

# Comprehensive Employee Engagement Assessment Report

*Confidential*

## Company ABC

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# METHODOLOGY



## Company Performance Summary Report

### WHO

Participating Companies

### WHAT

This report contains a summary of your company's performance based on responses from the employee questionnaire.

### WHEN

Dates of Survey – MM/DD/YYYY - MM/DD/YYYY

### WHY

This report includes data collected from all participating companies and is directly related to the categories associated with the survey. It provides your company's strengths and areas for improvement compared to other participating companies and companies across the Nation.

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
EMPLOYEE EDUCATION AND DEVELOPMENT					
	Company ABC	<div><div>77%</div></div>	77.4%	11.3%	11.3%
	Best and Brightest Norm	<div><div>83%</div></div>	83.2%	10.8%	6.0%
	National Norm	<div><div>85%</div></div>	84.7%	9.7%	5.5%
RECRUITMENT AND SELECTION					
	Company ABC	<div><div>68%</div></div>	68.4%	17.8%	13.8%
	Best and Brightest Norm	<div><div>76%</div></div>	76.4%	16.7%	6.9%
	National Norm	<div><div>78%</div></div>	78.0%	15.6%	6.3%
EMPLOYEE ENRICHMENT, ENGAGEMENT AND RETENTION					
	Company ABC	<div><div>73%</div></div>	72.7%	15.5%	11.8%
	Best and Brightest Norm	<div><div>81%</div></div>	81.3%	12.9%	5.8%
	National Norm	<div><div>83%</div></div>	83.1%	11.5%	5.4%



Category Results	Percent Favorable	Response Percentages			Percent Difference	
		Favorable	Neutral	Unfavorable		
COMMUNICATIONS AND SHARED VISION						
	Company ABC	<div><div>76%</div></div>	76.5%	11.5%	12.0%	
	Best and Brightest Norm	<div><div>79%</div></div>	79.3%	12.5%	8.2%	-2.8
	National Norm	<div><div>81%</div></div>	80.9%	11.7%	7.3%	-4.4
DIVERSITY, EQUITY, AND INCLUSION						
	Company ABC	<div><div>85%</div></div>	84.5%	10.4%	5.1%	
	Best and Brightest Norm	<div><div>89%</div></div>	89.3%	7.4%	3.2%	-4.8
	National Norm	<div><div>90%</div></div>	90.4%	6.7%	2.9%	-5.9
WORK-LIFE BLEND						
	Company ABC	<div><div>74%</div></div>	74.0%	12.8%	13.3%	
	Best and Brightest Norm	<div><div>83%</div></div>	83.0%	10.4%	6.7%	-9.0
	National Norm	<div><div>84%</div></div>	84.3%	9.5%	6.1%	-10.4



Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
COMMUNITY INITIATIVES AND CORPORATE RESPONSIBILITY					
	Company ABC	<div><div>78%</div></div>	78.4%	13.7%	7.9%
	Best and Brightest Norm	<div><div>88%</div></div>	87.9%	9.0%	3.2%
	National Norm	<div><div>87%</div></div>	87.3%	9.6%	3.1%
CULTURE					
	Company ABC	<div><div>77%</div></div>	77.3%	12.5%	10.2%
	Best and Brightest Norm	<div><div>88%</div></div>	87.7%	8.3%	4.0%
	National Norm	<div><div>89%</div></div>	89.2%	7.1%	3.7%
LEADERSHIP					
	Company ABC	<div><div>71%</div></div>	71.5%	12.9%	15.6%
	Best and Brightest Norm	<div><div>79%</div></div>	78.7%	12.0%	9.3%
	National Norm	<div><div>82%</div></div>	82.1%	10.4%	7.4%



Category Results	Percent Favorable	Response Percentages			Percent Difference	
		Favorable	Neutral	Unfavorable		
THE JOB						
	Company ABC	<div><div>84%</div></div>	84.0%	8.0%	7.9%	
	Best and Brightest Norm	<div><div>89%</div></div>	89.0%	6.7%	4.3%	-4.9
	National Norm	<div><div>90%</div></div>	90.0%	6.1%	3.9%	-5.9
IMMEDIATE SUPERVISOR						
	Company ABC	<div><div>88%</div></div>	87.9%	7.3%	4.8%	
	Best and Brightest Norm	<div><div>87%</div></div>	87.2%	7.6%	5.3%	+0.7
	National Norm	<div><div>88%</div></div>	88.3%	7.3%	4.4%	-0.4
TEAMWORK & COOPERATION						
	Company ABC	<div><div>84%</div></div>	83.9%	10.2%	6.0%	
	Best and Brightest Norm	<div><div>90%</div></div>	89.5%	7.4%	3.1%	-5.6
	National Norm	<div><div>90%</div></div>	90.1%	7.1%	2.8%	-6.3





Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
COMPENSATION, BENEFITS AND EMPLOYEE SOLUTIONS					
	Company ABC	<div><div>73%</div></div>	72.5%	12.3%	15.2%
	Best and Brightest Norm	<div><div>77%</div></div>	76.6%	13.6%	9.9%
	National Norm	<div><div>79%</div></div>	79.0%	12.4%	8.6%
EMPLOYEE ACHIEVEMENT AND RECOGNITION					
	Company ABC	<div><div>73%</div></div>	73.5%	11.4%	15.2%
	Best and Brightest Norm	<div><div>79%</div></div>	78.6%	12.9%	8.4%
	National Norm	<div><div>81%</div></div>	81.4%	11.5%	7.2%
LEADERSHIP, STRATEGY, AND COMPANY PERFORMANCE					
	Company ABC	<div><div>76%</div></div>	75.7%	13.4%	10.9%
	Best and Brightest Norm	<div><div>81%</div></div>	81.5%	12.9%	5.6%
	National Norm	<div><div>84%</div></div>	83.8%	11.3%	4.9%



Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
CREATIVE, WELLNESS AND WELLBEING SOLUTIONS					
	Company ABC	<div><div>75%</div></div>	75.0%	11.3%	13.7%
	Best and Brightest Norm	<div><div>79%</div></div>	78.6%	13.0%	8.4%
	National Norm	<div><div>80%</div></div>	80.2%	12.3%	7.5%
					-3.6
					-5.2

