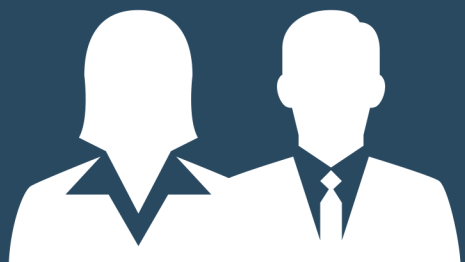


ACME Incorporated

Engagement Report



Personal Disposition

Emotional Outlook

State of Mind

Natural Tendencies

Retention Drivers

Compensation

Benefits

Work Life Balance

Working Environment

Engagement Drivers

Manager Relationships

Co-worker Relationships

Rewards and Recognition

Learning and Development

Employee Empowerment

Senior Management Relationships

Department Relationships

Company Potential

Customer Focus

Culture

Job Engagement

Organizational Engagement

Overall Engagement

SATISFIED

ENGAGED

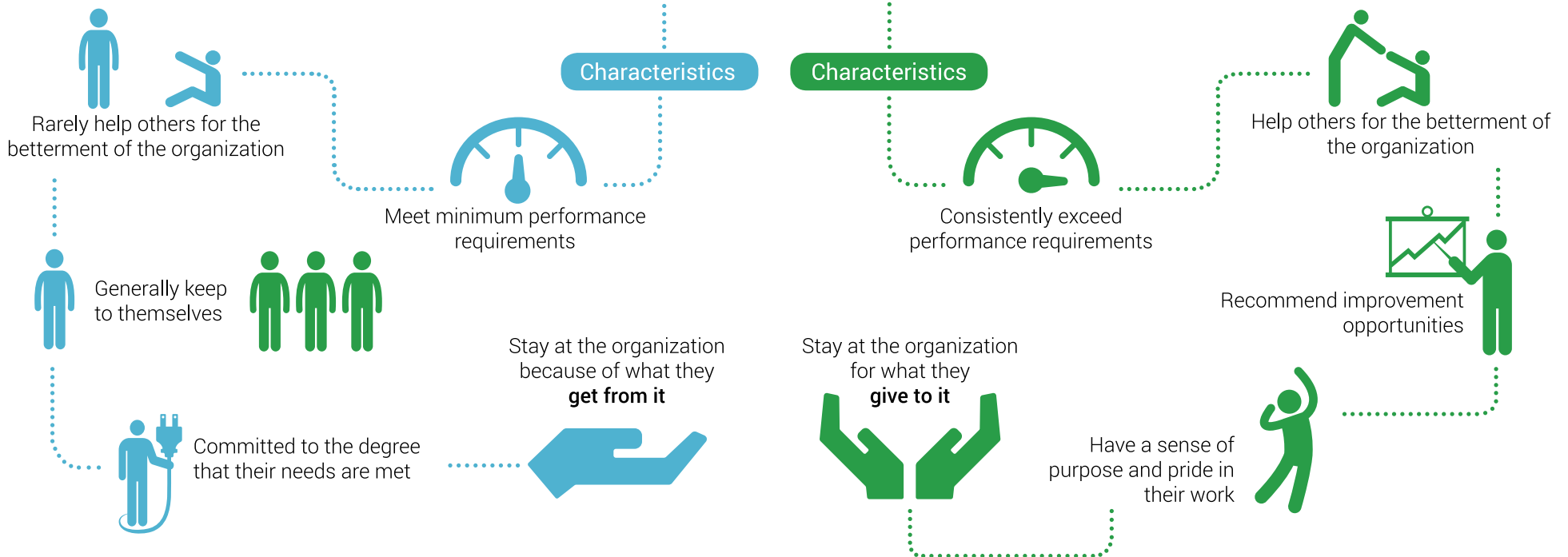
Satisfied employees feel comfortable and are generally happy that their needs are being met.

Engaged employees feel energized, passionate, and dedicated. They are highly involved with their work and the organization.



Average Performance

Optimal Performance



Overall Engagement Results

ACME Incorporated

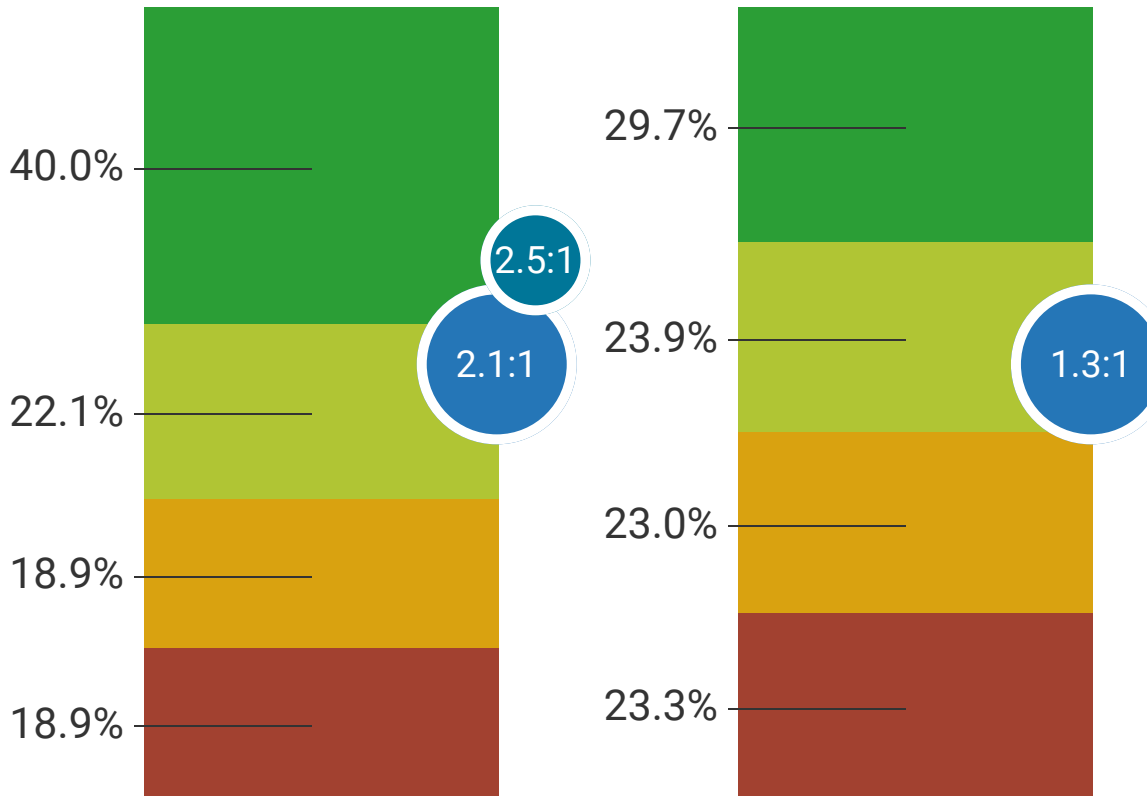
of Employees 1356
 # of Responses 1130
 Response Rate 83.0%



See the [appendix](#) in this report for more information on our engagement calculation and benchmark.

