

Acme Corporation

Organizational Assessment

May 2017

Survey results collected from February 7-24, 2017

Acme Overall

Total Surveys:	757
Completed Surveys:	667
Survey Response Rate	88%

Introduction

Survey Purpose

The Acme Corporation organization assessment provides you with thorough and constructive feedback on the group by the dimensions listed below. Based on the data collected from this process, the group can form strategic action plans to leverage its strengths and further improve its performance.

Dimensions

1. My Job
2. My Direct Manager
3. Senior Leaders on my Team
4. Agency Action Board
5. Acme Corporation
6. Loyalty and Affinity for Acme

Methodology

- Acme partnered with LearningBridge, Inc. to conduct and provide survey reporting.
- The survey was comprised of 58 items mapped to the above 6 dimensions, with 4 open text questions at the end.
- Respondents selected from a 5-point scale:
5—Always; 4—A lot; 3—Usually; 2—A little; 1—Not at all

Table of Contents

1	Section 1	
	Overall Summary	Page 1
2	Section 2	
	Item Rankings	Page 2
3	Section 3	
	Dimension Summary	Page 5
4	Section 4: Dimension Detail	
	My Job	Page 10
	My Direct Manager	Page 27
	Senior Leaders on my Team	Page 41
	Acme Action Board	Page 48
	Acme Corporation	Page 53
5	Section 5	
	Open-ended Comments	Page 68

Section 1. Overall Summary

The top chart shows the participation rate of the group and its sub-groups. The chart also displays the percentage of responses that were '5'--Always or '4'--A lot (Favorable--green bar) with the Acme percent favorable (diamond) for comparison purposes, '3'--Usually (Neutral--amber bar), and '2'--A little or '1'--Not at all (Unfavorable--red bar). The percent favorable change from last year is also indicated. A (-) illustrates the data is not available and (0) shows there is no change from the previous year.

The bottom chart displays the percentage of responses that were Favorable (green bar) for each of the dimensions with the corresponding Acme percent favorable (diamond) for comparison purposes. The vertical green line in the chart is the group's percentage of responses that were Favorable. The overall score for each dimension is indicated to the left of the chart with the change from last year. The data table to the right of the chart also shows the percentage of responses that were Neutral and Unfavorable and the change from last year.

A. Participation Rate

	Completed	Participation Rate	% Favorable (4 & 5)	Change	% Neutral (3)	% Unfavorable (1 & 2)
<i>Acme Corporation</i>	667	88%	62%	-3	28%	10%
Acme Corporation	667	88%	62%	-3	28%	10%
EMEA	71	93%	67%	+2	23%	10%
South America	127	91%	65%	+1	27%	8%
Australia	216	83%	61%	-2	28%	11%
North America	118	87%	61%	-12	28%	11%
APAC	105	95%	59%	+2	31%	10%
UK	30	81%	55%	-3	28%	16%

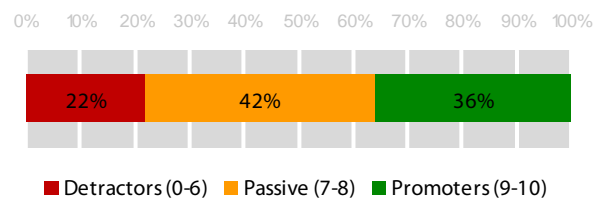
B. Dimension Results Overview

	Group Score	Change	Favorable		Favorable		Neutral		Unfavorable	
			%	Change	Acme %	%	Change	%	Change	
My Job	3.7	-0.1	60%	-3	60%	30%	+2	10%	+1	
My Direct Manager	4.1	0.0	75%	0	75%	17%	-1	8%	+1	
Senior Leaders on My Team	3.8	0.0	62%	-1	62%	27%	0	10%	0	
Acme Action Board	3.6	-0.1	53%	-9	53%	35%	+4	11%	+4	
Acme Corporation	3.6	-0.1	54%	-6	54%	33%	+4	13%	+2	
Loyalty and Affinity for Acme	3.6	-0.1	57%	-6	57%	31%	+3	12%	+2	

C. Net Promoter Score

58 If a qualified member of your professional network were interested in changing jobs, how likely would you be to recommend Acme Corporation?

