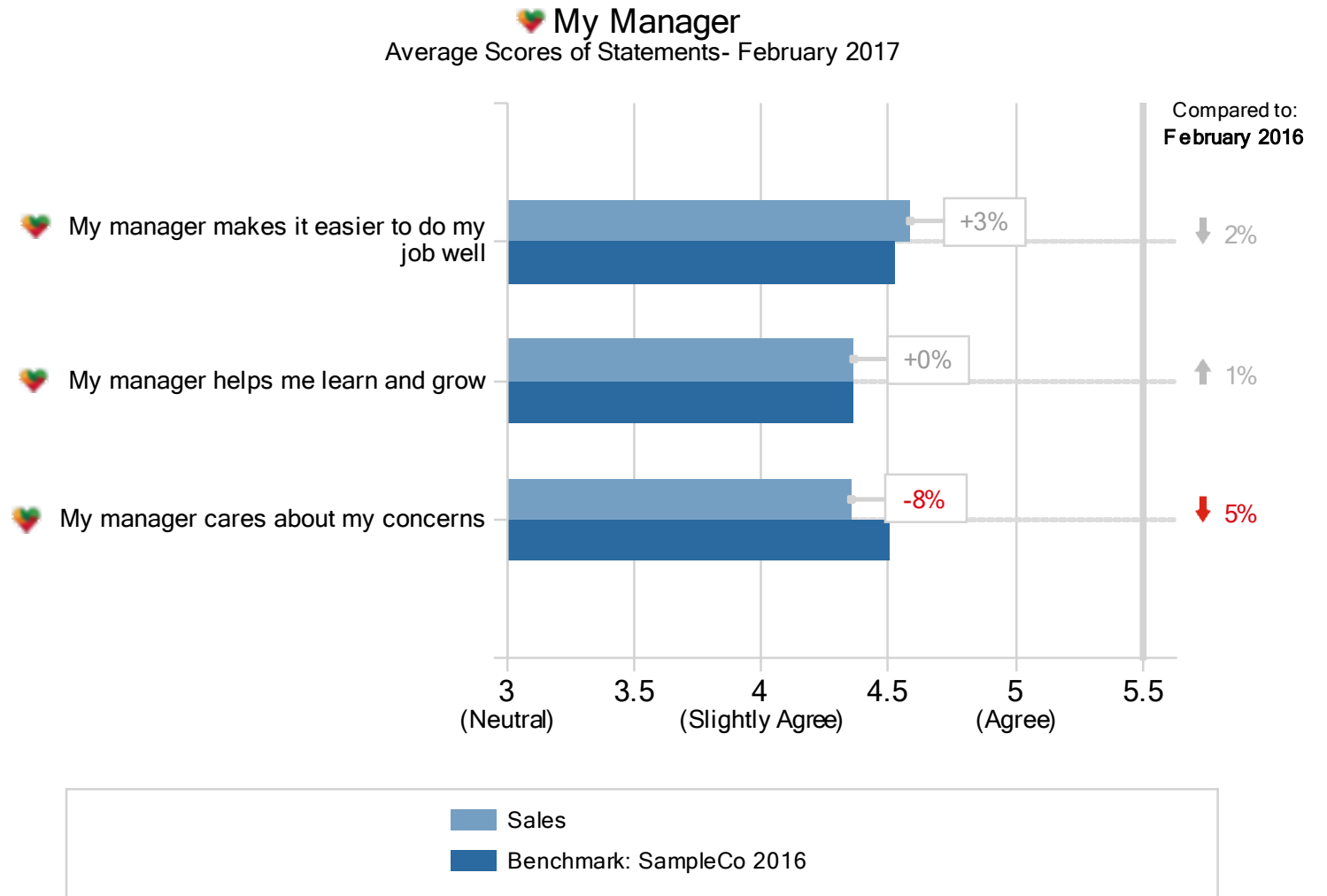
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