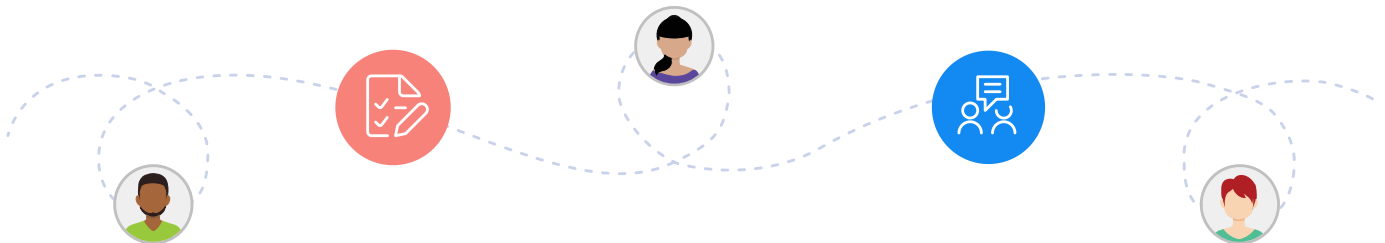




Demo Company | MER #1.01

Thank you for your feedback

Roger Richardson, Understand How You Drive Engagement



The results of this survey will be used by leaders and managers to make improvements. We are committed to using your feedback to create a more engaging and positive workplace for all employees.



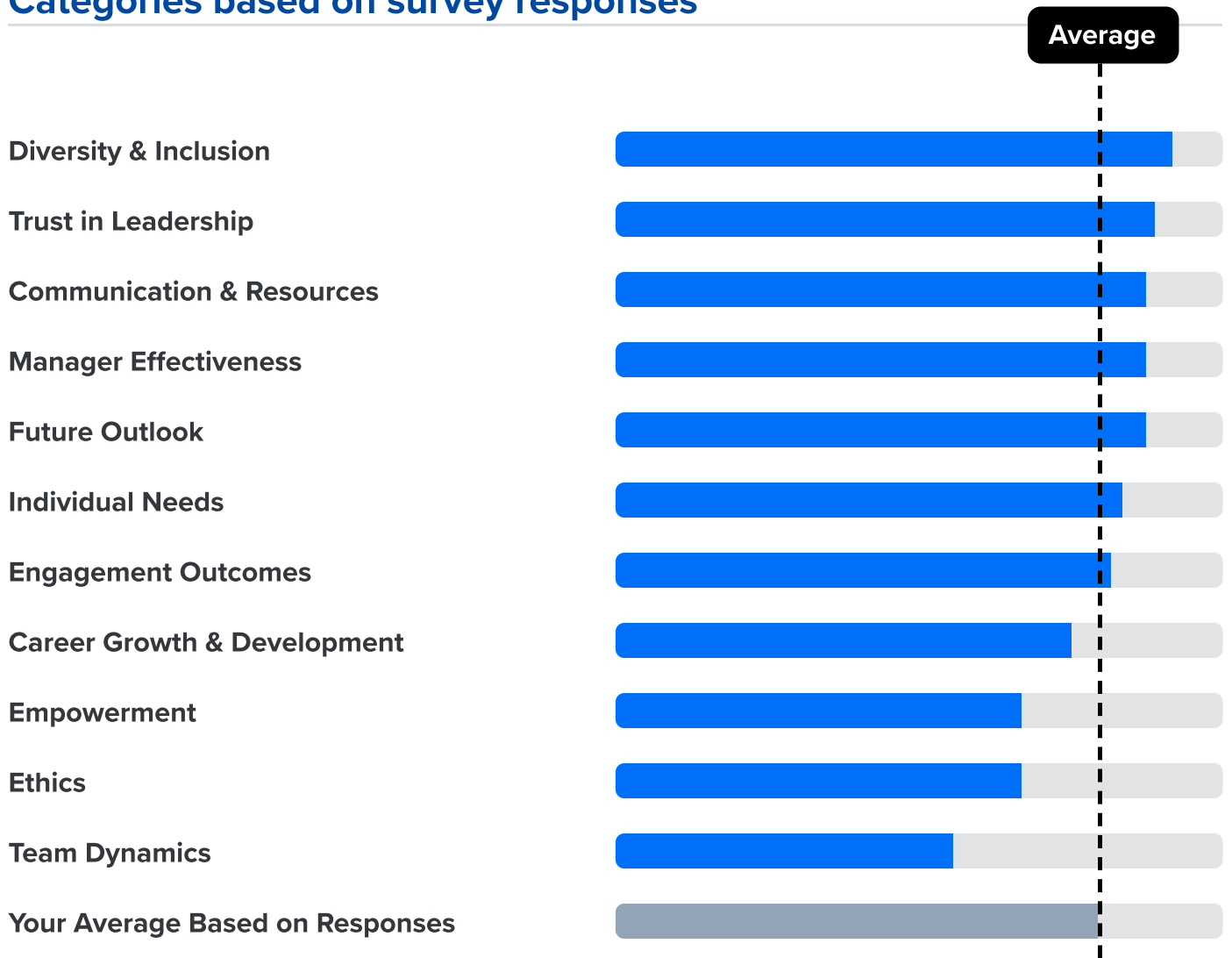
Your individual responses to the survey are confidential.