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10 Most Favorable Items	<div>Percent of Responses</div> <div> <div>% Favorable</div> <div>% Neutral</div> <div>% Unfavorable</div> </div>	Category Percents				
		Favorable		Neutral	Unfavorable	
		5	4	3	2	1
I know what is expected of me on the job.	<div>90%</div> <div>5%</div> <div></div>	53%	37%	5%	2%	3%
I believe that my supervisor treats me fairly.	<div>89%</div> <div>7%</div> <div></div>	67%	22%	7%	1%	3%
I receive the support I need from my supervisor to succeed at my job.	<div>88%</div> <div>7%</div> <div>5%</div>	57%	31%	7%	3%	2%
The people I work with help each other out.	<div>87%</div> <div>7%</div> <div>6%</div>	59%	29%	7%	3%	2%
I receive the feedback I need from my supervisor to improve my performance.	<div>86%</div> <div>8%</div> <div>6%</div>	51%	36%	8%	3%	3%
Employees demonstrate respect for differences through their behavior towards one another.	<div>86%</div> <div>8%</div> <div>5%</div>	52%	35%	8%	2%	3%
My work challenges me to use my knowledge and skills fully.	<div>86%</div> <div>7%</div> <div>7%</div>	49%	37%	7%	3%	3%
My coworkers respect my thoughts and feelings.	<div>85%</div> <div>11%</div> <div>4%</div>	52%	33%	11%	2%	2%
Employees can contribute to their fullest potential, regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.	<div>84%</div> <div>11%</div> <div>5%</div>	54%	30%	11%	1%	4%
Performance expectations are clearly communicated to employees.	<div>83%</div> <div>9%</div> <div>8%</div>	45%	38%	9%	3%	5%

10 Least Favorable Items	Percent of Responses <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Category Percents				
		Favorable		Neutral	Unfavorable	
		5	4	3	2	1
I am fairly compensated for my contributions to this organization.	<div><div>61%</div><div>14%</div><div>25%</div></div>	29%	33%	14%	12%	13%
I believe that the way this company promotes/transfers employees is fair.	<div><div>65%</div><div>16%</div><div>18%</div></div>	36%	30%	16%	10%	9%
My future career opportunities at this company look good.	<div><div>66%</div><div>18%</div><div>16%</div></div>	36%	29%	18%	8%	8%
This organization is successful in retaining top performers.	<div><div>66%</div><div>16%</div><div>17%</div></div>	32%	34%	16%	8%	9%
Selection processes and procedures identify the most qualified candidates for the position.	<div><div>67%</div><div>16%</div><div>16%</div></div>	34%	33%	16%	9%	8%
I feel I can save enough for the future through our retirement plans.	<div><div>67%</div><div>16%</div><div>17%</div></div>	34%	33%	16%	8%	9%
If I were offered a similar position and pay at another company, I would stay at my company.	<div><div>67%</div><div>17%</div><div>16%</div></div>	43%	24%	17%	6%	10%
I believe senior leaders care about what I have to say.	<div><div>68%</div><div>12%</div><div>20%</div></div>	39%	29%	12%	9%	11%
I trust senior leadership to make the right decisions.	<div><div>69%</div><div>14%</div><div>17%</div></div>	41%	28%	14%	6%	11%
I have trust in leadership to make good decisions during these changing times.	<div><div>69%</div><div>13%</div><div>18%</div></div>	38%	31%	13%	8%	10%



# Results

Category Results	Percent Favorable ■ % Favorable ■ % Neutral ■ % Unfavorable	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
EMPLOYEE EDUCATION AND DEVELOPMENT										
	Company ABC	77%	11%	11%	44.3%	33.0%	11.3%	5.8%	5.6%	
	Best and Brightest Norm	83%	11%	6%	45.9%	37.2%	10.8%	4.0%	1.9%	-5.8
	National Norm	85%	10%	6%	50.5%	34.3%	9.7%	3.7%	1.8%	-7.4
This organization actively supports employee development.										
	Company ABC	80%	11%	9%	48.6%	31.4%	10.6%	4.9%	4.4%	
	Best and Brightest Norm	87%	8%	5%	50.7%	36.1%	8.2%	3.7%	1.3%	-6.7
	National Norm	88%	7%	5%	54.5%	33.5%	7.4%	3.3%	1.3%	-7.9
I am satisfied with the level of coaching and feedback I receive.										
	Company ABC	79%	12%	9%	43.7%	35.4%	12.3%	5.9%	2.7%	
	Best and Brightest Norm	79%	12%	8%	41.2%	38.2%	12.4%	5.9%	2.3%	-0.3
	National Norm	81%	12%	8%	44.8%	35.9%	11.7%	5.6%	2.1%	-1.5

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		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
This organization provides me with opportunities to learn new skills and develop myself.							
	Company ABC	<div><div></div><div></div><div></div></div> 80%	10%	10%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 84%	10%	6%			-4.7
	National Norm	<div><div></div><div></div><div></div></div> 85%	9%	6%			-5.9
I have trust in leadership to make good decisions during these changing times.							
	Company ABC	<div><div></div><div></div><div></div></div> 69%	13%	18%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 79%	13%	8%			-10.1
	National Norm	<div><div></div><div></div><div></div></div> 83%	10%	7%			-13.8
I feel I am learning and growing on the job.							
	Company ABC	<div><div></div><div></div><div></div></div> 78%	11%	11%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 86%	9%	4%			-8.7
	National Norm	<div><div></div><div></div><div></div></div> 87%	9%	4%			-9.4

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Category Results	Percent Favorable <div>■ % Favorable ■ % Neutral ■ % Unfavorable</div>	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.							
	Company ABC	<div><div>79%</div><div>11%</div><div>11%</div></div>	43.5%	35.1%	10.6%	5.4%	5.4%
	Best and Brightest Norm	<div><div>83%</div><div>12%</div><div>5%</div></div>	43.4%	39.8%	12.1%	3.3%	1.4%
	National Norm	<div><div>84%</div><div>11%</div><div>5%</div></div>	47.9%	36.5%	11.0%	3.3%	1.4%

