

# Engagement Report

## Sample Company, Inc.

Current period:

**Jan 11, 2024 - Jan 26, 2024**

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# of employees: **593**

# of responses: **537**

Response rate: **91%**

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Previous period:

**Oct 7, 2022 - Oct 22, 2022**

# McLean & Company Engagement Model

Sample Company, Inc.  
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# Employee Engagement Goes Beyond Satisfaction

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## SATISFIED

## ENGAGED

Satisfied employees feel comfortable and are generally happy that their needs are being met.

Engaged employees feel energized, passionate, and dedicated. They are highly involved with their work and the organization.



Average Performance

Optimal Performance

Characteristics

Characteristics

Less likely to help others for the betterment of the organization

Help others for the betterment of the organization

Meet minimum performance requirements

Consistently exceed performance requirements

Generally keep to themselves

Recommend improvement opportunities

Stay at the organization because of what they **get from it**

Stay at the organization for what they **give to it**

Committed to the degree that their needs are met

Have a sense of purpose and pride in their work



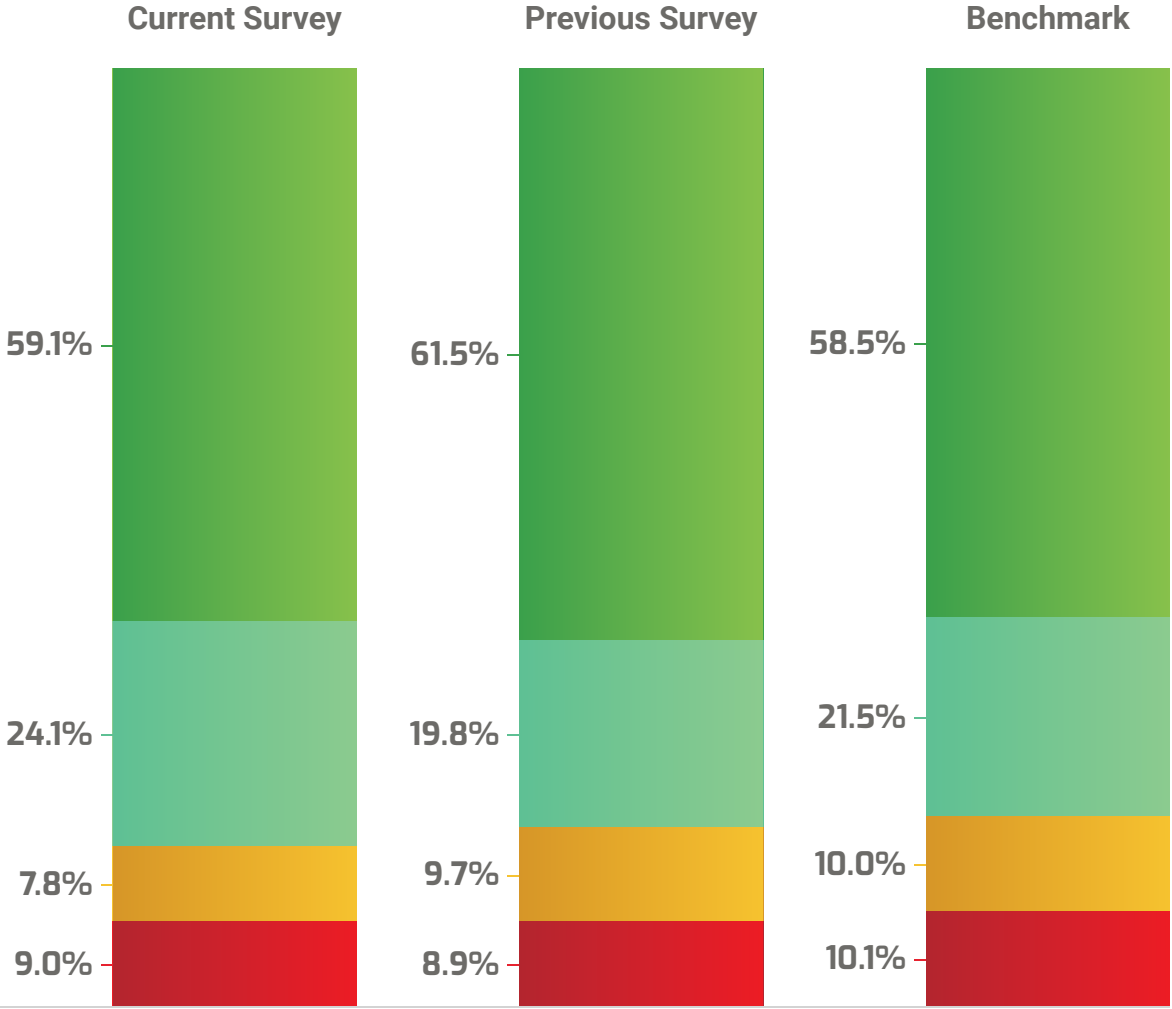
# Overall Engagement Results

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See the **appendix** in this report for more information on the engagement calculation and benchmark.



## ENGAGED

Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort to drive organizational performance.

## ALMOST ENGAGED

Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.

## INDIFFERENT

Indifferent employees are satisfied, comfortable, and generally able to meet minimum expectations. They see their work as “just a job”, prioritizing their needs before organizational goals.

## DISENGAGED

Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.

# Engagement Measure Question Scores

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			Previous Survey	Benchmark
I regularly offer to help my colleagues at work.		92%	82% (+10)	89% (+3)
My contributions are important to the success of my department.		86%	62% (+24)	86% (0)
My contributions are important to the success of the organization.		82%	94% (-12)	81% (+1)

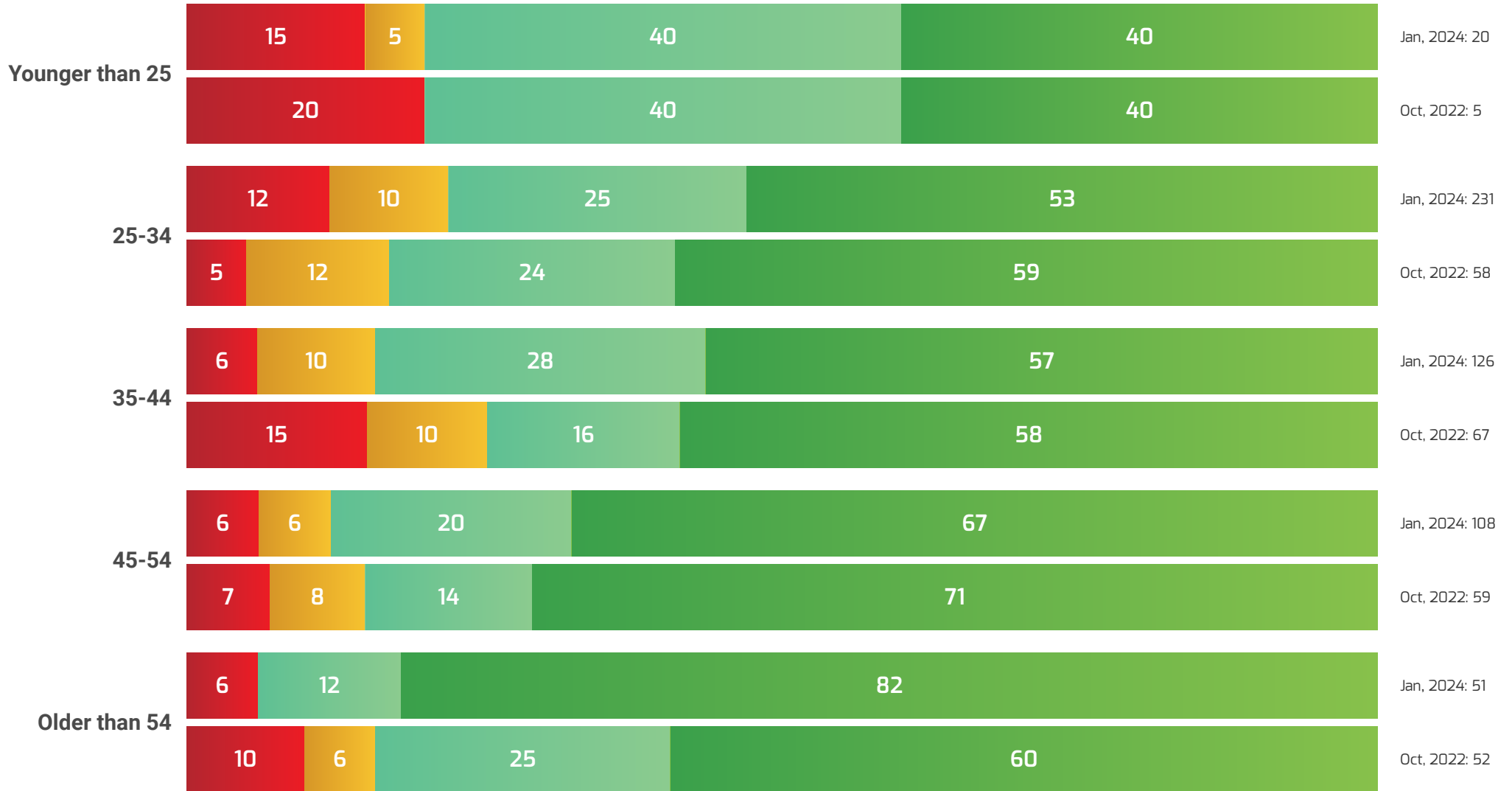
**Additional questions have been removed for sample purposes.**

