

McLEAN &
COMPANY

New Hire Survey

Sample Company, Inc.

Current Period:

Apr 1, 2019 – Oct 31, 2019

of employees: 223

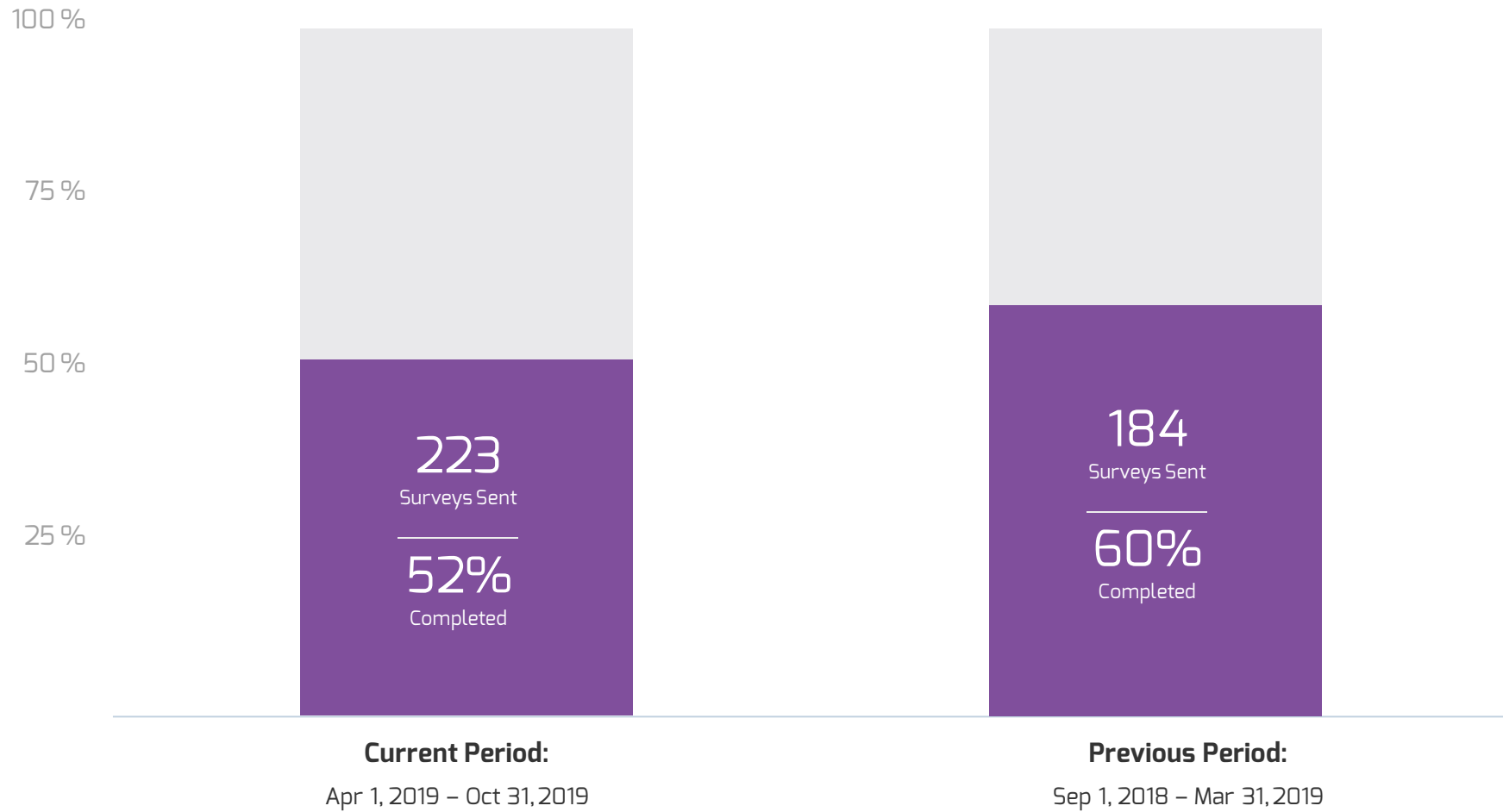
of responses: 116

responses rate: 52%

Previous Period:(for trending purposes):