Current Year

Previous Year



ENGAGED

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

ALMOST ENGAGED

Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.

INDIFFERENT

Indifferent employees are satisfied, comfortable, and generally able to meet minimum expectations. They see their work as “just a job”, prioritizing their needs before organizational goals.

DISENGAGED

Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.



Benchmark Ratio of Engaged to Disengaged
 Organization's Ratio of Engaged to Disengaged

	ENGAGED	ALMOST ENGAGED	INDIFFERENT	DISENGAGED
Current Year	40.0%	22.1%	18.9%	18.9%
Previous Year	29.7%	23.9%	23.0%	23.3%
Benchmark	43.5%	24.1%	15.1%	17.4%

		Previous Year	Benchmark
I regularly offer to help my colleagues at work.	85%	84% (+1)	84% (+1)
I am very proud of the work I do.	83%	80% (+3)	83% (-)
My contributions are important to the success of my department.	82%	78% (+4)	82% (-)
I am very committed to this organization.	73%	68% (+5)	73% (-)
I regularly accomplish more than what's expected of my role.	69%	64% (+5)	71% (-2)

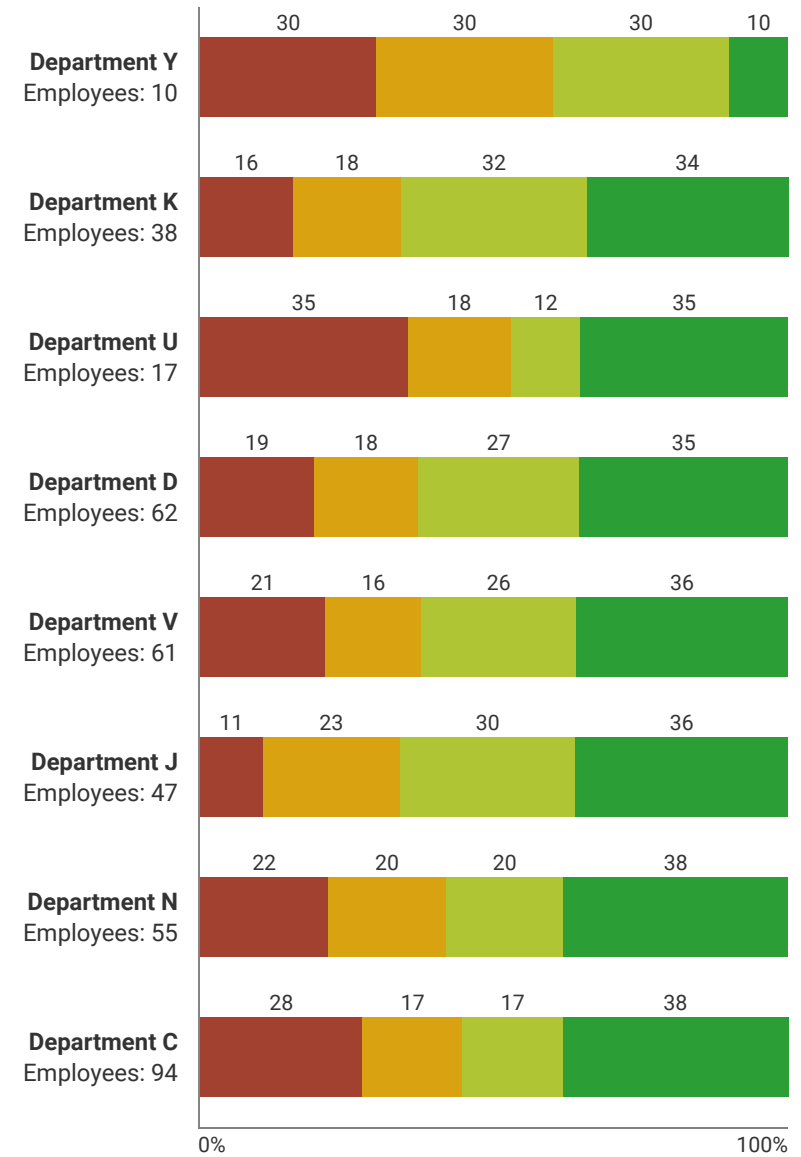
Additional questions have been removed for sample purposes.

The full report will include all engagement questions and scores.