Overall Net Promoter Score: 14 (-14)

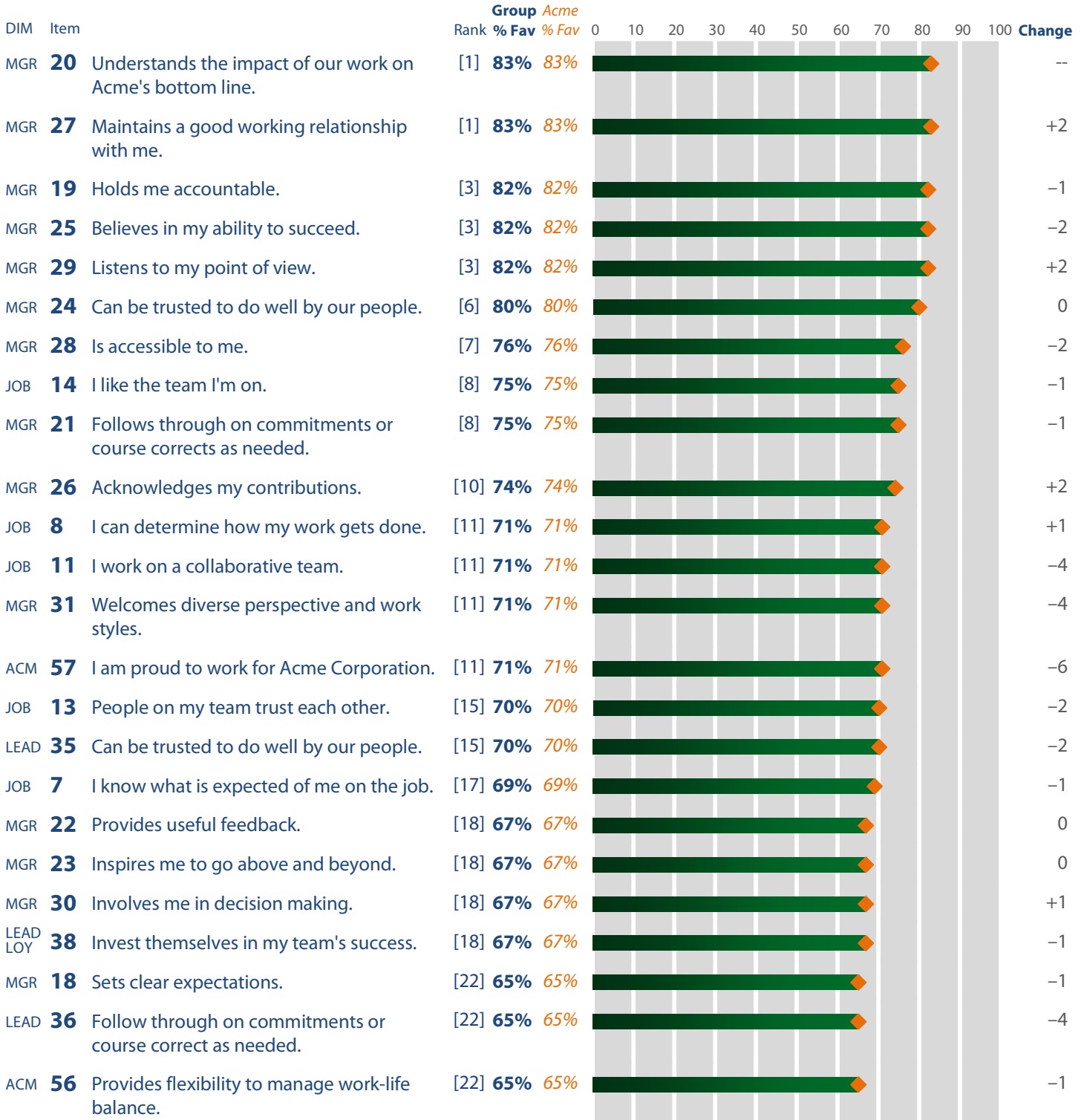


Section 2. Item Rankings

Acme Overall

The chart shows the group % favorable score (green bar) compared to the Acme Corporation % favorable score (diamond) for each survey item, ordered from the item with the highest % favorable to the item with the lowest. The "Change" to the right of the chart is the change of percent favorable from last year. To the left of the survey item number is the dimension to each.

