

EMPLOYEE ENGAGEMENT

Strengths & Concerns **Strengths and Concerns** provides a summary of the items with the strongest performance and the items which offer an opportunity for improvement. Hovering your cursor over the **Strengths and Concerns** tab will provide a dropdown menu, from which you can choose to visit either the **Strengths** or **Concerns** page.

Summary	Nursing Summary	Strengths	Concerns	Item Details	Org Details	Improvement Plans	Advanced Reporting	Comments	Comment Analytics	Response Rates
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About the Strengths and Concerns Pages

In each page, you'll see up to 10 strengths and concerns. Each page provides information about each item, such as sequence number, item text, domain, and descriptive statistics.

Tables Used

The screenshots pictured below display examples of what you will see on the Strengths and Concerns pages. On the next page, an explanation of the columns in these tables is provided.

Current View: Strengths ⓘ Export to CSV

Search:

#	Item	Unfavorable	Distribution	Favorable	Score	vs. Nat'l Healthcare Avg (Employee) 2021	2020 Central Health	vs. 2020 Central Health	Responses	Improvement Planning
Strengths										
68	Nurses in my work unit help others to accomplish their work.	2%	5%	93%	4.42	+0.09	4.44	-0.02	3,075	+
74	I see every patient/client as an individual person with specific needs.	0%	3%	97%	4.56	-0.01	4.57	-0.01	8,557	+

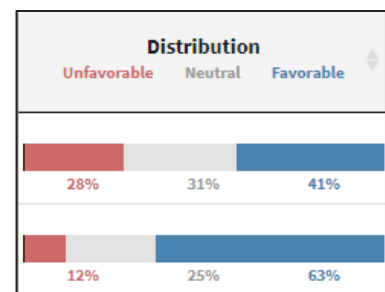
Current View: Concerns ⓘ Export to CSV

Search:

#	Item	Unfavorable	Distribution	Favorable	Score	vs. Nat'l Healthcare Avg (Employee) 2021	2020 Central Health	vs. 2020 Central Health	Responses	Improvement Planning
Concerns										
82	The person I report to treats all employees equally regardless of their background.	5%	35%	60%	3.83	-0.46	3.86	-0.03	8,782	+
81	My coworkers value individuals with different backgrounds.	6%	33%	61%	3.84	-0.38	3.86	-0.02	8,783	+

Explanation of Tables

The distribution graph for each item shows the distribution between responses



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
3.83
3.84

COMPARISON TO CLIENT BENCHMARKS FIELDS

These fields display the difference between the benchmarks you chose, and the number of individuals who responded to the survey.

vs. Nat'l Healthcare Avg (Employee) 2021	2020 Central Health	vs. 2020 Central Health	Responses
-0.46	3.86	-0.03	8,782
-0.38	3.86	-0.02	8,783

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.

Improvement Planning
+
+

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 and press Enter.

Search:

Exporting to CSV

The entire page can be exported to CSV by clicking the Export to CSV button, which is directly above the Search field.

[Export to CSV](#)