

## Recap: Overall and Subgroup - Positive Responses Compared to Norms

- This recap shows a side-by-side comparison of scores for All respondents, each work group or unit, and the National norm (Union, Union-Free, or White Collar) for each question and category on the survey.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

### Top 2

	Totals	Employee Status:			
		White Collar	All	Exempt	Non-Exempt
		N/A	59	23	36
<b>1. Management Effectiveness</b>	59	68%	89%	96%	84%
2. Management effectively responds to employee needs	59	69%	80%	91%	72%
20. Management is doing what it takes to make our organization successful	59	72%	92%	96%	89%
31. Management considers employee interests when making decisions	59	59%	78%	91%	69%
51. Management follows through with decisions	58	70%	95%	100%	91%
60. Management is open to new ideas and ways of doing things	59	69%	93%	100%	89%
62. Management is fair and honest	57	71%	96%	100%	94%
Averages	59	68%	89%	96%	84%

Category Values 10 or more above Norm 10 or more below Norm



## Recap: Overall and Subgroup - Positive Responses Compared to Norms

### Top 2

	Totals	Employee Status:			
		White Collar	All	Exempt	Non-Exempt
		N/A	59	23	36
<b>3. Supervisory Effectiveness-Management Skills</b>	59	82%	89%	98%	83%
5. My supervisor supports the goals and objectives of the organization	59	89%	95%	100%	92%
18. My supervisor works well with other supervisors	58	83%	97%	100%	94%
39. My supervisor manages our department effectively	59	74%	81%	96%	72%
43. My supervisor has the knowledge required to do the job	59	85%	81%	96%	72%
63. My supervisor follows up on my questions and suggestions	59	79%	90%	100%	83%
Averages	59	82%	89%	99%	83%

Category Values 10 or more above Norm 10 or more below Norm



## Recap: Overall and Subgroup - Positive Responses Compared to Norms

- This recap shows a side-by-side comparison of scores for All respondents, each work group or unit, and the National norm (Union, Union-Free, or White Collar) for each question and category on the survey.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

### Top 2

	Totals	Employee Tenure:			
		White Collar	All	< 1 year	1 year or >
		N/A	59	8	51
<b>1. Management Effectiveness</b>	59	68%	89%	98%	88%
2. Management effectively responds to employee needs	59	69%	80%	88%	78%
20. Management is doing what it takes to make our organization successful	59	72%	92%	100%	90%
31. Management considers employee interests when making decisions	59	59%	78%	100%	75%
51. Management follows through with decisions	58	70%	95%	100%	94%
60. Management is open to new ideas and ways of doing things	59	69%	93%	100%	92%
62. Management is fair and honest	57	71%	96%	100%	96%
Averages	59	68%	89%	98%	88%

Category Values 10 or more above Norm 10 or more below Norm



## Recap: Overall and Subgroup - Positive Responses Compared to Norms

### Top 2

	Totals	Employee Tenure:			
		White Collar	All	< 1 year	1 year or >
<b>2. Working Conditions</b>	59	84%	94%	85%	95%
7. My work area is well designed for my job	59	70%	78%	50%	82%
9. Safety is important here	58	88%	98%	100%	98%
36. If I bring up a safety issue, I know it will be addressed	59	82%	95%	100%	94%
41. This organization provides a clean environment in which to work	59	86%	100%	100%	100%
42. For my kind of job, the physical working conditions are acceptable	59	91%	97%	75%	100%
Averages	59	84%	94%	85%	95%

Category Values 10 or more above Norm 10 or more below Norm



# Engagement Performance

- Engagement definition: Employees are placed into one of three engagement level categories: Engaged, Partially Engaged, or Disengaged, based on their responses to a set of six Engagement questions on the survey. See also the definition for Engagement in the Methodology section of this report.
- Columns definition: The column labeled "All" shows the overall satisfaction score for your company. "All" refers to all employees who responded, regardless of their work group or engagement level. Engagement level columns show the percent of employees within that Engagement Level who selected one of the Top 2 (Favorable) ratings.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

## Top 2

	Totals	Engagement Level			
		All	Engaged	Partially Engaged	Disengaged
<b>1. Management Effectiveness</b>	59	89%	92%	83%	*
2. Management effectively responds to employee needs	59	80%	86%	68%	*
20. Management is doing what it takes to make our organization successful	59	92%	97%	82%	*
31. Management considers employee interests when making decisions	59	78%	81%	73%	*
51. Management follows through with decisions	58	95%	97%	91%	*
60. Management is open to new ideas and ways of doing things	59	93%	95%	91%	*
62. Management is fair and honest	57	96%	97%	95%	*
<b>2. Working Conditions</b>	59	94%	95%	91%	*
7. My work area is well designed for my job	59	78%	84%	68%	*
9. Safety is important here	58	98%	100%	95%	*
36. If I bring up a safety issue, I know it will be addressed	59	95%	97%	91%	*
41. This organization provides a clean environment in which to work	59	100%	100%	100%	*
42. For my kind of job, the physical working conditions are acceptable	59	97%	95%	100%	*
<b>3. Supervisory Effectiveness-Management Skills</b>	59	89%	96%	77%	*
5. My supervisor supports the goals and objectives of the organization	59	95%	100%	86%	*