Key: JOB=My Job, MGR=My Direct Manager, LEAD=Senior Leaders on my Team, AAB=Acme Action Board, ACM=Acme Corporation, LOY=Loyalty and Affinity for Acme.

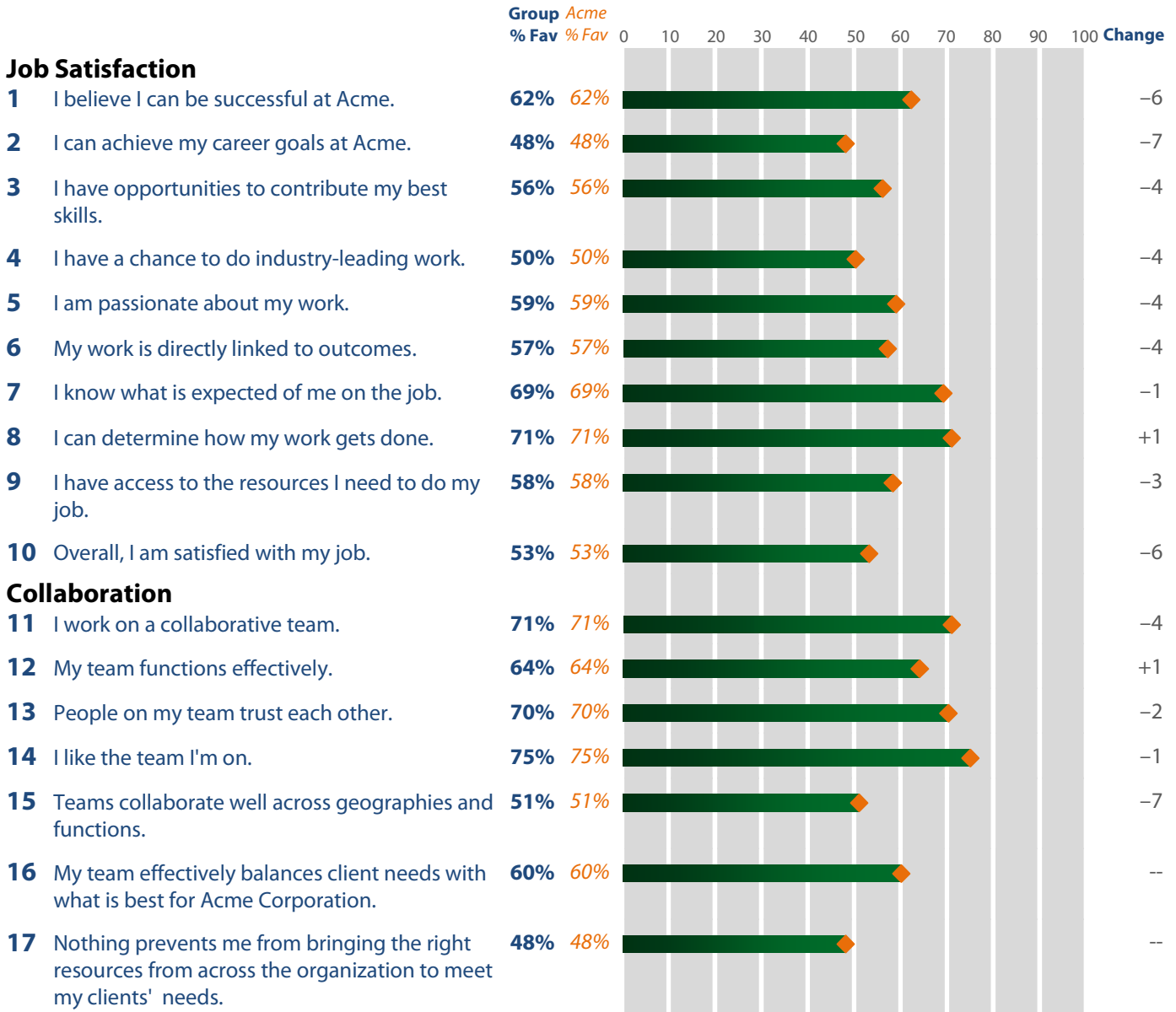


Section 3. Dimension Summary

Acme Overall

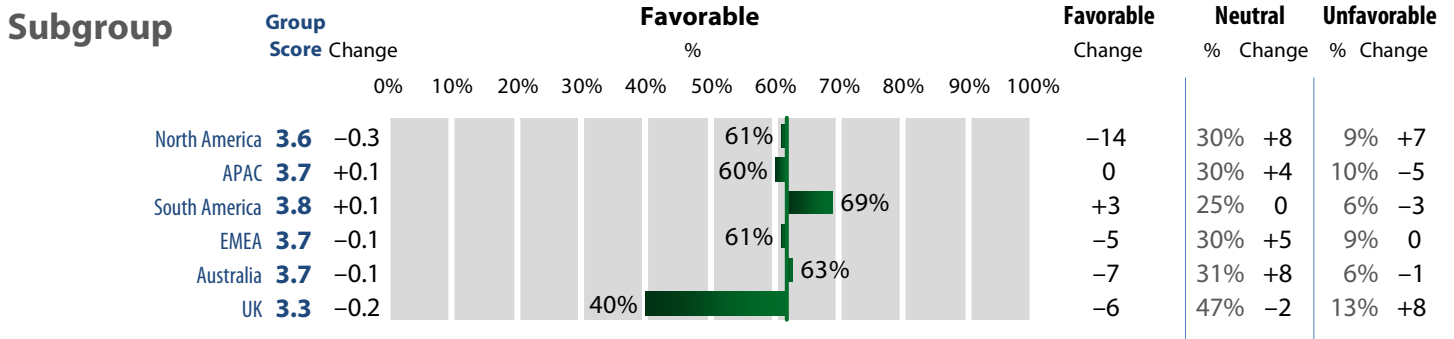
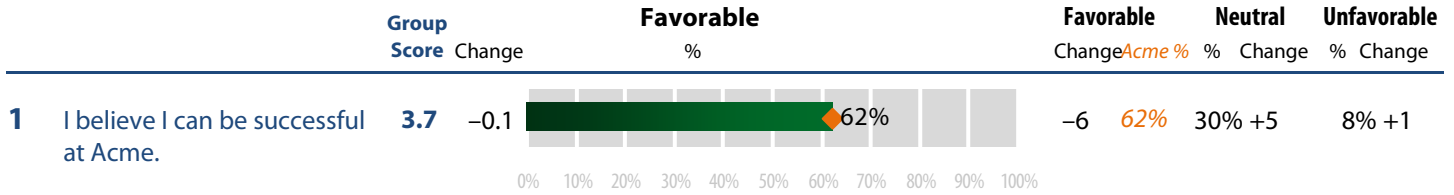
The chart shows the group % favorable score (green bar) compared to the Acme Corporation % favorable score (diamond) for each survey item by dimension, so you can quickly see how each dimension scored. The "Change" to the right of the chart is the change of percent favorable from last year.