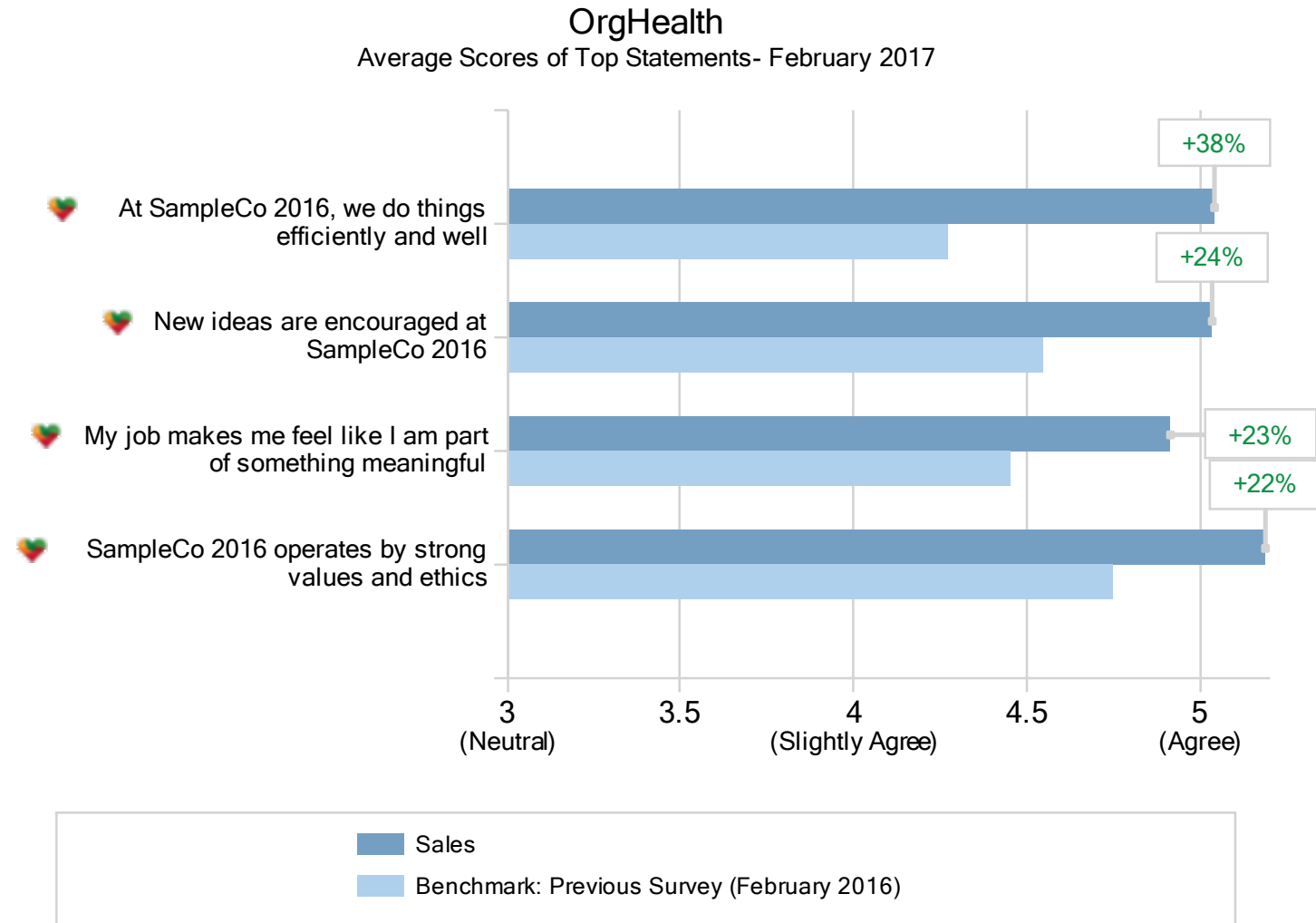