Sep 1, 2018 – Mar 31, 2019

Overall Survey Participation



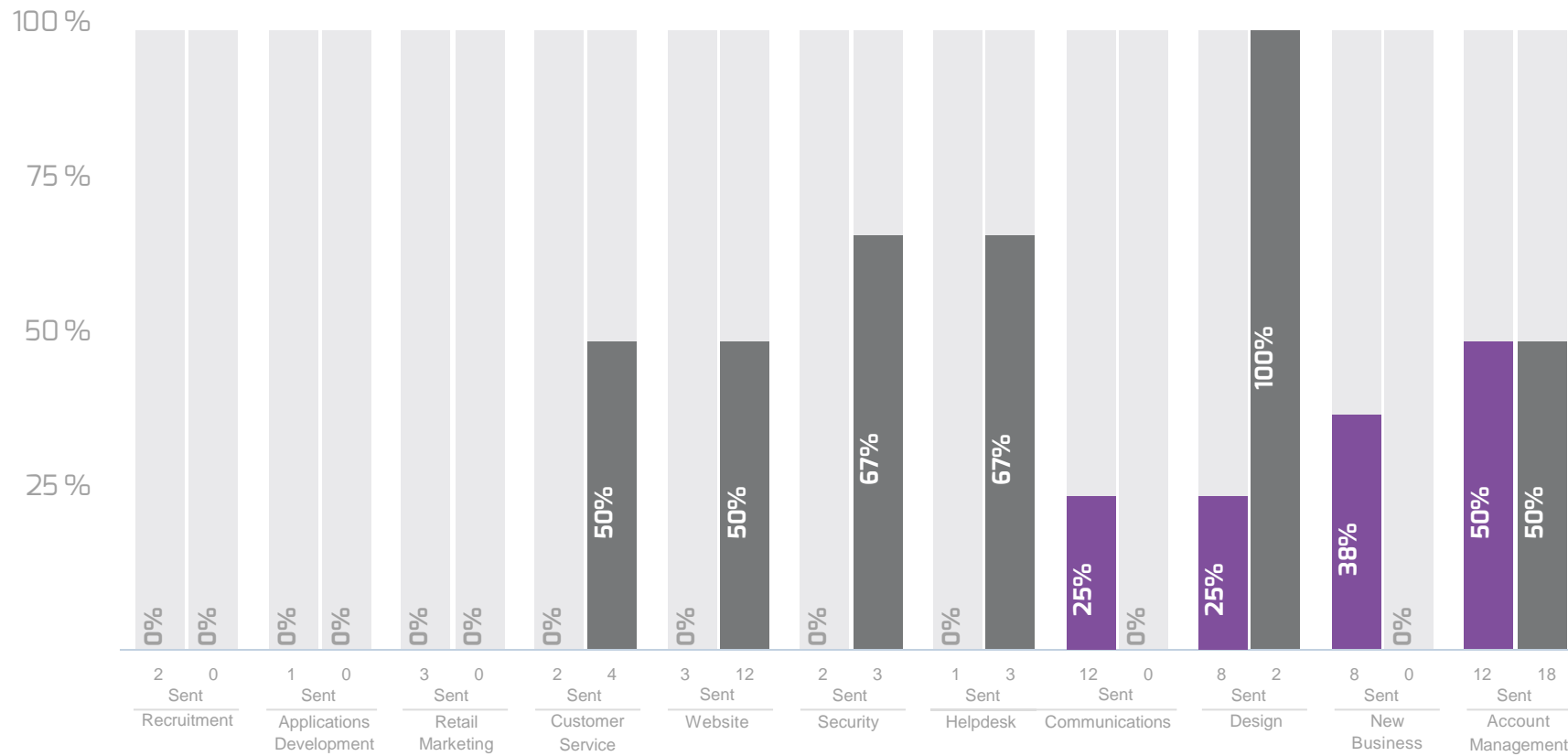
Survey Participation By Department

Current Period

● Apr 1, 2019 – Oct 31, 2019

Previous Period

● Sep 1, 2018 – Mar 31, 2019

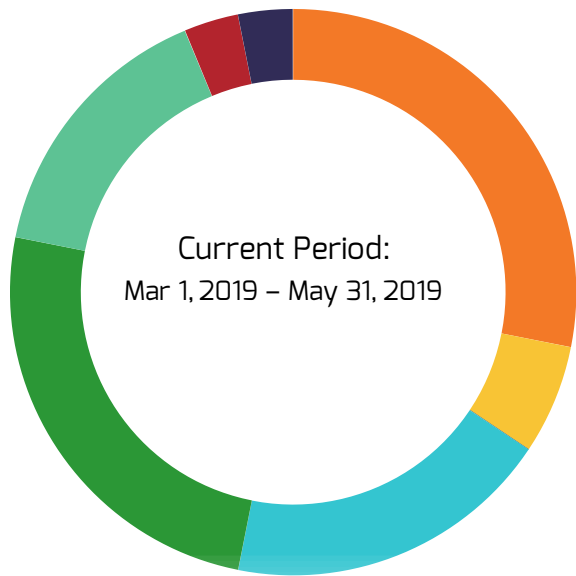


Sample Company, Inc.
 Current Period: Apr 1, 2019 – Oct 31, 2019
 Previous Period: Sep 1, 2018 – Mar 31, 2019

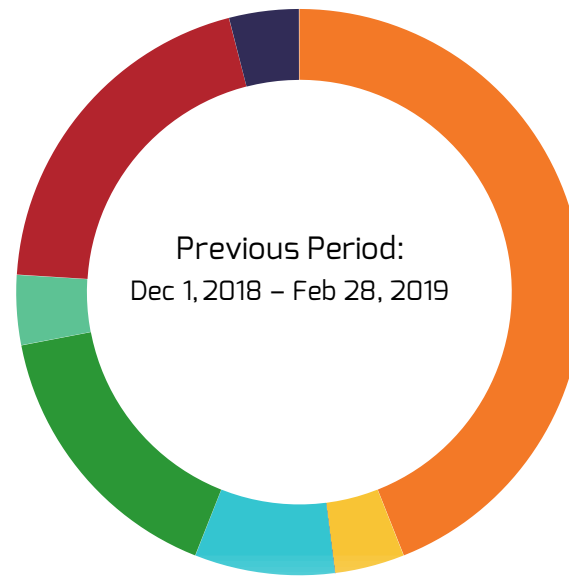
of Employees: 223
 # of responses: 116
 responses rate: 52%

Recruiting Question Results

How did you first learn about the position you applied for at this organization?



