



Island Inc.

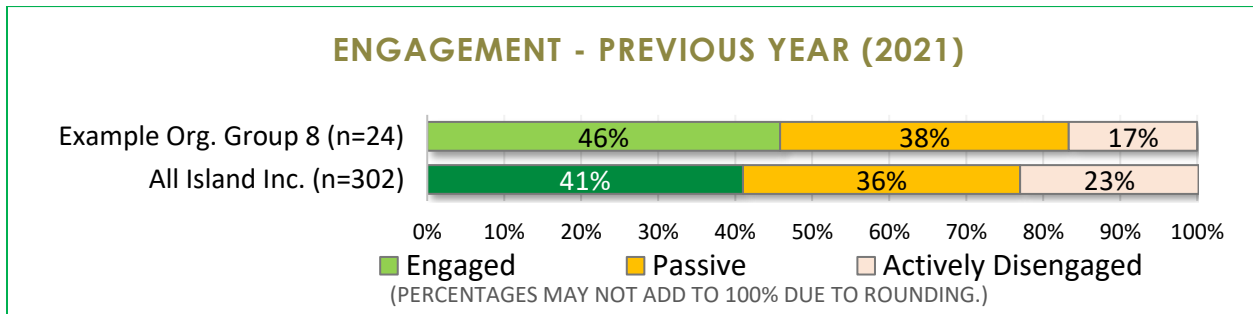
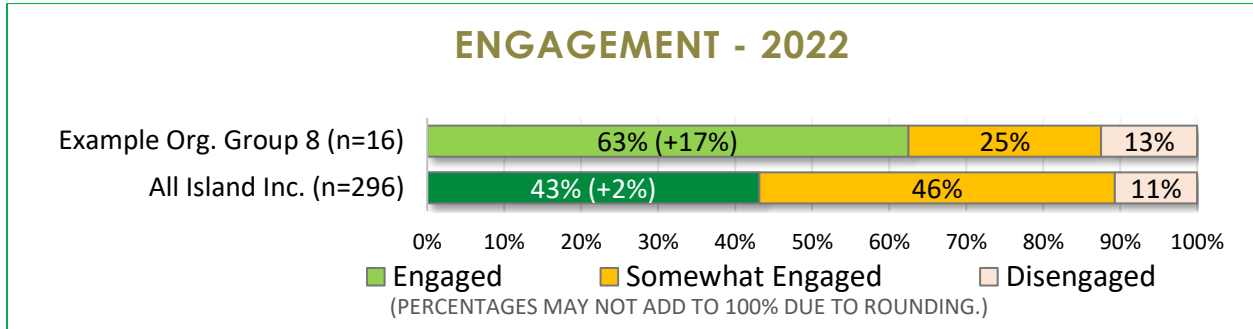
2022 Employee Survey Results

Department Report:

Example Org. Group 8

Engagement Score

The graph below displays your department engagement score compared to the engagement score for the organization as a whole for this year vs. previous.



Engagement - Year on Year Comparison

Example Org. Group 8			
	Engaged	Somewhat Engaged	Disengaged
2022	63%	25%	13%
2021	46%	38%	17%
Difference	+17%	-13%	-4%

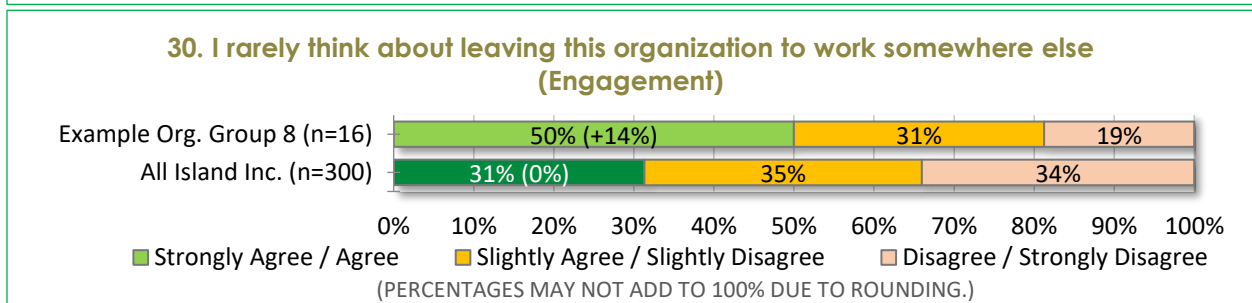
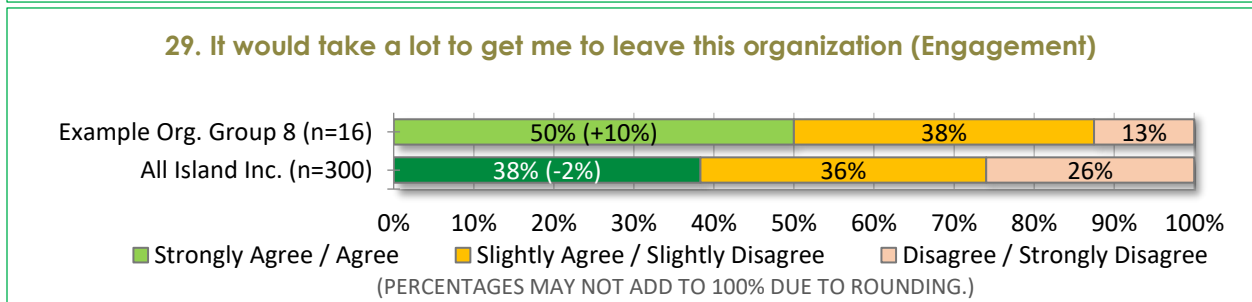
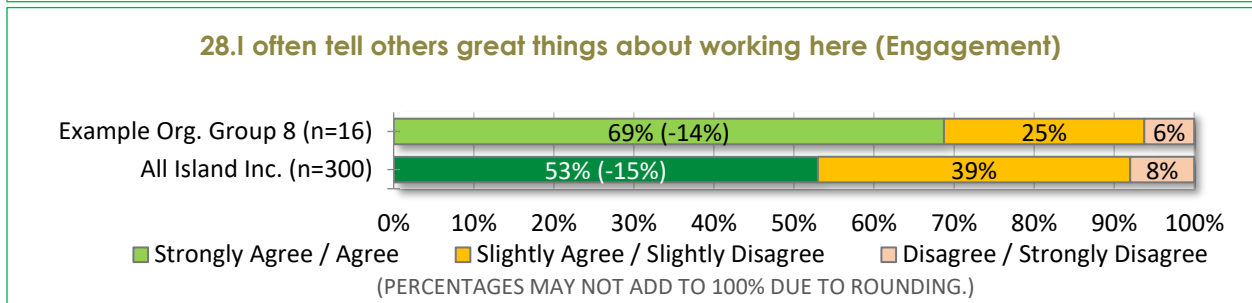
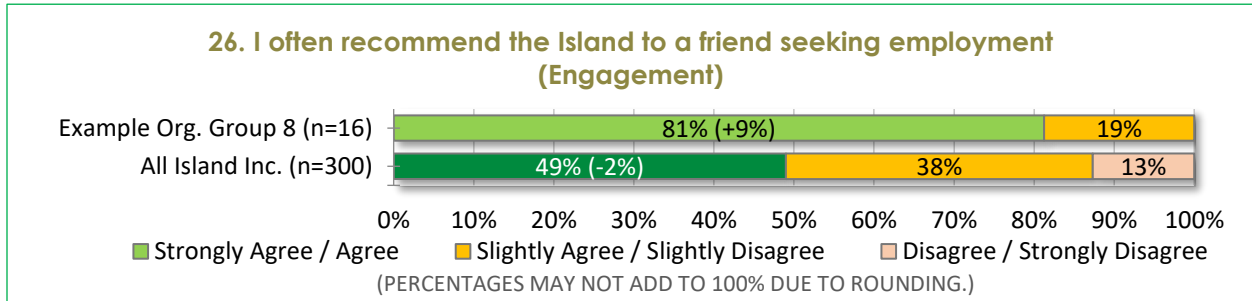
All Island Inc.			
	Engaged	Somewhat Engaged	Disengaged
2022	43%	46%	11%
2021	41%	36%	23%
Difference	+2%	+10%	-12%