**The full report will include all engagement questions and scores.**

# Engagement by Age

Sample Company, Inc.  
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% of Employees

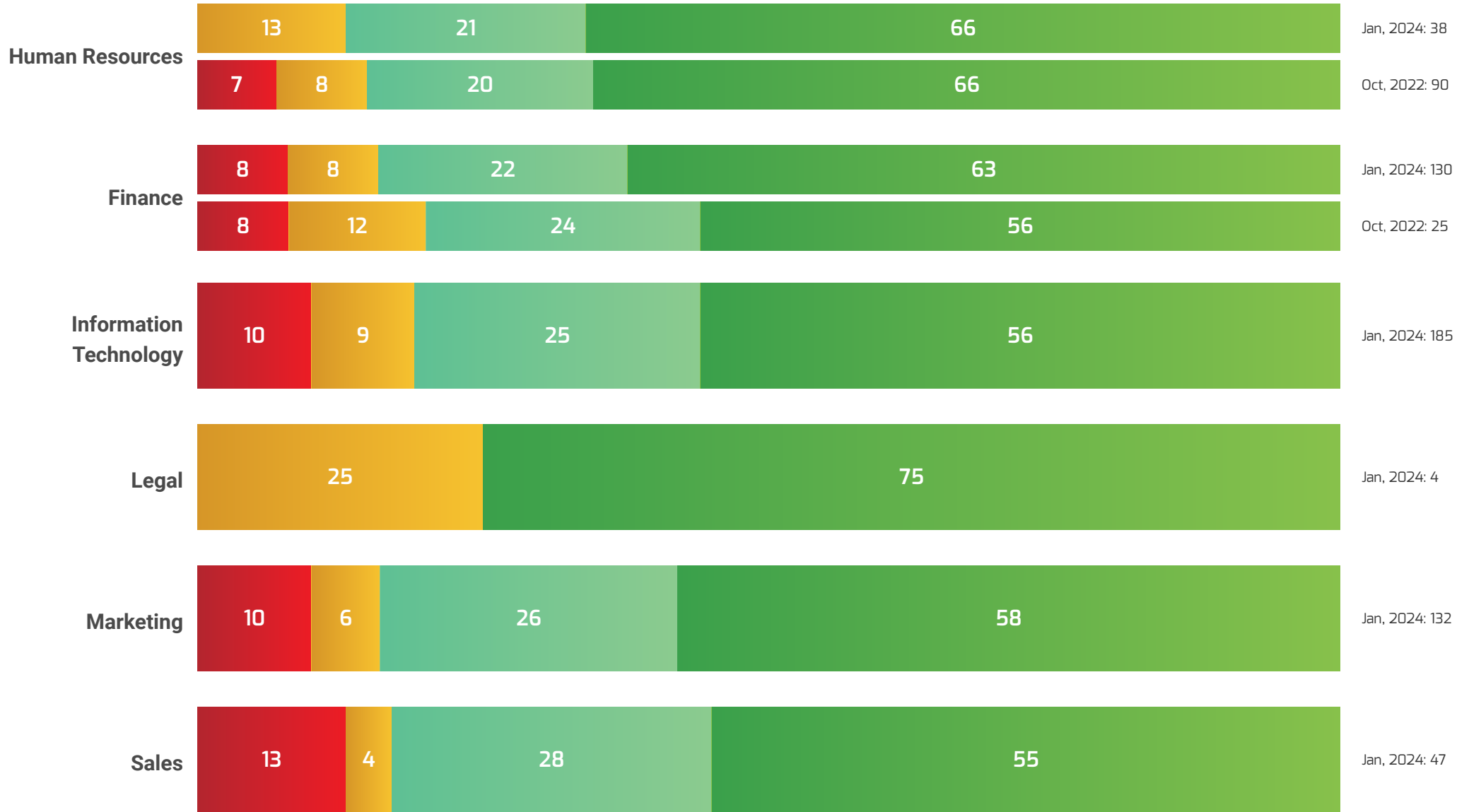
- Disengaged
- Indifferent
- Almost Engaged
- Engaged