Employee referral	28%
External reference	6%
Head hunter	0%

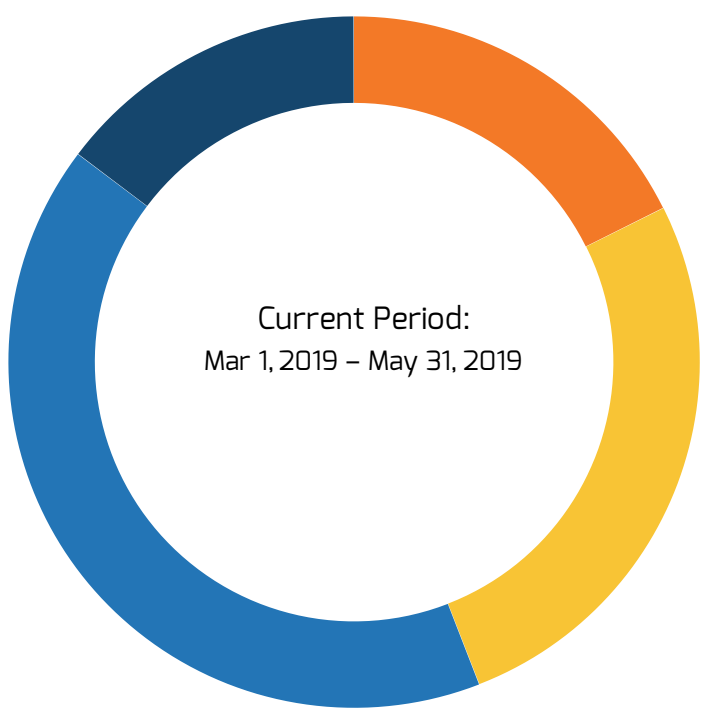


Employee referral	44%
External reference	4%
Head hunter	0%

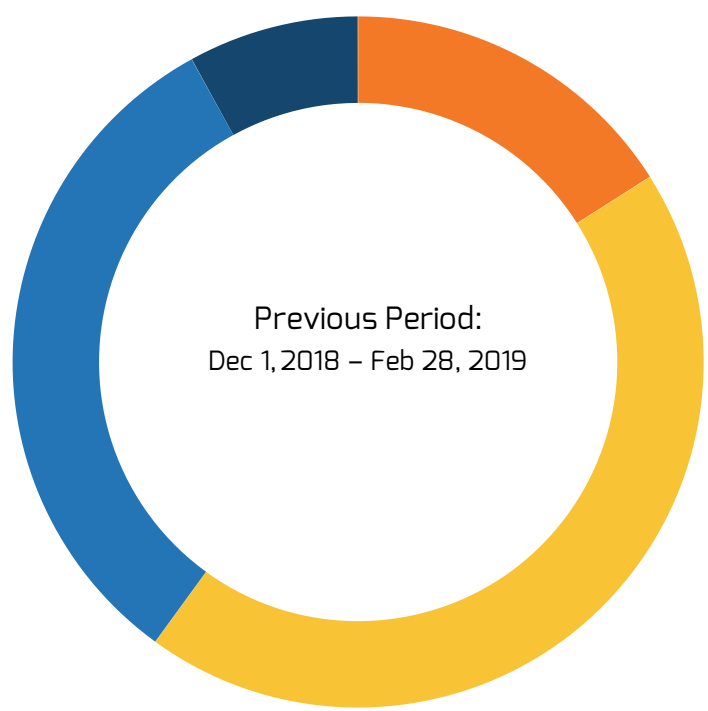
Survey information has been removed for sample purposes. The full report will include all new hire questions and scores.

Recruiting Question Results