Highest 8 Departments



Lowest 8 Departments



■ Disengaged
 ■ Indifferent
 ■ Almost Engaged
 ■ Engaged

Engagement Results by Additional Demographics

ACME Incorporated

of Employees

1356

of Responses

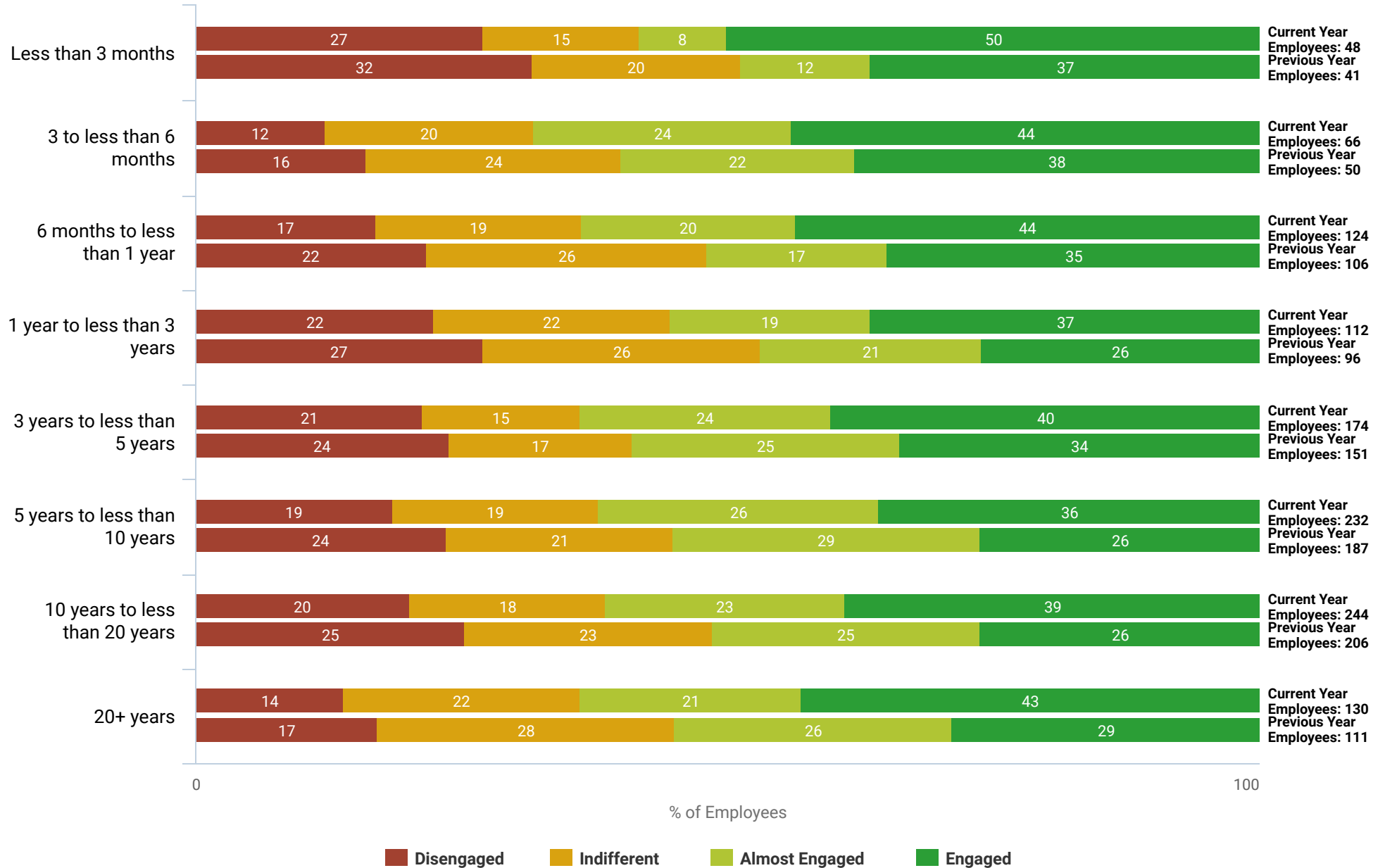
1130

Response Rate

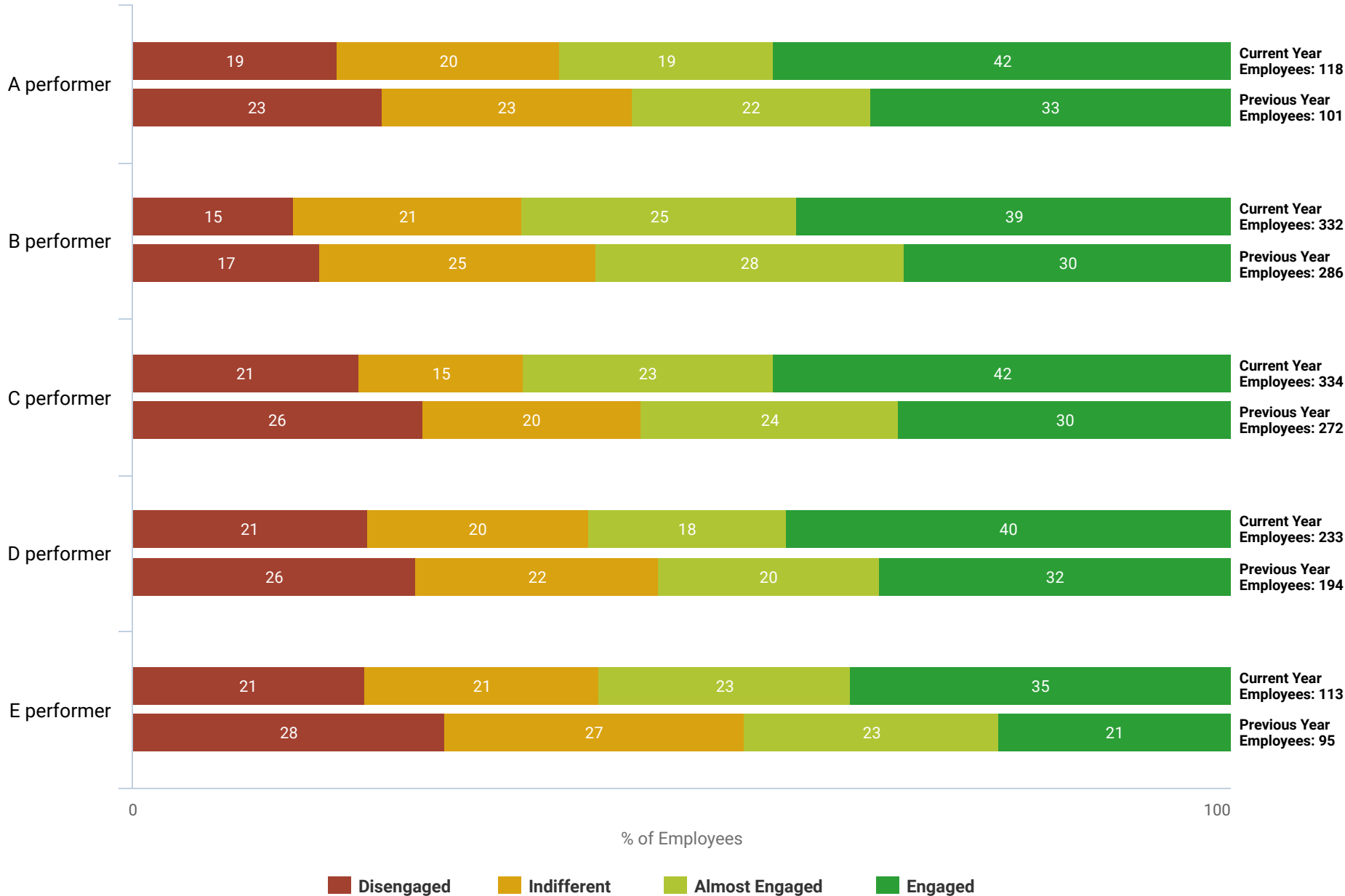
83.0%



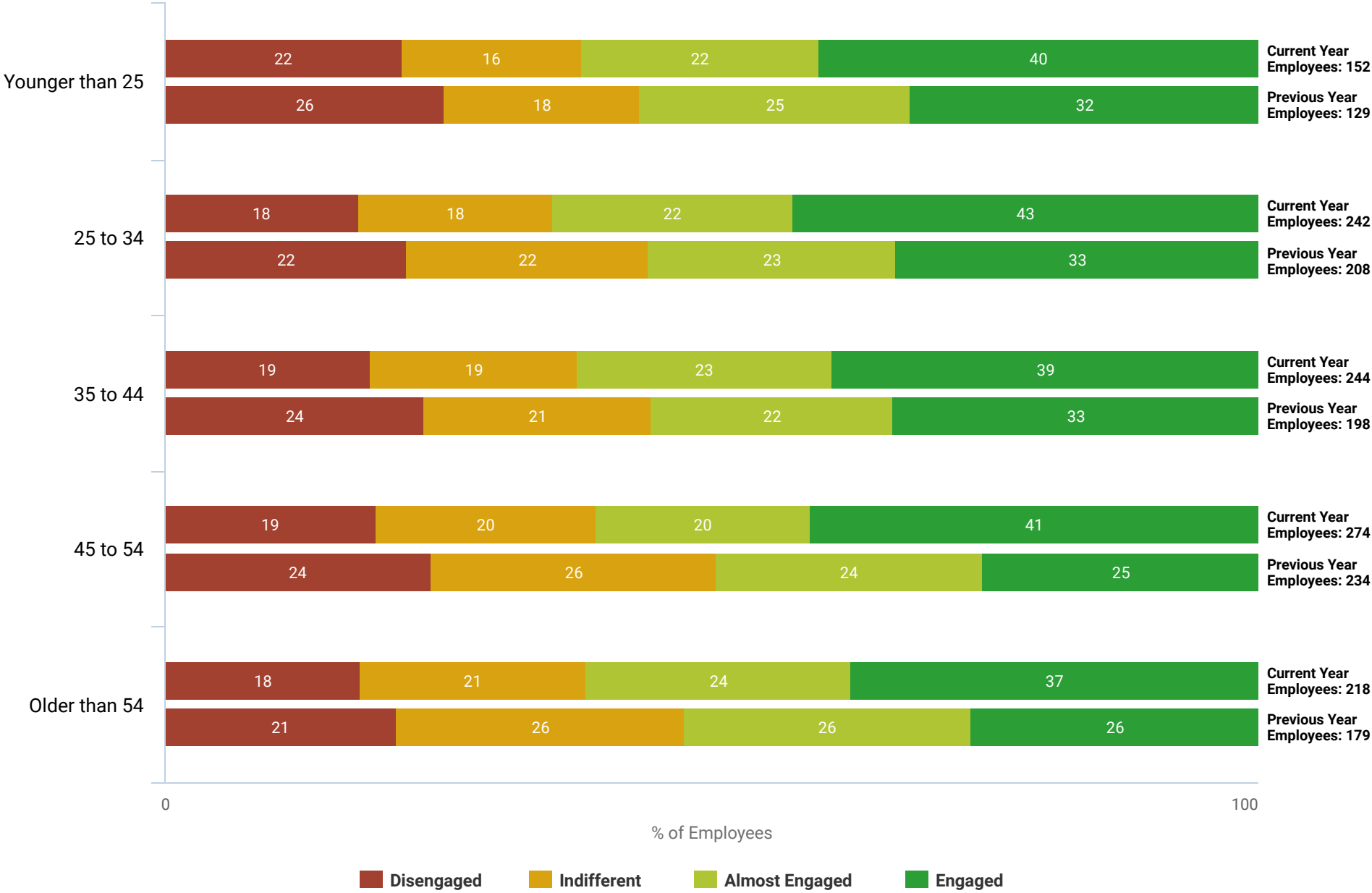
Engagement by Years of service