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		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
RECRUITMENT AND SELECTION										
	Company ABC	68%	18%	14%	36.6%	31.8%	17.8%	7.2%	6.5%	
	Best and Brightest Norm	76%	17%	7%	40.0%	36.4%	16.7%	4.6%	2.3%	-7.9
	National Norm	78%	16%	6%	44.4%	33.6%	15.6%	4.2%	2.2%	-9.6
This organization is successful in recruiting quality candidates.										
	Company ABC	71%	15%	14%	36.6%	34.4%	15.2%	7.9%	5.9%	
	Best and Brightest Norm	78%	15%	7%	38.2%	40.3%	14.7%	5.0%	1.8%	-7.5
	National Norm	80%	13%	7%	42.7%	37.7%	13.1%	4.7%	1.8%	-9.4
The processes for hiring new employees are fair.										
	Company ABC	70%	23%	7%	40.5%	29.7%	23.1%	2.9%	3.7%	
	Best and Brightest Norm	81%	16%	4%	44.7%	35.9%	15.6%	2.5%	1.4%	-10.3
	National Norm	81%	15%	4%	48.7%	32.7%	15.0%	2.2%	1.4%	-11.1

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Selection processes and procedures identify the most qualified candidates for the position.								
	Company ABC	<div><div>67%</div><div>16%</div><div>16%</div></div>	33.7%	33.4%	16.5%	8.6%	7.9%	
	Best and Brightest Norm	<div><div>74%</div><div>19%</div><div>8%</div></div>	38.4%	35.2%	18.9%	5.0%	2.6%	-6.5
	National Norm	<div><div>75%</div><div>18%</div><div>7%</div></div>	42.7%	32.6%	18.1%	4.3%	2.3%	-8.2
I believe that the way this company promotes/transfers employees is fair.								
	Company ABC	<div><div>65%</div><div>16%</div><div>18%</div></div>	35.6%	29.7%	16.5%	9.6%	8.6%	
	Best and Brightest Norm	<div><div>73%</div><div>18%</div><div>9%</div></div>	38.7%	34.2%	17.7%	6.0%	3.4%	-7.5
	National Norm	<div><div>75%</div><div>16%</div><div>9%</div></div>	43.6%	31.5%	16.3%	5.5%	3.2%	-9.7

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		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
EMPLOYEE ENRICHMENT, ENGAGEMENT AND RETENTION										
	Company ABC	73%	16%	12%	43.5%	29.2%	15.5%	5.3%	6.5%	
	Best and Brightest Norm	81%	13%	6%	48.4%	32.8%	12.9%	3.7%	2.2%	-8.6
	National Norm	83%	11%	5%	52.3%	30.7%	11.5%	3.4%	2.1%	-10.4
Most employees see a future for themselves in this organization.										
	Company ABC	70%	16%	14%	37.3%	32.7%	16.2%	7.9%	5.9%	
	Best and Brightest Norm	79%	14%	6%	39.9%	39.5%	14.2%	4.7%	1.7%	-9.4
	National Norm	80%	13%	6%	43.7%	36.8%	13.2%	4.4%	1.9%	-10.4
I would recommend this organization to a friend as a good place to work.										
	Company ABC	73%	12%	15%	47.7%	25.6%	11.8%	7.4%	7.6%	
	Best and Brightest Norm	85%	9%	5%	56.3%	29.2%	9.2%	3.1%	2.2%	-12.3
	National Norm	87%	8%	5%	59.2%	28.0%	7.9%	3.0%	2.0%	-13.9

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		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
I am proud to work at my company.										
	Company ABC	78%	14%	9%	49.1%	28.7%	13.5%	3.9%	4.7%	
	Best and Brightest Norm	89%	8%	3%	58.1%	30.6%	8.4%	1.7%	1.1%	-10.8
	National Norm	90%	7%	3%	61.8%	28.2%	7.2%	1.6%	1.1%	-12.1
This organization is successful in retaining top performers.										
	Company ABC	66%	16%	17%	32.4%	33.7%	16.5%	8.4%	9.1%	
	Best and Brightest Norm	71%	18%	12%	34.5%	36.1%	17.5%	8.0%	3.9%	-4.4
	National Norm	74%	16%	11%	38.7%	34.9%	15.7%	7.2%	3.4%	-7.6
I speak highly of my company whenever I get a chance.										
	Company ABC	79%	15%	6%	45.7%	32.9%	15.5%	1.2%	4.7%	
	Best and Brightest Norm	86%	11%	3%	54.7%	31.3%	10.8%	2.0%	1.3%	-7.4
	National Norm	87%	10%	3%	58.7%	28.6%	9.5%	1.8%	1.3%	-8.7

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		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
My future career opportunities at this company look good.										
	Company ABC	66%	18%	16%	36.1%	29.5%	18.4%	8.1%	7.9%	
	Best and Brightest Norm	76%	16%	8%	42.5%	33.5%	16.2%	4.9%	3.0%	-10.3
	National Norm	79%	14%	7%	47.0%	31.6%	14.1%	4.3%	3.0%	-13.1
I feel volunteering is supported by leadership.										
	Company ABC	79%	15%	6%	47.4%	31.2%	15.5%	2.0%	3.9%	
	Best and Brightest Norm	83%	13%	3%	50.1%	33.4%	13.1%	2.2%	1.2%	-4.8
	National Norm	84%	12%	3%	53.2%	31.3%	12.3%	2.0%	1.3%	-5.8
If I were offered a similar position and pay at another company, I would stay at my company.										
	Company ABC	67%	17%	16%	43.0%	24.3%	16.7%	6.1%	9.8%	
	Best and Brightest Norm	81%	13%	7%	51.0%	29.7%	12.7%	3.8%	2.7%	-13.5
	National Norm	83%	11%	6%	56.2%	26.8%	11.1%	3.3%	2.5%	-15.8

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Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference		
		Favorable		Neutral	Unfavorable				
		5	4	3	2	1			
I plan to work here as long as I can.									
	Company ABC	<div><div>77%</div><div>16%</div><div>8%</div></div>	52.3%	24.3%	15.7%	2.7%	4.9%		
	Best and Brightest Norm	<div><div>81%</div><div>14%</div><div>5%</div></div>	48.9%	32.0%	14.0%	3.0%	2.1%	-4.3	
	National Norm	<div><div>83%</div><div>12%</div><div>5%</div></div>	52.5%	30.5%	12.2%	2.8%	2.1%	-6.3	

