

Info-Tech Research Group

Engagement Pulse 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 & Recognition

Learning and Development

Employee Empowerment

Senior Management Relationships

Department Relationships

Company Potential

Customer Focus

Culture

Overall Engagement

Job Engagement

Organizational Engagement

SATISFIED

ENGAGED

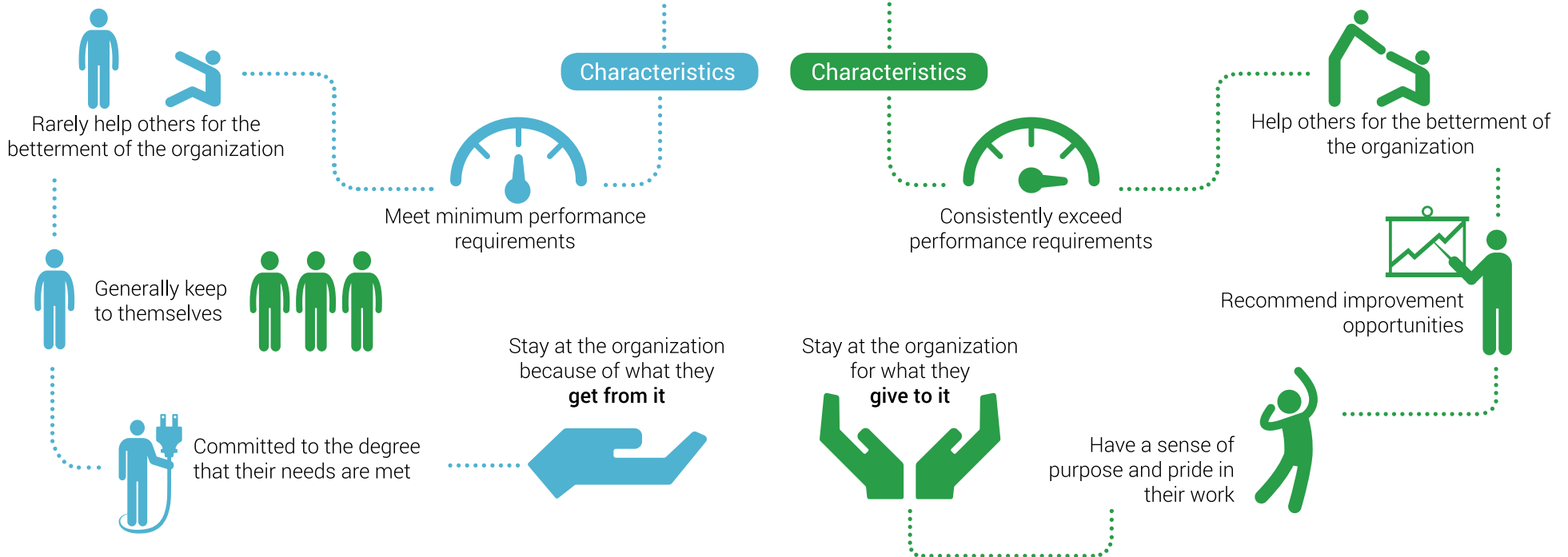
Satisfied employees feel comfortable and are generally happy that their needs are being met.