Only you have access to this report. If you have questions related to the survey, please contact your Human Resources representative.

Your Results

As an employee, you can take action to create a more engaging work experience for yourself and your coworkers. Where to start? First, let's look at your results and actions you can take.

Categories based on survey responses



We're in this together

Everyone can help improve engagement within their organization. Here are some ideas to start with based on your results:



Team Dynamics

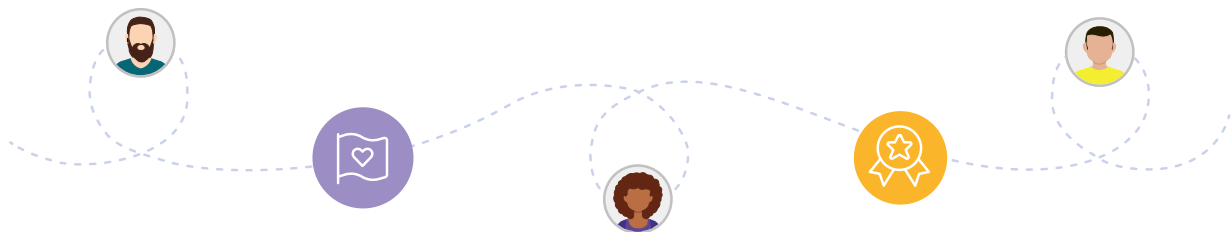
Team members who feel strongly connected to one another are able to function more effectively during both good times and when challenges arise. Volunteer to assist other team members by simply asking, "How can I help?" and be sure to ask your team for help when you need it. These behaviors build trust over the long term and have the power to unite teams.

Listening demonstrates respect and is the foundation of healthy relationships. In order to help foster a team environment of mutual trust and respect, try to set aside immediate reactions and thoughts and get to know other positions and points of view. Ask questions to understand what is important to people who may have a different perspective. If there are personal conflicts you're unable to resolve on your own, reach out to other channels for support.



Empowerment

In 1-on-1s with your manager, proactively bring up any suggestions or ideas you have for new or better processes, products, or services. Explain why these might be valuable and the impact they could have. Ask if others are also discussing these opportunities. Regularly sharing your ideas and feedback can help you directly influence changes or be included in larger decision-making groups.



What happens next?

1

Reviewed by Leadership

Overall organization results will be reviewed by leadership, and personal results are kept confidential. If you want feedback on your results, share them with a trusted colleague or mentor.

2

Organizational Results

You'll receive an overview of the overall organizational results within the next few weeks.

3

Share Results

Your supervisor will meet with you and your team and share the overall results from the organization.

4

Action Planning

Your team will decide on actions to take that will make your direct working environment more engaging for you and the team.