

SUMMARY RESULTS REPORT

SampleCo 2016

KEY FACTS

Survey Conducted: December 9, 2015 to December 24, 2015

Surveys Sent: **782**

Responses: **555**

Response Rate: **71%** (benchmark average is \$BenchmarkAverageResponseRate%)

Comments & Improvement Ideas: **950**

Comment Rate: **1.7** comments per respondent

1.5 comments per respondent is average. Comments are gathered through a conditional line of questioning.

Benchmarks:

- **Information Technology - 2015 (36 companies)**

Benchmarks are culled from our database of 6,000 organizations surveyed in the last 12 months. Benchmarks represent aspiring top workplaces, NOT industry averages.

- **Previous Survey (August 2015)**



OrgHealth™

OrgHealth™ evaluates whether your company is likely to succeed in the long term:

- ❖ Being aligned as an organization
- ❖ Executing effectively
- ❖ Genuinely and meaningfully connecting with employees
- ❖ Managing employees well

We see that employees, above everything else, want to work at companies with high levels of OrgHealth™.

Alignment



Effectiveness



Connection



My Manager



INTRODUCTION



OrgHealth™

Below are the OrgHealth™ statements asked on the survey grouped into four factors.



Alignment

- **Values & Ethics:** SampleCo 2016 operates by strong values and ethics
- **Direction:** I believe SampleCo 2016 is going in the right direction
- **Cooperation:** There is good inter-departmental cooperation at SampleCo 2016
- **Negativity:** There is not a lot of negativity at my workplace



Effectiveness

- **Execution:** At SampleCo 2016, we do things efficiently and well
- **Communication up:** Senior managers understand what is really happening at SampleCo 2016
- **Open-mindedness:** SampleCo 2016 encourages different points of view
- **Ideas:** New ideas are encouraged at SampleCo 2016



Connection

- **Potential:** SampleCo 2016 enables me to work at my full potential
- **Appreciation:** I feel genuinely appreciated at SampleCo 2016
- **Meaningfulness:** My job makes me feel like I am part of something meaningful
- **Communication down:** I feel well-informed about important decisions concerning SampleCo 2016



