

EMPLOYEE ENGAGEMENT

Spring 2019 Survey

Feb 26, 2019 - Mar 19, 2019

Reporting Group: All - All

Q12 Mean

The Gallup Q12 score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.

TOTAL RESPONDENTS

472

CHANGE

No Data to Display

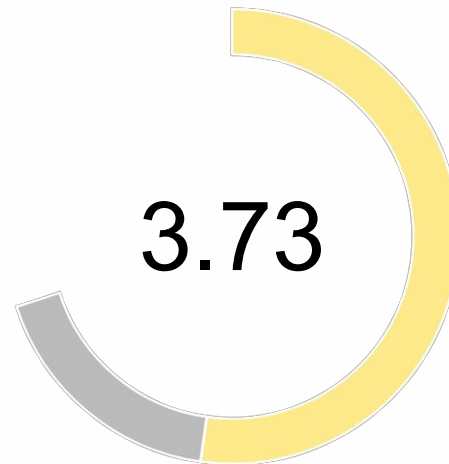
MEAN PERCENTILE RANK

28

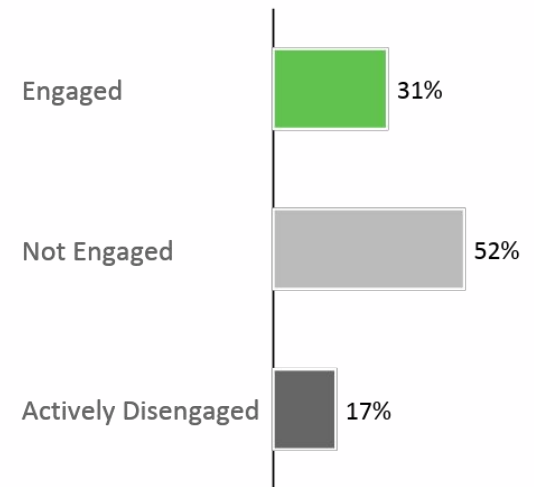


Database: Gallup Overall

Q12 MEAN



ENGAGEMENT INDEX



**There are no questions to display due to the survey's question-level security settings.

Percentile Rank in Gallup Overall Database

■ < 25th Percentile ■ 25-49th Percentile ■ 50-74th Percentile ■ 75-89th Percentile ■ >= 90th Percentile

04/03/19

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Gallup Q¹² Items

Questions	Total N	Current Mean	Last Mean	Change	Frequency Distribution %1 %2 %3 %4 %5	Current Topbox
Q00: Overall Satisfaction	466	3.85	N/A	N/A	1:2 2:6 3:24 4:43 5:26	26
Q01: Know What's Expected	472	4.46	N/A	N/A	1:1 2:2 3:9 4:29 5:60	60
Q02: Materials and Equipment	469	4.01	N/A	N/A	1:3 2:7 3:17 4:30 5:42	42
Q03: Opportunity to do Best	466	4.19	N/A	N/A	1:1 2:5 3:15 4:34 5:46	46
Q04: Recognition	454	2.87	N/A	N/A	1:31 2:15 3:14 4:15 5:24	24
Q05: Cares About Me	463	3.94	N/A	N/A	1:6 2:10 3:15 4:23 5:46	46
Q06: Development	461	3.66	N/A	N/A	1:9 2:12 3:19 4:23 5:37	37
Q07: Opinions Count	468	3.44	N/A	N/A	1:10 2:14 3:23 4:28 5:25	25
Q08: Mission/Purpose	465	3.89	N/A	N/A	1:6 2:9 3:14 4:31 5:40	40
Q09: Committed to Quality	468	3.67	N/A	N/A	1:7 2:9 3:21 4:37 5:26	26
Q10: Best Friend	434	3.34	N/A	N/A	1:18 2:12 3:18 4:22 5:30	30
Q11: Progress	455	3.36	N/A	N/A	1:17 2:15 3:15 4:22 5:31	31
Q12: Learn and Grow	461	3.87	N/A	N/A	1:7 2:8 3:18 4:28 5:40	40

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Growth - How can I grow?

Employees need to be challenged to learn something new and find better ways to do their jobs. They need to feel a sense of movement and progress as they mature in their roles.

TOTAL RESPONDENTS

467

CURRENT MEAN

3.62

CHANGE

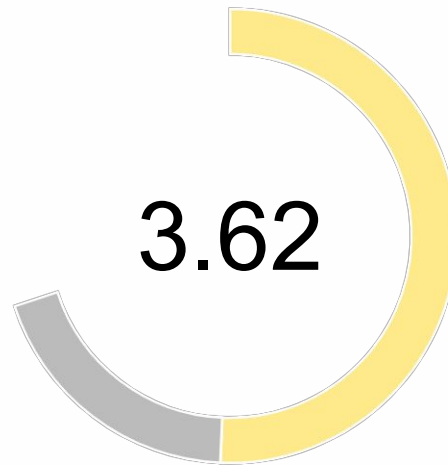
No Data to Display

MEAN PERCENTILE RANK

26



Database: Gallup Overall



Growth - How can I grow?

Questions	Total N	Current Mean	Last Mean	Change	Frequency Distribution %1 %2 %3 %4 %5	Current Topbox
Q11: Progress	455	3.36	N/A	N/A	1:17 2:15 3:15 4:22 5:31	31
Q12: Learn and Grow	461	3.87	N/A	N/A	1:7 2:8 3:18 4:28 5:40	40

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Teamwork - Do I belong here?

