



Employee Engagement Survey

Approach and
example report



SIGRED
GROUP

Sigred Group – Employee Engagement Survey

Sigred Group is a retained recruiting and leadership advisory firm. We help our clients prosper by finding and developing amazing talent.

We believe in providing well-rounded recruiting and leadership advisory services focused on developing the employee talent lifecycle for our clients.

Our employee engagement and culture surveys offer employers a chance to understand what is important to their employees and how satisfied/engaged they are in what they are doing.

The survey has three components to it.

- A focus on engagement – are employees doing work they are passionate about and are they looking to change jobs.
- Employee satisfaction – how satisfied are employees with 12 key motivators, and how important are those motivators
- Company culture – How do employees feel about the organizational culture

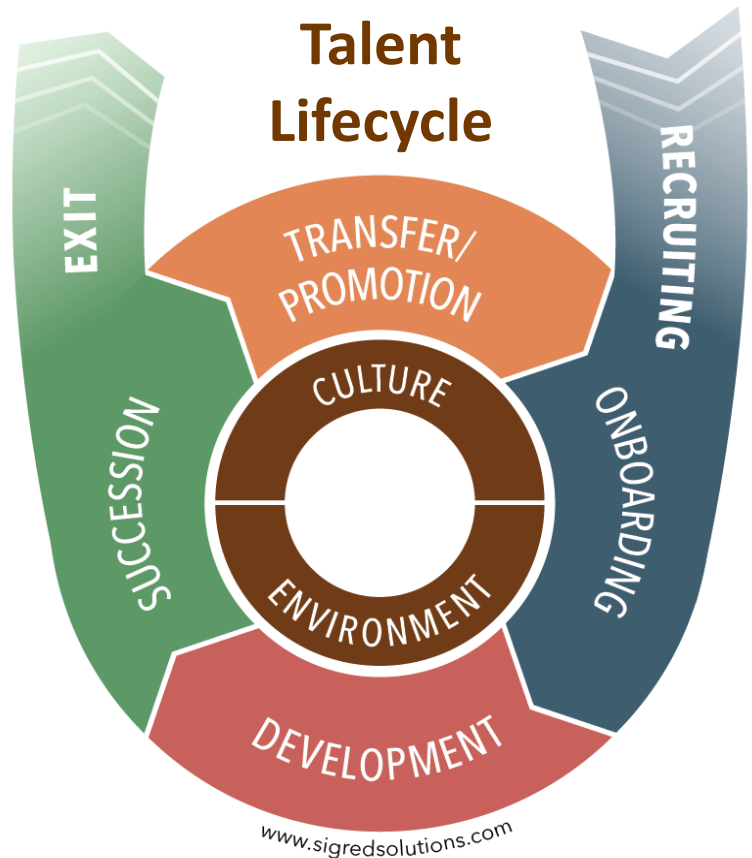
A sample feedback report from 2022 is included here.

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Employee Talent Lifecycle



“Engagement” Questions

Questions

- I have the ability to use my strengths at work every day.
- For at least X% of the day I do work for which I am passionate (sliding scale).
- The work I most enjoy doing aligns with the company values.
- Are you considering leaving your current job?
- I am able to show up at work as “myself”.
- How much do you expect to work from home going forward?
- I have the skills needed to advance my career.
- My manager meets with me one-on-one weekly and knows what my personal development needs are.
- I am engaged in the work that I am doing.

Employee Satisfaction Questions

How happy/satisfied are you?

- How happy are you with your current level of recognition?
- How happy are you with?
- How happy are you with your current level of responsibility?
- How happy are you with the current level of challenge in your job?
- How happy are you with your pace of growth over the past 12 months?
- How happy are you with your current work/life balance?
- How satisfied are you with your work environment?
- How comfortable are you with your job security?
- I understand my goals, performance requirements and receive positive coaching.
- I feel enabled and supported by the company's policies and procedures.
- I feel like a valued member of my team and the company.
- I feel that I am appropriately compensated for the work that I do.

How important is this?

- How important is recognition to you?
- How important is having an impact to you?
- How important is having responsibility to you?
- How important is being challenged by your job?
- How important is your pace of growth to you?
- How important is having a work/life balance to you?
- How important is the work environment to you?
- How important is having job security for you?
- How important is understanding your goals, performance requirements and receiving positive coaching?
- How important is having supportive policies and procedures for you?
- How important is being a valued member of the team and company?
- How important is having appropriate compensation for you?

Culture Questions

Questions

- Diversity: This organization values diversity and is a diverse place to work.
- Belonging: I feel I belong in this organization and am included in the work it is doing.
- Inclusive: This organization works to make me feel part of the company culture - even if I am working remotely.
- Mission Alignment: I feel this organization's mission aligns with my personal mission.
- Teamwork: People in this organization function as a team - everyone is pulling in the same direction.
- Collaboration: People in this organization collaborate and help each other out.
- Entrepreneurial: People in this organization have a growth mindset.
- Risk Taking: People in this organization are encouraged to take risks.
- Perseverance: People in this organization will stick with a problem until it is solved.
- Leadership Team: Leadership in this organization functions as a cohesive team.
- Communication: This organization encourages communication.
- Communicate the Vision: Leadership in this organization articulates a clear vision of the future.
- Communicate the Why: Leadership in this organization communicates well with the employees - they communicate the why of decisions and close the loop on feedback.



Employee Engagement Survey

Example
Company
Report



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Organization-Specific Observations

- 91 participants (50 classified as production, 41 as non-production – based on responses).
- 24% are considering leaving their current job (vs. 40% for the full survey).
- Compensation, Communication and Commute time were given as the top three reasons for considering a new opportunity.
- Compensation, Feeling Valued, Work/Life Balance (for production) and Work Environment (for non-production) are the top areas of concern.
- Regarding the cultural attributes, Teamwork, Collaboration and Communication are opportunities for improvement.

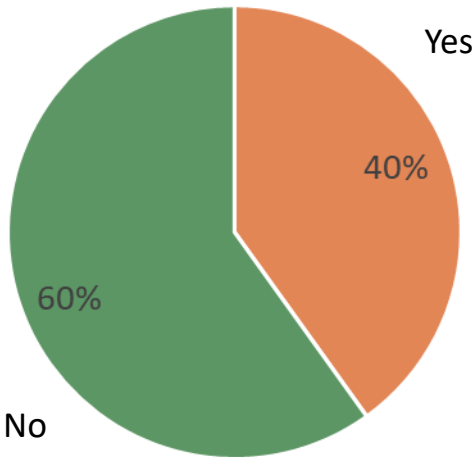
Opportunities

- Focus on improving/increasing communication
 - Providing continuous feedback
 - Communicating the “why” of decisions
 - Encouraging communication among employees
- The concern about compensation can be partially addressed with non-cash (or low cash) recognition
 - Acknowledging good performance
 - Gift cards as rewards – especially gas cards at the moment
 - Opportunities for training and development

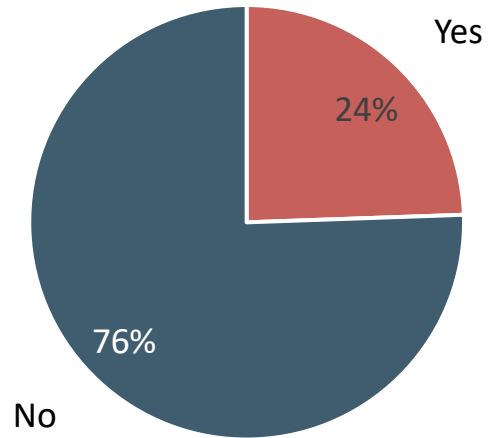
The Great Resignation

Are you considering leaving your current job?