Most improved statements

This chart shows **Sales'** survey statements that have improved the most (or declined the least).

The **dark blue** bars on this chart show **Sales'** average score on each statement.

The **light blue** bars show **Sales'** average score on each statement from your previous survey.

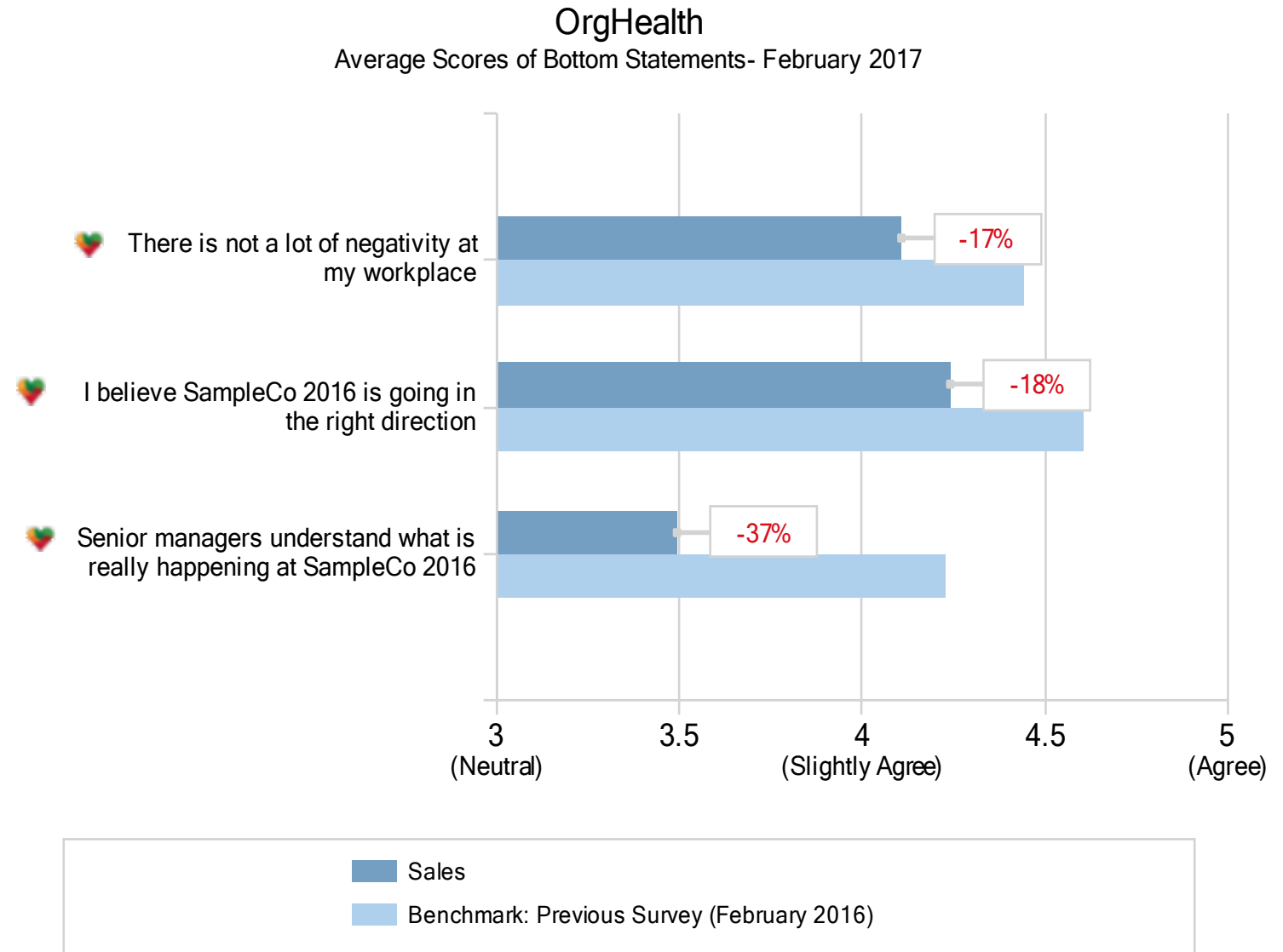


Least improved statements

This chart shows **Sales'** survey statements that have improved the least (or declined the most).

The **dark blue** bars on this chart show **Sales'** average score on each statement.

The **light blue** bars show **Sales'** average score on each statement from your previous survey.



