Your Team's Report

Bryan Beagle • Finance
July 2019 Survey

About Your Report

Your results are based on your team's responses to the PI Employee Experience Survey. We asked questions about their experience at work, including how they feel about their job, manager, the people they work most closely with, and the broader organization and culture.
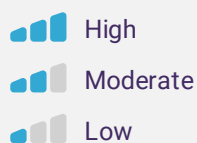
Key Reminder

Don't get caught up in your scores. Instead, use them to have an open dialogue and identify where you can start driving change on your team.

What We Measured

We highlighted the most impactful actions for you to take based on:

Impact on Engagement

High

Moderate

Low

Comparison to Benchmark

0 ———————— 100

Your team's score

• Your organization's score

% Favorable

\# Your team's percentage of 'Agree' and 'Strongly Agree' responses

THE PREDICTIVE INDEX

Your Team's Results
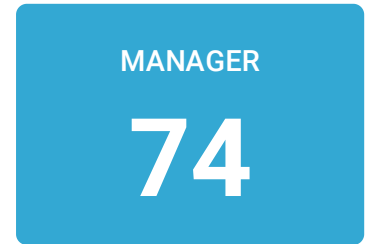
Key Category

ENGAGEMENT

60

Organization Score: **65**   -5

Engagement is the key category, representing overall organizational health. It's derived from a select set of questions like "I am proud to work for this organization."
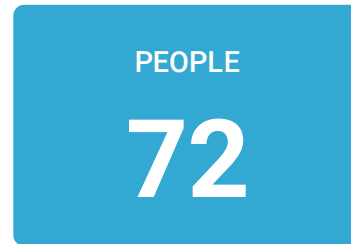
Employee Experience Categories

JOB

62

Organization Score: **71**   -9

MANAGER

74

Organization Score: **73**   +1

PEOPLE

72

Organization Score: **74**   -2

ORGANIZATION

68

Organization Score: **73**   -5

Job, Manager, People and **Organization** are additional categories representing the employee experience. They're derived from questions such as "I am excited about the work I do every day."

Team Members & Participation

5/6
Completed Surveys

83%
Response Rate

To respect confidentiality, we do not identify individuals who participated in the survey.

Strengths & Blind Spots

To determine your Strengths and Blind Spots, we first identify the survey questions that have the highest impact on engagement within your organization. Then we run them through an analysis, taking into account the difference between your team's rating and your organization's rating.

⭐ Strengths

Impact on Engagement		Comparison to Benchmark	% Favorable
📶	I believe we are hiring people with the right talents to help us achieve our business strategy.	🔵	80
📶	I feel respected by the people I work with.	🔵	80
📶	Our processes and procedures are not obstacles for me to get my work done well.	🔵	60

⚠️ Blind Spots

Impact on Engagement		Comparison to Benchmark	% Favorable
📶	When conflict arises, the people I work with resolve it respectfully and quickly.	🔵	20
📶	The people I work with accept accountability for their responsibilities.	🔵	60
📶	My work responsibilities do not interfere with my life outside of work.	🔵	60
📶	The senior leadership of my organization has communicated a vision of the future that motivates me.	🔵	60
📶	The people I work with are driven to produce the same level of high quality work.	🔵	60

Engagement

ENGAGEMENT

60

Organization Score: **65** `-5`

About the Engagement Category

Engagement is the key category, representing overall organizational health. Items in this category are direct measures of engagement. These scores are aggregated together to create your overall Engagement score.

Reminder: This is not an average of your other four scores

	Comparison to Benchmark	% Favorable
I am very proud to say I work for this organization.		60
I would recommend my organization to others as a great place to work.		60
Overall, I am very happy to be working at my organization.		60
It would take a lot to get me to leave my organization.		60

Job

JOB
62

Organization Score: **71**   `-9`

About the Job Category

The items below provide further detail about your employees' perceptions of their day to day job. These scores are aggregated together to create your overall Job score.