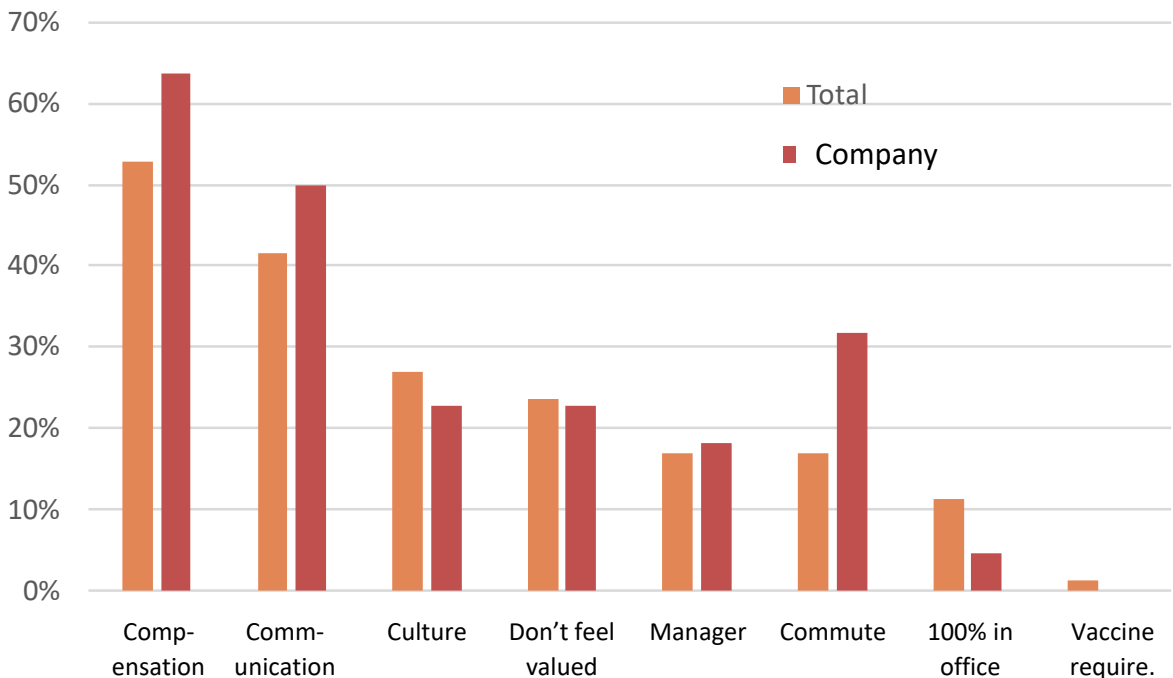
Total Responses



Company

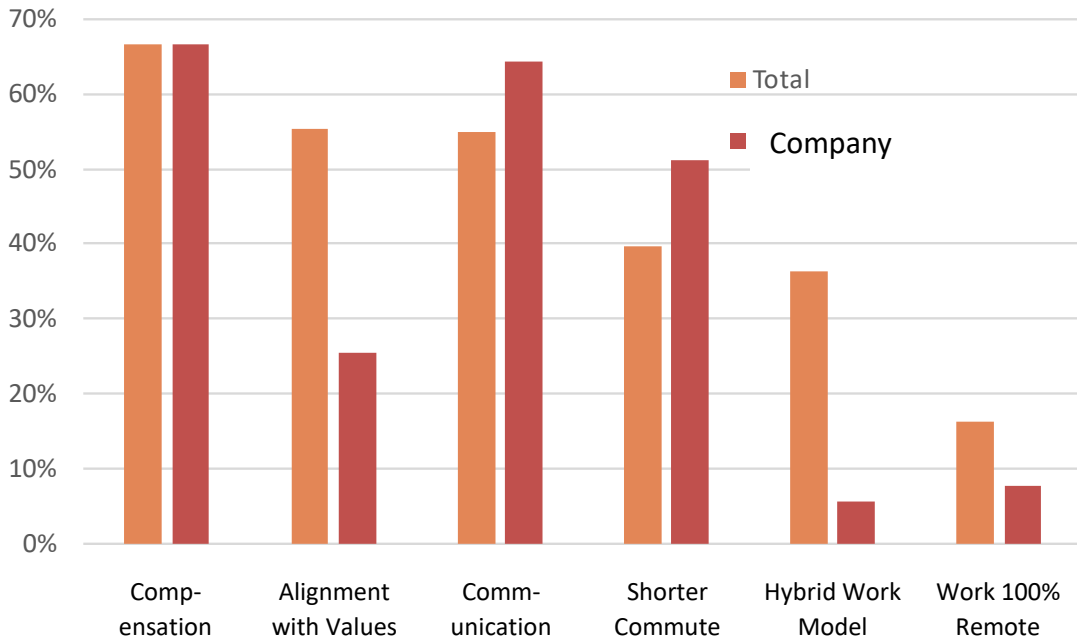


Why?

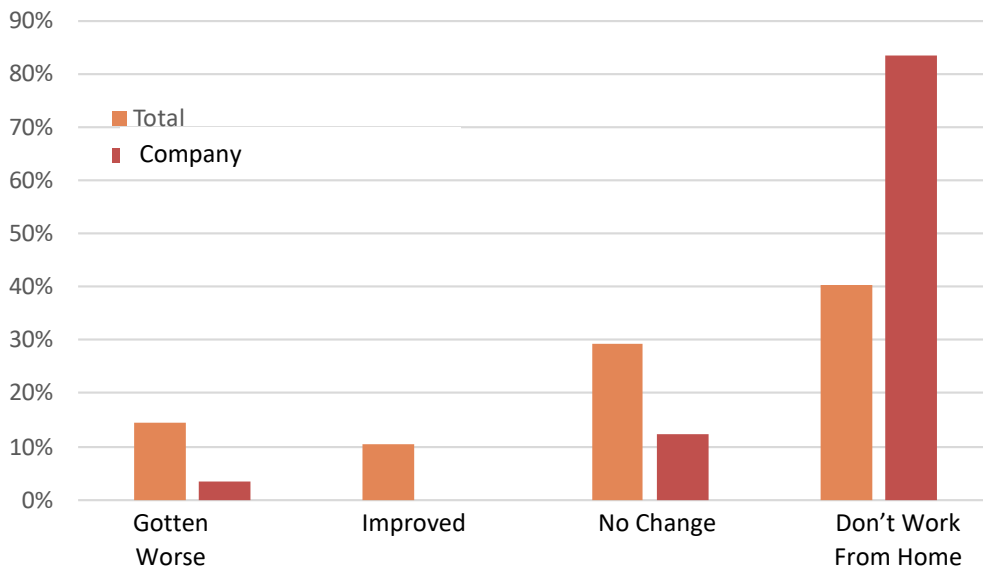


The Great Resignation

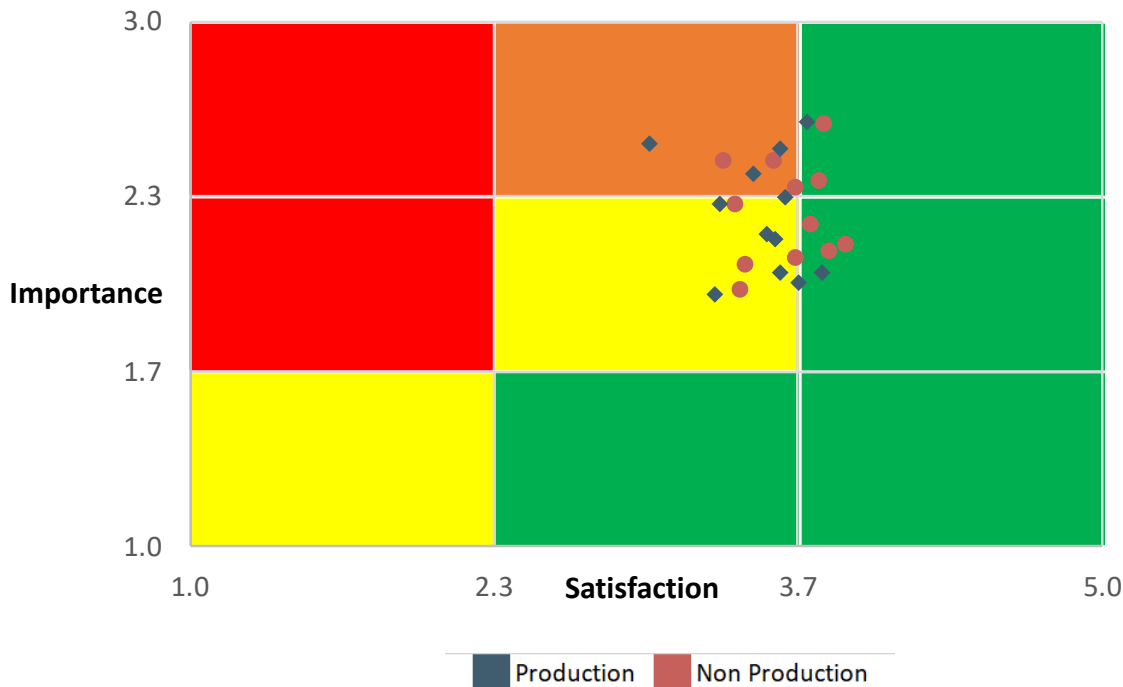
When looking at a new company, what is most important to you?



How has working from home impacted your company's culture?