# Engagement by Department

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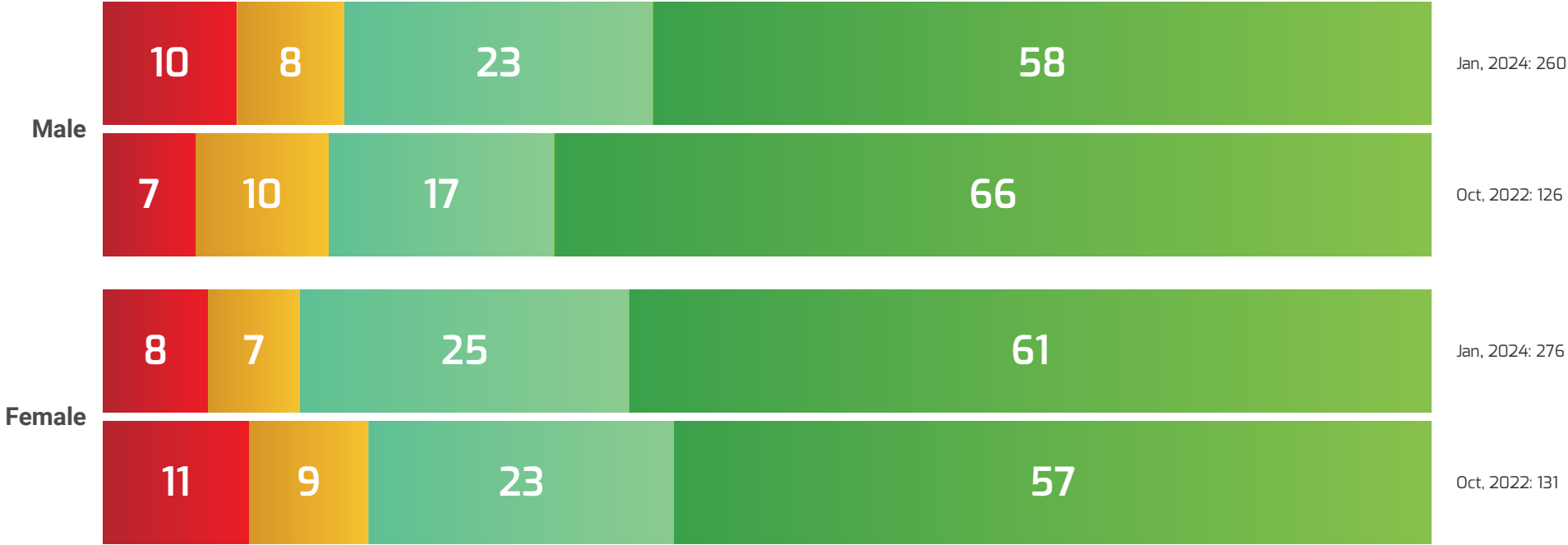
% of Employees