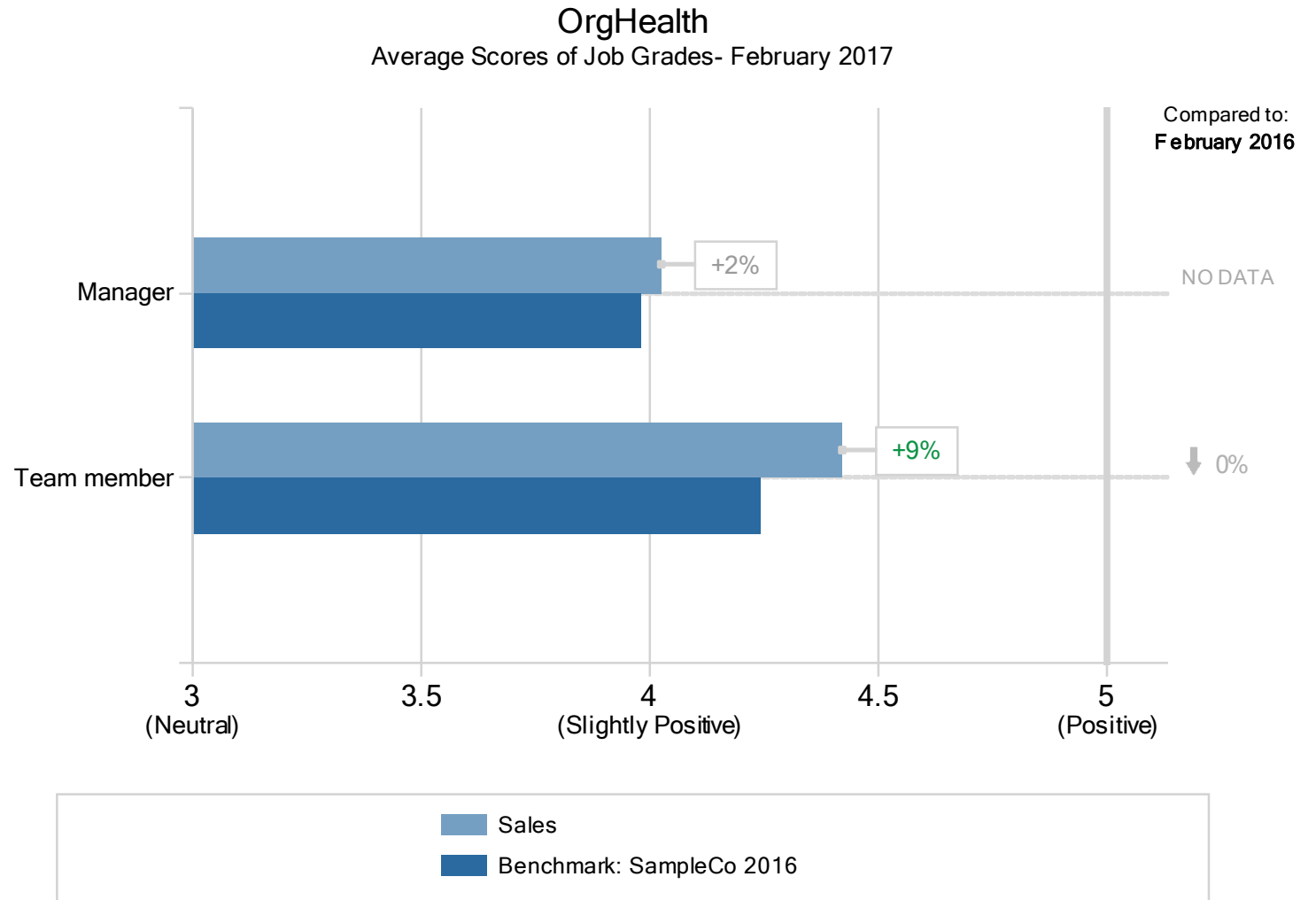
Results by demographic



Job grades

This chart shows **Sales'** score for each Job Grade compared to **SampleCo 2017's** average for each Job Grade and the far right column compares the Sales's score for each Job Grade to your previous survey.