Impact on Engagement		Comparison to Benchmark	% Favorable
	I have the right amount of input on decisions that affect my work.		60
	The work I do makes excellent use of my talent/skills and abilities.		40
	I have all of the information I need to produce high quality work.		80
	I have the freedom to work in the way that will make me as successful as possible.		60
	I have the resources (e.g. team members, tools, technology) to perform my work at a high level.		80
	Our processes and procedures are not obstacles for me to get my work done well.		60
	In my day-to-day work, I am gaining valuable skills and experience that will help me in my future career.		100
	I am appropriately recognized for a job well done.		40
	My work responsibilities do not interfere with my life outside of work.		60
	I am excited about the work I do every day.		40
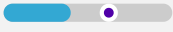
Manager

MANAGER	About the Manager Category
74	The items below provide further detail about your employees' perceptions of their direct manager. These scores are aggregated together to create your overall Manager score.

Organization Score: **73** `+1`

Impact on Engagement		Comparison to Benchmark	% Favorable
	My manager helps bring the best out of people.		**100**
	My manager keeps me well informed about what is happening in the organization.		**80**
	I feel comfortable reaching out to my manager when I need their help or support.		**80**
	My manager listens to each team member's perspective to make informed decisions.		**60**
	My manager communicates clear performance expectations to our team.		**80**
	My manager helps us resolve any issues that stand in the way of my success.		**40**
	My manager has helped create opportunities for my growth and development.		**80**
	I feel that my manager genuinely cares about me as a person.		**60**
	My manager supports us in times of change.		**80**
	My manager works and manages with integrity.		**80**

People

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PEOPLE

72
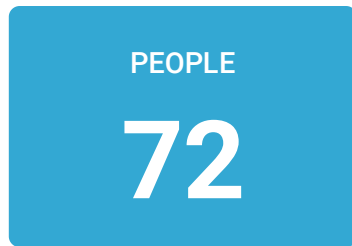
Organization Score: **74**   `-2`

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About the People Category

The items below provide further detail about your employees' perceptions of the people they work with daily. These scores are aggregated together to create your overall People score.

This could include perceptions of people across the organization, not just within your team

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Impact on Engagement		Comparison to Benchmark	% Favorable
	The people I work with accept accountability for their responsibilities.		60
	The people I work with take the time to understand each others' point of view.		40
	The people I work with communicate effectively with each other.		100
	When conflict arises, the people I work with resolve it respectfully and quickly.		20
	The people I work with make group decisions effectively.		80
	I trust the people I work with to do the right thing.		80
	The people I work with are clear on each person's roles and responsibilities.		100
	The people I work with have the right skills to produce high quality work.		100
	The people I work with are driven to produce the same level of high quality work.		60
	I feel respected by the people I work with.		80
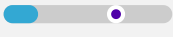
Organization

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ORGANIZATION

68

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About the Organization Category

The items below provide further detail about your employees' perceptions of their overall work experiences at your organization. These scores are aggregated together to create your overall Organization score.

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Organization Score: **73**   -5

Impact on Engagement		Comparison to Benchmark	% Favorable
▂▃▅	I believe I am rewarded fairly for my hard work and contribution (e.g. compensation, benefits, perks).	▬▬▬●▬	80
▂▃▁	Where I work, people are rewarded solely based on their performance, not by politics or other processes.	▬▬●▬▬	60
▂▃▁	There is great teamwork and cooperation between departments at this organization.	▬▬▬▬●	80
▂▃▁	There is great open, honest, two-way communication in my organization.	▬▬●▬▬	20
▂▃▅	My organization provides me with the opportunity for learning and development.	▬▬▬▬●	100
▂▃▁	I believe my organization has an outstanding future.	▬▬●▬▬	40
▂▃▁	The senior leadership of my organization has communicated a vision of the future that motivates me.	▬▬▬●▬	60
▂▃▁	I trust the senior leadership of the organization.	▬▬●▬▬	40
▂▃▁	I see career growth opportunities for myself in this organization.	▬▬▬▬●	100

Organization

Impact on Engagement		Comparison to Benchmark	% Favorable
	I believe the organization is making the changes necessary to be competitive in the future.		80
	Senior leaders have clearly explained the reasons behind the changes made in the organization.		80
	I believe we are hiring people with the right talents to help us achieve our business strategy.		80
	Everyone here is treated fairly regardless of race, gender, sexual orientation, or other background.		80
	I believe the culture of the organization drives high performance.		80
	I believe this company puts as much energy and investment into its people as it puts into achieving its business goals.		80
	Our organization is stronger because of its culture.		20