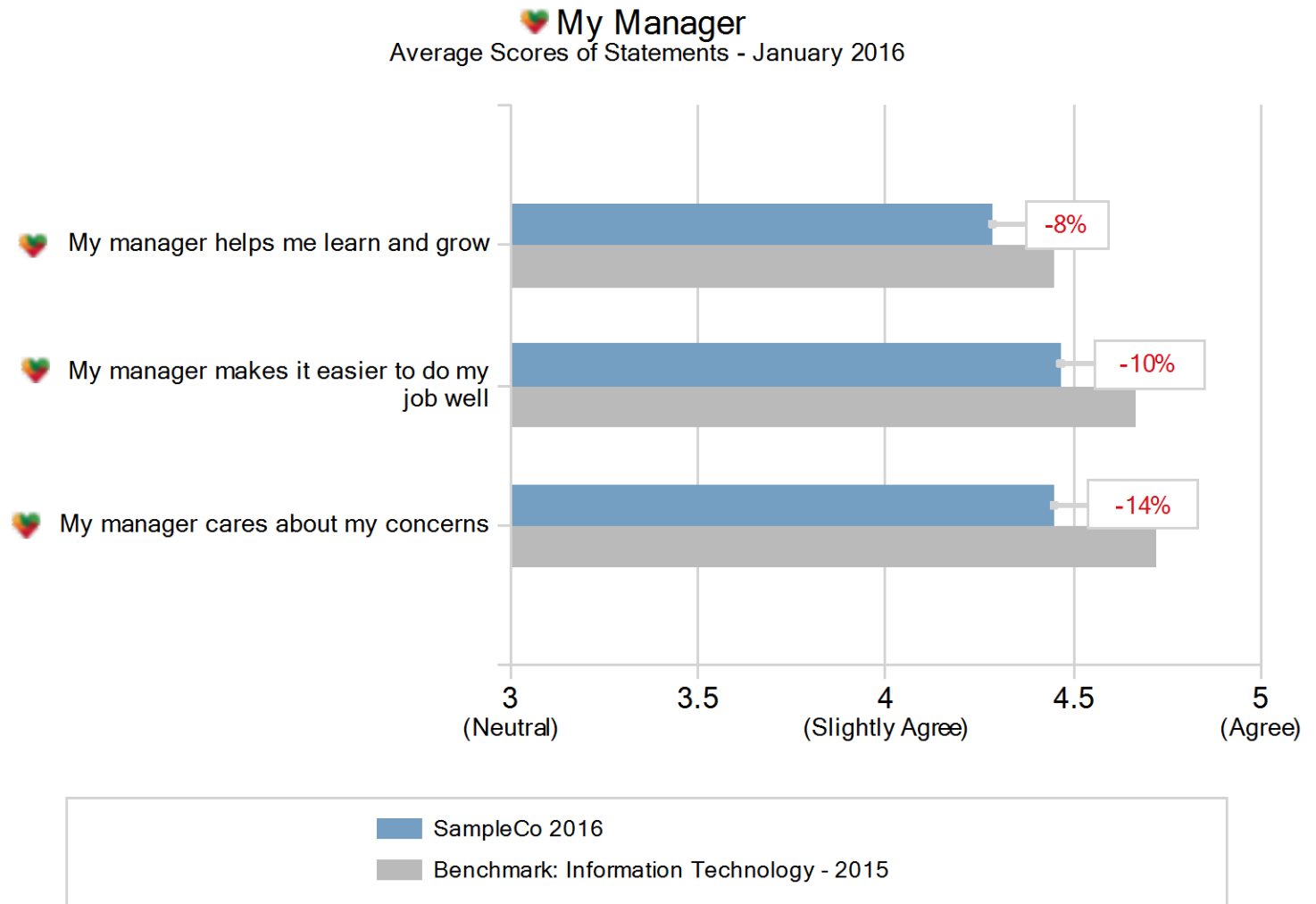
My Manager

- **Concerns:** My manager cares about my concerns
- **Helpfulness:** My manager makes it easier to do my job well
- **Development:** My manager helps me learn and grow

TOP FACTOR - My Manager

The **blue** bars on this chart show **SampleCo 2016's** average score on each statement.

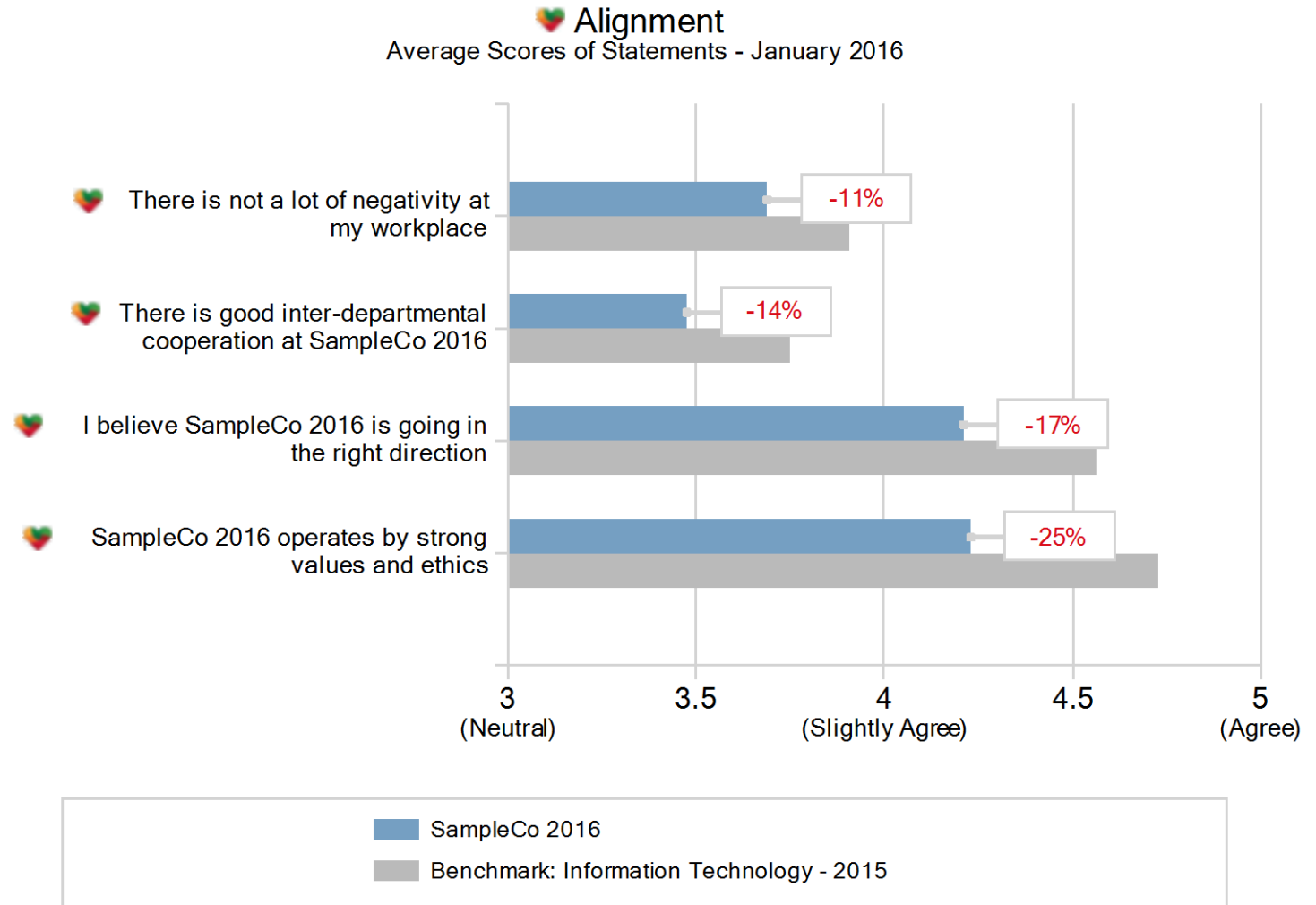
The **gray** bars provide the average score on each statement for the **"Information Technology - 2015"** benchmark.