Satisfaction vs Importance – Comparing the company’s Production and Non-Production Employees



Motivators

- Job Security
- Impact You are Having
- Feeling Valued
- Challenge
- Responsibility
- Growth
- Recognition
- Work/Life Balance
- Appropriate Compensation
- Clear Goals and Performance Requirements
- Work Environment
- Policies and Procedures

Satisfaction vs Importance - Ranking

Satisfaction

	2022	Production	Non-Production
1	Job Security	Impact	Impact
2	Impact	Job Security	Challenge
3	Feeling Valued	Challenge	Job Security
4	Challenge	Clear Goals	Work/Life Balance
5	Responsibility	Responsibility	Supportive Policies
6	Supportive Policies	Feeling Valued	Responsibility
7	Work/Life Balance	Supportive Policies	Work Environment
8	Work Environment	Growth	Feeling Valued
9	Clear Goals	Work/Life Balance	Growth
10	Growth	Work Environment	Recognition
11	Recognition	Recognition	Clear Goals
12	Appropriate Compensation	Appropriate Compensation	Appropriate Compensation

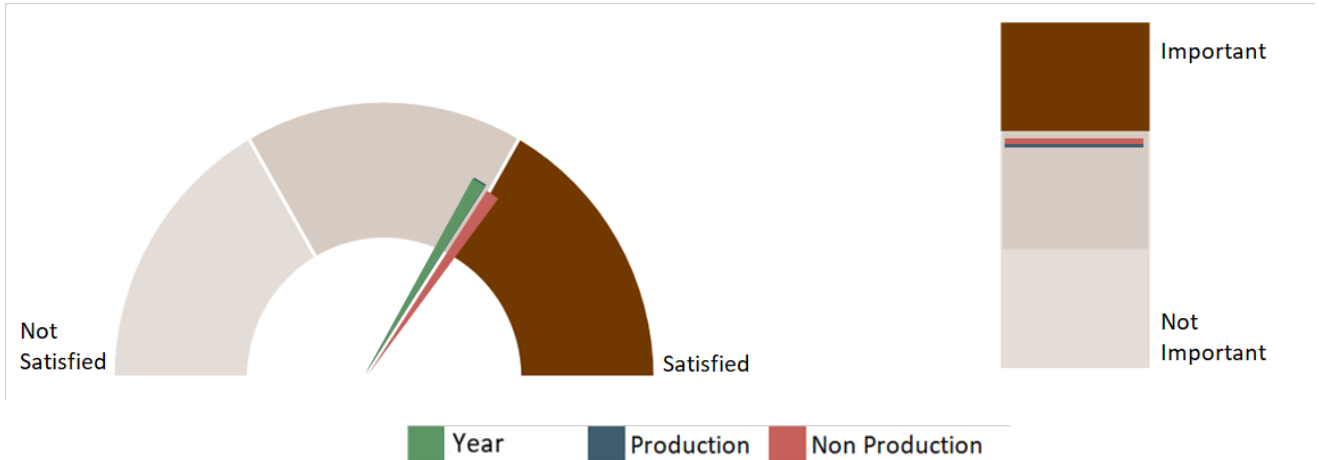
Importance

	2022	Production	Non-Production
1	Work/Life Balance	Job Security	Job Security
2	Appropriate Compensation	Appropriate Compensation	Feeling Valued
3	Feeling Valued	Feeling Valued	Appropriate Compensation
4	Job Security	Work/Life Balance	Work/Life Balance
5	Clear Goals	Clear Goals	Work Environment
6	Work Environment	Work Environment	Clear Goals
7	Impact	Growth	Supportive Policies
8	Supportive Policies	Supportive Policies	Impact
9	Growth	Responsibility	Challenge
10	Responsibility	Impact	Responsibility
11	Challenge	Challenge	Growth
12	Recognition	Recognition	Recognition

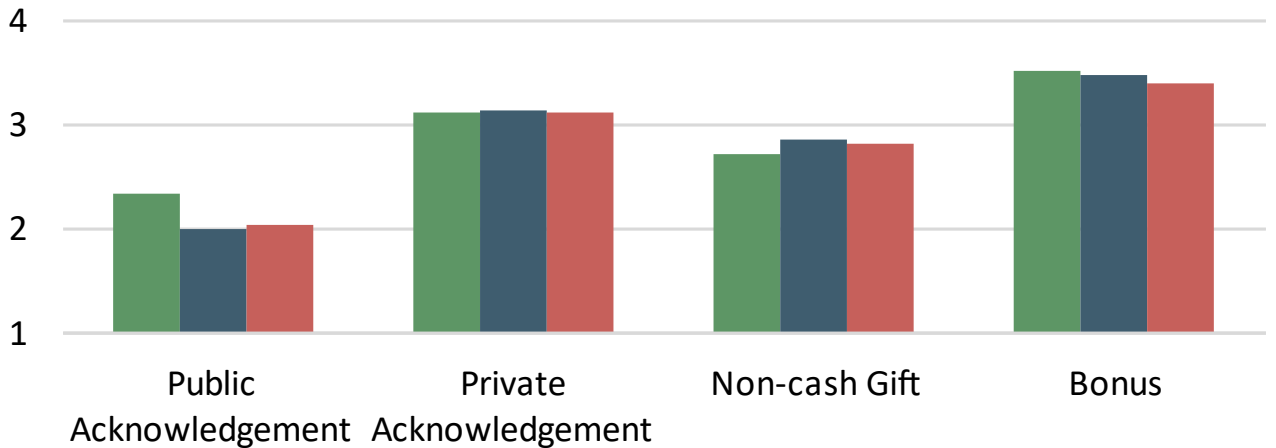
Recognition

How happy are you with the level of recognition in your job?

How important is recognition to you?



How do you prefer to be recognized?



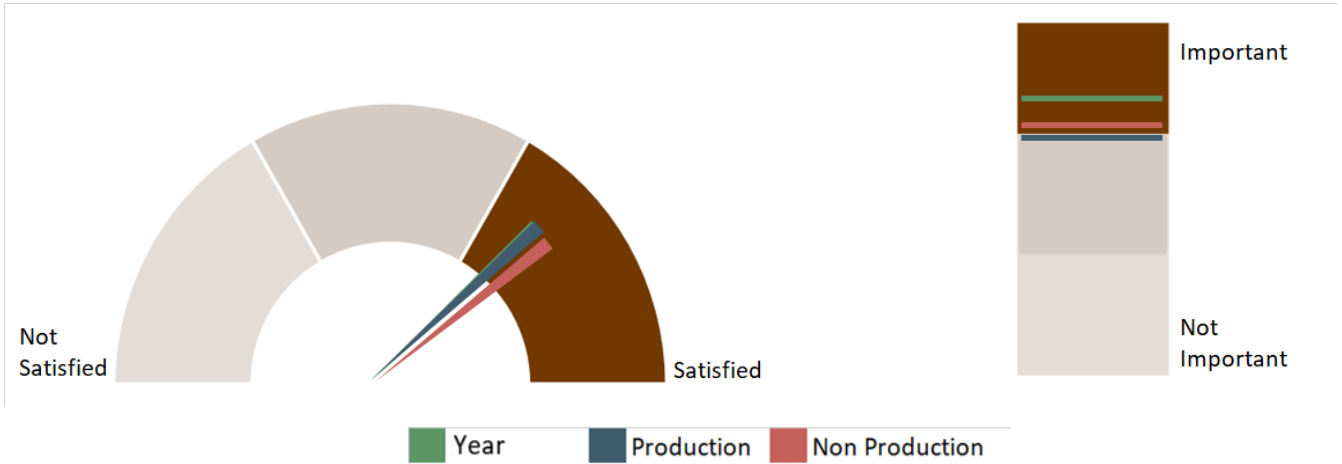
Comments

- "Annual raise in pay for personal performance during the previous year"
- "At least to be let known a problem was taken care of instead of left out"
- "Compensation"
- "Raise"

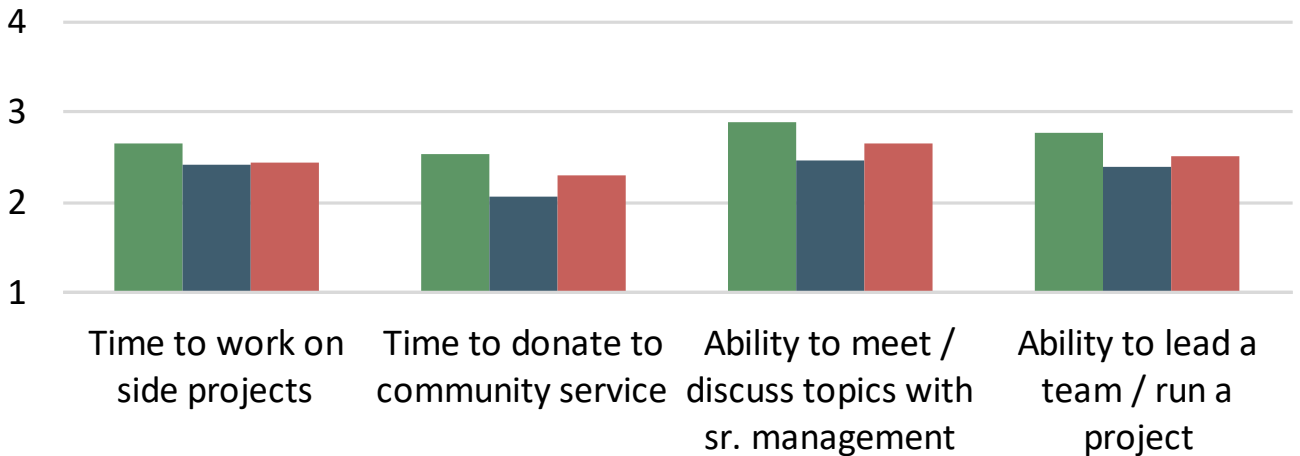
Impact

How happy are you with the level of impact you have in your job?

How important is impact to you?



How types of impact would you most like to make?