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# Results

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		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
COMMUNICATIONS AND SHARED VISION										
	Company ABC	76%	11%	12%	40.7%	35.8%	11.5%	6.3%	5.7%	
	Best and Brightest Norm	79%	13%	8%	40.6%	38.7%	12.5%	6.0%	2.2%	-2.8
	National Norm	81%	12%	7%	44.7%	36.2%	11.7%	5.4%	2.0%	-4.4
I am kept informed of matters that are important to me.										
	Company ABC	75%	12%	12%	42.3%	33.2%	12.3%	7.6%	4.7%	
	Best and Brightest Norm	81%	11%	8%	42.4%	38.8%	10.5%	6.1%	2.2%	-5.7
	National Norm	83%	10%	7%	46.9%	36.1%	9.7%	5.4%	1.9%	-7.6
Performance expectations are clearly communicated to employees.										
	Company ABC	83%	9%	8%	45.5%	37.6%	8.8%	2.7%	5.4%	
	Best and Brightest Norm	82%	11%	7%	42.7%	39.7%	10.9%	4.7%	2.0%	0.6
	National Norm	84%	10%	6%	46.6%	37.1%	10.3%	4.3%	1.7%	-0.6

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		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
I am actively solicited for suggestions and ideas.										
	Company ABC	71%	13%	16%	34.4%	36.6%	13.3%	8.6%	7.1%	
	Best and Brightest Norm	74%	16%	10%	36.6%	37.5%	16.3%	7.1%	2.5%	-3.1
	National Norm	76%	15%	9%	40.5%	35.5%	15.3%	6.4%	2.3%	-5.0

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		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
DIVERSITY, EQUITY, AND INCLUSION							
	Company ABC	<div><div></div><div></div><div></div></div> 85%	10%	5%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 89%	7%	4%			-4.8
	National Norm	<div><div></div><div></div><div></div></div> 90%	7%	3%			-5.9
Employees demonstrate respect for differences through their behavior towards one another.							
	Company ABC	<div><div></div><div></div><div></div></div> 86%	8%	6%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 88%	8%	4%			-1.9
	National Norm	<div><div></div><div></div><div></div></div> 89%	7%	4%			-2.6
Employees can contribute to their fullest potential, regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.							
	Company ABC	<div><div></div><div></div><div></div></div> 84%	11%	5%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 92%	6%	2%			-7.4
	National Norm	<div><div></div><div></div><div></div></div> 92%	5%	3%			-8.2

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Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
This organization welcomes diversity in people, experiences, and ideas.										
	Company ABC	83%	13%	5%	50.1%	32.7%	12.5%	1.2%	3.4%	
	Best and Brightest Norm	88%	9%	3%	51.1%	36.7%	8.8%	2.2%	1.1%	-5.0
	National Norm	90%	7%	3%	58.1%	31.6%	7.5%	1.7%	1.1%	-6.9

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
WORK-LIFE BLEND								
	Company ABC	<div><div></div><div></div><div></div></div> <div>74%13%13%</div>	40.5%	33.4%	12.8%	7.1%	6.1%	
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> <div>83%10%7%</div>	48.2%	34.8%	10.4%	4.6%	2.0%	-9.0
	National Norm	<div><div></div><div></div><div></div></div> <div>84%10%6%</div>	52.6%	31.7%	9.5%	4.1%	2.0%	-10.4
This organization offers programs that help balance the work and personal lives of employees.								
	Company ABC	<div><div></div><div></div><div></div></div> <div>72%14%15%</div>	39.3%	32.4%	13.5%	8.1%	6.6%	
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> <div>78%14%8%</div>	44.3%	33.6%	13.7%	5.9%	2.6%	-6.1
	National Norm	<div><div></div><div></div><div></div></div> <div>80%12%8%</div>	49.2%	30.6%	12.5%	5.2%	2.6%	-8.0
I have a sufficient amount of control over my work day.								
	Company ABC	<div><div></div><div></div><div></div></div> <div>76%12%12%</div>	41.8%	34.4%	12.0%	6.1%	5.7%	
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> <div>88%7%5%</div>	52.0%	36.1%	7.1%	3.4%	1.5%	-11.9
	National Norm	<div><div></div><div></div><div></div></div> <div>89%7%5%</div>	56.1%	32.9%	6.6%	3.0%	1.5%	-12.8

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
COMMUNITY INITIATIVES AND CORPORATE RESPONSIBILITY								
	Company ABC	<div><div></div><div></div><div></div></div> <div>78%14%8%</div>	47.9%	30.5%	13.7%	4.1%	3.8%	
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> <div>88%9%3%</div>	52.4%	35.4%	9.0%	2.2%	1.0%	-9.5
	National Norm	<div><div></div><div></div><div></div></div> <div>87%10%3%</div>	54.2%	33.1%	9.6%	2.0%	1.1%	-8.9
This organization contributes to the local community.								
	Company ABC	<div><div></div><div></div><div></div></div> <div>79%13%8%</div>	54.5%	24.8%	12.5%	4.2%	3.9%	
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> <div>89%8%3%</div>	58.9%	30.1%	8.5%	1.6%	0.9%	-9.7
	National Norm	<div><div></div><div></div><div></div></div> <div>87%10%3%</div>	58.6%	28.8%	9.9%	1.7%	1.0%	-8.1
I can trust my co-workers to be honest and fair.								
	Company ABC	<div><div></div><div></div><div></div></div> <div>80%14%6%</div>	42.3%	37.6%	13.8%	3.2%	3.2%	
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> <div>89%8%3%</div>	48.9%	39.8%	7.6%	2.6%	1.1%	-8.8
	National Norm	<div><div></div><div></div><div></div></div> <div>90%7%3%</div>	52.7%	36.8%	7.3%	2.2%	1.1%	-9.7

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		Favorable		Neutral	Unfavorable				
		5	4	3	2	1			
This organization provides me with opportunities to make positive contributions to the community.									
	Company ABC	76%	15%	9%	46.9%	29.0%	14.7%	4.9%	4.4%
	Best and Brightest Norm	86%	11%	3%	49.5%	36.5%	10.8%	2.3%	1.1%
	National Norm	85%	12%	3%	51.2%	33.6%	11.7%	2.3%	1.2%

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			Favorable		Neutral	Unfavorable			
			5	4	3	2	1		
CULTURE									
	Company ABC	<div><div>77%</div><div>13%</div><div>10%</div></div>	46.2%	31.1%	12.5%	4.6%	5.6%		
	Best and Brightest Norm	<div><div>88%</div><div>8%</div><div>4%</div></div>	52.8%	34.9%	8.3%	2.4%	1.5%	-10.4	
	National Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	57.8%	31.5%	7.1%	2.2%	1.5%	-11.9	
I feel that I can be myself at work.									
	Company ABC	<div><div>78%</div><div>11%</div><div>11%</div></div>	48.4%	29.7%	10.6%	5.7%	5.7%		
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	52.8%	34.2%	7.9%	3.2%	1.8%	-8.9	
	National Norm	<div><div>88%</div><div>7%</div><div>5%</div></div>	57.5%	30.8%	7.3%	2.7%	1.7%	-10.2	
My personal values are consistent with this company's values.									
	Company ABC	<div><div>74%</div><div>15%</div><div>11%</div></div>	41.8%	32.4%	15.0%	4.7%	6.1%		
	Best and Brightest Norm	<div><div>85%</div><div>11%</div><div>4%</div></div>	50.3%	34.6%	11.1%	2.6%	1.4%	-10.7	
	National Norm	<div><div>87%</div><div>9%</div><div>4%</div></div>	55.4%	31.5%	9.3%	2.5%	1.4%	-12.7	