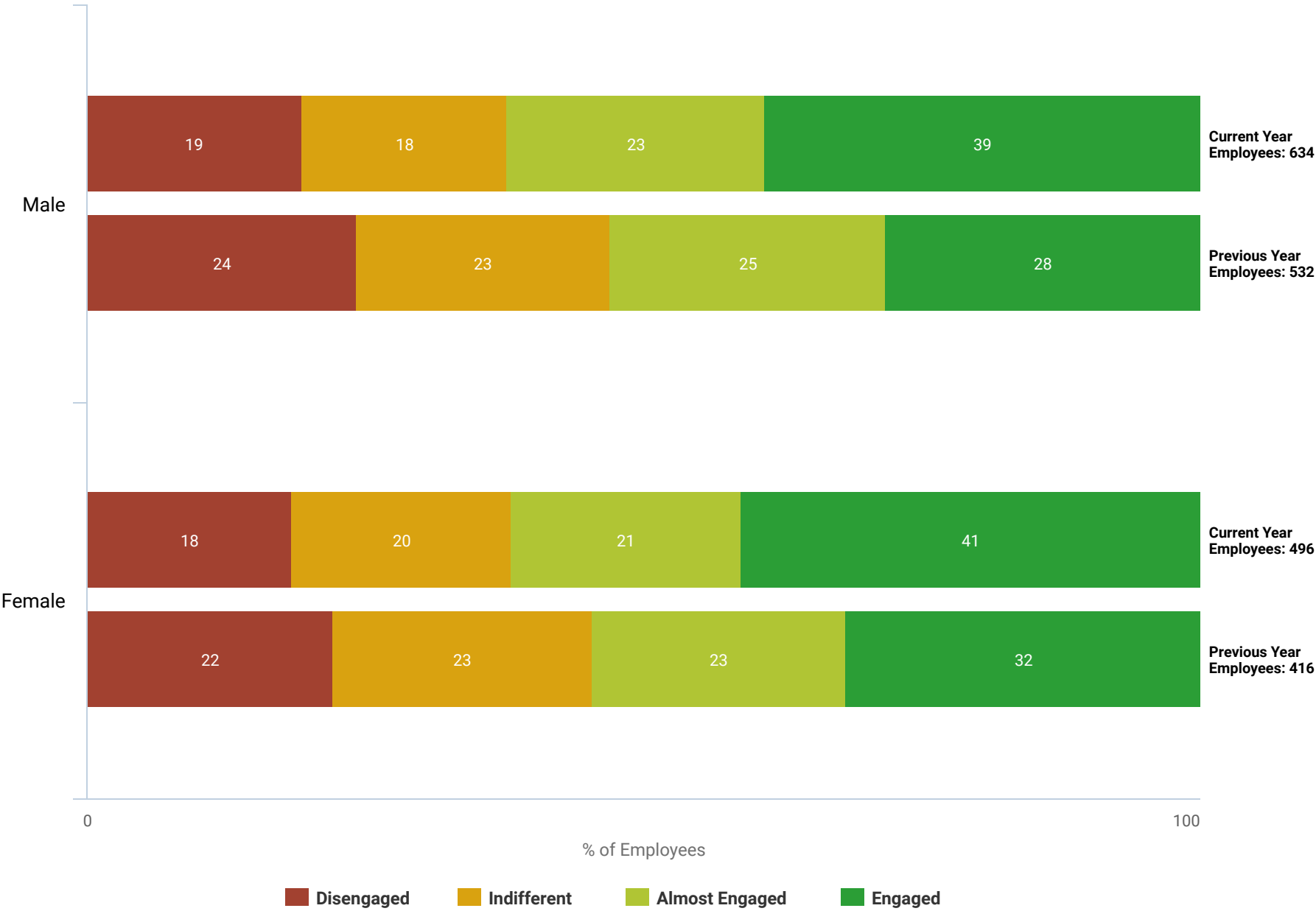
Engagement by Current performance



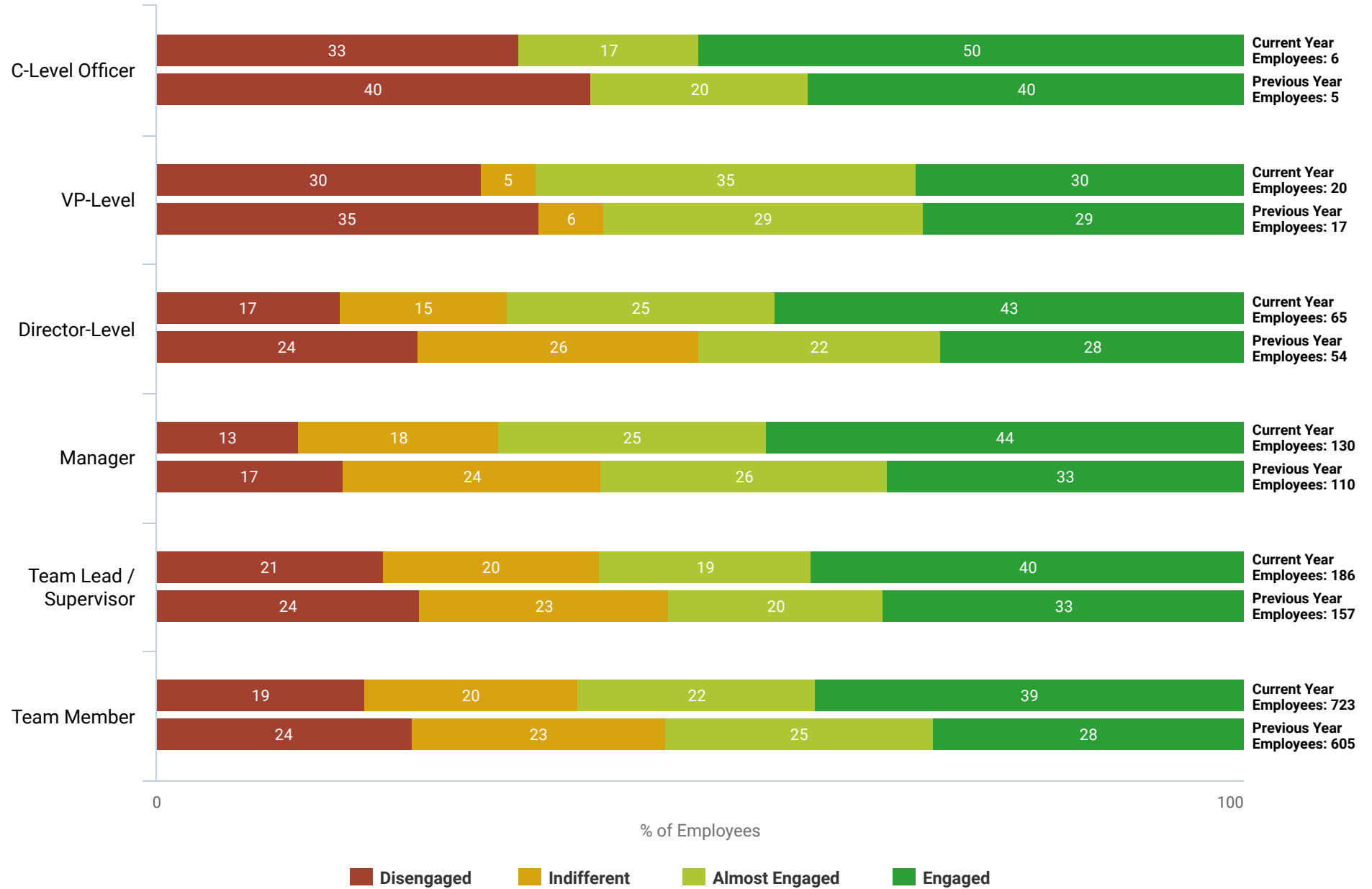
Engagement by Age



Engagement by Gender



Engagement by Position



Employee Experience Question

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

Employee Experience Breakdown



DETRACTORS
Answered 0-6



of Respondents
301 26.6%

NEUTRAL
Answered 7-8



of Respondents
453 40.1%

SUPPORTERS
Answered 9-10



of Respondents
376 33.3%

Employee Experience Score

6.6

Previous Score

-2.2

Benchmark Average

-0.6

Employee Experience Score = % Supporters - % Detractors

TOP 5 DEPARTMENTS



1	Department O	30.1	73 85.0%
2	Department C	24.5	94 83.0%
3	Department V	19.7	61 81.0%
4	Department J	14.9	47 85.0%
5	Department G	14.1	92 79.0%