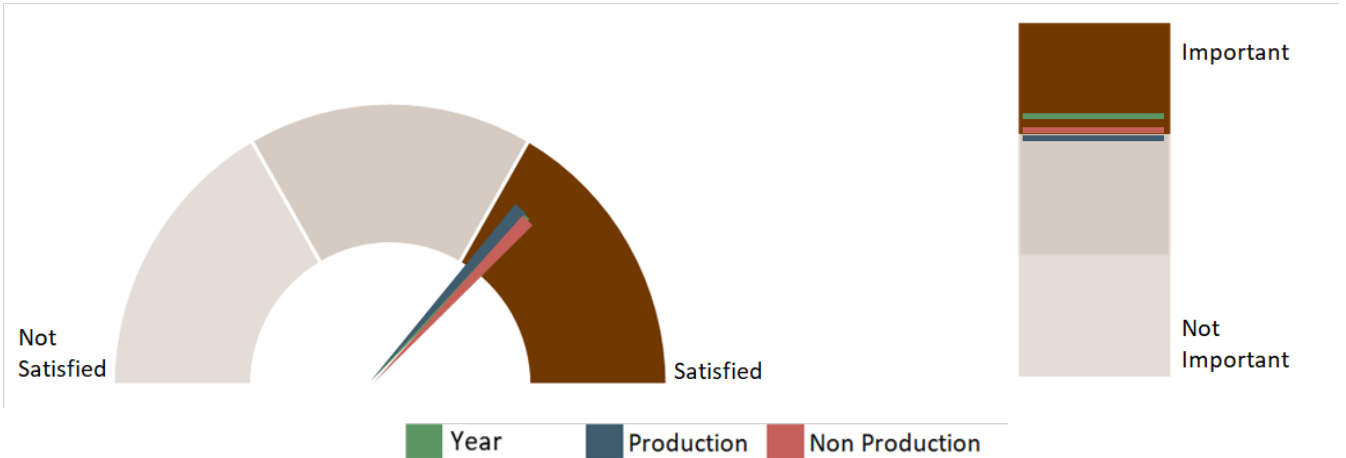
Comments

No comments

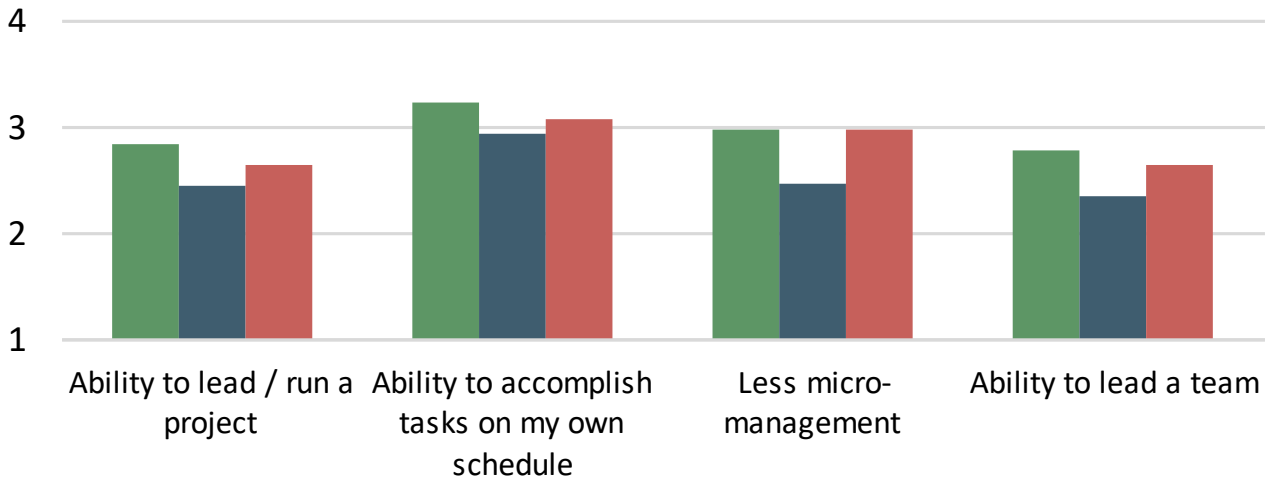
Responsibility

How happy are you with the level of responsibility in your job?

How important is responsibility to you?



What type of responsibility do you prefer?



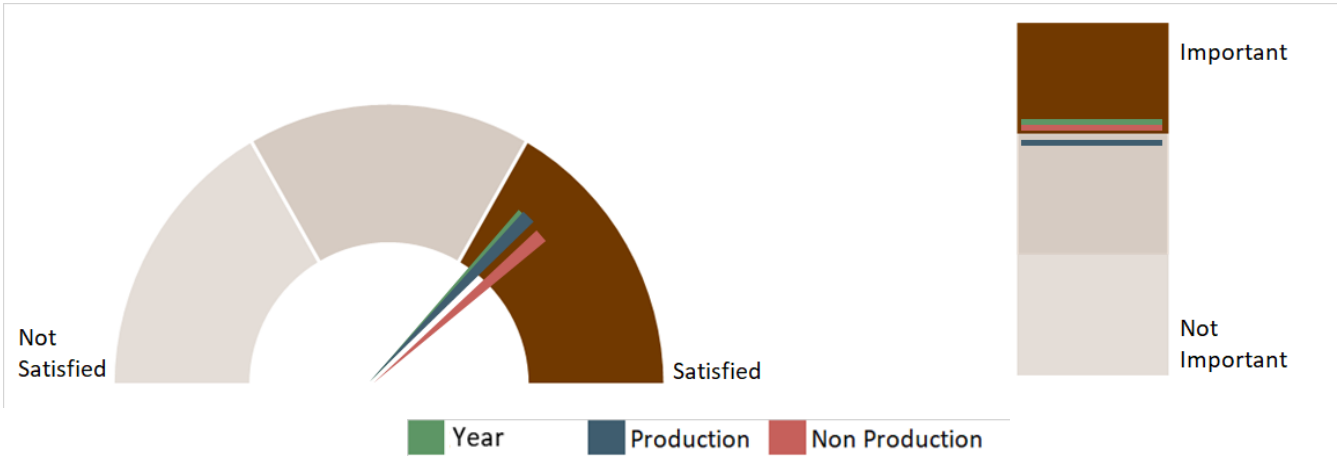
Comments

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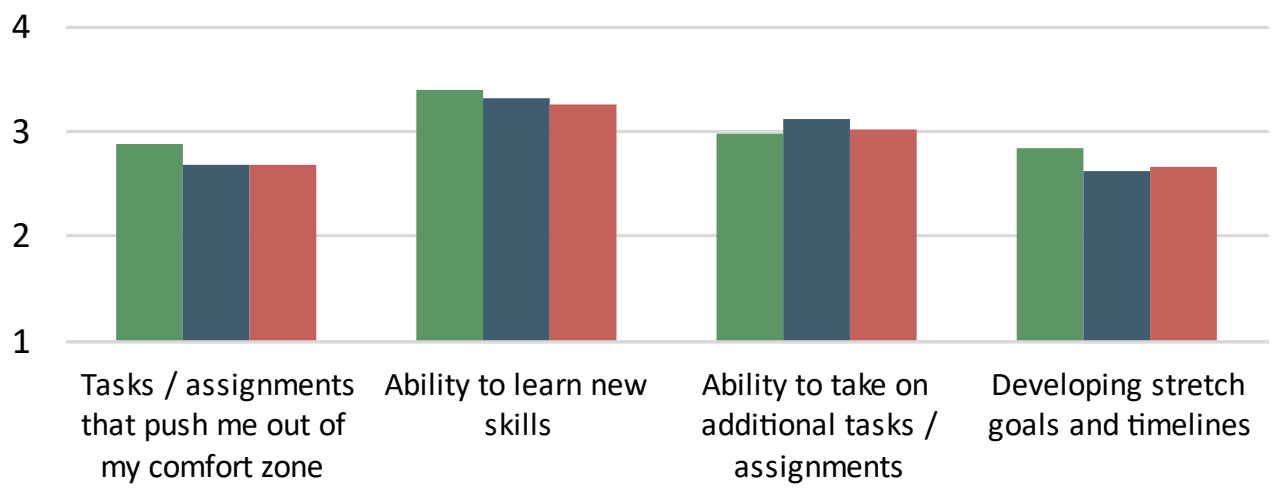
Challenge

How happy are you with the challenge in your job?

How important is challenge to you?



What type of challenges do you prefer?