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I understand this company’s mission and values.								
	Company ABC	<div><div>79%</div><div>13%</div><div>9%</div></div>	47.4%	31.4%	12.5%	4.4%	4.2%	
	Best and Brightest Norm	<div><div>91%</div><div>6%</div><div>3%</div></div>	56.0%	35.5%	6.1%	1.4%	1.1%	-12.6
	National Norm	<div><div>92%</div><div>5%</div><div>3%</div></div>	60.3%	32.0%	5.3%	1.4%	1.1%	-13.4
This organization promotes a positive culture.								
	Company ABC	<div><div>78%</div><div>12%</div><div>10%</div></div>	47.2%	30.7%	12.0%	3.7%	6.4%	
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	52.2%	35.3%	8.1%	2.6%	1.9%	-9.6
	National Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	57.9%	31.5%	6.5%	2.3%	1.7%	-11.6

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# Results

Category Results		Percent Favorable			Response Percentages					Percent Difference	
					Favorable		Neutral	Unfavorable			
		<div><div></div><div>% Favorable</div></div>	<div><div></div><div>% Neutral</div></div>	<div><div></div><div>% Unfavorable</div></div>	5	4	3	2	1		
LEADERSHIP											
	Company ABC	<div><div>71%</div><div>13%</div><div>16%</div></div>			41.2%	30.3%	12.9%	6.6%	8.9%		
	Best and Brightest Norm	<div><div>79%</div><div>12%</div><div>9%</div></div>			45.1%	33.6%	12.0%	5.7%	3.6%	-7.2	
	National Norm	<div><div>82%</div><div>10%</div><div>7%</div></div>			50.4%	31.7%	10.4%	4.5%	2.9%	-10.6	
I believe senior leaders provide effective leadership.											
	Company ABC	<div><div>73%</div><div>11%</div><div>16%</div></div>			42.5%	31.0%	10.8%	6.9%	8.8%		
	Best and Brightest Norm	<div><div>79%</div><div>11%</div><div>9%</div></div>			45.6%	33.6%	11.3%	5.6%	3.9%	-5.8	
	National Norm	<div><div>82%</div><div>10%</div><div>8%</div></div>			50.4%	31.8%	10.0%	4.6%	3.2%	-8.8	
I find senior leadership provides open and honest communication.											
	Company ABC	<div><div>72%</div><div>14%</div><div>14%</div></div>			40.3%	31.9%	13.8%	6.6%	7.4%		
	Best and Brightest Norm	<div><div>78%</div><div>12%</div><div>10%</div></div>			45.0%	33.5%	11.9%	6.2%	3.4%	-6.2	
	National Norm	<div><div>82%</div><div>10%</div><div>8%</div></div>			50.2%	31.8%	10.3%	4.8%	2.9%	-9.8	

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# Results

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		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I trust senior leadership to make the right decisions.								
	Company ABC	<div><div>69%</div><div>14%</div><div>17%</div></div>	40.8%	28.0%	14.3%	6.4%	10.6%	
	Best and Brightest Norm	<div><div>79%</div><div>13%</div><div>9%</div></div>	44.8%	33.7%	12.7%	5.3%	3.5%	-9.7
	National Norm	<div><div>82%</div><div>11%</div><div>7%</div></div>	50.6%	31.6%	11.0%	4.1%	2.8%	-13.3
I believe senior leaders care about what I have to say.								
	Company ABC	<div><div>68%</div><div>12%</div><div>20%</div></div>	38.8%	29.0%	12.3%	9.3%	10.6%	
	Best and Brightest Norm	<div><div>75%</div><div>14%</div><div>11%</div></div>	42.0%	32.9%	14.4%	6.4%	4.3%	-7.1
	National Norm	<div><div>78%</div><div>13%</div><div>8%</div></div>	46.9%	31.6%	13.1%	5.0%	3.4%	-10.6

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		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
THE JOB							
	Company ABC	<div><div></div><div></div><div></div></div> 84%	8%	8%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 89%	7%	4%			-4.9
	National Norm	<div><div></div><div></div><div></div></div> 90%	6%	4%			-5.9
I know what is expected of me on the job.							
	Company ABC	<div><div></div><div></div><div></div></div> 90%	5%	5%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 93%	4%	3%			-2.9
	National Norm	<div><div></div><div></div><div></div></div> 94%	2%	4%			-3.5
My work challenges me to use my knowledge and skills fully.							
	Company ABC	<div><div></div><div></div><div></div></div> 86%	7%	7%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 89%	7%	4%			-3.1
	National Norm	<div><div></div><div></div><div></div></div> 90%	6%	4%			-3.8

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		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
I believe my organization has provided the resources, technology, and the equipment I need to continue to do my job effectively and safely.										
	Company ABC	79%	11%	11%	43.0%	35.6%	10.6%	5.4%	5.4%	
	Best and Brightest Norm	86%	7%	6%	49.5%	36.9%	7.5%	4.1%	1.9%	-7.8
	National Norm	88%	7%	5%	54.9%	33.0%	6.8%	3.4%	1.9%	-9.3
I have the authority to make decisions necessary to do my job well.										
	Company ABC	81%	9%	10%	42.3%	38.8%	9.3%	4.2%	5.4%	
	Best and Brightest Norm	87%	8%	5%	48.1%	38.9%	8.5%	3.0%	1.6%	-5.9
	National Norm	88%	8%	4%	52.2%	35.9%	7.7%	2.7%	1.5%	-7.1