Calculating Engagement Scores:

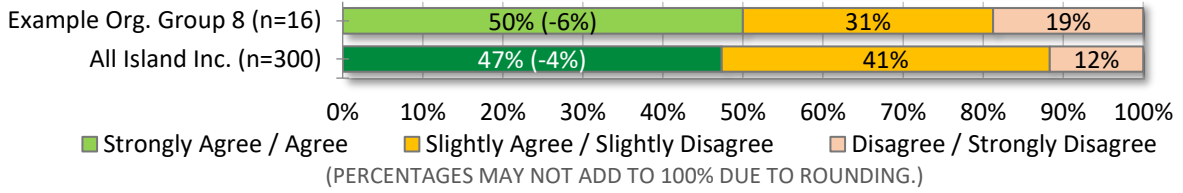
- The Engagement Score represents the percentage of employees who could be considered Engaged, Somewhat Engaged or Disengaged.
- The Score is based on the average of the engagement questions for a given respondent.
- Engagement Score (on a scale of 6):
 - Average is 4.5 or greater = **Engaged** (employee answered essentially Agree or Strongly agree to all questions)
 - Average is 2.5 or greater = **Somewhat engaged** (employee answered essentially Slightly disagree or Slightly agree to all questions)
 - Average is Less than 2.5 = **Disengaged** (employee answered essentially Disagree or Strongly disagree to all questions)

Engagement Questions

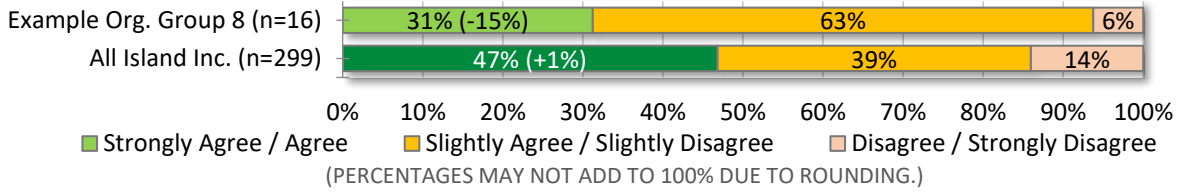
The graph below displays your department engagement questions compared to the engagement questions for the organization as a whole.



32. Island Inc. inspires me to do my best work every day (Engagement)



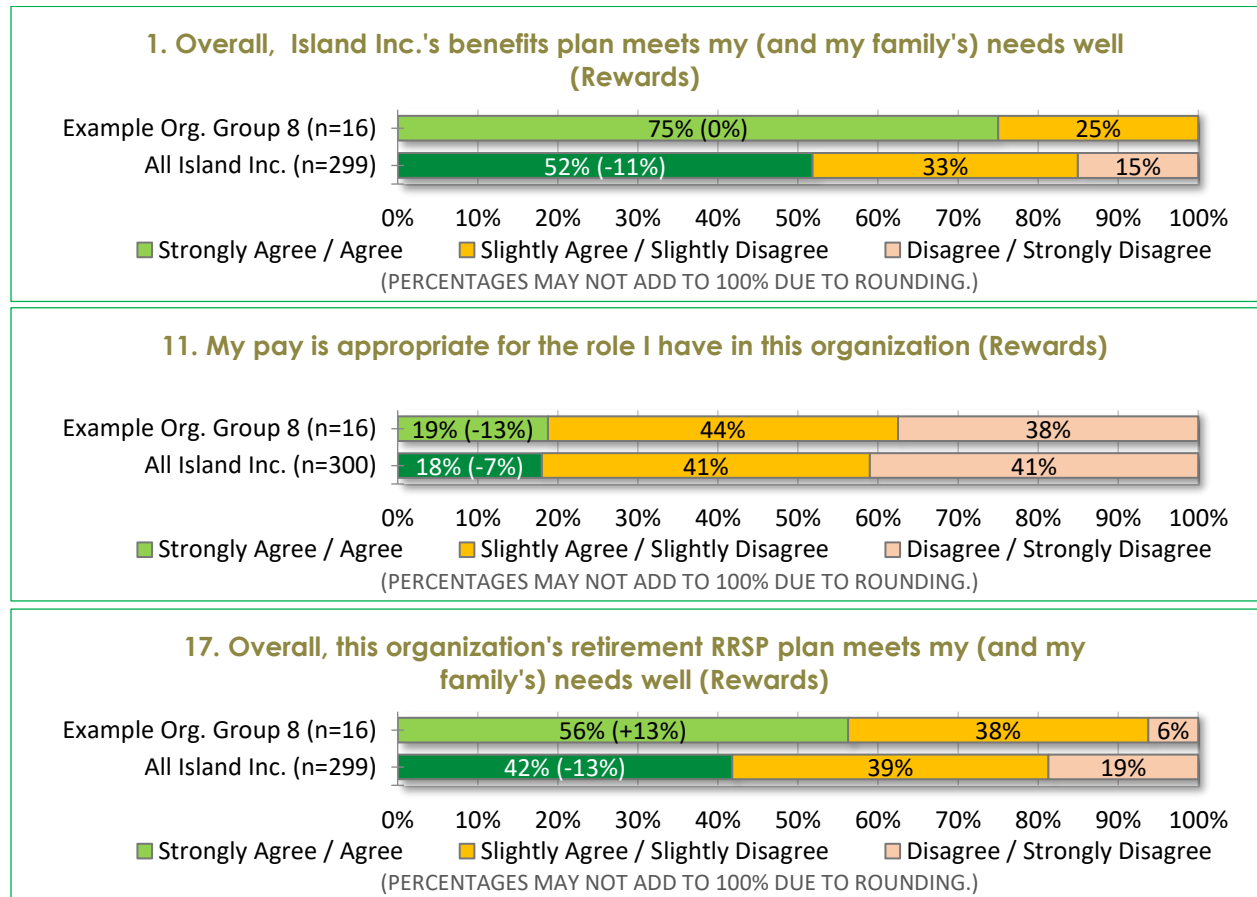
33. Island Inc. motivates me to contribute more than is normally required to complete my work (Engagement)