How does your current **compensation** compare to the compensation you received in your last position, with your most recent former employer?



- I am getting the same pay 18%
- I am taking a pay decrease 26%
- I am taking a pay increase 56%



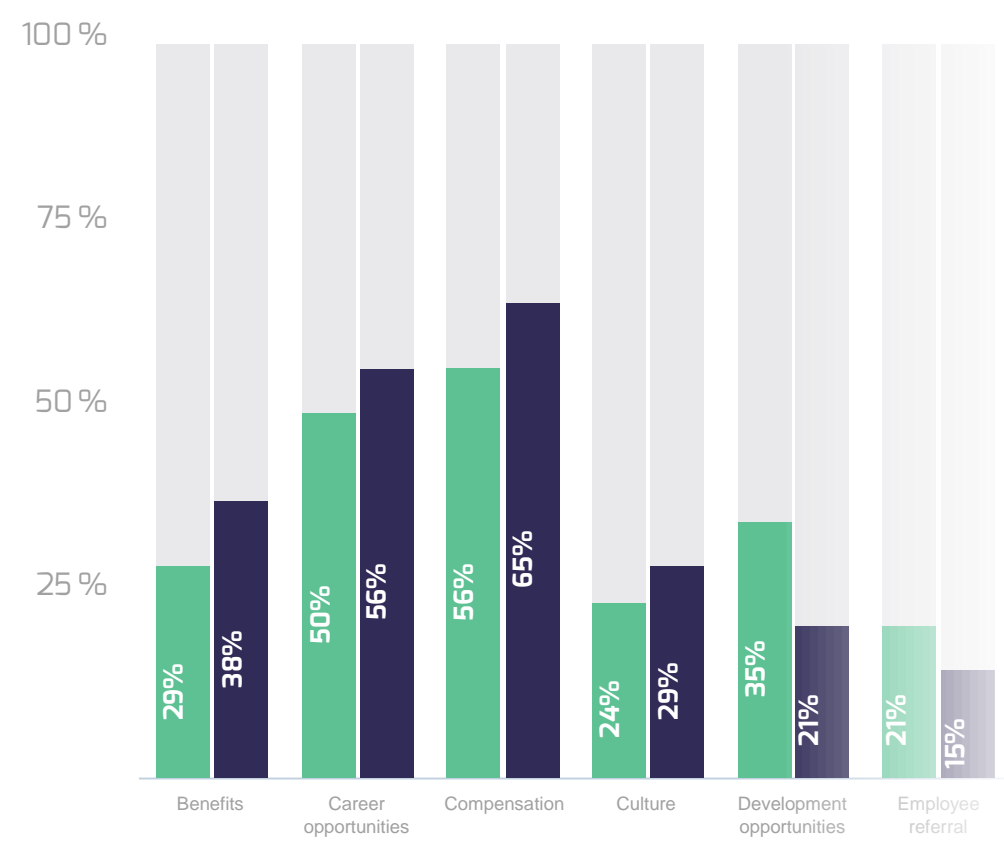
- I am getting the same pay 16%
- I am taking a pay decrease 44%
- I am taking a pay increase 40%