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		Favorable		Neutral	Unfavorable				
		5	4	3	2	1			
IMMEDIATE SUPERVISOR									
	Company ABC	88%	7%	5%	58.4%	29.5%	7.3%	2.2%	2.6%
	Best and Brightest Norm	87%	8%	5%	54.7%	32.4%	7.6%	3.5%	1.8%
	National Norm	88%	7%	5%	58.2%	30.1%	7.3%	2.9%	1.5%
I believe that my supervisor treats me fairly.									
	Company ABC	89%	7%	4%	67.3%	22.1%	6.9%	1.0%	2.7%
	Best and Brightest Norm	91%	5%	4%	62.9%	27.9%	5.5%	2.3%	1.4%
	National Norm	92%	5%	3%	65.8%	26.0%	5.1%	1.9%	1.2%
I receive the support I need from my supervisor to succeed at my job.									
	Company ABC	88%	7%	5%	57.0%	30.7%	7.1%	2.7%	2.5%
	Best and Brightest Norm	86%	8%	6%	53.5%	32.6%	7.9%	4.0%	2.1%
	National Norm	87%	8%	5%	56.4%	30.8%	7.7%	3.4%	1.7%

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Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	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.							
Company ABC	<div><div>86%</div><div>8%</div><div>6%</div></div>	50.9%	35.6%	7.9%	2.9%	2.7%	
Best and Brightest Norm	<div><div>85%</div><div>9%</div><div>6%</div></div>	47.8%	36.8%	9.3%	4.2%	1.9%	1.9
National Norm	<div><div>86%</div><div>9%</div><div>5%</div></div>	52.2%	33.5%	9.1%	3.4%	1.7%	0.7

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# Results

Category Results	Percent Favorable ■ % Favorable ■ % Neutral ■ % Unfavorable	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
TEAMWORK & COOPERATION										
	Company ABC	84%	10%	6%	48.8%	35.1%	10.2%	3.4%	2.6%	
	Best and Brightest Norm	90%	7%	3%	51.6%	37.9%	7.4%	2.2%	0.9%	-5.6
	National Norm	90%	7%	3%	55.5%	34.6%	7.1%	1.9%	0.9%	-6.3
The people I work with help each other out.										
	Company ABC	87%	7%	6%	58.7%	28.7%	6.9%	3.4%	2.2%	
	Best and Brightest Norm	93%	4%	2%	62.6%	30.7%	4.4%	1.6%	0.8%	-5.8
	National Norm	94%	4%	2%	66.0%	27.8%	4.1%	1.4%	0.8%	-6.3
My coworkers respect my thoughts and feelings.										
	Company ABC	85%	11%	4%	51.6%	32.9%	11.1%	2.2%	2.2%	
	Best and Brightest Norm	90%	8%	3%	52.9%	36.8%	7.5%	1.9%	0.9%	-5.2
	National Norm	91%	7%	2%	56.8%	33.8%	7.0%	1.4%	1.0%	-6.1

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# Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
My coworkers consistently deliver on their commitments.										
	Company ABC	80%	13%	8%	36.1%	43.5%	12.5%	4.4%	3.4%	
	Best and Brightest Norm	86%	10%	4%	39.2%	46.3%	10.4%	3.1%	1.0%	-5.9
	National Norm	86%	10%	4%	43.7%	42.3%	10.2%	2.8%	1.0%	-6.4

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# Results

Category Results	Percent Favorable ■ % Favorable ■ % Neutral ■ % Unfavorable	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
COMPENSATION, BENEFITS AND EMPLOYEE SOLUTIONS								
	Company ABC	<div><div>73%</div><div>12%</div><div>15%</div></div>	38.2%	34.3%	12.3%	6.9%	8.3%	
	Best and Brightest Norm	<div><div>77%</div><div>14%</div><div>10%</div></div>	39.9%	36.6%	13.6%	6.5%	3.4%	-4.0
	National Norm	<div><div>79%</div><div>12%</div><div>9%</div></div>	44.5%	34.6%	12.4%	5.7%	2.9%	-6.5
I am fairly compensated for my contributions to this organization.								
	Company ABC	<div><div>61%</div><div>14%</div><div>25%</div></div>	28.5%	32.7%	14.0%	12.0%	12.8%	
	Best and Brightest Norm	<div><div>71%</div><div>14%</div><div>15%</div></div>	35.4%	35.6%	14.1%	9.7%	5.2%	-9.9
	National Norm	<div><div>75%</div><div>13%</div><div>12%</div></div>	40.1%	34.8%	12.8%	8.2%	4.2%	-13.6
I feel the organization has creative solutions and benefits for employees.								
	Company ABC	<div><div>77%</div><div>12%</div><div>11%</div></div>	44.7%	32.7%	11.8%	5.4%	5.4%	
	Best and Brightest Norm	<div><div>81%</div><div>13%</div><div>7%</div></div>	44.3%	36.3%	12.8%	4.5%	2.2%	-3.2
	National Norm	<div><div>83%</div><div>11%</div><div>6%</div></div>	49.3%	33.6%	11.4%	3.8%	1.9%	-5.6

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# Results

Category Results	Percent Favorable ■ % Favorable ■ % Neutral ■ % Unfavorable	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
I am satisfied with the value of the benefits I receive.										
	Company ABC	80%	9%	11%	43.7%	36.6%	8.8%	3.7%	7.1%	2.3
	Best and Brightest Norm	78%	13%	9%	39.6%	38.5%	12.6%	6.5%	2.8%	
	National Norm	80%	11%	8%	43.8%	36.6%	11.5%	5.8%	2.4%	
I feel the company does its best to keep us informed and included in communications.										
	Company ABC	77%	11%	13%	39.8%	36.9%	10.8%	5.7%	6.9%	-5.6
	Best and Brightest Norm	82%	10%	7%	45.1%	37.1%	10.4%	4.7%	2.7%	
	National Norm	85%	9%	6%	50.9%	34.1%	8.8%	4.0%	2.3%	
I feel I can save enough for the future through our retirement plans.										
	Company ABC	67%	16%	17%	34.4%	32.7%	16.0%	7.6%	9.3%	-3.9
	Best and Brightest Norm	71%	18%	11%	35.4%	35.6%	17.9%	6.9%	4.2%	
	National Norm	72%	18%	10%	38.2%	33.8%	17.6%	6.7%	3.7%	