Net Indicator Score

40



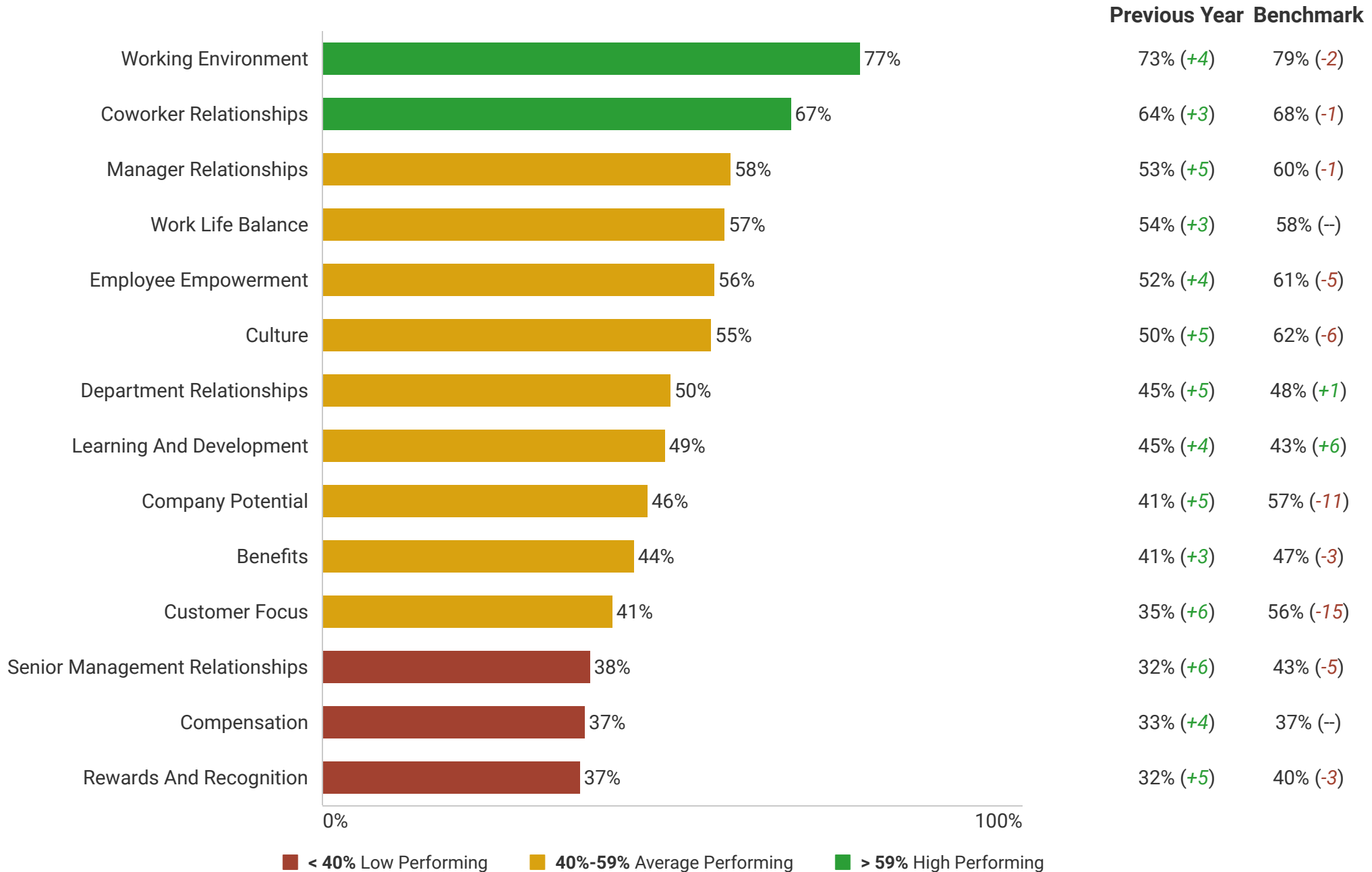
50 — # of Respondents

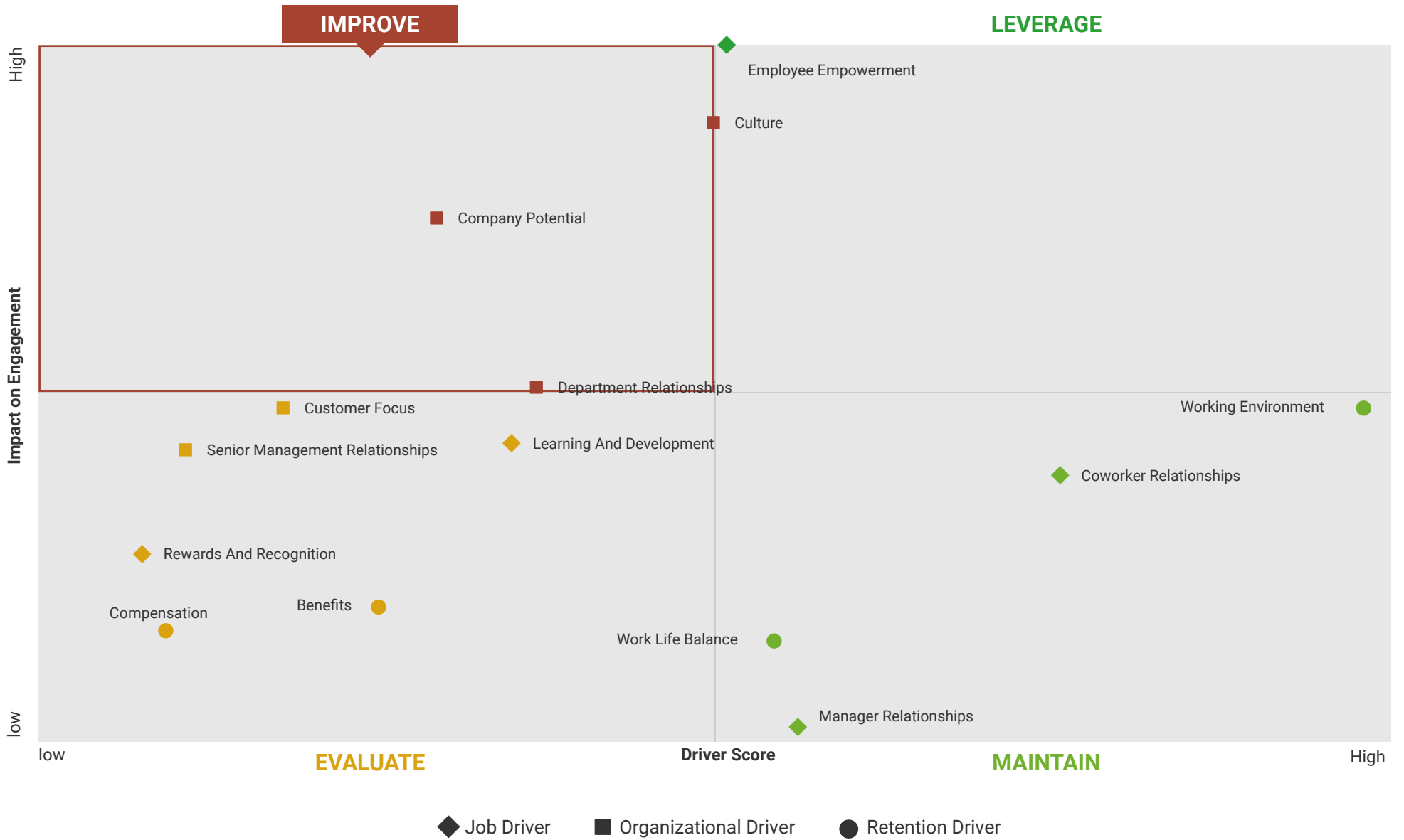
30% — % of Respondents

BOTTOM 5 DEPARTMENTS



5	Department T	-5.3	75 81.0%
4	Department H	-5.8	52 79.0%
3	Department S	-7.3	55 83.0%
2	Department Q	-8.3	36 86.0%
1	Department Y	-30.0	10 83.0%