Your Action Plan

Survey End Date: 2019 July 10

Recommended Timeline

Awareness

Send your team this report so they can preview the results

Use your next team meeting to share and discuss the results

Insights   WEEK 3

Schedule and conduct a Team Insights and Action meeting

Discuss your top priorities and create team action plans together

Take Action   WEEK 4-15

Start implementing your action plans over the coming weeks

Periodically meet with your team to check in and discuss progress

Celebrate successes or adjust your action plans where necessary

Blind Spot 1: Action Plan

Blind Spot
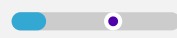
When conflict arises, the people I work with resolve it respectfully and quickly. **20**

Potential Challenges: Conflicting Personalities, Poor Communication

Potential Actions

Action

Sometimes members of a team have conflicting core needs and drives, which can make overcoming disagreements especially challenging. Strive for awareness and reflection first, then dig into common areas of conflict and how the personalities on your team are playing a role.

Action

Oftentimes conflict can come from a simple lack of effective communication. First, reflect on how often your team communicates, and in what ways. Next, take steps to understand your own and each other's natural communication preferences to find better ways to connect.

Notes

Tools to Explore

Continue to invest in yourself and in your team's development. Sign up as a team for a development training to increase self-awareness, learn how to understand others, build more effective relationships, bridge differences, and improve individual impact and performance. To sign up for the 4-hour "What Drives People" workshop, ask your HR team.

Blind Spot 2: Action Plan

Blind Spot

The people I work with accept accountability for their responsibilities.   **60**

Potential Challenges: No Ownership, Political Environment

Potential Actions

Action

Align team members on who is accountable for what so there are clear expectations. Ensure mistakes are seen as learning opportunities as opposed to opportunities to point fingers, but do acknowledge when employees miss deadlines or make mistakes that impact others.

Action

Ensure your work environment fosters accountability in every role. Transparency in everyone's responsibilities as well as performance can go a long way in motivating your team to reach their goals. Making it clear that their good work is noticed and that those taking advantage of the efforts of others to coast are noticed as well.

Notes

Blind Spot 3: Action Plan

Blind Spot

🔊 My work responsibilities do not interfere with my life outside of work. | 60

Potential Challenges: *Inflexibility, Too Much Work*

Potential Actions

Action

First understand what is contributing to this feeling on the team. Then work together to brainstorm opporunities for flexibility. Is there a way to rotate responsibility for certain tasks? Can you look at implementing slight changes in shifts to save team members commute time or make more room for appointments and family needs? Are unnecessary rules bogging the team down that are possible to reconsider?

Action

Connect regularly to discuss what each of you is working on. Ensure there is clarity about priority--if everything is a priority then nothing is a priority, and you have no control over which items get left out due to time running out. Where possible, include potential bottlenecks that can be discussed in advance. Look to see if any of the workload can be distributed across the team where necessary, and explore other avenues for support.

Notes

Blind Spot 4: Action Plan

Blind Spot

The senior leadership of my organization has communicated a vision of the future that motivates me.

60

Potential Challenges: No Communication, Vision Not Connecting

Potential Actions

Action

Put a company vision in writing, explain it to employees in the context of their role, and put it somewhere accessible and visible to all. Don't wait for it to be perfect to read them in on where you're hoping to go with your business - they can't fight to get you there until they're in the loop!

Action

There is a difference between a business plan, a strategy, and the vision. The vision should be inspirational and motivating. It should speak to employees' hearts and their dreams. Take a step back and visit the current message. You may need to bring in some creative power, like your marketing team, to help hone the message and make it something that excites people.

Notes

Blind Spot 5: Action Plan

Blind Spot

📶 The people I work with are driven to produce the same level of high quality work.　　　　**60**

Potential Challenges: *Unclear Performance Expectations, Lack of Vision*

Potential Actions

Action

Ensure your team members are clear on the caliber of work that is expected of them. Be sure they understand what it takes to produce that quality of work, and help them get access to the tools, technology, and teams they need to be successful.

Action

Sometimes motivation is difficult if one does not clearly see how their work fits into the bigger picture. When that happens, walk your team member through how their piece of the puzzle fits in with the company's greater mission. Help them see they aren't just creating their piece, but their piece has a greater impact on others within and outside of the organization.

Notes