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Recruiting Question Results

For which of the following reasons did you apply and accept the position with this organization?

Reason Applied Reason Accepted



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Sample Company, Inc.
Current Period: Mar 1, 2019 – May 31, 2019
Previous Period: Dec 1, 2018 – Feb 28, 2019

of Employees: 154
of responses: 34
responses rate: 22.1%

Candidate Experience Hiring

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

Previous Period
 McLean & Co. Benchmark

My interviewers conducted themselves professionally.



100% (-6%)	96% (-2%)
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My interviewers made me feel excited to work at this organization.



91% (+3%)	91% (+3%)
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The tests conducted during the hiring process were relevant to my job.



79% (+14%)	84% (+9%)
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Looking back, the description of the role provided to me



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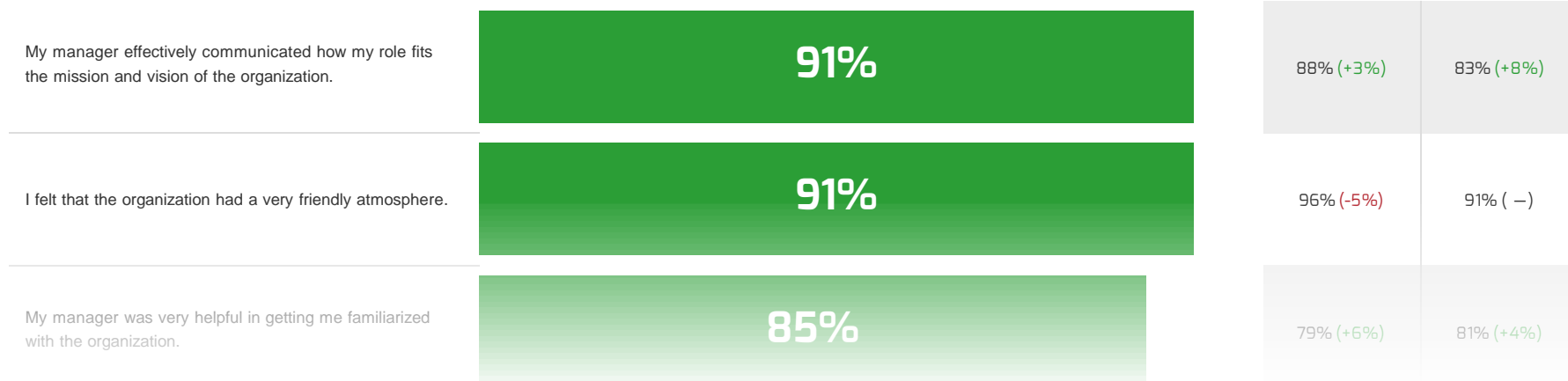
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Acclimatization

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

Previous Period
 McLean & Co. Benchmark



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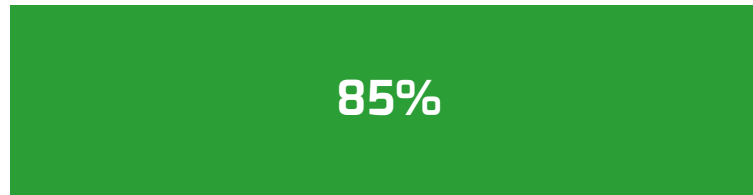
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Training and Development

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

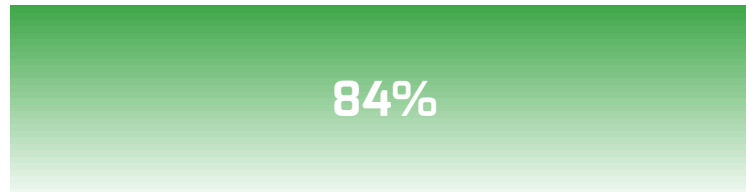
Previous Period
 McLean & Co. Benchmark

Information presented to me was delivered in appropriate amounts.