1. My Job

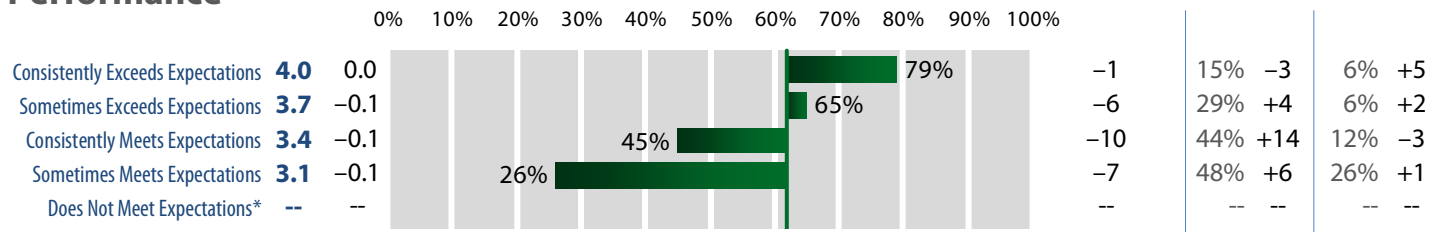


Section 4. Dimension Detail - My Job

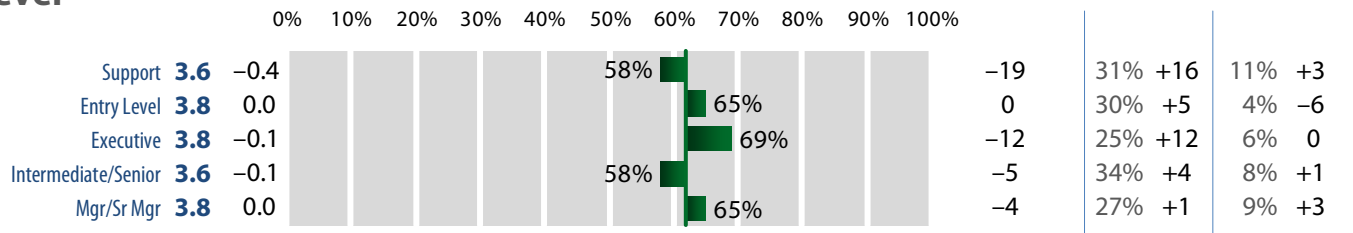
Acme Overall



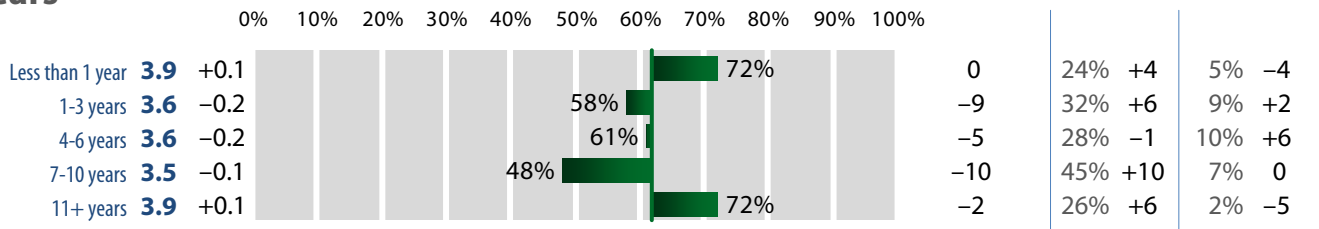
Performance



Job Level