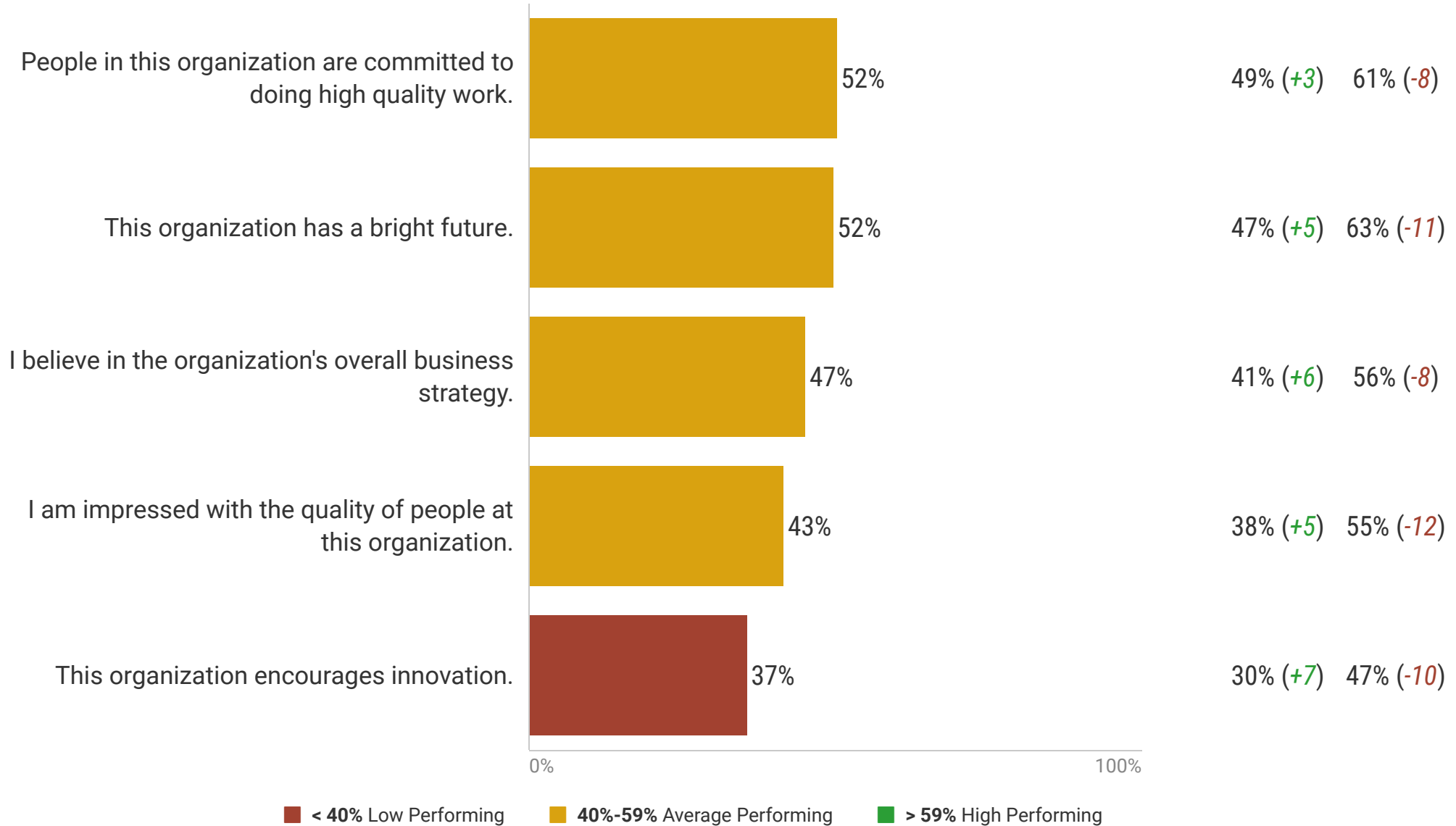




IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

DRIVER: COMPANY POTENTIAL

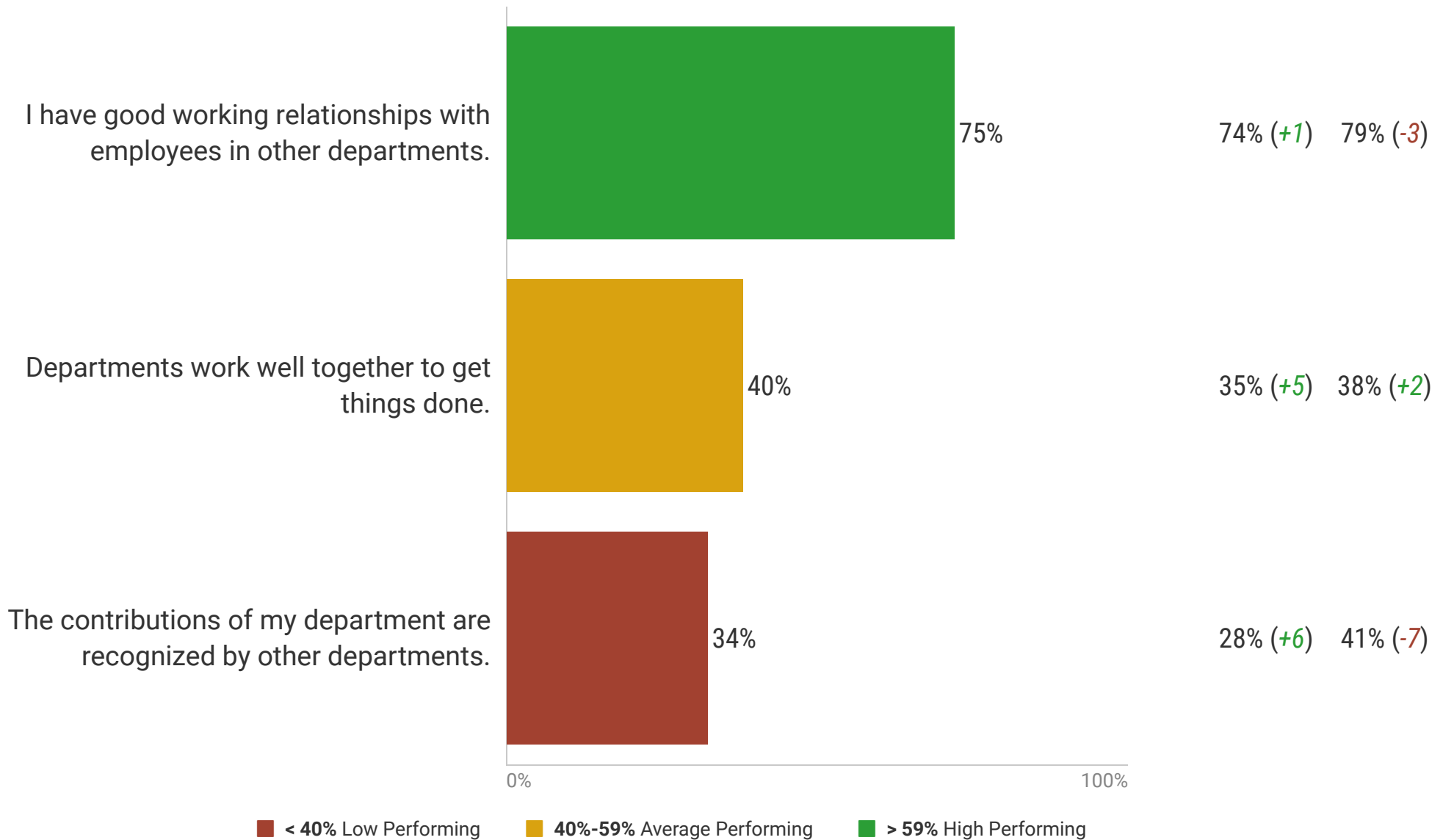
Previous Year Benchmark



IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

DRIVER: DEPARTMENT RELATIONSHIPS

Previous Year Benchmark



DRIVER: CULTURE

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

Previous Year Benchmark

I am a fit for the organizational culture.



65% (+4) 73% (-4)

Additional Action Plan and Results pages have been removed for sample purposes.

The full report will include Action Plan and Results pages for all Drivers.

Interpreting the Results

Engagement Calculation

The survey questions were developed by subject matter experts. The reliability of the overall engagement score was calculated using Cronbach's alpha. The reliability for engagement was found to be $\alpha = 0.92$. Engagement is calculated by averaging the responses to the engagement measure questions, for each employee. Average scores correlate to our four levels of engagement.

Average scores between 5.01 – 6.00 = **Engaged**

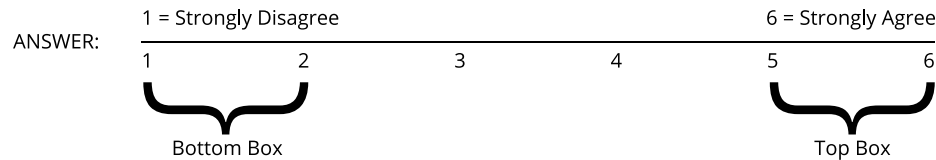
Average scores between 4.01 – 4.50 = **Indifferent**

Average scores between 4.51 – 5.00 = **Almost engaged**

Average scores less than 4.00 = **Disengaged**

Driver Calculation

McLean & Company uses a standardized 6-point scale for data collection. Respondents are asked to indicate the extent to which they agree with each statement by choosing a number between 1 and 6 on the scale. We display the results as a top box score, or the percentage of respondents who chose 5 or 6 (agree or strongly agree).



Benchmarks

McLean & Company offers clients a general benchmark to ensure the data has enough breadth and depth to maintain its integrity. The following industries are included in McLean & Company's engagement survey benchmark: Business Services, Financial Services, Not-for-profit, Manufacturing, Construction, Retail/Wholesale, Consumer Products, Energy, Health Care, Government, Education.

Ultimately the state of engagement at every organization is shaped by its people, culture, history, and other factors. Consequently, all decisions related to engagement initiatives must be based on your organization's results and unique needs. External comparisons – including benchmarks – should be used to provide context around your results rather than to make decisions.

Priority Matrix

The prioritization grid is created by plotting the top box scores for each driver on the horizontal axis and the impact of each driver on engagement on the vertical axis. The top box scores for each driver are calculated by taking the average top box score (% of respondents selecting 5 or 6) for each of the question that relates to the corresponding driver. The impact each driver has on engagement is determined by calculating the correlation between each driver and engagement and then multiplying this correlation score by the slope between each driver and engagement.