Previous Period	68% (+17%)	McLean & Co. Benchmark	74% (+11%)
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The training included an appropriate amount of hands-on learning.



Previous Period	68% (+16%)	McLean & Co. Benchmark	72% (+12%)
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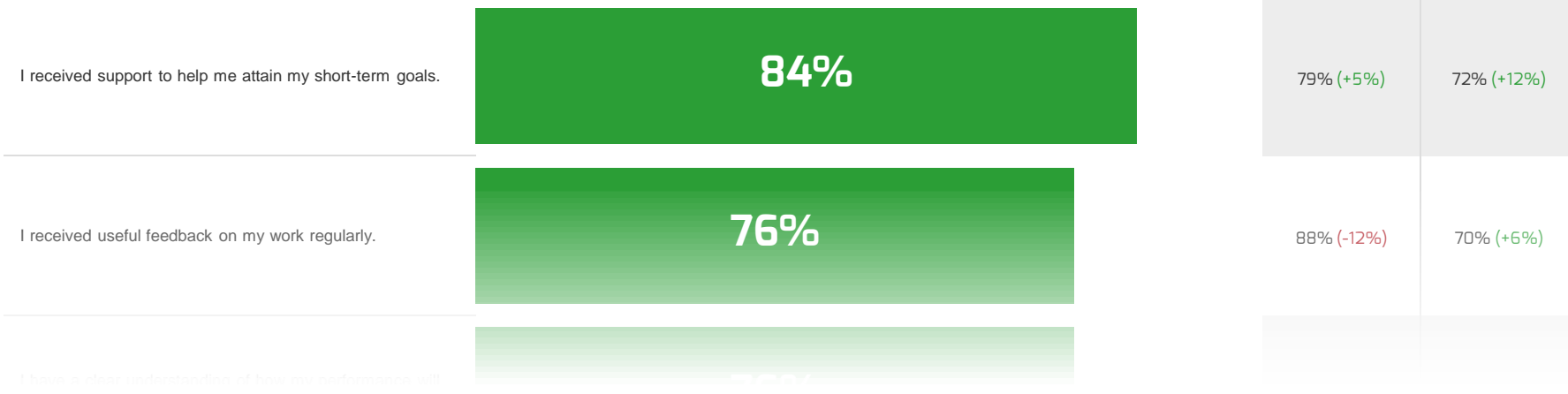
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Defining Performance Expectations

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

Previous Period
 McLean & Co. Benchmark




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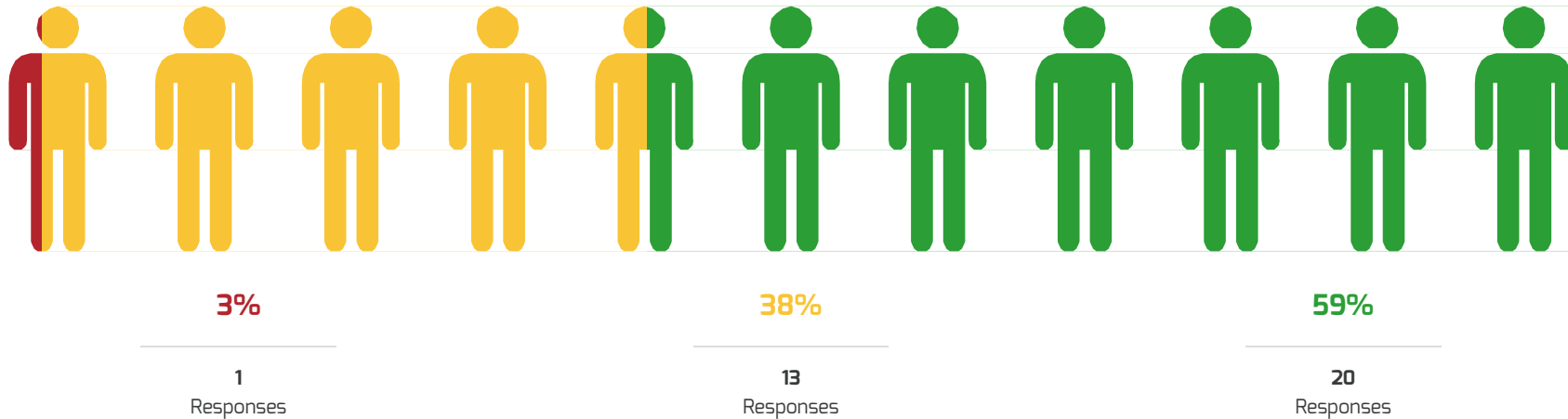
McLean Employee Experience Score

