Sharing Results: Employee Engagement Survey

Good (morning/afternoon)! Thank you for your participation in the survey process this year. The purpose of this meeting is to share the results of our Employee Engagement Survey with you. As a follow-up to today, our work group will meet in a scheduled facilitated brainstorming session on _____. During the facilitated session, you will be asked to brainstorm recommendations and solutions based on the areas that we identify as key concerns for improvement.

I would like to begin by sharing the overall organization-wide results and then focus on the results specific to our work group.

Overall Results:

- **XX** of our employees participated in the survey.
- The organization's overall Engagement score is **X.XX** (on a scale of 1 to 5). For reference, a score of 4.00 means that employees agree with the questions on the survey; a score of 5.00 indicates that employees strongly agree with the questions on the survey.
- We ranked in the **XX percentile** for the organization overall. This means that our score was higher than **XX%** of the facilities within the database.
- The survey noted house-wide/organizational concerns in the areas of:
  LIST HERE
- The survey identified house-wide/organizational strengths in the areas of:
  LIST HERE

Work Group Results:

- In our work group, _____% participated in the survey.
- Our work group's overall Engagement score is _____ (on a scale of 1 to 5). For reference, a score of 4.00 means that employees agree with the questions on the survey; a score of 5.00 indicates that employees strongly agree with the questions on the survey.
- Our Engagement score was _____ above/below our organization's overall Engagement score.
- The survey measures item performance within domains that influence and sustain employee engagement. The domains and our score for each are:
  - **Organization Domain:** Our score is _____. This domain measures performance on issues associated with the organization – issues such as pay and benefits, corporate ethics, and workplace climate;
  - **Manager Domain:** Our score is _____. This domain assesses performance on issues centered on the leadership role within the work group- issues like employee involvement in decision making, communication between the work group leader and employees, and employee recognition;
  - **Employee Domain:** Our score is _____. This domain assesses employee and job-related issues (coworker relationships, the job itself).

Our areas of greatest strength include:

Strength	Domain

The areas in which we have the greatest concerns include:

Concern	Domain

Our Next Steps

The team will determine the item(s) for focused improvement through a multi-vote:

- Review list of items (Concerns) to consider
- Have team vote on the items for which they would like to create improvement plans
- Outline the process the team will use to develop solutions for, and implement actions around the areas of concern.

As a reminder, our team's facilitated brainstorming session is on _____. During that time, we will discuss solutions to the issues we have identified.