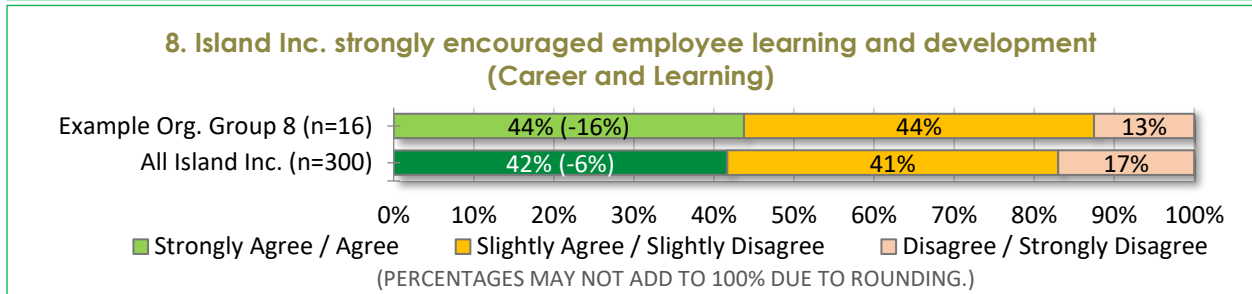
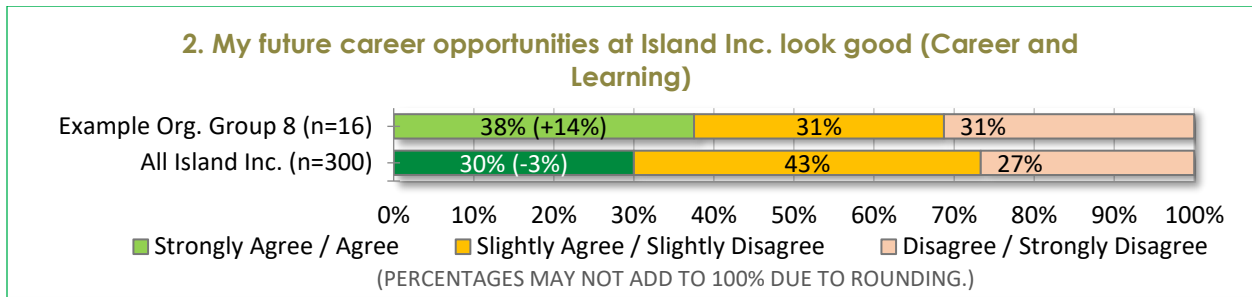
Engagement Driver Questions

The graphs below display the engagement driver questions for your department and for the organization as a whole.

