

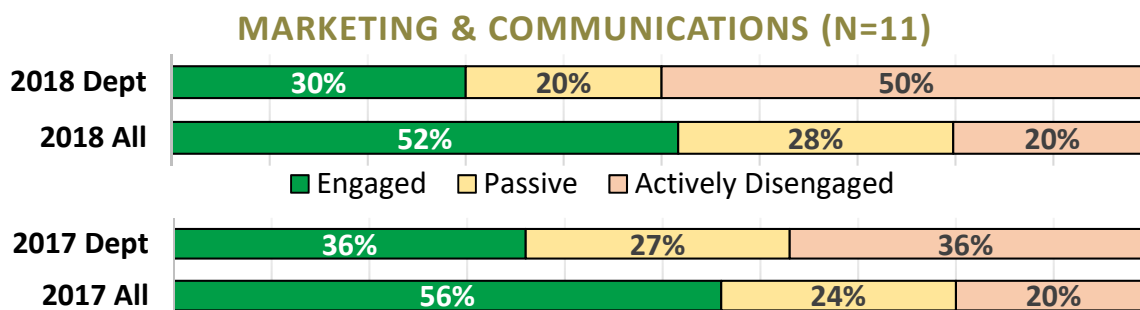


Island Inc.
2018 Employee Survey Results

Dashboard:
Marketing & Communications

Engagement Score

The graphs below display your department engagement score compared to the engagement score for the organization as a whole for 2018 and 2017.



Engagement Questions

The table below displays the six engagement questions for your department and for the organization as a whole. The last two columns display the year-over-year difference, both for your department and for the organization.

Marketing & Communications (n=11)				
Engagement Questions - Top Two Boxes ("Strongly Agree"/"Agree")				
Question	2018		Diff: 2018-2017	
	This Dept	All (n=83)	This Dept	All (n=83)
Q1. I get a sense of accomplishment from my work	75%	66%	+32%	+10%
Q2. I feel as if I "fit in" around here	50%	58%	+6%	+18%
Q3. I truly enjoy my day-to-day work tasks	94%	81%	+9%	-0%
Q4. I am proud to work for Island Inc.	80%	78%	+4%	+11%
Q5. I would recommend Island Inc. as an employer	75%	61%	-2%	-3%

Engagement Driver Questions – Question Number Order

The table below displays the engagement driver questions for your department and for the organization as a whole in question number order. The last two columns display the year-over-year difference, both for your department and for the organization.

Marketing & Communications (n=11)				
Engagement Driver Questions - Top Two Boxes ("Strongly Agree"/"Agree")				
	2018		Diff: 2018-2017	
Question	This Dept	All (n=83)	This Dept	All (n=83)
Q6. My role and responsibilities are clear to me	41%	41%	-4%	-1%
Q7. I am empowered to make decisions necessary to do my job	42%	49%	-19%	+1%
Q8. I understand how my role supports Island Inc.'s goals	46%	69%	-36%	-4%
Q9. I often get meaningful feedback on the work I do	79%	52%	+24%	+9%
Q10. I feel valued at Island Inc.	56%	59%	-11%	-4%
Q11. I know what is expected of me at work	55%	58%	-14%	-4%
Q12. My co-workers respect my thoughts and feelings	64%	60%	-11%	-2%
Q13. My co-workers work together to achieve our goals	71%	73%	+33%	+5%
Q14. There is effective teamwork within our department	15%	33%	-10%	-3%
Q15. There is effective cooperation across Island Inc.	61%	44%	+30%	+13%
Q16. Island Inc. strongly supports employee learning and development	57%	65%	+40%	+15%
Q17. I have sufficient opportunities to learn new skills in my current role	39%	29%	0%	-7%
Q18. I can achieve my career goals with Island Inc.	39%	65%	-13%	-10%
Q19. My supervisor works with me to find ways I can develop and grow in my job	83%	73%	-10%	+2%

Marketing & Communications (n=11)				
Engagement Driver Questions - Top Two Boxes ("Strongly Agree"/"Agree")				
	2018		Diff: 2018-2017	
Question	This Dept	All (n=83)	This Dept	All (n=83)
Q20. My supervisor keeps me informed about what our team must do to meet Island Inc.'s objectives	58%	52%	-3%	+1%
Q21. The balance between my work and my personal life is right for me	53%	75%	+12%	+17%
Q22. My work-related stress is manageable	66%	47%	-8%	-12%
Q23. My current workload is manageable	78%	57%	+4%	-6%

Engagement Driver Questions – Highest to Lowest Score

The table below displays the engagement driver questions for your department from the highest to the lowest score in the current year. It also shows the response for the organization as a whole. The last two columns display the year-over-year difference, both for your department and for the organization.