Employees need to feel like they belong and are a good fit with their team. They need to know they are part of something bigger than themselves. As a manager, encourage opportunities for teamwork and a sense of belonging.

TOTAL RESPONDENTS

471

CURRENT MEAN

3.59

CHANGE

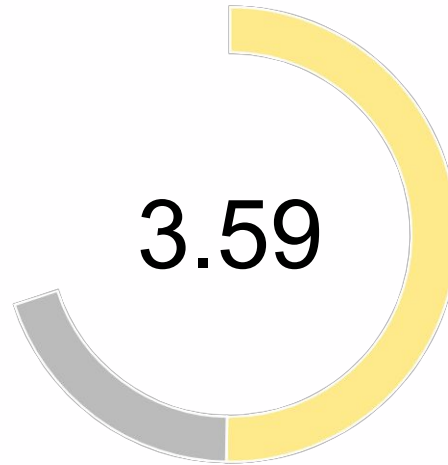
No Data to Display

MEAN PERCENTILE RANK

27



Database: Gallup Overall



Teamwork - Do I belong here?

Questions	Total N	Current Mean	Last Mean	Change	Frequency Distribution %1 %2 %3 %4 %5	Current Topbox
Q07: Opinions Count	468	3.44	N/A	N/A	1:10 2:14 3:23 4:28 5:25 	25
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Individual - What do I give?

Employees want to know about their individual contributions and their worth to the organization. Manager support is especially important during this stage because managers typically define and reinforce value.

TOTAL RESPONDENTS

471

CURRENT MEAN

3.66

CHANGE

No Data to Display

MEAN PERCENTILE RANK

29



Database: Gallup Overall

Individual - What do I give?

Questions	Total N	Current Mean	Last Mean	Change	Frequency Distribution %1 %2 %3 %4 %5	Current Topbox
Q03: Opportunity to do Best	466	4.19	N/A	N/A	1:1 2:5 3:15 4:34 5:46	46
Q04: Recognition	454	2.87	N/A	N/A	1:31 2:15 3:14 4:15 5:24	24
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Basic Needs - What do I get?

Employees need to have a clear understanding of what excellence in their role looks like so they can be successful. Groups with high scores on the first element are more productive, cost-effective, creative and adaptive.

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472

CURRENT MEAN

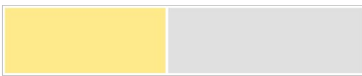
4.24

CHANGE

No Data to Display

MEAN PERCENTILE RANK

45



Database: Gallup Overall

Basic Needs - What do I get?

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Engagement Index

Engaged

Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners", drive performance, innovation, and move the organization forward.

Not Engaged

Employees are essentially psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time – but not energy or passion – into their work.

Actively Disengaged

Employees aren't just unhappy at work – they are resentful that their needs are not being met and are busy acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

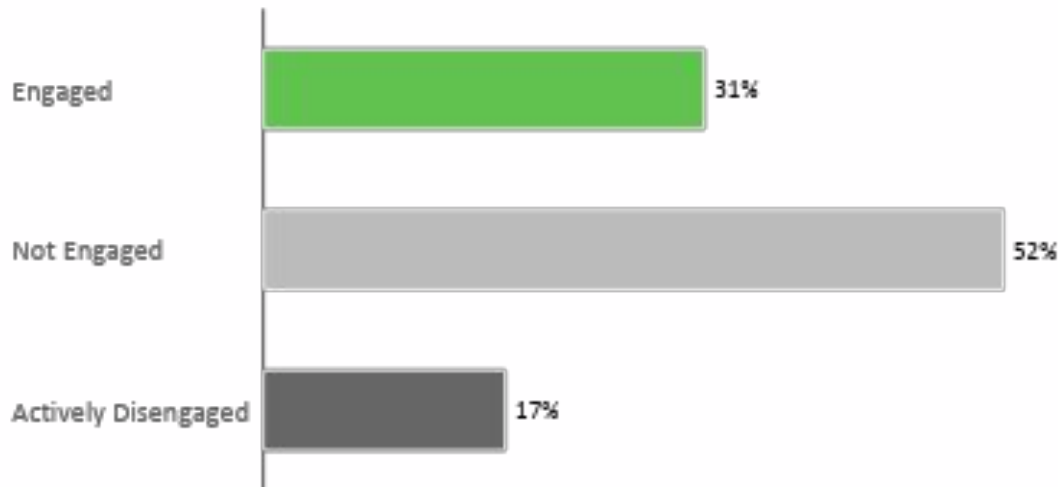
Engagement Index

There is a powerful link between employees who are engaged in their jobs and the achievement of crucial business outcomes.

ENGAGEMENT INDEX RATIO

1.82:1

ENGAGEMENT INDEX



Q12 Mean

The Gallup Q12 score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.

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Q12 MEAN

3.73

CHANGE

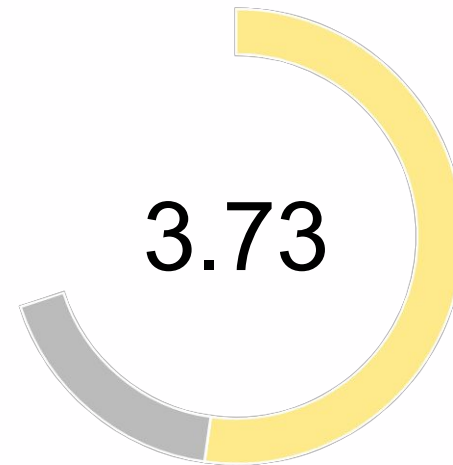
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Thank You