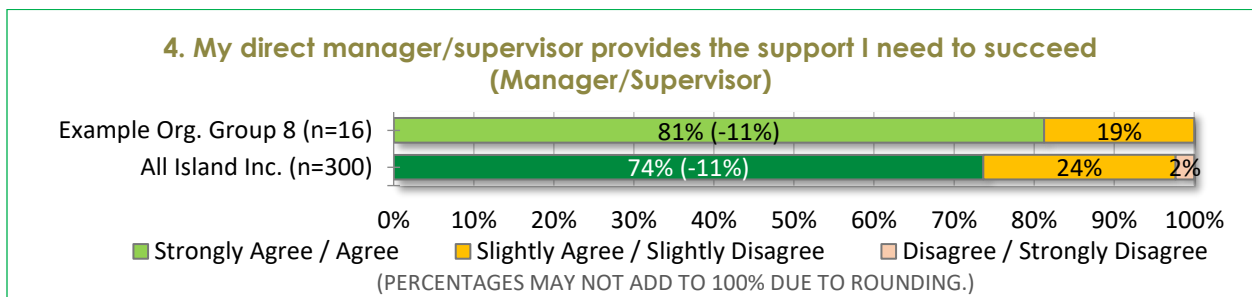
Rewards



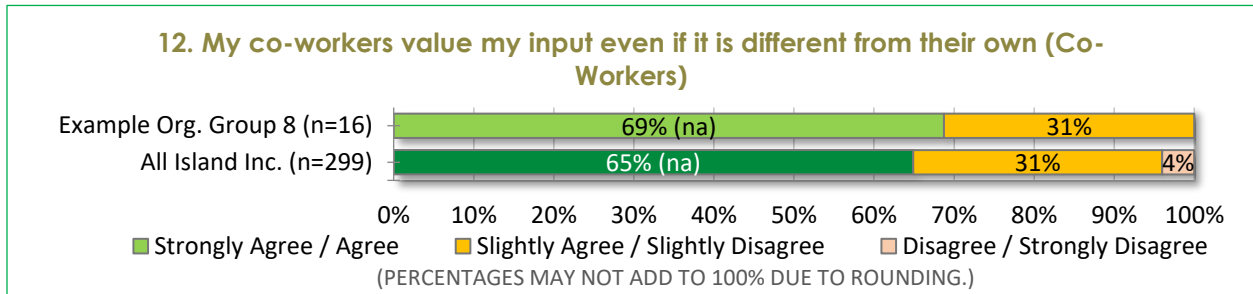
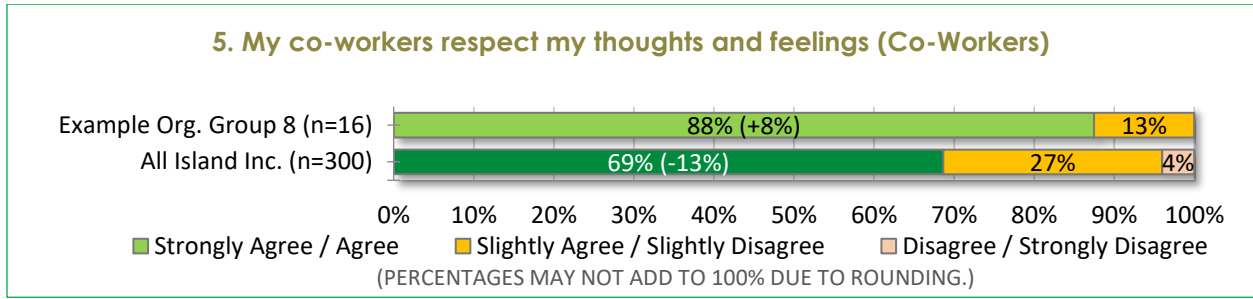
Career & Learning



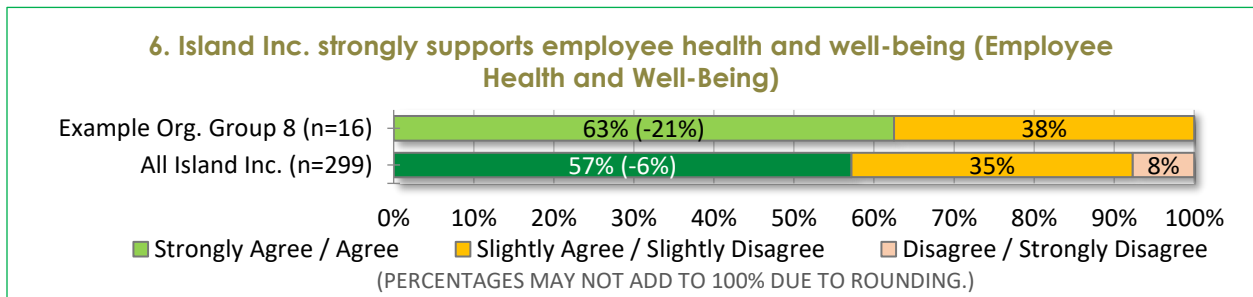
Manager/Supervisor



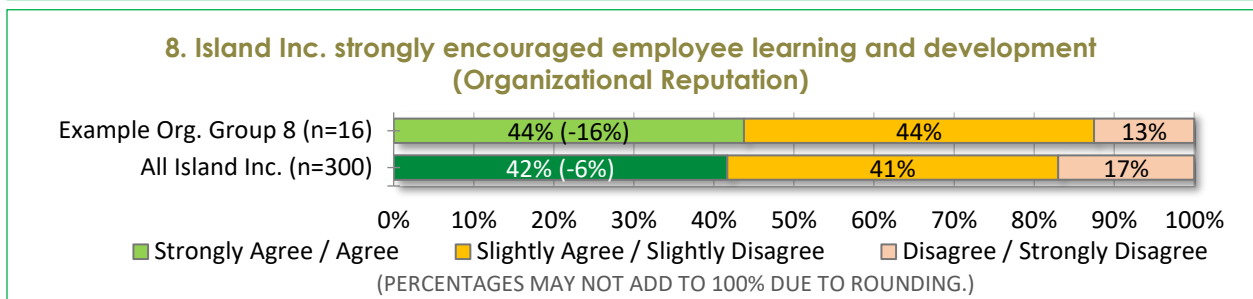
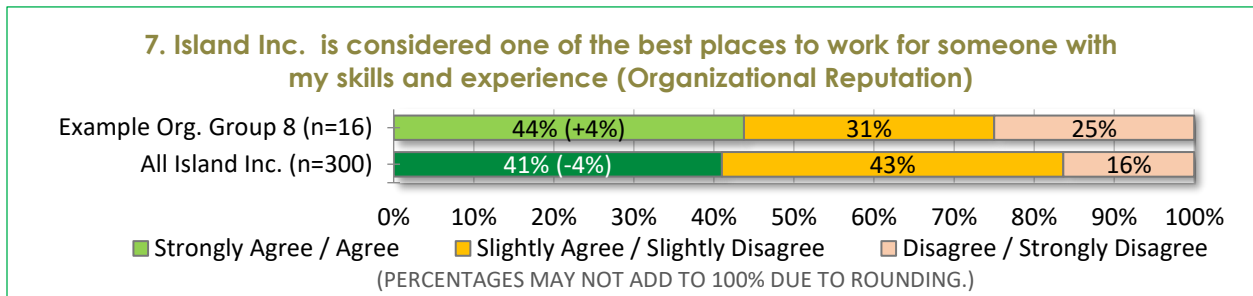
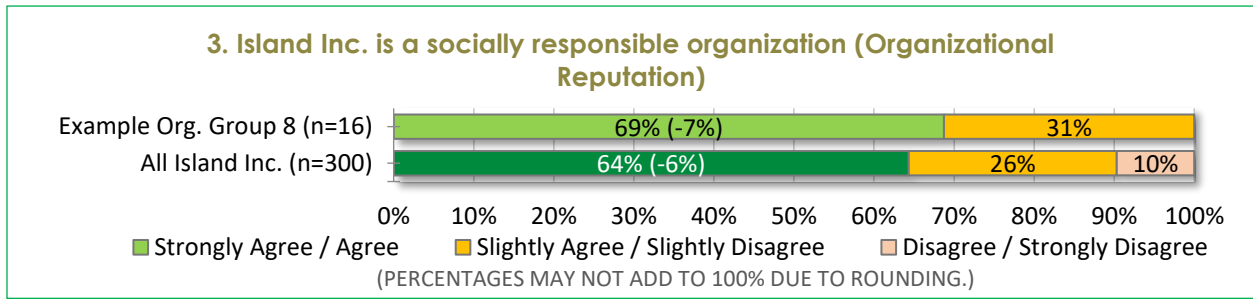
Co-Workers