- Disengaged
- Indifferent
- Almost Engaged
- Engaged

# Engagement by Gender

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% of Employees

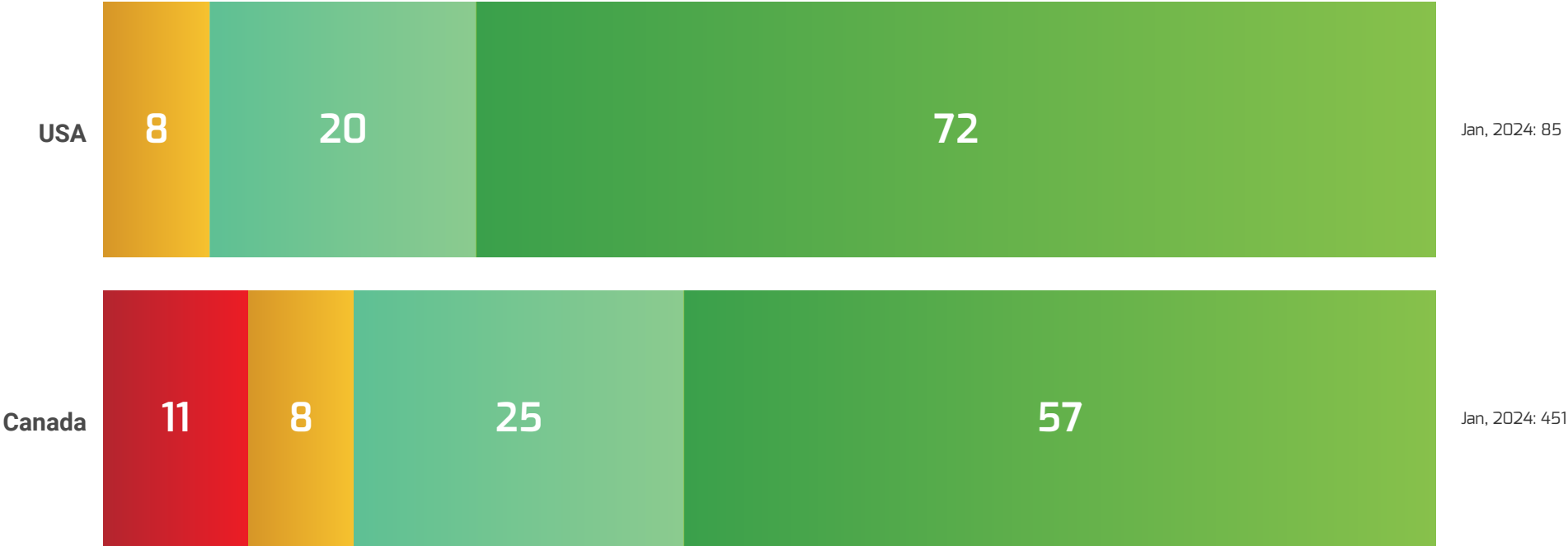
- Disengaged
- Indifferent
- Almost Engaged
- Engaged