Marketing & Communications (n=11)				
Engagement Driver Questions - Top Two Boxes ("Strongly Agree"/"Agree")				
	2018		Diff: 2018-2017	
Question	This Dept	All (n=83)	This Dept	All (n=83)
Q19. My supervisor works with me to find ways I can develop and grow in my job	83%	73%	-10%	+2%
Q9. I often get meaningful feedback on the work I do	79%	52%	+24%	+9%
Q23. My current workload is manageable	78%	57%	+4%	-6%
Q13. My co-workers work together to achieve our goals	71%	73%	+33%	+5%
Q22. My work-related stress is manageable	66%	47%	-8%	-12%
Q12. My co-workers respect my thoughts and feelings	64%	60%	-11%	-2%
Q15. There is effective cooperation across Island Inc.	61%	44%	+30%	+13%
Q20. My supervisor keeps me informed about what our team must do to meet Island Inc.'s objectives	58%	52%	-3%	+1%
Q16. Island Inc. strongly supports employee learning and development	57%	65%	+40%	+15%
Q10. I feel valued at Island Inc.	56%	59%	-11%	-4%
Q11. I know what is expected of me at work	55%	58%	-14%	-4%
Q21. The balance between my work and my personal life is right for me	53%	75%	+12%	+17%
Q8. I understand how my role supports Island Inc.'s goals	46%	69%	-36%	-4%

Marketing & Communications (n=11)				
Engagement Driver Questions - Top Two Boxes ("Strongly Agree"/"Agree")				
Question	2018		Diff: 2018-2017	
	This Dept	All (n=83)	This Dept	All (n=83)
Q7. I am empowered to make decisions necessary to do my job	42%	49%	-19%	+1%
Q6. My role and responsibilities are clear to me	41%	41%	-4%	-1%
Q17. I have sufficient opportunities to learn new skills in my current role	39%	29%	0%	-7%
Q18. I can achieve my career goals with Island Inc.	39%	65%	-13%	-10%
Q14. There is effective teamwork within our department	15%	33%	-10%	-3%

Engagement Driver Questions – Most Improved

The table below displays up to five engagement driver scores for your department with the largest improvements. It also shows the response for the organization as a whole. The last two columns display the year-over-year difference, both for your department and for the organization.

Marketing & Communications (n=11)				
Engagement Driver Questions - Top Two Boxes ("Strongly Agree"/"Agree")				
	2018		Diff: 2018-2017	
Question	This Dept	All (n=83)	This Dept	All (n=83)
Q16. Island Inc. strongly supports employee learning and development	57%	65%	+40%	+15%
Q13. My co-workers work together to achieve our goals	71%	73%	+33%	+5%
Q15. There is effective cooperation across Island Inc.	61%	44%	+30%	+13%
Q9. I often get meaningful feedback on the work I do	79%	52%	+24%	+9%
Q21. The balance between my work and my personal life is right for me	53%	75%	+12%	+17%

Engagement Driver Questions – Largest Declines

The table below displays up to five engagement driver scores for your department with the largest declines. It also shows the response for the organization as a whole. The last two columns display the year-over-year difference, both for your department and for the organization.

Marketing & Communications (n=11)				
Engagement Driver Questions - Top Two Boxes ("Strongly Agree"/"Agree")				
	2018		Diff: 2018-2017	
Question	This Dept	All (n=83)	This Dept	All (n=83)
Q8. I understand how my role supports Island Inc.'s goals	46%	69%	-36%	-4%
Q7. I am empowered to make decisions necessary to do my job	42%	49%	-19%	+1%
Q11. I know what is expected of me at work	55%	58%	-14%	-4%
Q18. I can achieve my career goals with Island Inc.	39%	65%	-13%	-10%
Q12. My co-workers respect my thoughts and feelings	64%	60%	-11%	-2%