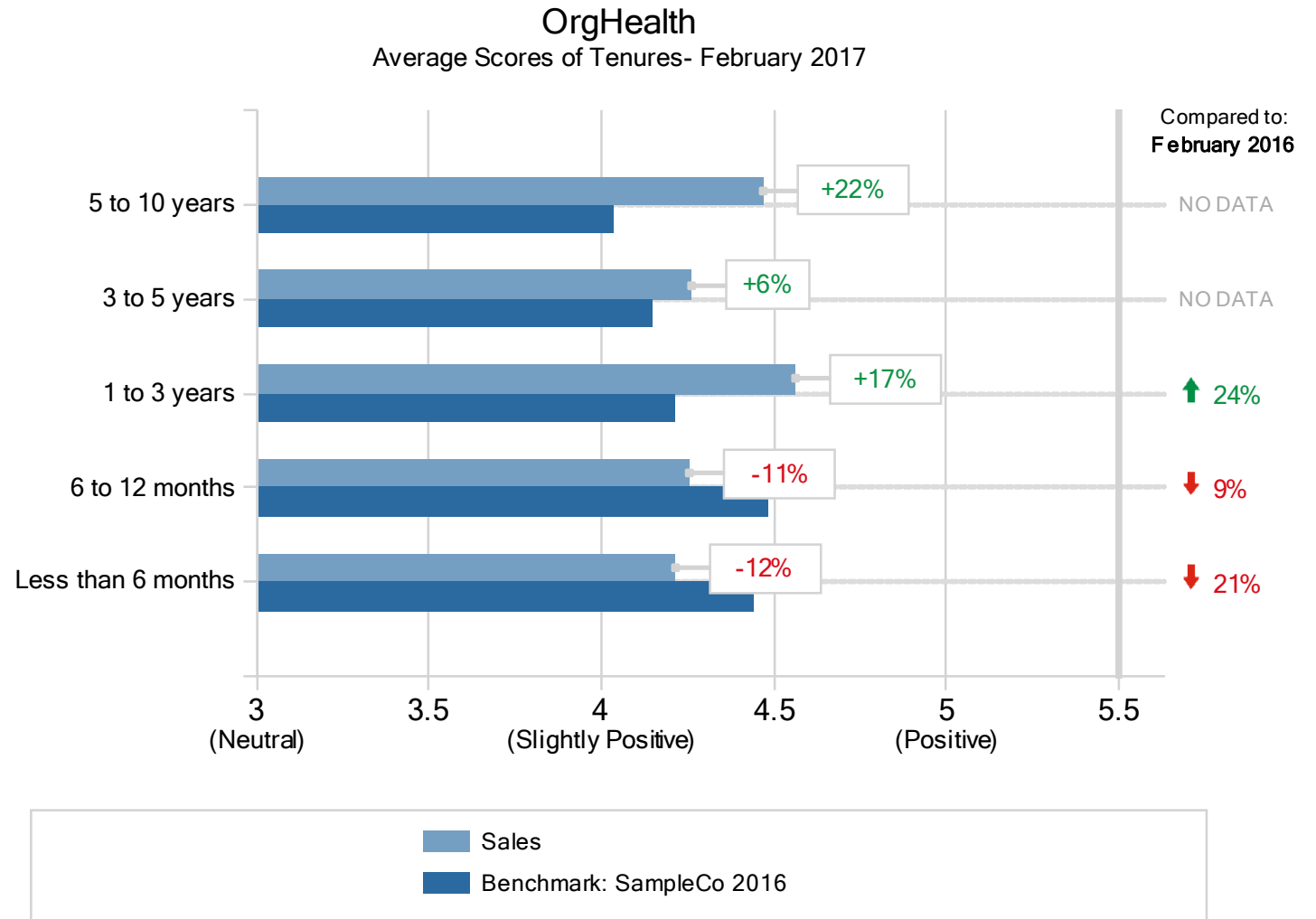
Job Grades with fewer than 5 responders are excluded.



Tenure

This chart shows **Sales'** score for each Tenure Band compared to **SampleCo 2017's** average for each Tenure Band and the far right column compares the Sales's score for each Tenure band to your previous survey.

Tenure Bands with fewer than 5 responders are excluded.



Salary band

This chart shows **Sales'** score for each Salary Band compared to **SampleCo 2017's** average for each Salary Band and the far right column compares the Sales's score for each Salary band to your previous survey.

Salary Bands with fewer than 5 responders are excluded.