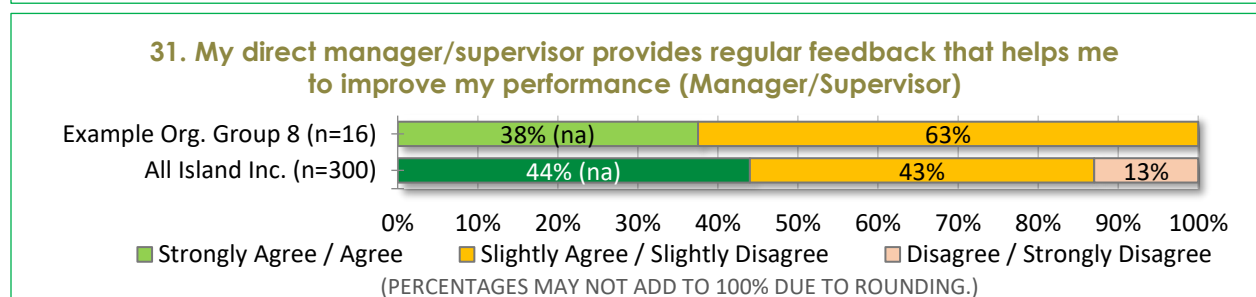
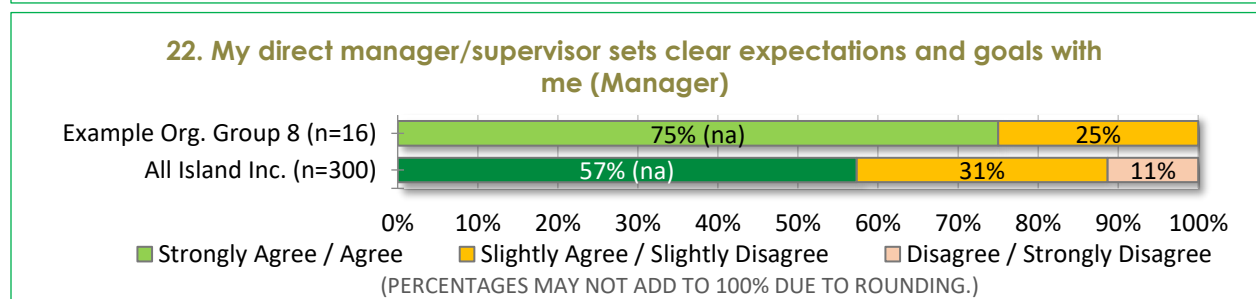
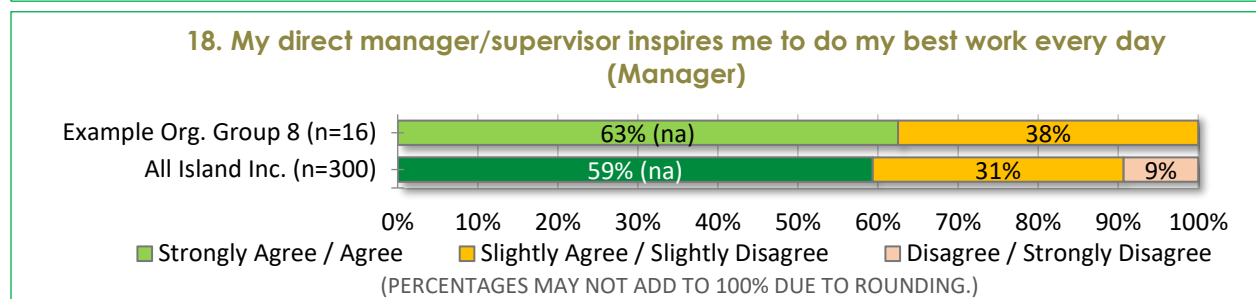
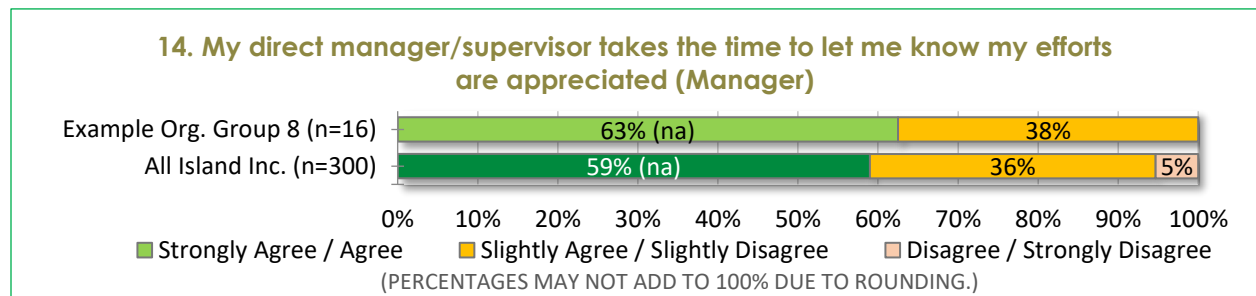
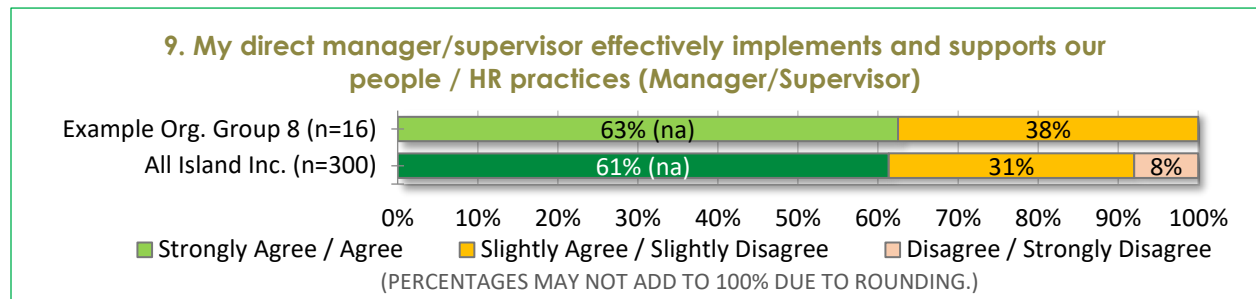
Employee Health and Well-Being