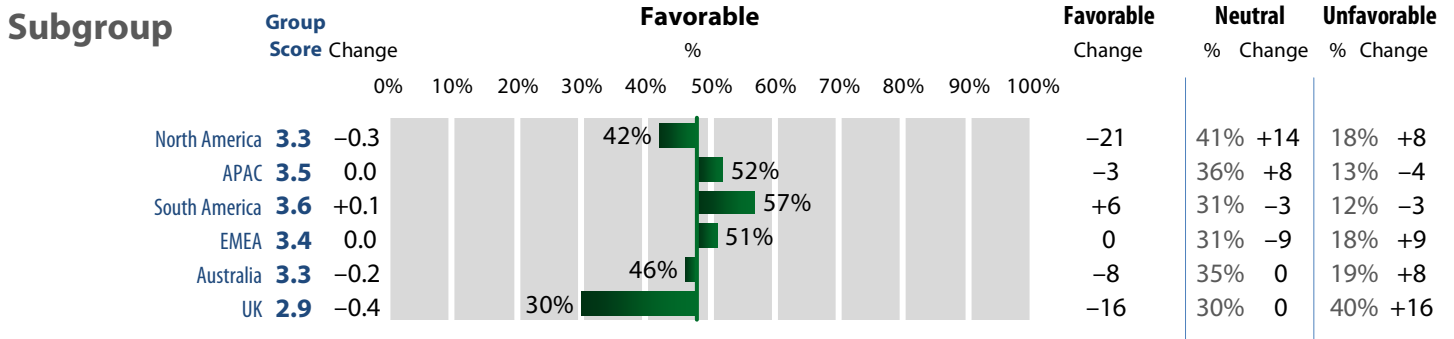
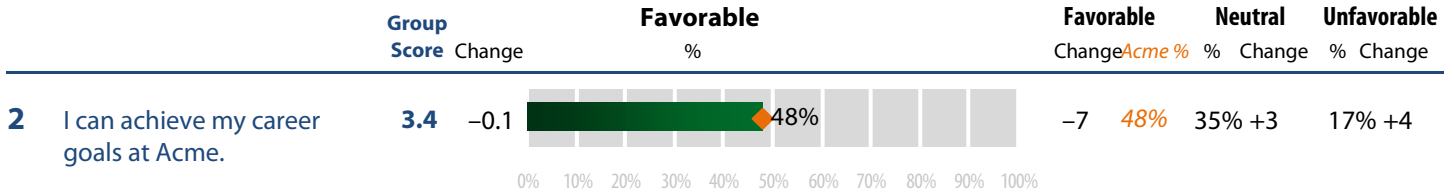
Total Years



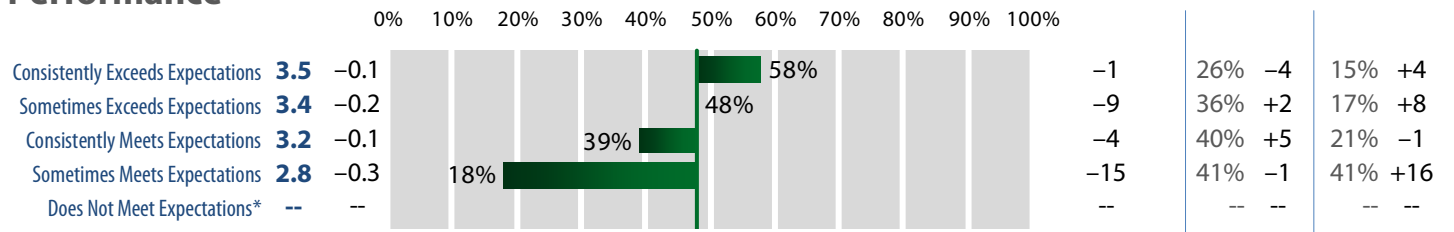
* If fewer than 10 responses, results will not be shown to ensure the anonymity of the raters.

