

✓ often useful ✓✓ strongly recommended		
		Agenda Consulting Employee Survey
		Benchmarking Statement Bank February 2017
		Engagement
✓	E1	I feel proud to work for this organization
✓✓	E2	I would recommend this organization as a good place to work
✓	E3	I would willingly put in extra effort in order to help the organization
	E4	I feel a strong sense of identification with this organization
✓	E6	I intend to be working for this organization in 12 months' time
	E7	I enjoy working here
	E8	My morale is high
		Values and Culture
✓	OV1	People in this organization have a shared purpose
✓✓	OV3	This organization has strong values which are put into practice
	OV4	This organization has strong values and operates to high ethical standards
✓	OV6	People here are treated equally irrespective of ethnicity, gender, disability, age, sexual orientation or religion
✓	OV10	Different parts of the organization work well together
	OV11	I am clear about the organization's values
	OV12	I am committed to the organization's work
	OV13	This organization values diversity
	OV14	I am treated with fairness and respect at this organization
	OV15	This organization learns from its mistakes
	OV16	Whistleblowing: I know how to report poor practice
	OV17	Whistleblowing: I would feel safe reporting poor practice
	OV18	I am clear about the behaviors expected of me.
	OV19	This organization's culture and ways of working encourage innovative and creative ways of thinking
	OV20	I am able to make mistakes and learn from them
	O	Communications
✓	OC1	I am kept informed of what is happening in the organization
	OC2	My ideas and opinions are listened to
✓✓	OC3	This organization is open, honest and shares information effectively
✓✓	OC4	I am not afraid to openly express my ideas and opinions
	OC5	I am consulted before changes are made to my work or team
	OC7	At this organization we share knowledge and information effectively across departments
	OC8	I can clearly explain what this organization does and why

	L	Leadership for the Organization as a Whole
✓	L1	I am confident that the leadership group is able to make the organization successful
✓	L2	I believe that the leadership group will act on the results of this survey
✓✓	L3	I trust and respect the leadership group in this organization
	L5	The leadership group is approachable
	L6	The leadership group leads by example
✓✓	L7	The leadership group understands the views and opinions of staff
✓	L8	This organization manages change effectively
	RCL2	I understand the organization's priorities and where the organization is going
	L9	The leadership group provides effective leadership of the organization
	L10	The organization is moving forward in the right direction
	L11	I believe that the organization is delivering on its mission
	L12	The decisions made by the leadership group are clearly communicated to me
	LD	Leadership of my Department
✓	LD1	I am confident that the leadership group in my department is able to make my department successful
✓	LD2	I believe that the leadership group in my department will act on the results of this survey
✓✓	LD3	I trust and respect the leadership group in my department
	LD5	The leadership group in my department is approachable
	LD6	The leadership group in my department leads by example
✓✓	LD7	The leadership group in my department understand the views and opinions of staff
	LD9	The leadership group in my department provides effective leadership for my department
	LD12	The decisions made by the leadership group in my department are clearly communicated to me
	LD14	I understand the plans for developing my service/department
		Service
✓✓	S1	I believe that this organization delivers a high quality service to its external customers
	S2	I receive a good service from other departments
	S3	People in other departments are skilled and competent to do their job
	S4	Our services are delivered in a cost-effective way

	M	Management
✓✓	MM1	I trust and respect my manager
	MM11	My manager trusts and respects me
	MM2	My manager helps foster a good spirit within the team
	MM3	My manager helps me to find solutions to problems at work
	MM4	My manager inspires me to do my best
✓	MM5	My manager is open to new ideas and suggestions
	MM6	My manager seeks my input and involves me where appropriate
	MM7	My manager consistently behaves with integrity
	MM8	I receive the support I need from my manager
✓	OR3	I receive regular feedback and thanks for doing good work
	RD2	My manager trusts me to use my judgement and experience
	MM10	My manager is committed to my learning and development
	MM12	My manager deals with conflict effectively
	MM13	My manager keeps me informed of what is happening elsewhere in the organization
	MM14	My manager helps me manage my workload
	MM15	My manager communicates effectively
✓	MM16	My manager manages people well
		Performance Management
✓✓	MP1	I receive regular, timely feedback that helps me improve my performance
✓	MP2	My manager takes prompt action if people's performance falls below acceptable standards
	MP3	My manager emphasizes the positives when reviewing my performance
	MP4	I understand the performance standards that are expected of me
	MP5	High standards of performance are expected of all employees
✓	MP6	The judgments made about my performance are fair and unbiased
	P	Wellbeing
	OE1	This organization tries hard to create a sense of belonging amongst employees
✓	OE2	This organization cares about its employees
	OE3	This organization gives a high priority to employee wellbeing
✓	OE4	This organization helps employees to achieve a good work life balance
✓✓	OE5	I have a good work life balance
	OE12	I believe that this organization takes reasonable steps to ensure the safety and security of staff at work

✓	P1	I am badly treated or bullied at work
	P2	I am not included in activities or made to feel part of the 'team'
	P4	My health suffers because of the demands of my job
✓	P5	My workload is too much and stops me doing a good job
	P14	My workload is manageable
	P6	The personal / social aspects of my life suffer because of pressure at work
	P10	Bullying and harassment is taken seriously by this organization and there are effective mechanisms for dealing with it
	P11	I have access to support at work to help me deal with pressure and stress
	P12	I know how to report bullying and harassment in this organization
	P13	I would be able to report bullying or harassment
	P15	I am satisfied with my physical working conditions
	P16	I feel safe when working for this organization
	P17	I feel my job is secure
	P18	I often feel stressed at work
		Reward
✓✓	OR1	I am rewarded fairly for the contribution I make in my job
✓	OR2	I am rewarded fairly in comparison with others in the organization doing similar work
✓	OR4	My pay is competitive compared with other similar organizations
	OR5	This organization offers a good benefits package
		Learning and Development
✓✓	RCA1	I am given the training necessary for me to do my job effectively
	OD1	It is common practice for experienced colleagues to coach and mentor new starters
	OD2	This organization encourages me to learn and develop my potential
✓✓	OD3	This organization helps me acquire skills and knowledge that will benefit my future career
	OD4	This organization provides me with good prospects for promotion or advancement
✓	OD5	This organization provides me with good learning and development opportunities
	OC6	My induction gave me a good understanding of the organization
	OC9	My induction gave me the knowledge to do my job well
	OC10	I feel the learning I have undertaken has made a positive impact on my performance

	OC11	Knowledge and good practice are shared across this organization to promote learning
	C	Colleagues
✓	C1	Colleagues trust and respect each other
	C3	I receive support and encouragement from colleagues at work
✓	C4	I work with skilled, competent people who are good at their jobs
	C6	People in my team work together to get the job done
	C7	Volunteers and staff work well together
	R	Role
✓	RCA2	I am provided with the support and tools necessary to do my job effectively
✓	RCA3	My job allows me to make good use of my skills and experience
✓	RCL1	I am clear about the objectives I need to achieve
	RCL3	My job is well defined and my accountabilities are clear
✓	RCL4	I am clear how my role contributes to the organization's objectives
	RCL5	I am familiar with organization policies and procedures which affect me
✓	RD1	I am given enough authority to allow me to do my job effectively
	RI3	I feel that I can be myself at work
	RI4	My personal values are not compromised by the work that I do
✓✓	RM2	The work that I do gives me a feeling of personal achievement
	RD4	I am able to work flexibly when appropriate
	RCA4	I have access to the information I need to do my job
	RM1	I feel that my contribution is valued
	RM3	There is variety and challenge in my work
	RM4	I feel I make an impact through the work I do