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# Results

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		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
EMPLOYEE ACHIEVEMENT AND RECOGNITION							
	Company ABC	<div><div></div><div></div><div></div></div> 73%	11%	15%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 79%	13%	8%			-5.2
	National Norm	<div><div></div><div></div><div></div></div> 81%	11%	7%			-7.9
This organization recognizes performance achievements.							
	Company ABC	<div><div></div><div></div><div></div></div> 76%	9%	14%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 79%	12%	9%			-2.8
	National Norm	<div><div></div><div></div><div></div></div> 81%	11%	7%			-5.3
This company appreciates my work contributions.							
	Company ABC	<div><div></div><div></div><div></div></div> 74%	13%	14%			
	Best and Brightest Norm	<div><div></div><div></div><div></div></div> 82%	11%	7%			-8.3
	National Norm	<div><div></div><div></div><div></div></div> 85%	10%	6%			-10.8

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# Results

Category Results	Percent Favorable <div>■ % Favorable ■ % Neutral ■ % Unfavorable</div>	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
I am satisfied with the way the company recognizes performance achievements.							
Company ABC	<div><div>71%</div><div>12%</div><div>17%</div></div>	35.9%	34.6%	12.0%	8.1%	9.3%	
Best and Brightest Norm	<div><div>75%</div><div>15%</div><div>10%</div></div>	40.4%	34.5%	15.1%	6.4%	3.6%	-4.4
National Norm	<div><div>78%</div><div>13%</div><div>9%</div></div>	45.7%	32.4%	13.3%	5.7%	2.9%	-7.6

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# Results

Category Results	Percent Favorable ■ % Favorable ■ % Neutral ■ % Unfavorable	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
LEADERSHIP, STRATEGY, AND COMPANY PERFORMANCE										
	Company ABC	76%	13%	11%	42.4%	33.3%	13.4%	5.0%	5.9%	
	Best and Brightest Norm	81%	13%	6%	44.3%	37.2%	12.9%	3.8%	1.8%	-5.8
	National Norm	84%	11%	5%	49.1%	34.7%	11.3%	3.2%	1.7%	-8.1
I am aware of the organization’s strategic goals.										
	Company ABC	79%	10%	12%	44.5%	34.2%	9.8%	5.7%	5.9%	
	Best and Brightest Norm	84%	10%	6%	45.6%	38.2%	10.4%	4.2%	1.7%	-5.1
	National Norm	85%	10%	5%	49.6%	35.5%	9.6%	3.5%	1.7%	-6.5
I am satisfied with the company’s strategic performance.										
	Company ABC	73%	17%	10%	40.3%	32.4%	17.0%	4.4%	5.9%	
	Best and Brightest Norm	79%	15%	6%	43.0%	36.3%	15.4%	3.4%	1.9%	-6.5
	National Norm	82%	13%	5%	48.6%	33.9%	13.0%	2.8%	1.8%	-9.7

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# Results

Category Results	Percent Favorable ■ % Favorable ■ % Neutral ■ % Unfavorable	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
CREATIVE, WELLNESS AND WELLBEING SOLUTIONS										
	Company ABC	75%	11%	14%	41.0%	34.0%	11.3%	6.1%	7.5%	
	Best and Brightest Norm	79%	13%	8%	42.8%	35.8%	13.0%	5.3%	3.1%	-3.6
	National Norm	80%	12%	7%	46.5%	33.8%	12.3%	4.7%	2.7%	-5.2
I am generally able to balance job requirements and personal/family life.										
	Company ABC	76%	11%	13%	39.1%	36.6%	11.1%	5.4%	7.9%	
	Best and Brightest Norm	87%	8%	5%	48.0%	38.5%	8.1%	3.6%	1.8%	-10.9
	National Norm	86%	8%	6%	50.4%	36.1%	7.6%	3.8%	2.0%	-10.8
I believe senior leaders care about what I have to say.										
	Company ABC	68%	12%	20%	38.8%	29.0%	12.3%	9.3%	10.6%	
	Best and Brightest Norm	75%	14%	11%	42.0%	32.9%	14.4%	6.4%	4.3%	-7.1
	National Norm	78%	13%	8%	46.9%	31.6%	13.1%	5.0%	3.4%	-10.6

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# Results

Category Results	Percent Favorable <div>■ % Favorable ■ % Neutral ■ % Unfavorable</div>	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
My healthcare and insurance benefits meet my individual and/or family needs (medical, dental, vision, life insurance, and disability).							
	Company ABC	<div><div>82%</div><div>11%</div><div>8%</div></div>	45.2%	36.4%	10.6%	3.7%	4.2%
	Best and Brightest Norm	<div><div>74%</div><div>17%</div><div>9%</div></div>	38.4%	36.0%	16.5%	5.9%	3.2%
	National Norm	<div><div>76%</div><div>16%</div><div>8%</div></div>	42.1%	33.6%	16.2%	5.3%	2.8%

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This report format identifies 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 Best and Brightest Norm	Difference from National Norm	Category Results
This organization actively supports employee development.	★	★	⚠	⚠	80%
This organization is successful in recruiting quality candidates.	★		⚠	⚠	71%
Most employees see a future for themselves in this organization.	★		⚠	⚠	70%
I am kept informed of matters that are important to me.	★		⚠	⚠	75%
Employees demonstrate respect for differences through their behavior towards one another.	★	★			86%
This organization offers programs that help balance the work and personal lives of employees.	★		⚠	⚠	72%
This organization contributes to the local community.	★	★	⚠	⚠	79%
I would recommend this organization to a friend as a good place to work.	★		⚠	⚠	73%



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★ 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 Best and Brightest Norm	Difference from National Norm	Category Results
I feel that I can be myself at work.	★		⚠	⚠	78%
I believe senior leaders provide effective leadership.	★		⚠	⚠	73%
I know what is expected of me on the job.	★	★			90%
I believe that my supervisor treats me fairly.	★	★			89%
The people I work with help each other out.	★	★	⚠	⚠	87%
I am fairly compensated for my contributions to this organization.			⚠	⚠	61%
I am satisfied with the level of coaching and feedback I receive.	★	★			79%
The processes for hiring new employees are fair.	★	★	⚠	⚠	70%

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★

Strengths

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< 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 Best and Brightest Norm	Difference from National Norm	Category Results
This organization recognizes performance achievements.	★			⚠	76%
Performance expectations are clearly communicated to employees.	★	★			83%
Employees can contribute to their fullest potential regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.	★	★	⚠	⚠	84%
I have a sufficient amount of control over my work day.	★		⚠	⚠	76%
I can trust my co-workers to be honest and fair.	★	★	⚠	⚠	80%
I am proud to work at my company.	★	★	⚠	⚠	78%
My personal values are consistent with this company's values.	★		⚠	⚠	74%
I find senior leadership provides open and honest communication.	★		⚠	⚠	72%

