

EMPLOYEE ENGAGEMENT

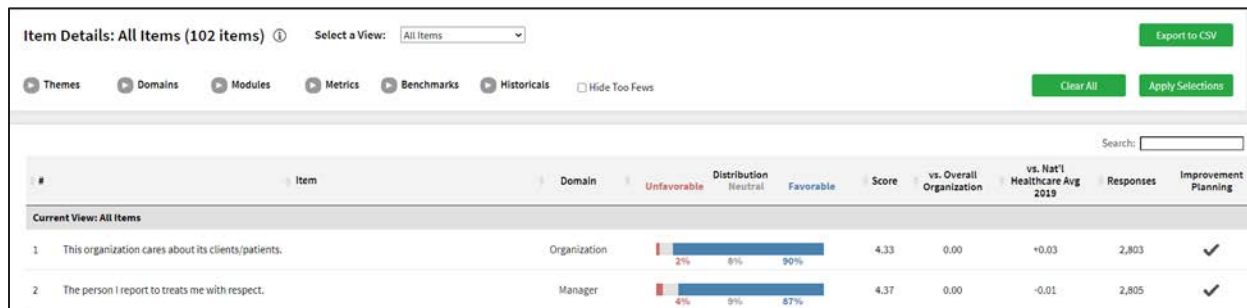
ITEM DETAILS

On the Item Details page, you'll be able to view details for all the items on your survey. Here you will find useful information about each item, such as sequence number, item text, domain, and descriptive statistics.

Each page provides information about each item, such as sequence number, item text, domain, and descriptive statistics.

Tables Used

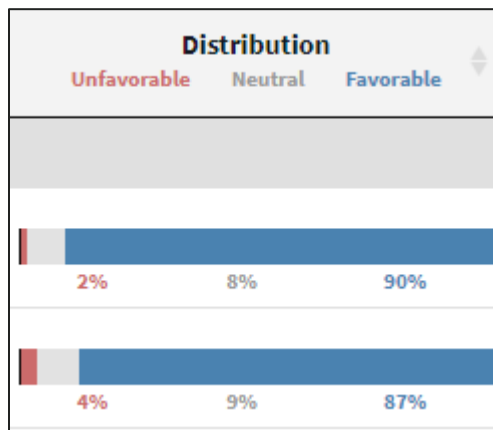
The screenshot below displays examples of what you will see on the Item Details page. An explanation of the columns in this table is provided next.



#	Item	Domain	Unfavorable	Neutral	Favorable	Score	vs. Overall Organization	vs. Nat'l Healthcare Avg 2019	Responses	Improvement Planning
1	This organization cares about its clients/patients.	Organization	2%	8%	90%	4.33	0.00	+0.03	2,803	✓
2	The person I report to treats me with respect.	Manager	4%	9%	87%	4.37	0.00	-0.01	2,805	✓

EXPLANATION OF THE DISTRIBUTION TABLE

The distribution graph for each item shows the distribution as a percentage between responses.



For each item, you'll see a variety of scores, which are described next.

THE ITEM SCORE

Item scores are displayed as a mean score which is the sum of all response options to an item divided by the total number of responses (this will always be within a range from 1 to 5).

Score
4.33
4.37

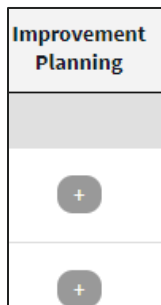
COMPARISON TO BENCHMARKS FIELDS

These fields display the mean score difference between the benchmarks you chose, and the number of individuals who responded to the survey for the group you are looking at. Vs. Overall Organization is a comparison to your overall organization item score (which will always be 0 when you're looking at the highest level of the organization).

Vs. Overall Organization	Vs. Nat'l Healthcare Avg 2018	Responses
0.00	+0.02	2,803
0.00	+0.01	2,805

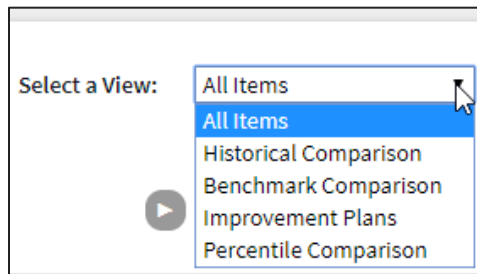
Improvement Planning

Each item has a button with a plus (+) sign on it in the Improvement Planning column. By clicking the plus sign, you'll be taken directly to an improvement plan template for this item.