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



Average Performance

Optimal Performance



Leadership Index Question

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

Leadership Index Breakdown



DETRACTORS
Answered 0-6



of Respondents
301 | 26.6%

PASSIVES
Answered 7-8



of Respondents
453 | 40.1%

SUPPORTERS
Answered 9-10



of Respondents
376 | 33.3%

Leadership Index Score

6.6

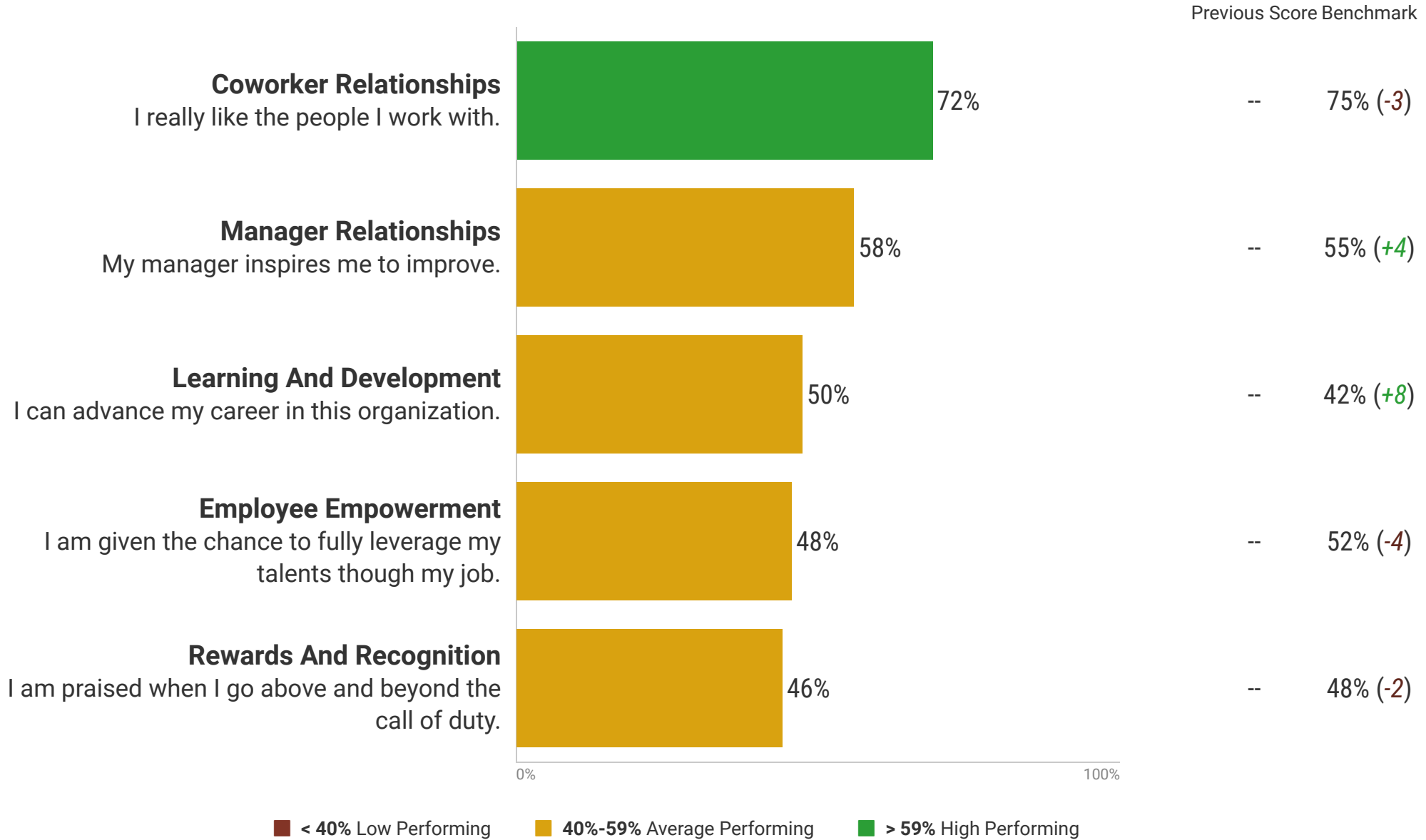
Previous Leadership Index Score