# Engagement by Location

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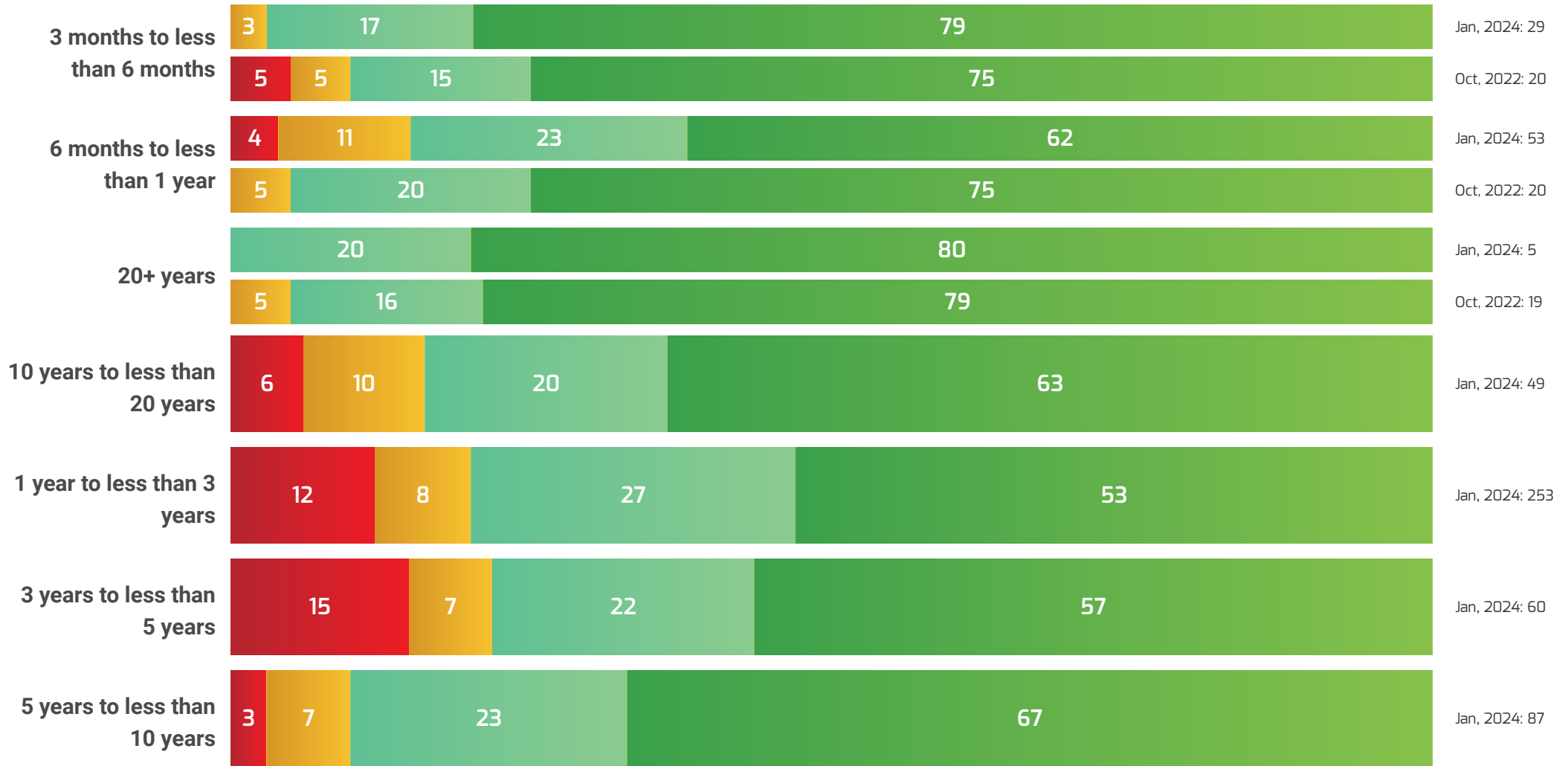
% of Employees