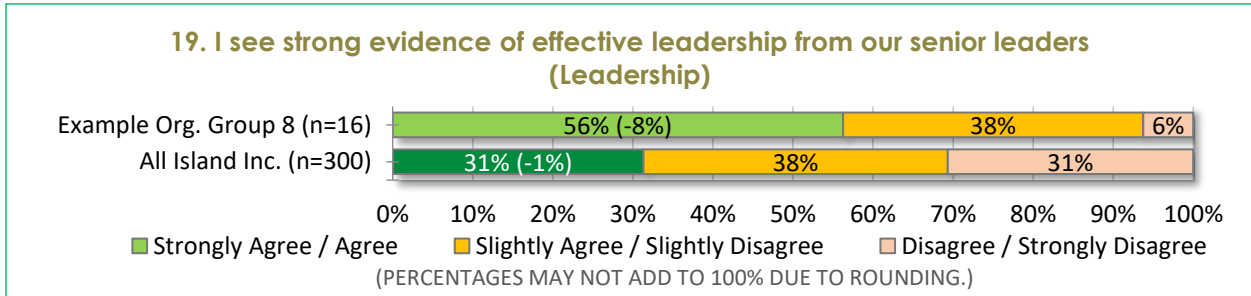
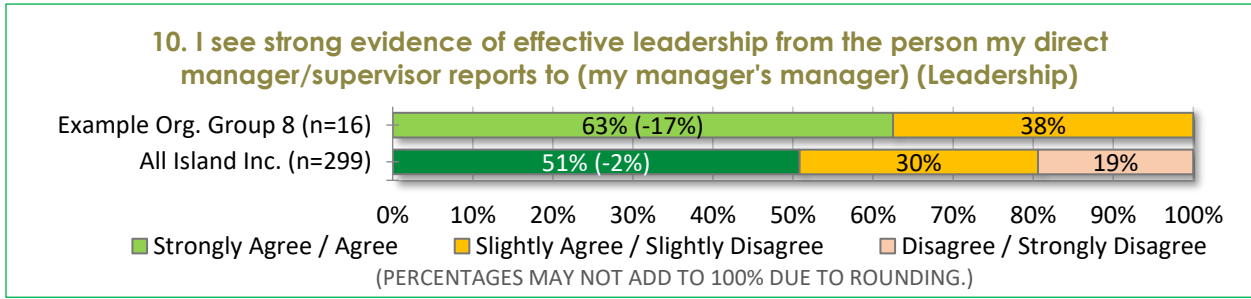
Organizational Reputation