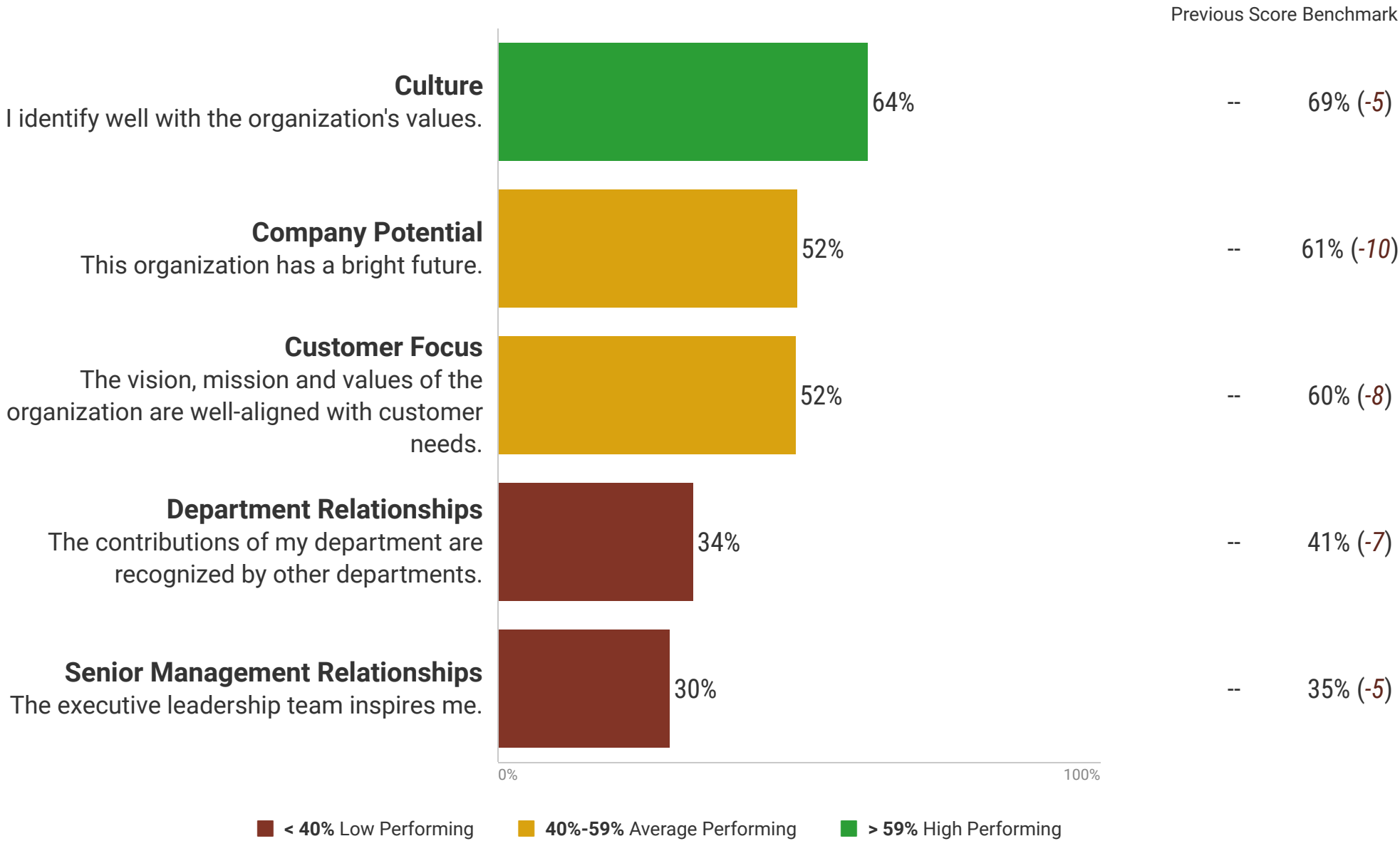
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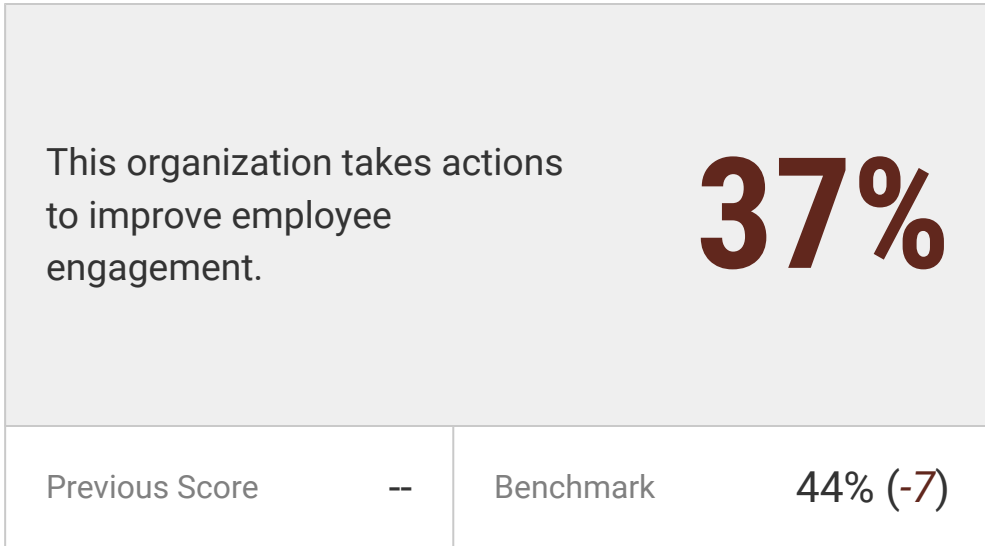
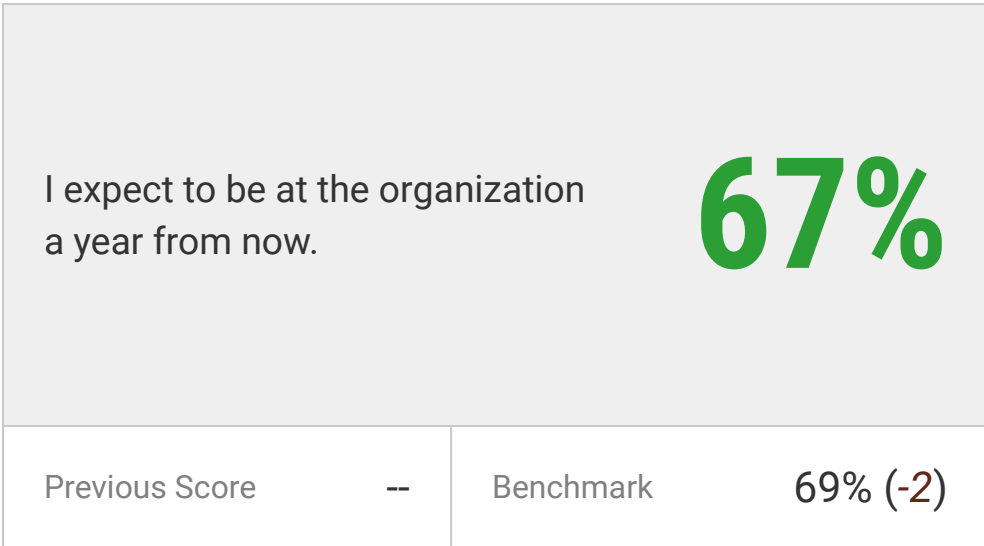
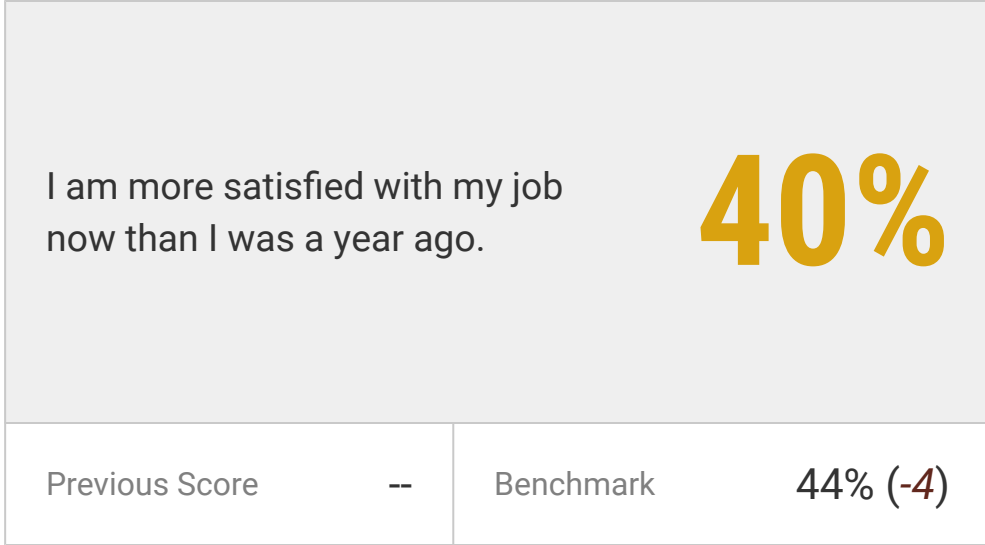
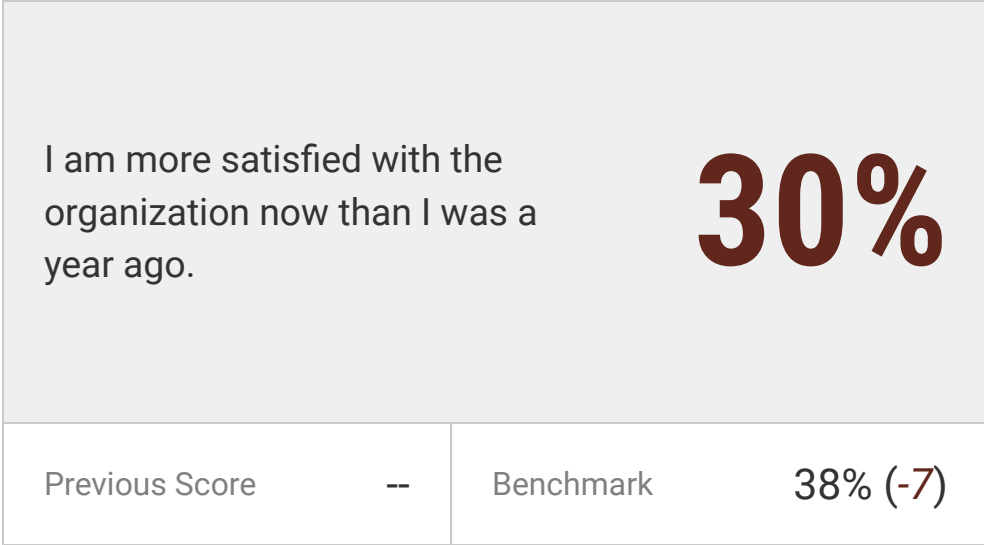
Benchmark Average

N/A

Leadership Index Score = % Supporters - % Detractors







■ < 40% Low Performing ■ 40%-59% Average Performing ■ > 59% High Performing

Interpreting the Results

Driver Questions

Each driver on this survey was represented by one question. You can find the each driver and its associated question below:

1. **Employee Empowerment:** I am given the chance to fully leverage my talents though my job.
2. **Learning And Development:** I can advance my career in this organization.
3. **Rewards And Recognition:** I am praised when I go above and beyond the call of duty.
4. **Coworker Relationships:** I really like the people I work with.
5. **Manager Relationships:** My manager inspires me to improve.
6. **Culture:** I identify well with the organization's values.
7. **Customer Focus:** The vision, mission and values of the organization are well-aligned with customer needs.
8. **Company Potential:** This organization has a bright future.
9. **Department Relationships:** The contributions of my department are recognized by other departments.
10. **Senior Management Relationships:** The executive leadership team inspires me.