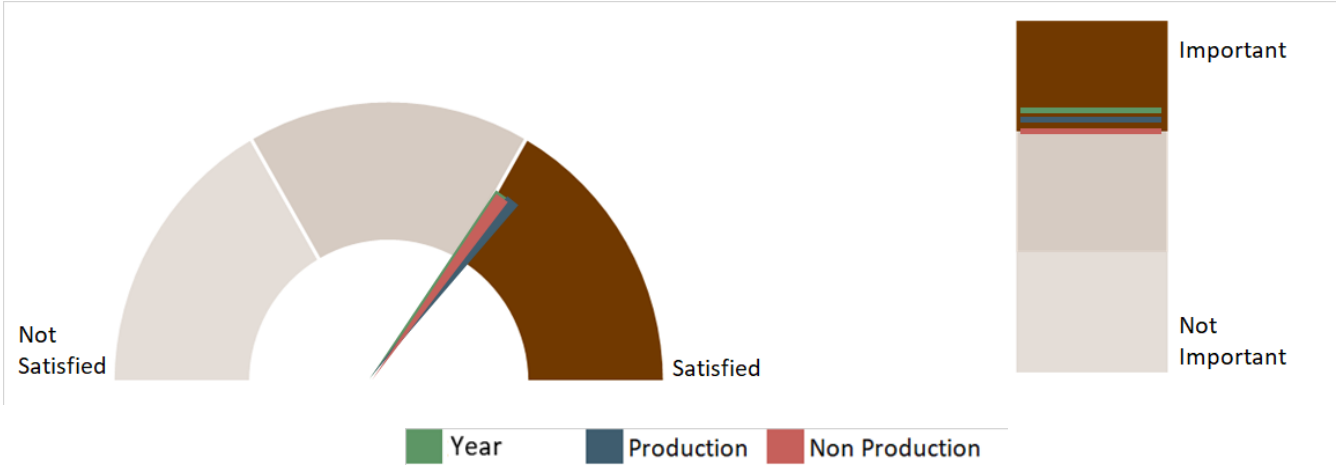
Comments

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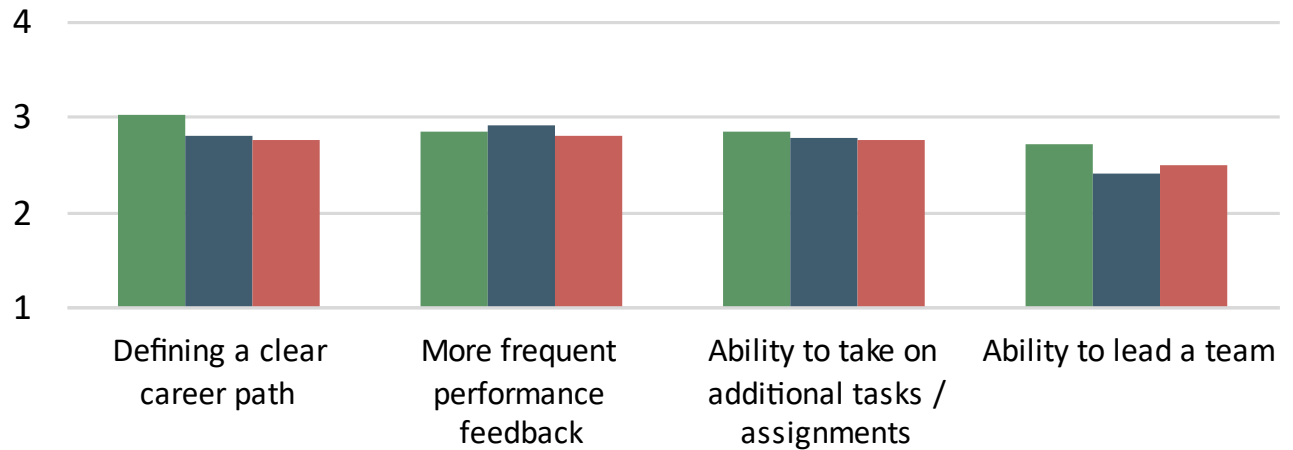
Growth

How happy are you with the pace of growth in your job?

How important is growth to you?



What type of growth do you prefer?



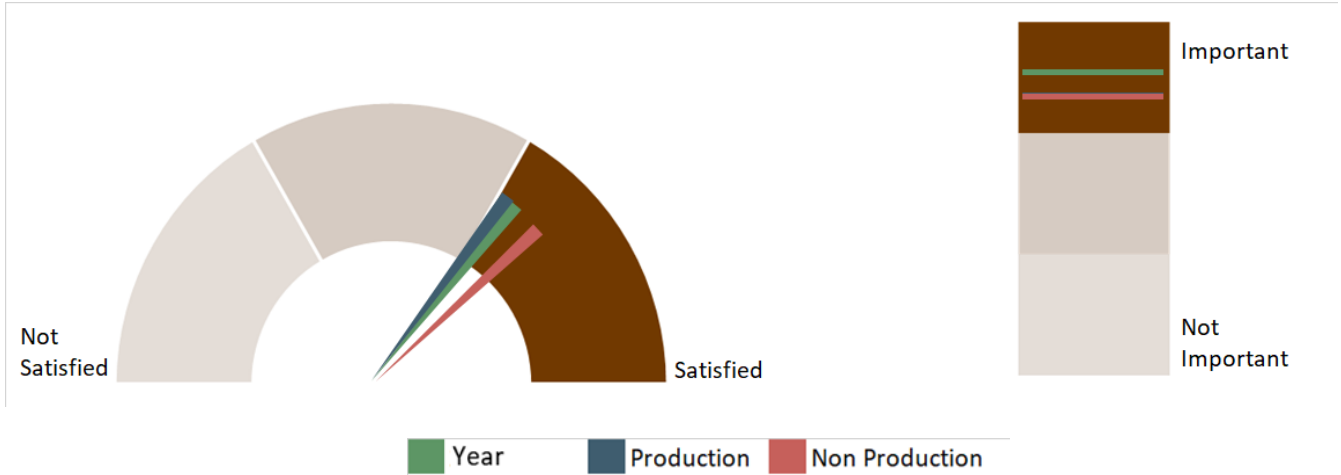
Comments

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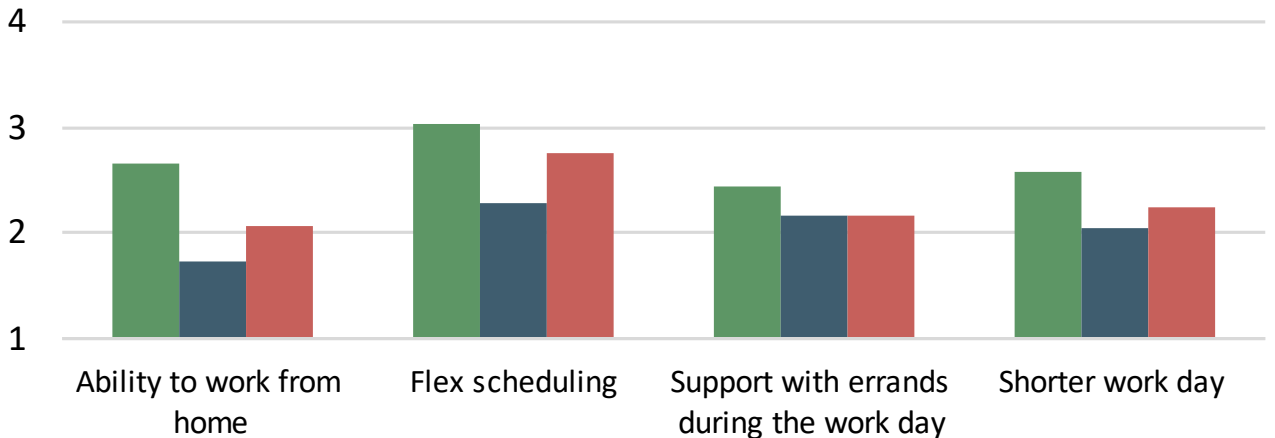
Work-Life Balance

How happy are you with the level of work-life balance in your job?

How important is work-life balance to you?



What work-life balance do you prefer?



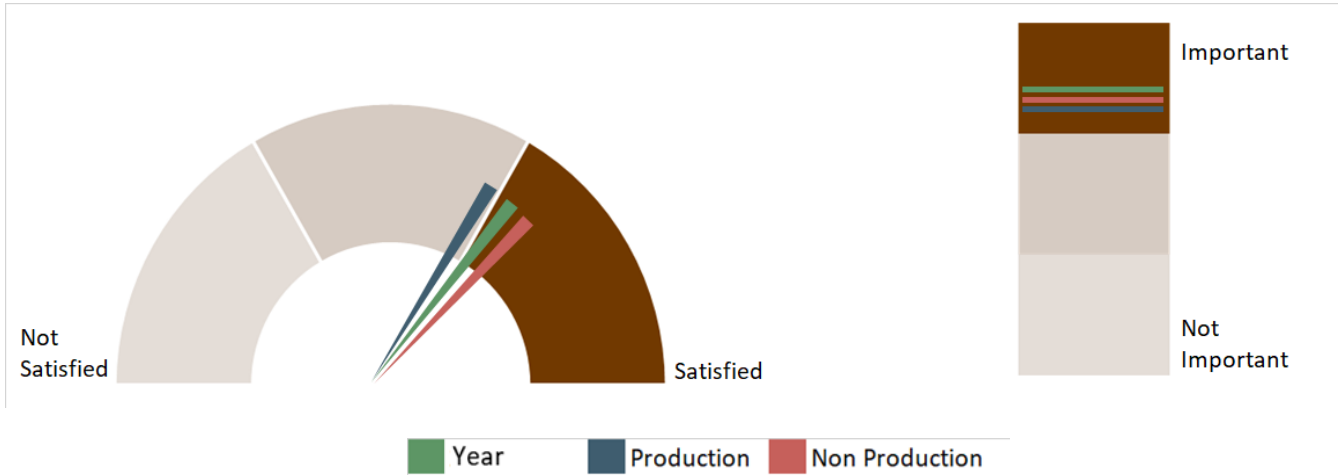
Comments

- "3 – 12 or 4 – 10 hour shifts"; " 4 10s instead of 5 8s"
- "I like a 7 to 3 shift"
- "With taking care of my parents, I wish my company could work with me and allow me to be on first shift as that is my only issue with my job."
- "I would prefer a weekend shift. Friday, Saturday, and Sunday, 12 hr shifts but paid for

