You Are Currently Viewing

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Category | % Engaged | Bench % Engaged | Gap Engaged | Stat Sig Engaged | %  Disengaged | Bench % Disengaged | Gap Disengaged | Stat Sig Disengaged |
| Span Of Control - All | 71.1% | 37.6% | 33.4% | Y (+) | 0.0% | 3.0% | -3.0% | Y (+) |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Driver | Category | % A/SA | Bench % A/SA | Gap | Stat Sig | Top Impact Driver |
| My organization pays me fairly for my job | Baseline Satisfiers | 59.5% | 41.4% | 18.1% | Y (+) | Y |
| My organization helps me deal with stress and burnout | Employee Support | 71.4% | 38.2% | 33.3% | Y (+) | Y |
| \* My unit/department has enough staff | Employee Support | 71.4% | 35.0% | 36.4% | Y (+) | Y |
| My organization recognizes employees for excellent work | Feedback and Recognition | 76.2% | 51.4% | 24.8% | Y (+) | Y |
| \* I have helpful discussions with my manager about my career | Feedback and Recognition, Manager Effectiveness | 78.6% | 51.4% | 27.1% | Y (+) | Y |
| \* I receive the necessary support from employees in other units/departments to help me succeed in my work | Teamwork | 78.6% | 59.7% | 18.9% | Y (+) | Y |
| \* My coworkers do a good job | Teamwork | 81.0% | 75.6% | 5.4% | N | N |
| \* I have a manageable workload | Employee Support | 81.0% | 57.1% | 23.8% | Y (+) | Y |
| The benefits provided by my organization (such as health care, | Baseline Satisfiers | 81.0% | 63.6% | 17.4% | Y (+) | Y |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Driver | Category | % A/SA | Bench % A/SA | Gap | Stat Sig | Top Impact Driver |
| retirement savings, etc.) meet my needs | Baseline Satisfiers | 81.0% | 63.6% | 17.4% | Y (+) | Y |
| I have job security | Baseline Satisfiers | 81.0% | 67.1% | 13.8% | Y (+) | Y |
| \* Conflicts are resolved fairly in my unit/department | Teamwork | 82.9% | 54.0% | 28.9% | Y (+) | N |
| \* I receive the necessary support from employees in my unit/department to help me succeed in my work | Teamwork | 83.3% | 68.9% | 14.5% | Y (+) | N |
| My ideas and suggestions are valued by my organization | Communication and Input | 83.3% | 51.8% | 31.5% | Y (+) | Y |
| \* My most recent performance review helped me to improve | Professional Growth | 83.3% | 62.9% | 20.4% | Y (+) | Y |
| \* If I wanted to explore other jobs within the organization, my manager would help me do that | Professional Growth | 83.3% | 54.2% | 29.1% | Y (+) | N |
| \* Abusive behavior is not tolerated at my organization | Teamwork | 85.7% | 75.1% | 10.7% | Y (+) | Y |
| The actions of executives in my organization reflect our mission and | Mission and Values | 85.7% | 63.7% | 22.0% | Y (+) | Y |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Driver | Category | % A/SA | Bench % A/SA | Gap | Stat Sig | Top Impact Driver |
| values | Mission and Values | 85.7% | 63.7% | 22.0% | Y (+) | Y |
| Executives at my organization respect the contributions of my unit/department | Feedback and Recognition | 85.7% | 52.2% | 33.5% | Y (+) | Y |
| \* I receive regular feedback from my manager on my performance | Feedback and Recognition, Manager Effectiveness | 85.7% | 60.2% | 25.6% | Y (+) | N |
| My manager helps me balance my job and personal life | Employee Support, Manager Effectiveness | 88.1% | 59.3% | 28.8% | Y (+) | N |
| \* I receive effective on the job training | Professional Growth | 88.1% | 66.6% | 21.5% | Y (+) | Y |
| My manager communicates messages that my coworkers need to hear, even when the information is unpleasant | Communication and Input, Manager Effectiveness | 88.1% | 63.1% | 25.0% | Y (+) | N |
| \* Training and development opportunities offered by my organization have helped me to improve | Professional Growth | 88.1% | 57.1% | 31.0% | Y (+) | Y |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Driver | Category | % A/SA | Bench % A/SA | Gap | Stat Sig | Top Impact Driver |
| I am kept informed of the organization's future plans and direction | Communication and Input | 88.1% | 56.9% | 31.2% | Y (+) | Y |
| \* I am interested in promotion opportunities in my unit/department | Professional Growth | 88.1% | 61.9% | 26.2% | Y (+) | Y |
| My manager stands up for the interests of my unit/department | Communication and Input, Manager Effectiveness | 90.5% | 63.1% | 27.4% | Y (+) | Y |
| Over the past year I have never been asked to do something that compromises my values | Mission and Values | 90.5% | 76.6% | 13.9% | Y (+) | N |
| \* My organization supports employee safety | Baseline Satisfiers | 90.5% | 81.2% | 9.3% | Y (+) | Y |
| \* My manager helps me learn new skills | Manager Effectiveness, Professional Growth | 90.5% | 58.9% | 31.5% | Y (+) | N |
| My organization gives back to the community | Mission and Values | 92.9% | 76.4% | 16.4% | Y (+) | Y |
| I believe in my organization's mission | Mission and Values | 92.9% | 85.5% | 7.3% | N | Y |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Driver | Category | % A/SA | Bench % A/SA | Gap | Stat Sig | Top Impact Driver |
| \* My organization does a good job of selecting and implementing new technologies to support my work | Employee Support | 92.9% | 60.6% | 32.2% | Y (+) | Y |
| \* My organization supplies me with the equipment I need | Employee Support | 92.9% | 68.3% | 24.5% | Y (+) | Y |
| \* My manager is open and responsive to staff input | Communication and Input, Manager Effectiveness | 92.9% | 64.3% | 28.5% | Y (+) | N |
| I have the right amount of independence in my work | Professional Growth | 92.9% | 80.2% | 12.7% | Y (+) | Y |
| My current job is a good match for my skills | Professional Growth | 92.9% | 81.4% | 11.5% | Y (+) | Y |
| My organization provides excellent customer service to patients | Mission and Values | 95.2% | 75.1% | 20.1% | Y (+) | Y |
| I understand how my daily work contributes to the organization's mission | Mission and Values | 95.2% | 87.7% | 7.5% | Y (+) | Y |
| My organization understands and respects differences among employees (gender, race, age, religion, etc.) | Baseline Satisfiers | 95.2% | 78.4% | 16.8% | Y (+) | Y |

All Drivers (6 of 6)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Driver | Category | % A/SA | Bench % A/SA | Gap | Stat Sig | Top Impact Driver |
| \* I have good personal relationships with coworkers in my unit/department | Teamwork | 97.6% | 82.3% | 15.3% | Y (+) | Y |
| My organization provides excellent care to patients | Mission and Values | 97.6% | 78.6% | 19.0% | Y (+) | Y |
| \* I know what is required to perform well in my job | Feedback and Recognition | 100.0% | 90.2% | 9.8% | Y (+) | Y |