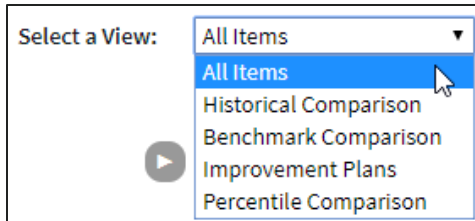
Select a View on the Item Details Page

Near the top of the page, you can select any of five different views of the Item Details page.



ALL ITEMS VIEW

All Items is the default view, which is the one you will likely use most.



Item Details: All Items (102 items) Select a View: All Items Export to CSV

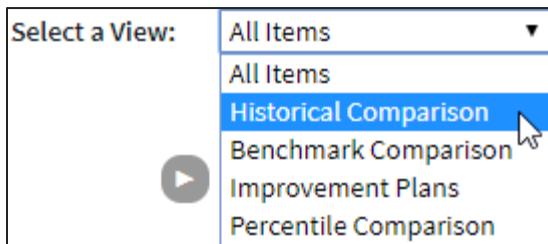
Themes Domains Modules Metrics Benchmarks Historicals Hide Too Few Clear All Apply Selections

Search:

#	Item	Domain	Unfavorable	Distribution Neutral	Favorable	Score	vs. Overall Organization	vs. Nat'l Healthcare Avg 2019	Responses	Improvement Planning
Current View: All Items										
1	This organization cares about its clients/patients.	Organization	2%	8%	90%	4.33	0.00	+0.03	2,803	✓
2	The person I report to treats me with respect.	Manager	4%	9%	87%	4.37	0.00	-0.01	2,805	✓

HISTORICAL COMPARISON VIEW

The Historical Comparison view displays all the previous surveys comparisons for which you will see data.



Item Details: Historical Comparison (102 items) Select a View: Historical Comparison Export to CSV

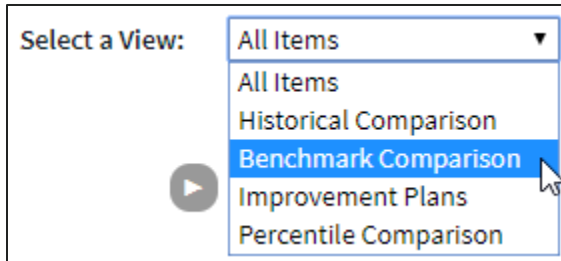
Themes Domains Modules Metrics Benchmarks Hide Too Few Clear All Apply Selections

Search:

#	Item	Domain	Unfavorable	Distribution Neutral	Favorable	Score	vs. Nat'l Healthcare Avg 2019	2018	vs. 2018	2017	vs. 2017	Responses	Improvement Planning
Current View: Historical Comparison													
1	This organization cares about its clients/patients.	Organization	2%	8%	90%	4.33	+0.03	2.94	+1.39	2.94	+1.39	2,803	✓
2	The person I report to treats me with respect.	Manager	4%	9%	87%	4.37	-0.01	3.02	+1.35	3.02	+1.35	2,805	✓

BENCHMARK COMPARISON VIEW

The Benchmark Comparison view displays all the norms (also known as benchmarks) that are available for your survey. You'll be able to see the score for the item in each norm, as well as the difference between your group's score and the benchmark average.



Item Details: Benchmark Comparison (102 items) Select a View: Benchmark Comparison Export to CSV

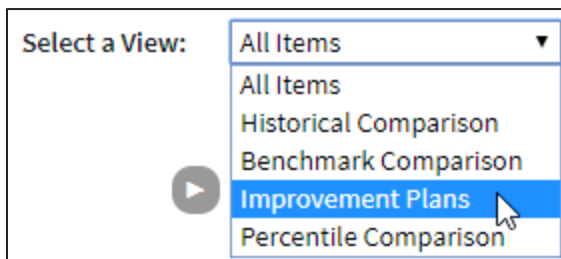
Themes Domains Modules Metrics Historicals Hide Too Few's Clear All Apply Selections

Search:

#	Item	Domain	Unfavorable	Distribution Neutral	Favorable	Score	Nat'l Healthcare Avg 2019	vs. Nat'l Healthcare Avg 2019	Nat'l Registered Nurse Avg 2019	vs. Nat'l Registered Nurse Avg 2019	Nat'l Resilience Avg	vs. Nat'l Resilience Avg	AHA-1 Employee Avg 2019	vs. AHA-1 Employee Avg 2019	Responses
Current View: Benchmark Comparison															
1	This organization cares about its clients/patients.	Organization	2%	87%	50%	4.33	4.30	+0.03	4.23	+0.10	-	-	4.29	+0.04	2,803
2	The person I report to treats me with respect.	Manager	4%	9%	87%	4.37	4.38	-0.01	4.36	+0.01	-	-	4.32	+0.05	2,805

IMPROVEMENT PLANS VIEW

The Improvement Plans view will show you the number of plans created for each item, as well as an overview of the plans organized by their status: Draft, On Hold, In Progress, Completed.



Item Details: Improvement Plans (102 items) Select a View: Improvement Plans Export to CSV

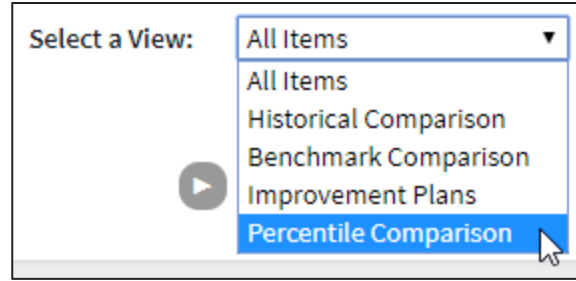
Themes Domains Modules Metrics Benchmarks Historicals Hide Too Few's Clear All Apply Selections

Search:

#	Item	Domain	Score	Plans	Draft	On Hold	In Progress	Completed	Responses	Improvement Planning
Current View: Improvement Plans										
1	This organization cares about its clients/patients.	Organization	4.33	2	1	0	1	0	2,803	✓
2	The person I report to treats me with respect.	Manager	4.37	1	1	0	0	0	2,805	✓
3	I enjoy working with my coworkers.	Employee	4.43	1	0	1	0	0	2,806	✓

PERCENTILE COMPARISON VIEW

Percentile Comparison view lets you see the percentile ranking for each item on the survey. This view may not be available to all users.



Item Details: Percentile Comparison (102 items) Select a View: Percentile Comparison Export to CSV

Benchmarks Hide Too Few Clear All Apply Selections

Search:

#	Item	Score	vs. Overall Organization	Nat'l Healthcare Avg 2019	vs. Nat'l Healthcare Avg 2019	Percentile Rank	Percentile 50th	Percentile 75th	Percentile 90th	Responses
Current View: Percentile Comparison										
1	This organization cares about its clients/patients.	4.33	0.00	4.30	+0.03	51	4.32	4.46	4.57	2,803
2	The person I report to treats me with respect.	4.37	0.00	4.38	-0.01	49	4.38	4.44	4.49	2,805
3	I enjoy working with my coworkers.	4.43	0.00	4.39	+0.04	67	4.39	4.45	4.53	2,806

Here you can see the score and the national average score for the benchmark available, as well as the difference between the item score and benchmark score.

Score	vs. Overall Organization	Nat'l Healthcare Avg	vs. Nat'l Healthcare Avg
4.33	0.00	4.30	+0.03
4.37	0.00	4.38	-0.01

Additionally, you can see the percentile rank for each item comparative to the benchmark selected.

Percentile Rank
45
54

Finally, you can see the score necessary to be in the 50th, 75th, and 90th percentile.

Percentile 50th	Percentile 75th	Percentile 90th
4.34	4.46	4.56
4.36	4.43	4.48

Hide Too Few

To hide data when there are five or fewer responses, check the Hide Too Few checkbox.

 Hide Too Few

Searching

Located directly above the table to the right, the search feature can be used to search the page for keywords. Simply type any words you'd like to find into the search field.

Search:

Exporting to CSV

The entire page can be exported to CSV by clicking the Export to CSV button.

Export to CSV

Refinement Options

Use the options at the top of the page to narrow down items by selecting certain metrics, domains, themes, etc. You can also choose to view different norm (also known as benchmark) scores for each item. The Historicals option will show you all the most recent surveys.

Item Details: All Items (102 items) ⓘ Select a View: All Items ▾

▶ Themes ▶ Domains ▶ Modules ▶ Metrics ▶ Benchmarks (1) ▶ Historicals