How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?

 Detractors
Answered 0 - 6

 Passives
Answered 7 - 8

 Supporters
Answered 9 - 10



Employee Experience Score

55.88

Previous Period Employee Experience Score

28

McLean & Co. Benchmark Average

43.21

Overall Engagement Results

● Engaged

Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort and drive organizational performance.

● Almost Engaged

Almost engaged employees sometimes exceed expectations. They are passionate about their work. At times they exert discretionary effort to meet organizational goals.

● Indifferent

Indifferent employees are satisfied with their work but only meet minimum expectations. They see their work as a job and do not exert discretionary effort to meet organizational goals.

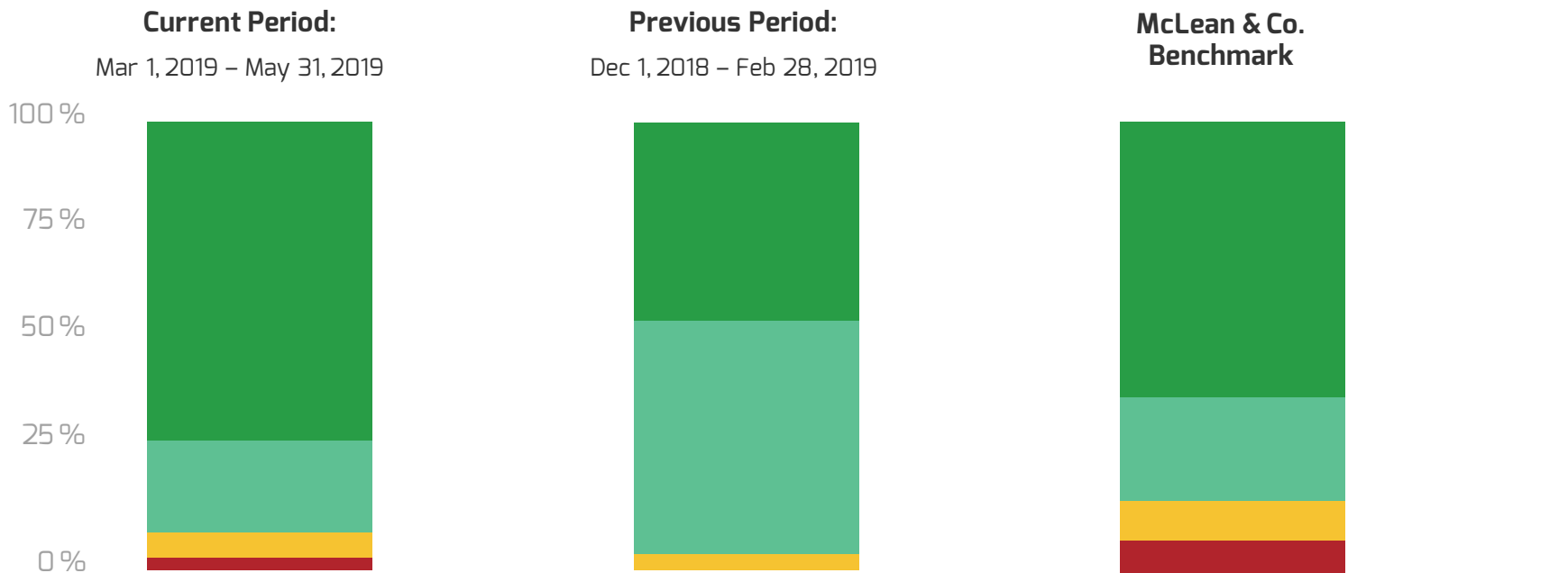
● Disengaged

Disengaged employees usually fail to meet expectations. They do not exert discretionary effort and often display negative attitudes.