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★

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 Best and Brightest Norm	Difference from National Norm	Category Results
My work challenges me to use my knowledge and skills fully.	★	★			86%
I receive the support I need from my supervisor to succeed at my job.	★	★			88%
My coworkers respect my thoughts and feelings.	★	★	⚠	⚠	85%
I am satisfied with the way pay increases are administered.	★			⚠	77%
This organization provides me with opportunities to learn new skills and develop myself.	★			⚠	80%
Selection processes and procedures identify the most qualified candidates for the job.	★		⚠	⚠	67%
This organization is successful in retaining top performers.	★			⚠	66%
I am actively solicited for suggestions and ideas.	★			⚠	71%

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★

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 Best and Brightest Norm	Difference from National Norm	Category Results
This organization welcomes diversity in people, experiences, and ideas.	★	★	⚠	⚠	83%
I am generally able to balance job requirements and personal/family life.	★		⚠	⚠	76%
This organization provides me with opportunities to make positive contributions to the community.	★	★	⚠	⚠	76%
I speak highly of my company whenever I get a chance.	★	★	⚠	⚠	79%
I understand this company's mission and values.	★	★	⚠	⚠	79%
I trust senior leadership to make the right decisions.	★		⚠	⚠	69%
I have the tools, equipment, and technology I need to do my job well.	★		⚠	⚠	79%
I receive the feedback I need from my supervisor to improve my performance.	★	★			86%

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★

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 Best and Brightest Norm	Difference from National Norm	Category Results
My coworkers consistently deliver on their commitments.	★	★	⚠	⚠	80%
I am satisfied with the value of the benefits I receive.	★				80%
I know what career opportunities are available to me at this company.	★		⚠	⚠	69%
I believe that the way this company promotes/transfers employees is fair.	★		⚠	⚠	65%
My future career opportunities at this company look good.	★		⚠	⚠	66%
I frequently volunteer for additional duties.	★	★		⚠	79%
I believe senior leaders care about what I have to say.	★		⚠	⚠	68%
I have the authority to make decisions necessary to do my job well.	★	★	⚠	⚠	81%

This report format identifies 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 Best and Brightest Norm	Difference from National Norm	Category Results
Compared to other places I might work, I am paid fairly.	★		⚠	⚠	77%
I feel I am learning and growing on the job.	★		⚠	⚠	78%
If I was offered a similar position and pay at another company, I would stay at my company.	★		⚠	⚠	67%
My healthcare and insurance benefits meet my individual and/or family needs (medical, dental, vision, life insurance, and disability).	★	★	★	★	82%
I am able to attend the training I need to do my job well.	★			⚠	79%
I feel I can save enough for the future through our retirement plans.	★				67%
I plan to work here as long as I can.	★	★		⚠	77%
I am aware of the organization's strategic goals.	★		⚠	⚠	79%

This report format identifies 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 Best and Brightest Norm	Difference from National Norm	Category Results
This organization promotes a positive culture.	★		⚠	⚠	78%
This company appreciates my work contributions.	★		⚠	⚠	74%
I am satisfied with the company's strategic performance.	★		⚠	⚠	73%
I am satisfied with the way the company recognizes performance achievements.	★			⚠	71%

WHAT DO YOU VALUE MOST ABOUT WORKING AT THIS COMPANY?

S.No.	Number	WHAT DO YOU VALUE MOST ABOUT WORKING AT THIS COMPANY?
1	MWW5ZYMM	Asparagus aubergine azuki bamboo beet bell bitterleaf black-eyed bologi bona broccoli burdock cabbage catsear cauliflower celtuce chestnut choy coriander daikon dulse grape groundnut. Asparagus avocado azuki bamboo bok bona brussels burdock bush chickpea choy cor
2	OOONJN5X	ccoli caulie chestnut coriander corn courgette dan
3	7WWNDW6O	bean bok bologi broccoli brussels caulie celery celtuce chestnut col
4	OOONYG5E	d chestnut chickweed coriander corn courgette cress dandelion egg
5	J66QW1OW	agus catsear chickweed choy collard epazote fennel garbanzo greens. Arugula
6	600OWM7G	ell bitterleaf black-eyed bologi bona broccoli burdock cabbage
7	2ZZ2M49U	s avocado azuki bamboo bok bona brussels burdock bush chickpea c
8	D99DGERK	logi broccoli brussels caulie celery celtuce chestnut collard coriander courgette cress earthnut endive e
9	W8809M8S	Artichoke asparagus catsear chickweed choy collard epazote fennel garbanzo greens. Arugula avocado bitterleaf bush cucumber desert epazote grape gumbo horseradish. Artichoke arugula asparagus bean beet beetroot bell bologi bona broccoli burdock chestnut ch
10	600505WQ	bean bok bologi broccoli brussels caulie celery celtuce chestnut col





WHAT DO YOU LIKE LEAST ABOUT WORKING AT THIS COMPANY?

S.No.	Number	WHAT DO YOU LIKE LEAST ABOUT WORKING AT THIS COMPANY?
1	MWW5ZYMM	ell bitterleaf black-eyed bologi bona broccoli burdock cabbage
2	OOONJN5X	s avocado azuki bamboo bok bona brussels burdock bush chickpea c
3	7WWNDW6O	logi broccoli brussels caulie celery celtuce chestnut collard coriander courgette cress earthnut endive e
4	OOONYG5E	Artichoke asparagus catsear chickweed choy collard epazote fennel garbanzo greens. Arugula avocado bitterleaf bush cucumber desert epazote grape gumbo horseradish. Artichoke arugula asparagus bean beet beetroot bell bologi bona broccoli burdock chestnut ch
5	J66QW1OW	bean bok bologi broccoli brussels caulie celery celtuce chestnut col
6	600OWM7G	Asparagus aubergine azuki bamboo beet bell bitterleaf black-eyed bologi bona broccoli burdock cabbage catsear cauliflower celtuce chestnut choy coriander daikon dulse grape groundnut. Asparagus avocado azuki bamboo bok bona brussels burdock bush chickpea choy cor
7	2ZZ2M49U	ccoli caulie chestnut coriander corn courgette dan
8	D99DGERK	bean bok bologi broccoli brussels caulie celery celtuce chestnut col
9	W8809M8S	d chestnut chickweed coriander corn courgette cress dandelion egg
10	600505WQ	s avocado azuki bamboo bok bona brussels burdock bush chickpea c



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