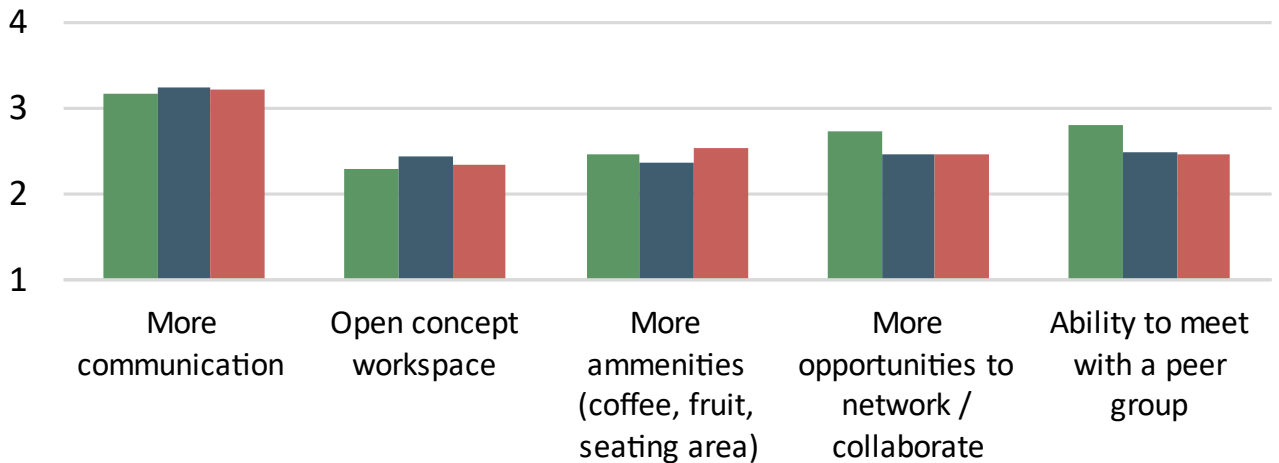
Work Environment

How satisfied are you with your work environment?

How important is work environment to you?



What work environment do you prefer?



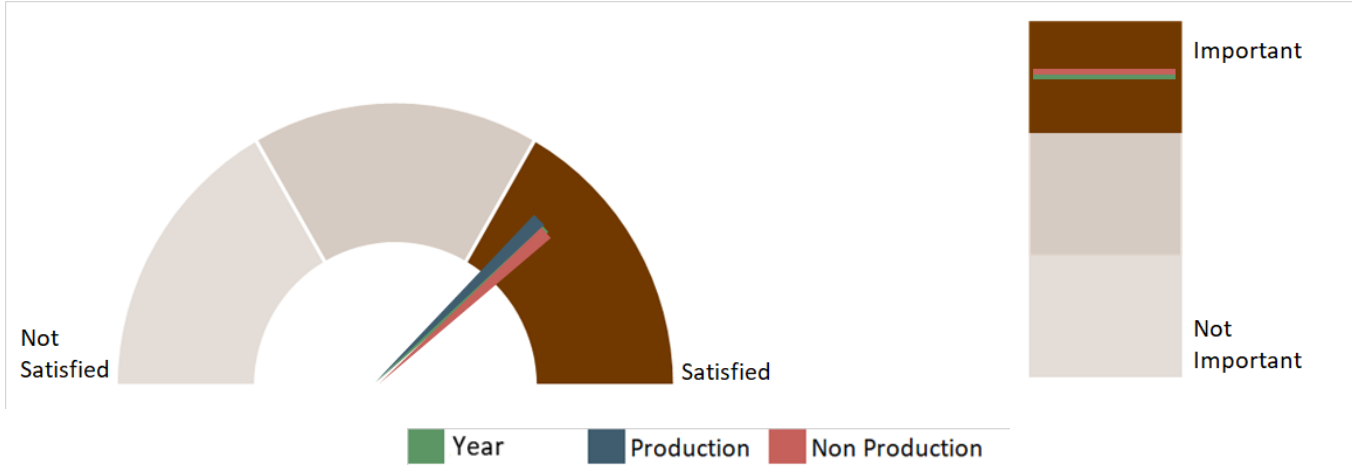
Comments

- ☐ "Have machines cleaned out more often"

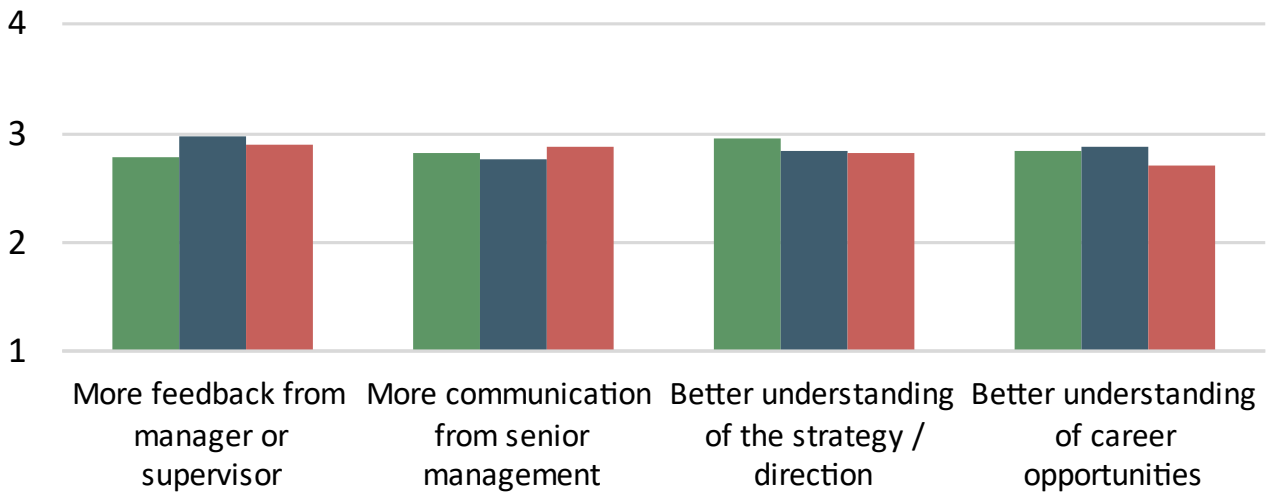
Job Security

How satisfied are you with your job security?

How important is job security to you?



What would improve your feeling of job security?



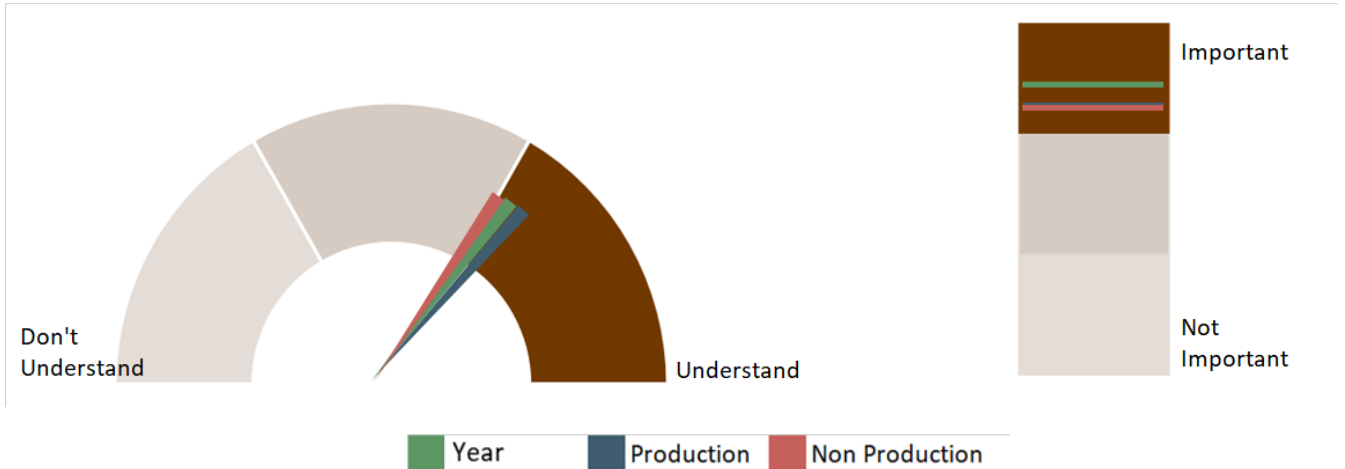
Comments

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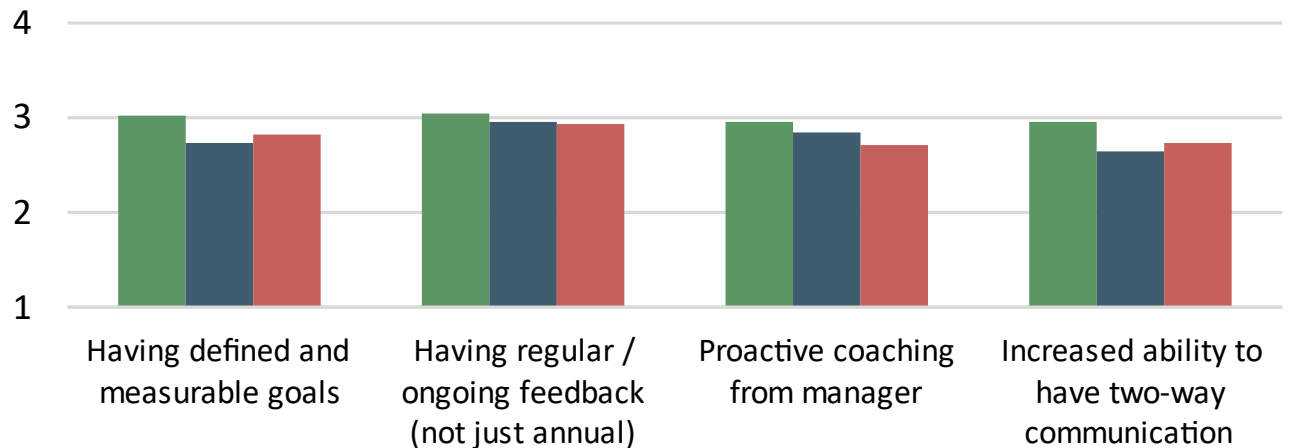
Goals and Performance Metrics

I understand my goals and performance metrics.