Section 4. Dimension Detail - My Job

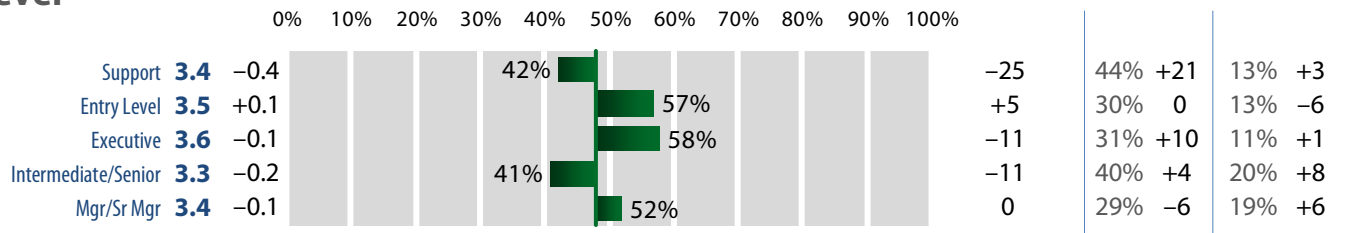
Acme Overall



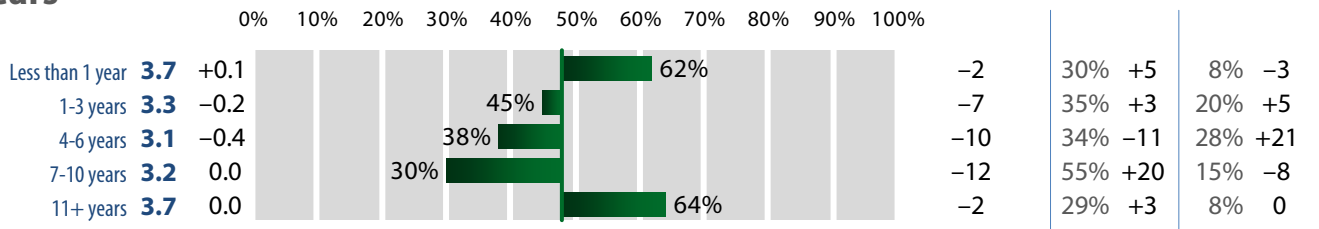
Performance



Job Level



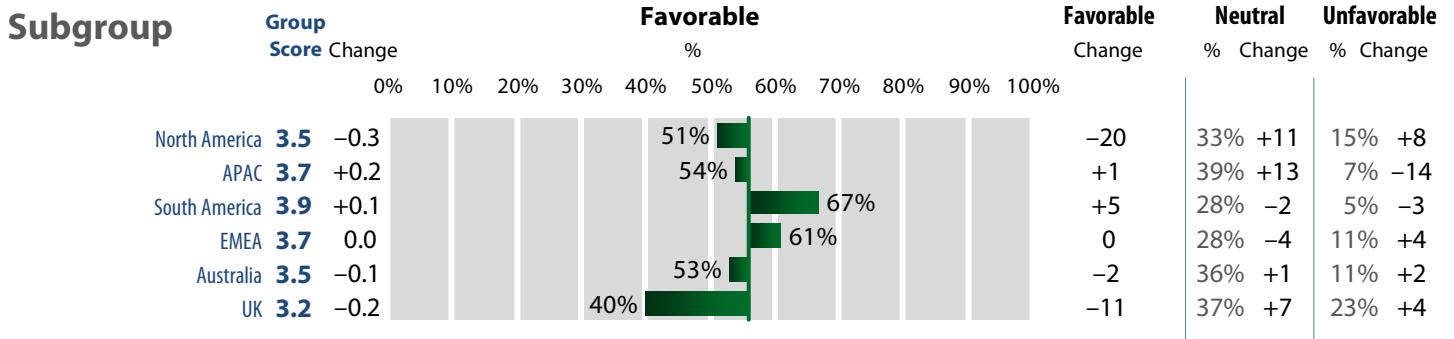
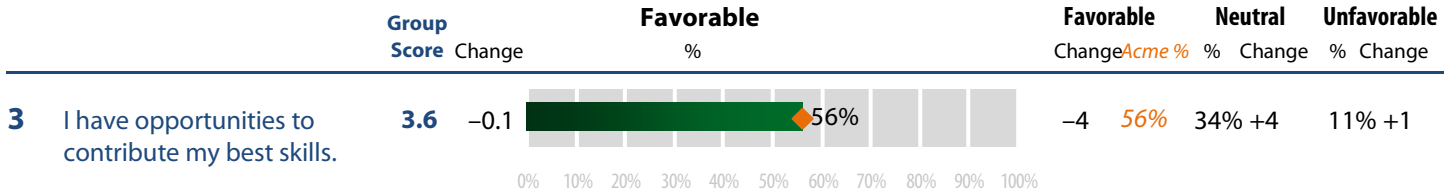
Total Years