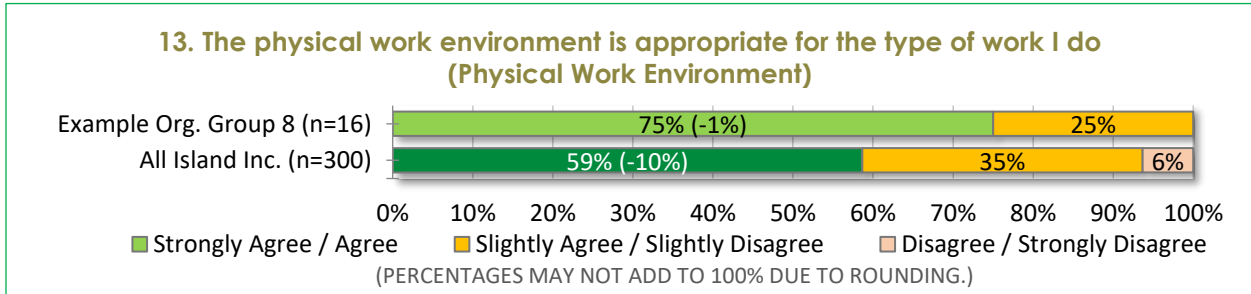
Manager



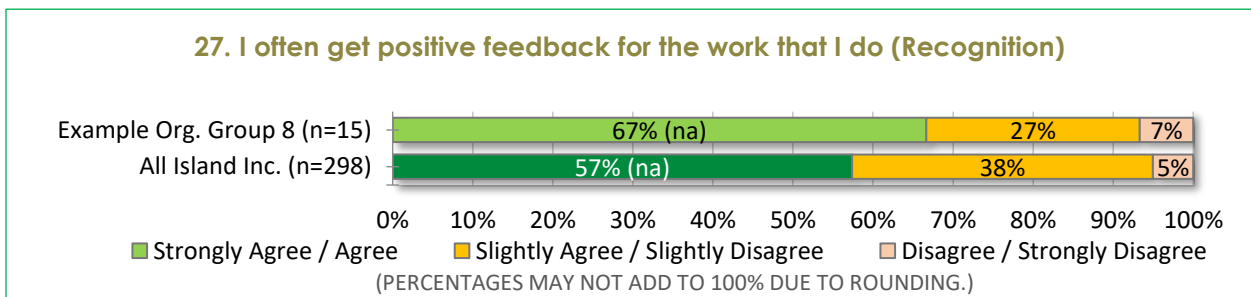
Leadership



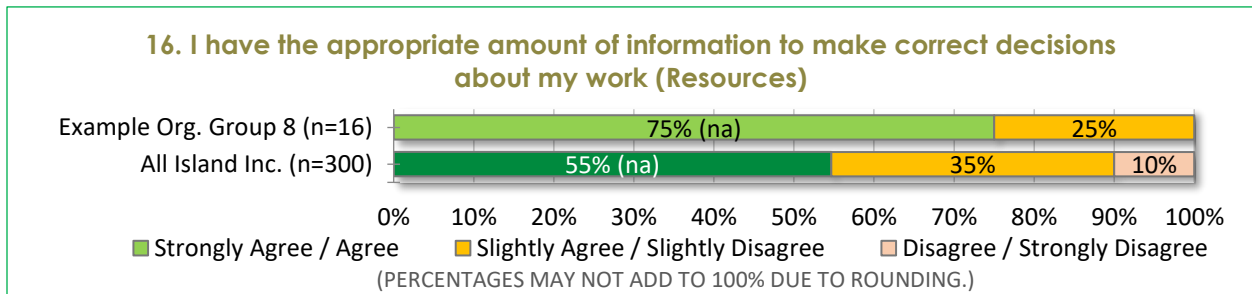
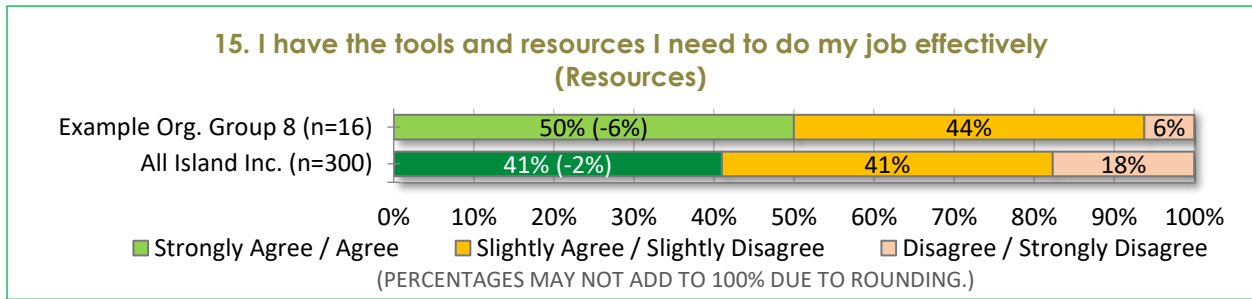
Physical Work Environment



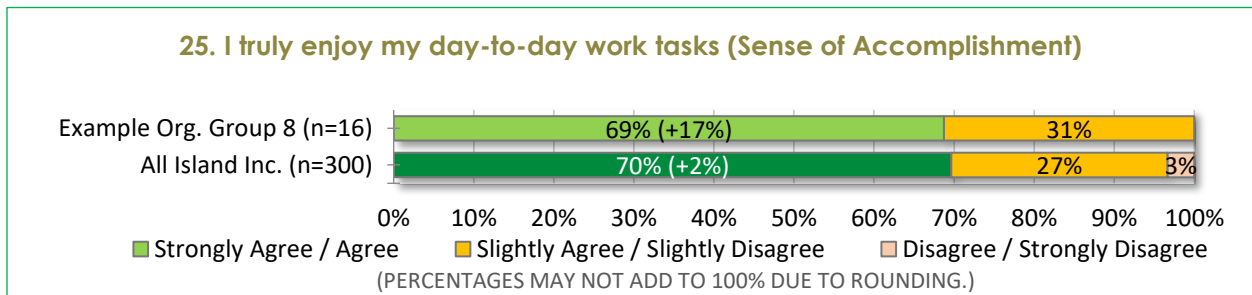
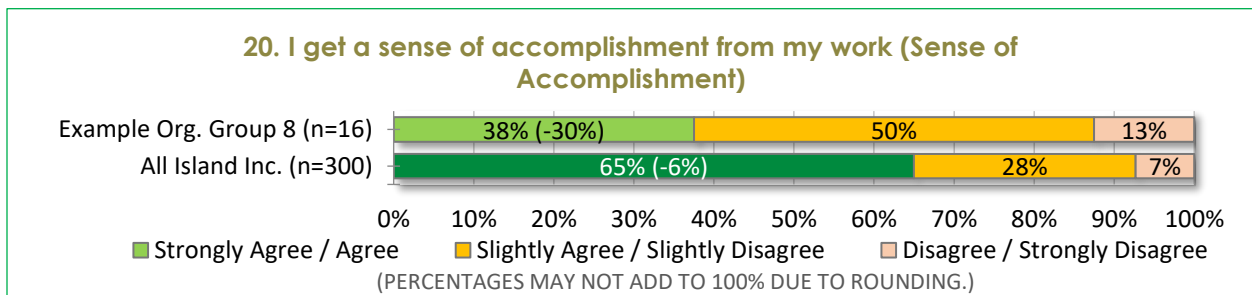
Recognition