How important is knowing your goals?



How would you prefer to improve your understanding of your goals and metrics?



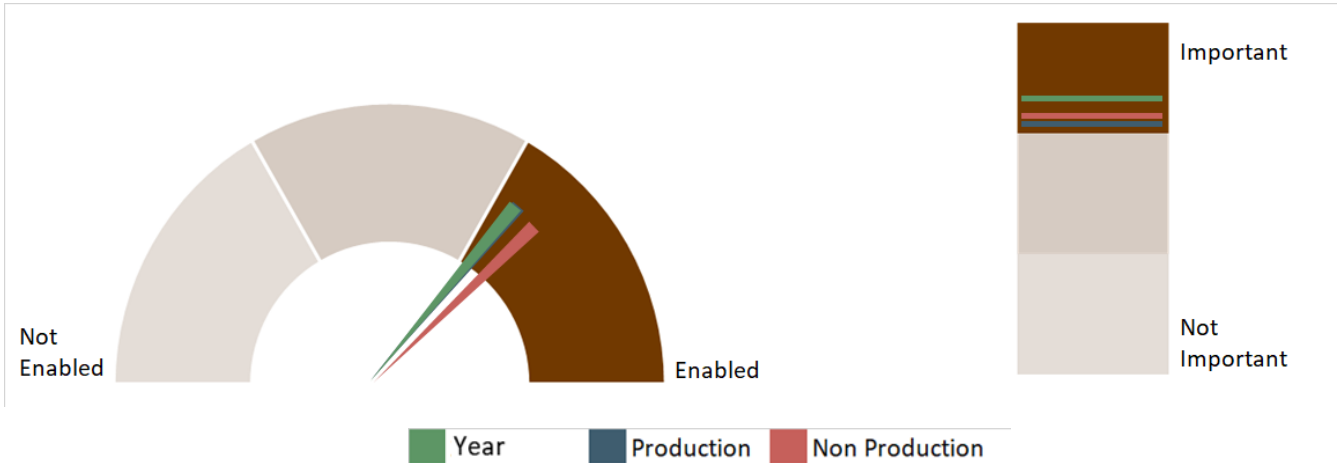
Comments

- "I'd prefer realistic goals."

Policies and Procedures

I feel enabled by the company's policies and procedures.

How important is having supportive policies?



What types of policies do you prefer to have?



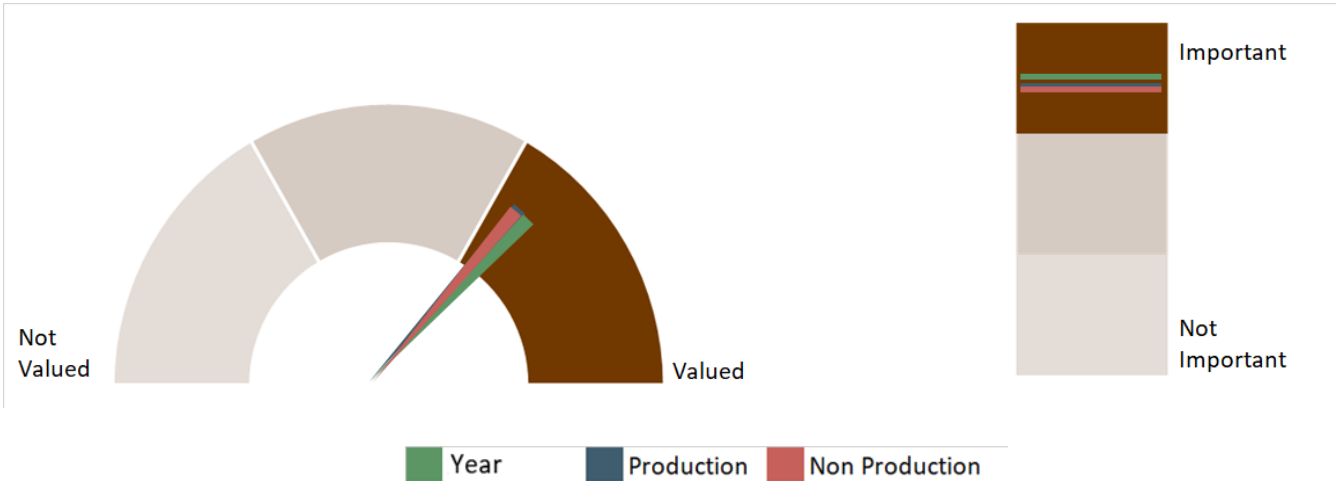
Comments

- "I would like there to be more focus on the overall production performance individually directly from supervision. Performance updates that would lead to conversation on how to maintain or increase production and procedure. "

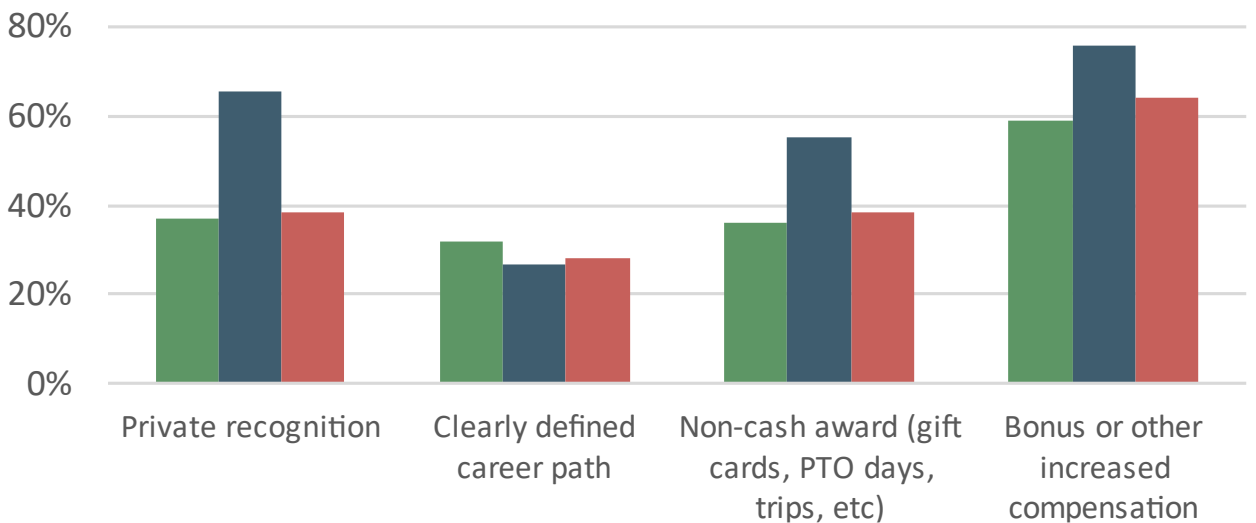
Being a Valued Member of the Team

I feel that I am a valued member of the team and the company.

How important is feeling valued?



How can the company increase your sense of feeling valued?