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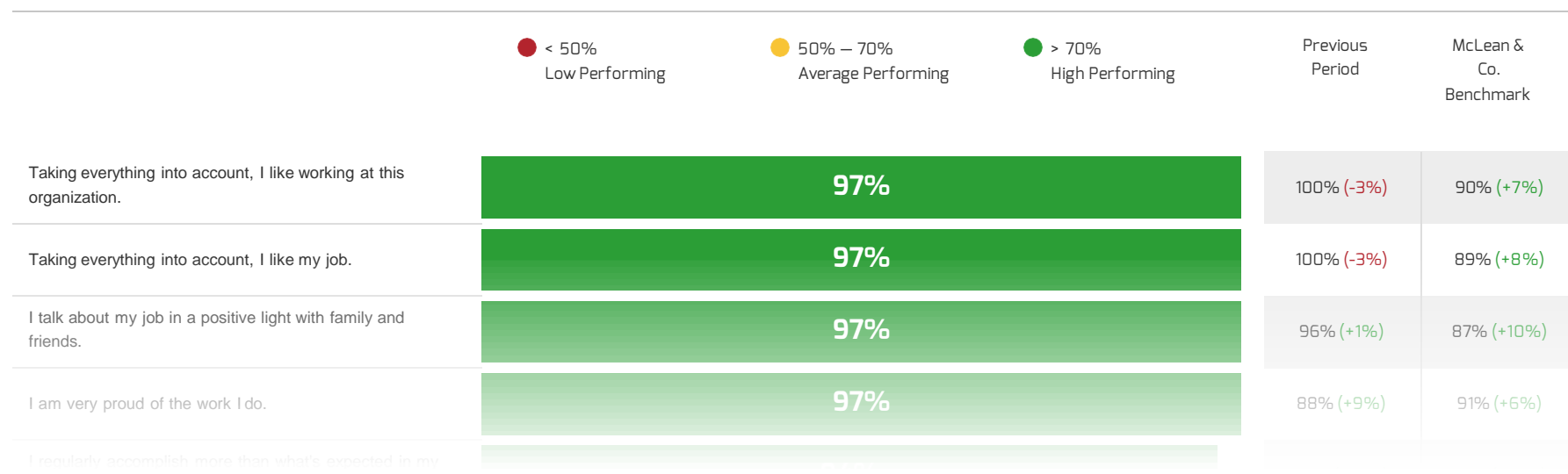
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Engaged	71%	Engaged	44%	Engaged	61%
● Almost Engaged	21%	● Almost Engaged	52%	● Almost Engaged	23%
Indifferent	6%	Indifferent	4%	Indifferent	9%
● Disengaged	3%	● Disengaged	0%	● Disengaged	7%

Engagement Question Results



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of Employees
 # of responses
 responses per

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Top 10 Scoring Questions

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

		Previous Period	McLean & Co. Benchmark
My interviewers conducted themselves professionally.	94%	100% (-6%)	96% (-2%)
My interviewers made me feel excited to work at this organization.	94%	91% (+3%)	91% (+3%)
The tests conducted during the hiring process were relevant to my job.	93%	79% (+14%)	84% (+9%)
My manager effectively communicated how my role fits the mission and vision of the organization.	91%	88% (+3%)	83% (+8%)

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Bottom 10 Scoring Questions

● < 50% Low Performing
 ● 50% – 70% Average Performing
 ● > 70% High Performing

		Previous Period	McLean & Co. Benchmark
Looking back, the description of the role provided to me as a part of the hiring process accurately reflected my actual duties and responsibilities.	82%	92% (-10%)	79% (+3%)
I felt well informed of my status throughout the hiring process.	82%	79% (+3%)	80% (+2%)
I was informed of the steps in the hiring process during my first interview.	82%	78% (+4%)	84% (-2%)
I was provided information about what would be involved in my training prior to starting the job.	80%	61% (+19%)	64% (+16%)

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