# Top Ten Drivers for Organizational Engagement

- Based on data gathered from several thousand employees who have completed our Employee Engagement Survey, the following items are the top drivers of engagement within an organization.
- Cascade's survey has 85 statements and these ten items have the highest correlation to engagement.
- Although the rank order of these ten items may change from company to company, an important finding is that these ten items are stable as drivers of engagement.
- Engagement definition: Employees are placed into one of three engagement level categories: Engaged, Partially Engaged, or Disengaged, based on their responses to a set of six Engagement questions on the survey.
- Columns definition: The column labeled "All" shows the overall satisfaction score for your company. "All" refers to all employees who responded, regardless of their work group or engagement level. Engagement level columns show the percent of employees within that Engagement Level who selected one of the Top 2 (Favorable) ratings.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

## Top 2

	Totals	Engagement Level			
		All	Engaged	Partially Engaged	Disengaged
<b>Top Ten Drivers</b>	59	91%	96%	85%	*
2. Management effectively responds to employee needs	59	80%	86%	68%	*
4. This organization makes me feel that my contribution is important	59	86%	89%	82%	*
13. This organization provides employees with opportunities to develop their skills	59	92%	95%	86%	*
25. I am interested in the future of this organization	59	100%	100%	100%	*
60. Management is open to new ideas and ways of doing things	59	93%	95%	91%	*
62. Management is fair and honest	57	96%	97%	95%	*
75. My job is personally satisfying	59	90%	100%	73%	*
76. This organization's values are consistent with my own	58	100%	100%	100%	*
78. This organization implements practices that support work-life balance	58	84%	94%	68%	*
79. This organization is supportive of staff at work and outside of work during times of personal change	59	93%	100%	82%	*
Averages	59	92%	96%	85%	N/A

\* Less than 1 responses.



# Employee Engagement in a Down Economy

- The following 15 questions address areas that are particularly salient to maintaining employee morale and engagement in an anxious economy.
- Your organization can use this tool as a guide to monitor, manage and cultivate employee engagement.
- Although the rank order of the items may change from company to company, these items are stable as key areas for employee engagement in a down economy.
- Engagement definition: Employees are placed into one of three engagement level categories: Engaged, Partially Engaged, or Disengaged, based on their responses to a set of six Engagement questions on the survey.
- Columns definition: The column labeled "All" shows the overall satisfaction score for your company. "All" refers to all employees who responded, regardless of their work group or engagement level. Engagement level columns show the percent of employees within that Engagement Level who selected one of the Top 2 (Favorable) ratings.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

## Top 2

	Totals	Engagement Level			
		All	Engaged	Partially Engaged	Disengaged
<b>Down Economy</b>	59	89%	92%	84%	*
2. Management effectively responds to employee needs	59	80%	86%	68%	*
4. This organization makes me feel that my contribution is important	59	86%	89%	82%	*
6. There is someone here I feel comfortable going to with questions or problems	59	92%	97%	82%	*
13. This organization provides employees with opportunities to develop their skills	59	92%	95%	86%	*
20. Management is doing what it takes to make our organization successful	59	92%	97%	82%	*
29. Management keeps us informed about new plans and developments	58	84%	83%	86%	*
31. Management considers employee interests when making decisions	59	78%	81%	73%	*
37. I understand how my job contributes to the success of the organization	57	100%	100%	100%	*
47. This organization is making the changes necessary to compete effectively	59	86%	97%	68%	*

# Engagement Performance

- Engagement definition: Employees are placed into one of three engagement level categories: Engaged, Partially Engaged, or Disengaged, based on their responses to a set of six Engagement questions on the survey. See also the definition for Engagement in the Methodology section of this report.
- Columns definition: The column labeled "All" shows the overall satisfaction score for your company. "All" refers to all employees who responded, regardless of their work group or engagement level. Engagement level columns show the percent of employees within that Engagement Level who selected one of the Top 2 (Favorable) ratings.
- Top 2 definition: From the 4 possible Agreement responses, the percent of employees who chose either Strongly Agree or Agree responses (also referred to as Favorable responses).

## Top 2

Filtered by: Exempt

	Engagement Level				
	All	Engaged	Partially Engaged	Disengaged	
Totals	23	16	7	0	
<b>1. Management Effectiveness</b>	23	96%	97%	95%	*
2. Management effectively responds to employee needs	23	91%	94%	86%	*
20. Management is doing what it takes to make our organization successful	23	96%	100%	86%	*
31. Management considers employee interests when making decisions	23	91%	88%	100%	*
51. Management follows through with decisions	23	100%	100%	100%	*
60. Management is open to new ideas and ways of doing things	23	100%	100%	100%	*
62. Management is fair and honest	23	100%	100%	100%	*
<b>2. Working Conditions</b>	23	93%	93%	94%	*
7. My work area is well designed for my job	23	74%	75%	71%	*
9. Safety is important here	23	100%	100%	100%	*
36. If I bring up a safety issue, I know it will be addressed	23	96%	94%	100%	*
41. This organization provides a clean environment in which to work	23	100%	100%	100%	*
42. For my kind of job, the physical working conditions are acceptable	23	96%	94%	100%	*
<b>3. Supervisory Effectiveness-Management Skills</b>	23	98%	100%	94%	*