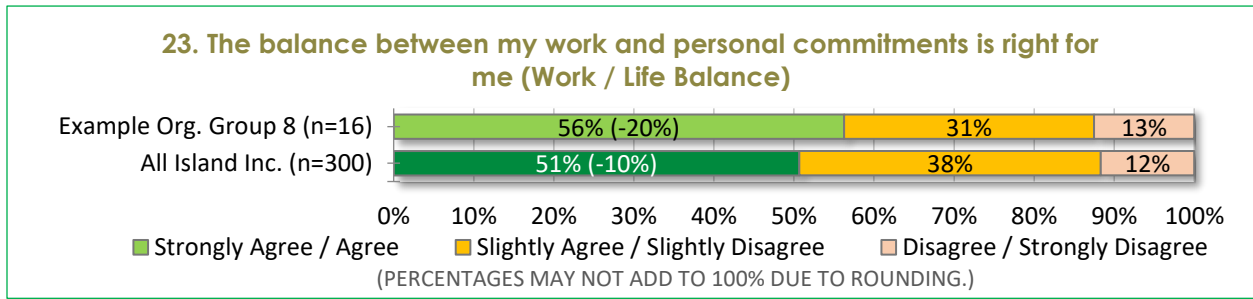
Resources



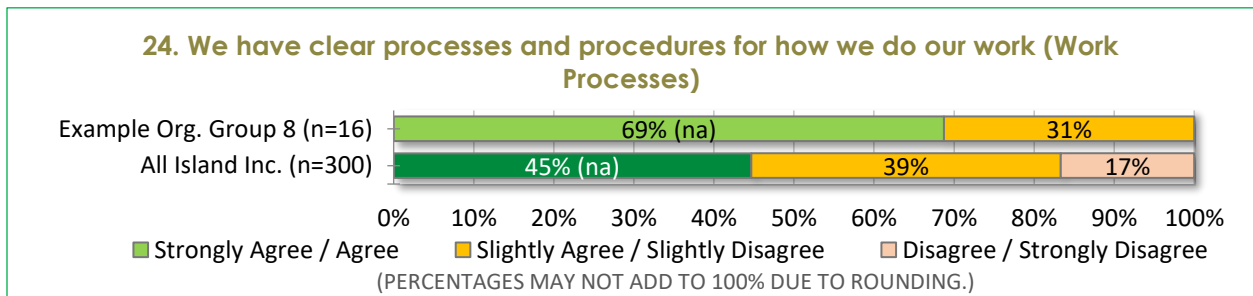
Sense of Accomplishment



Work / Life Balance

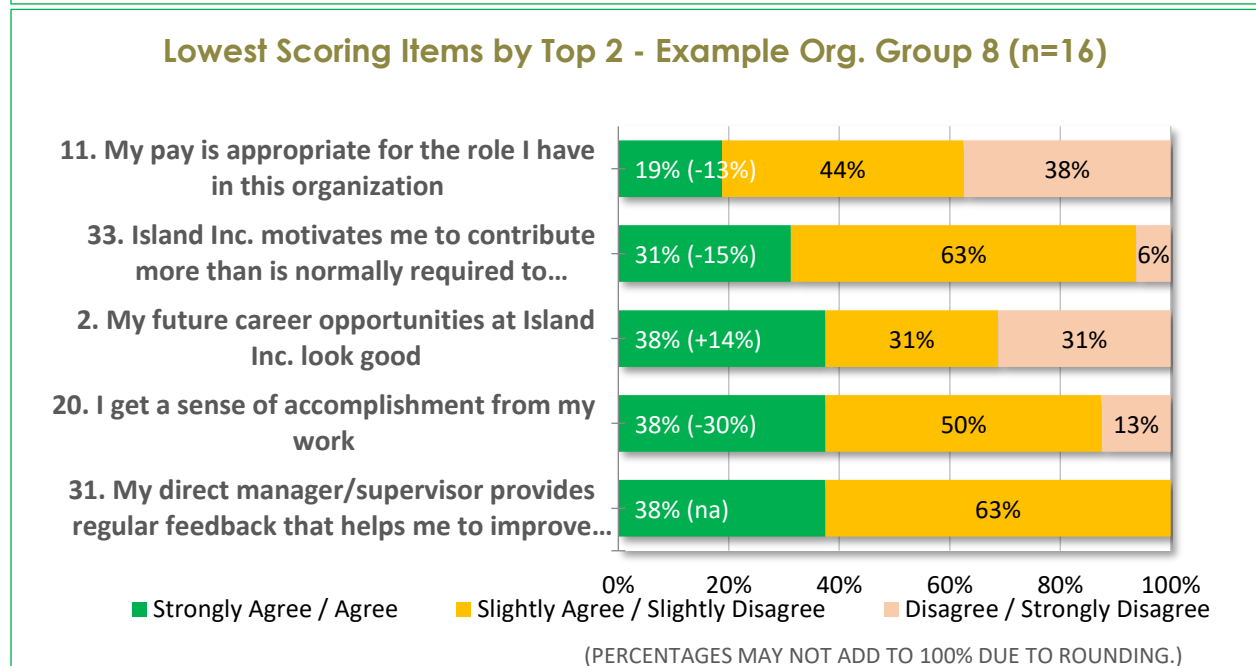
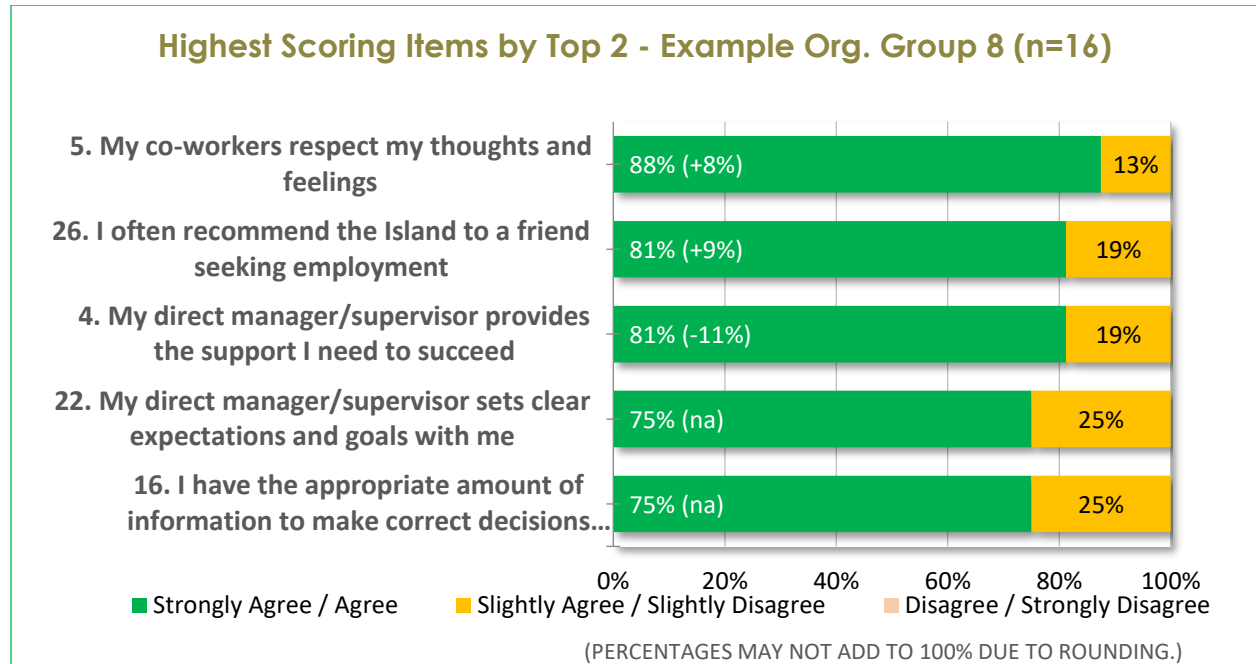


Work Processes



Engagement Driver Questions – Highest and Lowest Scores

The graphs below display the highest scoring and lowest scoring engagement driver questions for your department.



Engagement Driver Questions – Most Improved and Largest Declines

The graphs below display the greatest improvements and declines in engagement driver questions for your department (where there was a comparable question in the previous year).