BOTTOM FACTOR - Alignment

The blue bars on this chart show **SampleCo 2016's** average score on each statement.

The gray bars provide the average score on each statement for the **"Information Technology - 2015"** benchmark.



RESULTS BY DEMOGRAPHIC



DEMOGRAPHIC RESULTS

We have highlighted in **green** and **red** your Top and Bottom scoring demographics. The Percentages are in comparison to the same demographic across the “**Information Technology - 2015**” benchmark companies.



Top Scoring Demographic:

+15%

10 to 15 years



Bottom Scoring Demographic:

-41%

Less than 6 months

Other Demographics:

6 to 12 months

1 to 3 years

3 to 5 years

5 to 10 years

Team member

Manager

Senior manager

Less than \$30,000

\$30,000 - \$50,000

\$50,000 - \$100,000

More than \$100,000



RESULTS BY DEPARTMENT



DEPARTMENT RESULTS

We have highlighted in **green** and **red** your Top and Bottom scoring departments. The Percentages are relative to the average score of all responders at **SampleCo 2016**.



Top Scoring Department:

+33%

Senior Leadership Team



Bottom Scoring Department:

-27%

Specialized Operations

Other Departments:

Advertising
Data Science
Development
Distribution
Finance
Human Resources
Insurance
Legal
Location A Distribution
Location B Distribution
Manufacturing
Marketing
(7 more...)



RESULTS PACKAGES



RESULTS PACKAGES

Ready to lift your company's performance? Take advantage of these workplace improvement options:

Management Intelligence

Do it yourself

We provide a variety of reports and comprehensive online access to your results data and you do the analysis and planning.

The package includes:

- **Online Results** - Drill-down into your survey results by demographic.
- **Overview Report** - A snapshot of your organization's health
- **Employee Comments** - Hear what's working or needs improvement
- **Industry Benchmarking** - See your organization compared to industry peers
- **Q&A session with a Workplace Improvement Specialist**
- **Department reports** - to share with department leaders

(please call for price)

Expert Support

Go deeper with expert insights

A little extra knowledge can go a long way. With this plan, our survey experts work closely with you to help make the most of employee feedback.

We then analyze your results in-depth and write a custom report specifically for you, then present the results in a web conference and provide ongoing support throughout the year. You'll also have online access to results as well as all your company and department reports.

Offers all the features of the Management Intelligence Package, PLUS:

- **Expert Analysis** - We review your organization's health
- **Identify Solutions** - We diagnose issues and a way forward
- **Leadership Presentation** - We customize a report to senior leadership

(please call for price)

Expert Support + Action Planning Workshops

Get a detailed plan of action

We combine the Expert Support Package with a hands-on workshops, to translate your organization's survey results into a well-defined, actionable plan. Working in a small group setting, we focus on your strengths to help you learn and equip your team for success.

Include all the elements of the Expert Support package, WITH:

- **Action Planning** - Coaching for your whole team
- **Training Workshops** - Skill training and more
- **Sponsor Teams** - Support and accountability for plan execution

(please call for price)

WorkplaceDynamics' industry experts provide a variety of consulting services.

If you would like help interpreting, communicating, or responding to the results, call your client services specialist, Zach Leaman, at 800.405.8381 x653 or email zach.leaman@workplacedynamics.com.



ABOUT WORKPLACEDYNAMICS

“Make the world a better place to work together”

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.

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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.