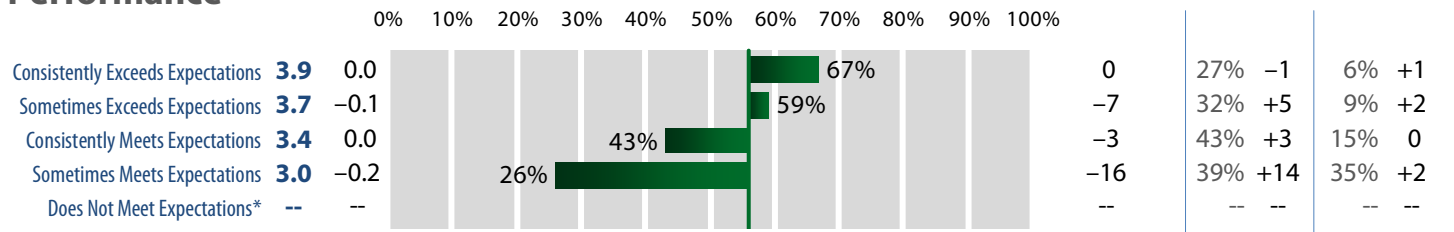
* If fewer than 10 responses, results will not be shown to ensure the anonymity of the raters.

Section 4. Dimension Detail - My Job

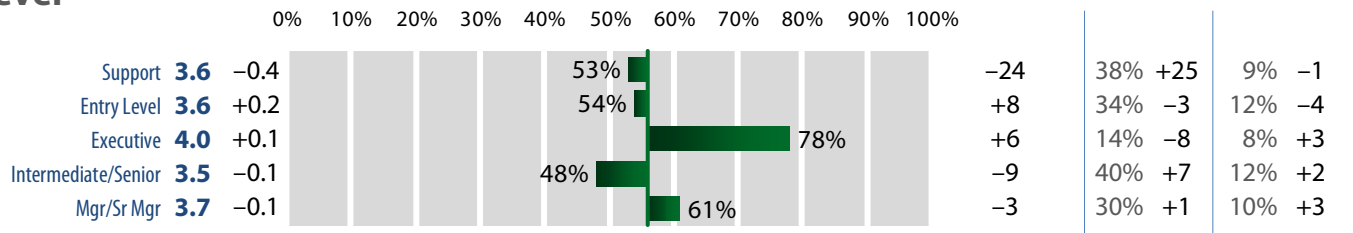
Acme Overall



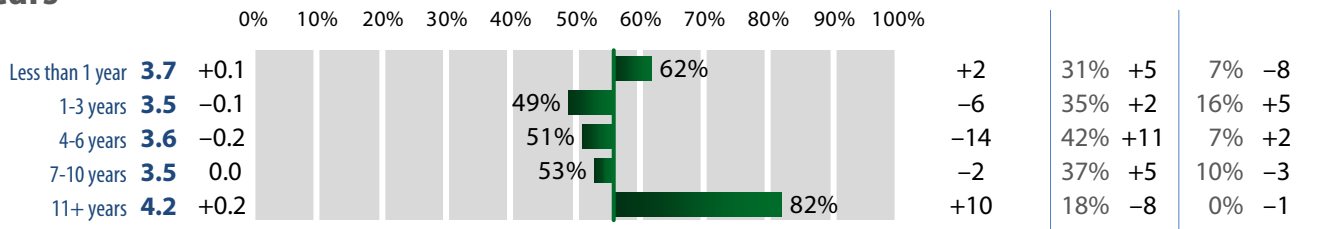
Performance



Job Level



Total Years



* If fewer than 10 responses, results will not be shown to ensure the anonymity of the raters.

Section 5. Open-ended Comments

Acme Overall

59 What is one thing that would attract me to another organization?

- Sample report--no comments included

60 What are the greatest strengths of our organization and culture?

- Sample report--no comments included

61 What are our greatest opportunities for improvement?

- Sample report--no comments included

62 What input do you wish to share that may not have been captured in the questions already asked?

- Sample report--no comments included