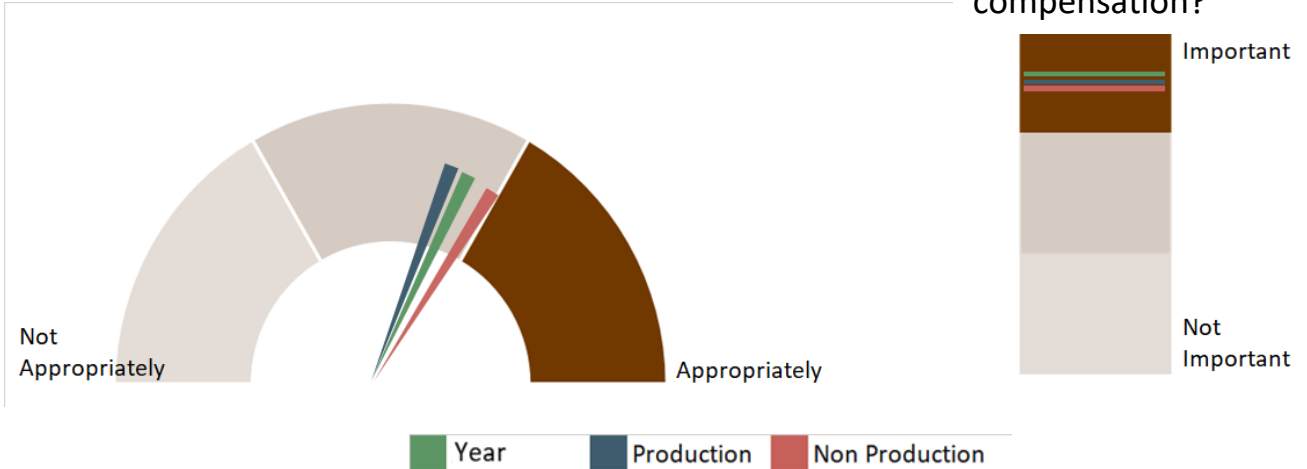


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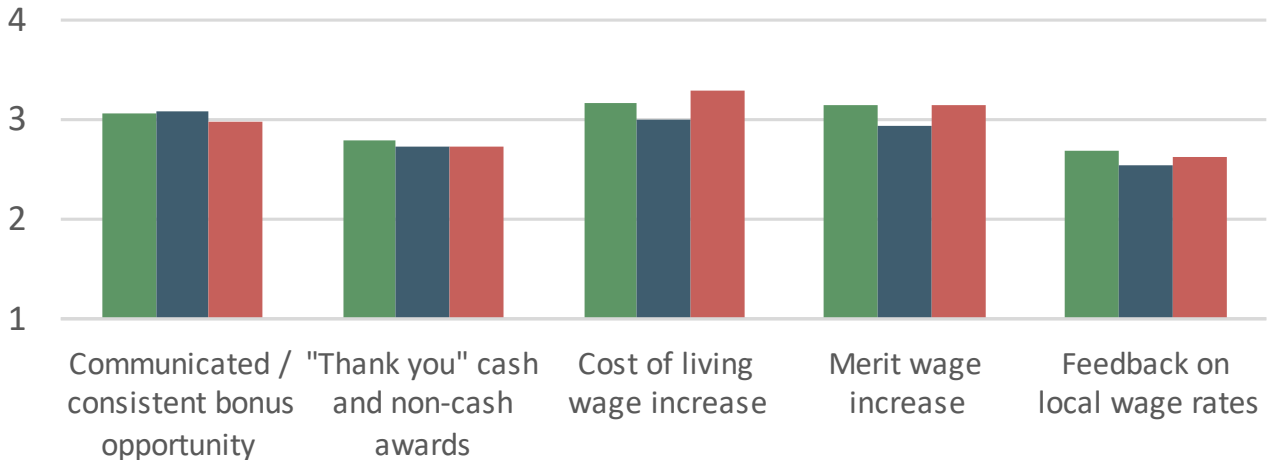
- "Getting off site training for job to increase pay and help company grow "
- "More pay"
- "Being communicated with on how I am doing and where I can improve."
- "Would prefer only the gas-vouchers."
- "Better feedback on strengths and weaknesses."

Compensation

I feel that I am appropriately compensated for the work that I do.



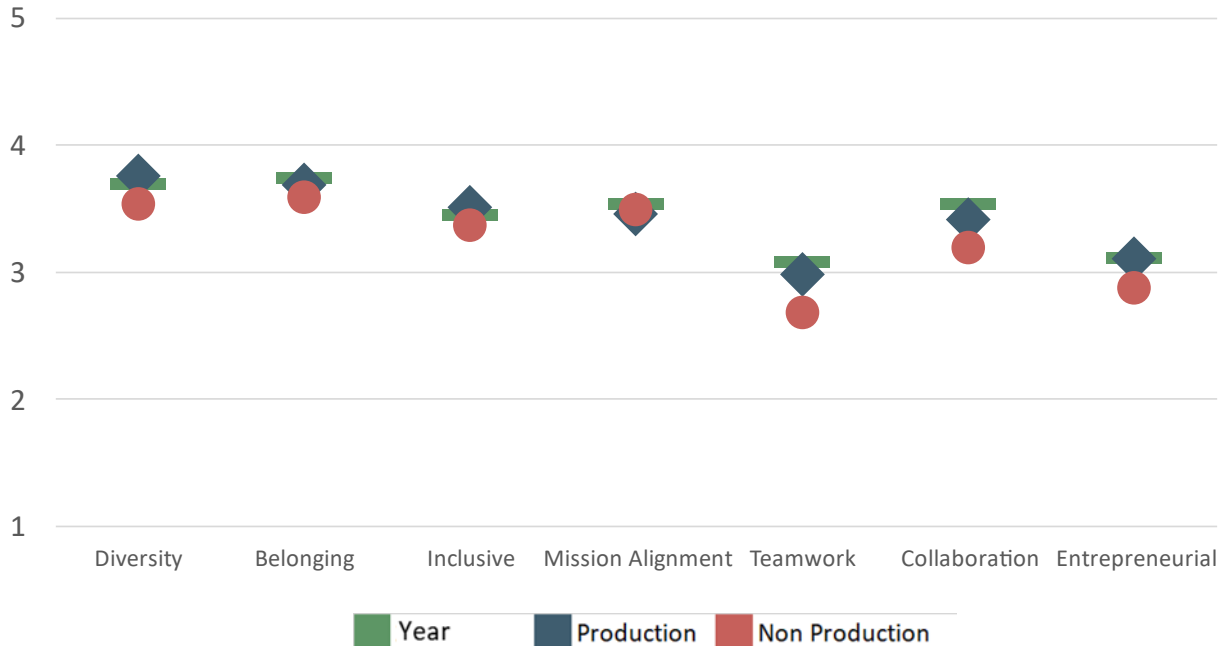
How can the company increase your sense of feeling appropriately compensated?



Comments

- "Bring back the get to work on time all week efficiency bonus."
- "Of course everyone wants money. but a 'thank you, you are doing a good job' is really nice!"

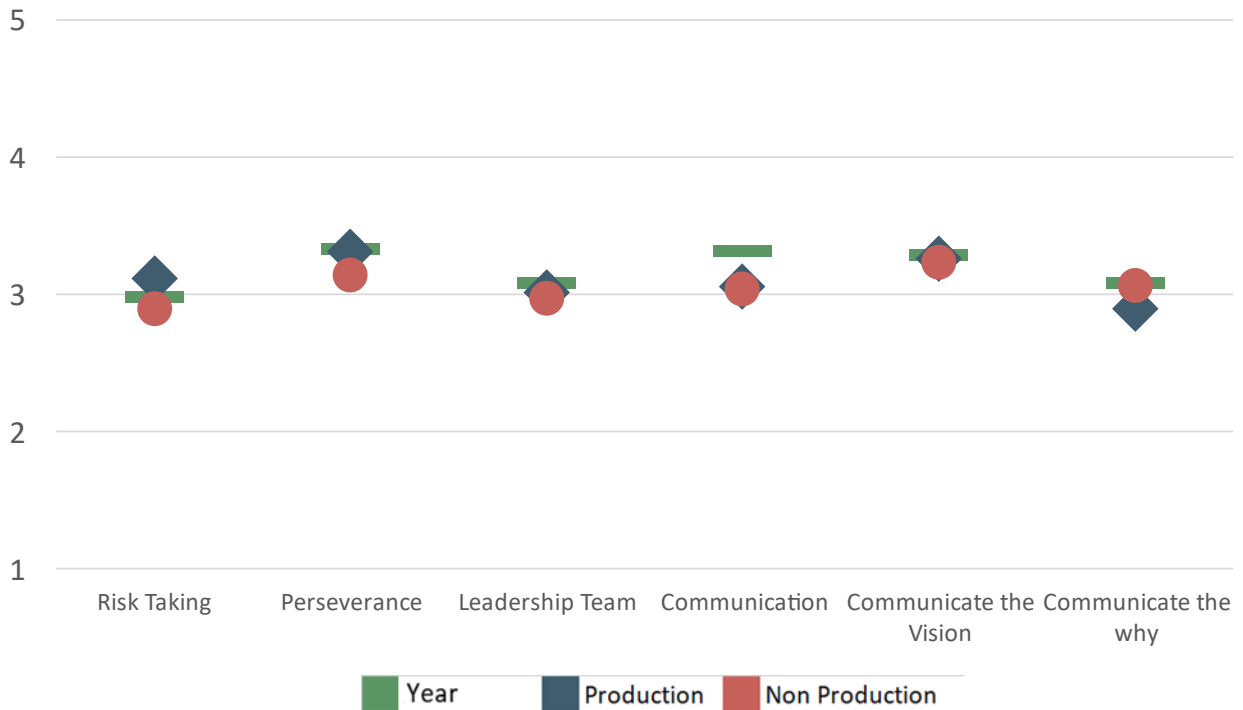
Culture



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- Diversity: This organization values diversity and is a diverse place to work.
- Belonging: I feel I belong in this organization and am included in the work it is doing.
- Inclusive: This organization works to make me feel part of the company culture - even if I am working remotely.
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