■ Disengaged    ■ Indifferent    ■ Almost Engaged    ■ Engaged

# Engagement by Tenure

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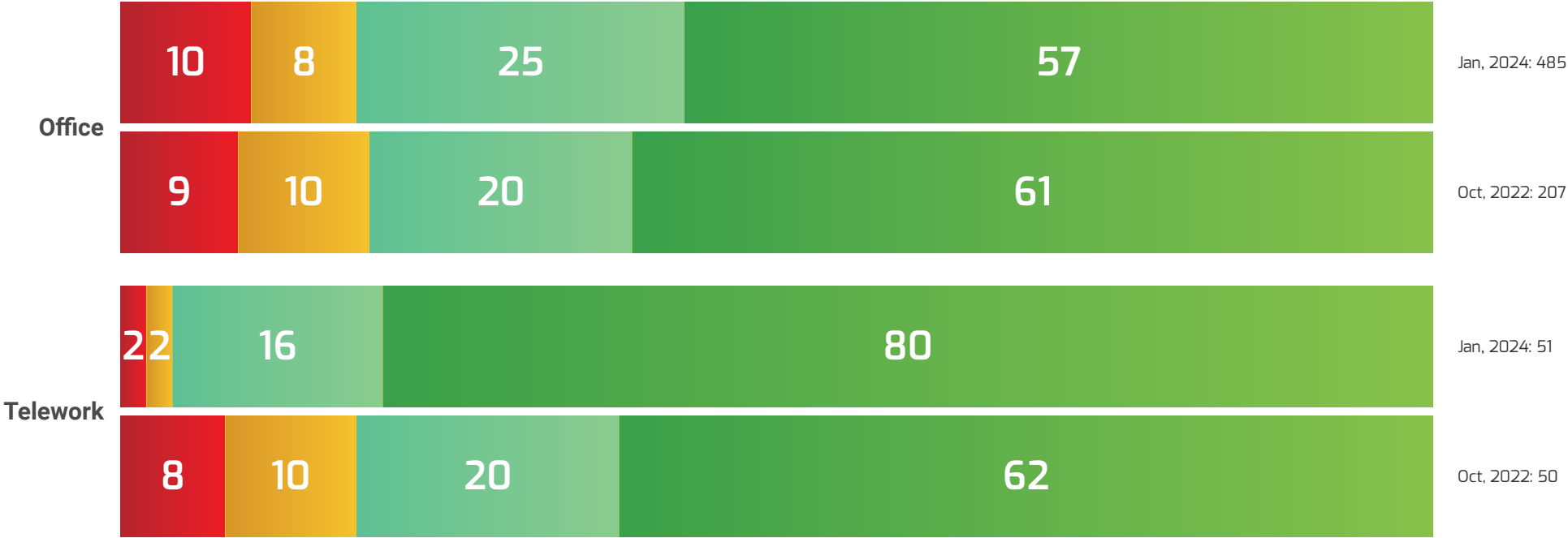
% of Employees

- Disengaged
- Indifferent
- Almost Engaged
- Engaged

# Engagement by Work Arrangement

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% of Employees

- Disengaged
- Indifferent
- Almost Engaged
- Engaged

# McLean Employee Experience Score

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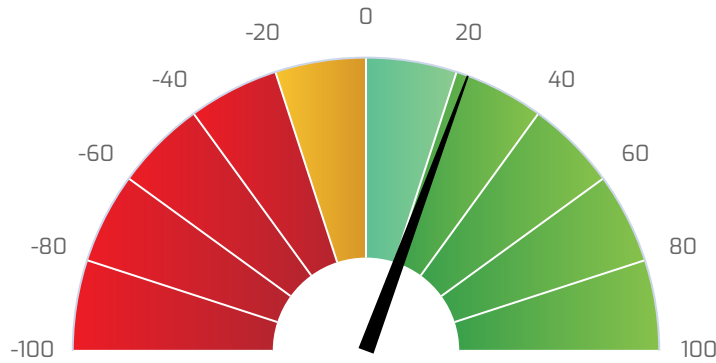


## EMPLOYEE EXPERIENCE

How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?

### EMPLOYEE EXPERIENCE SCORE

(% of Supporters - % of Detractors)



### CURRENT SCORE

**22.6**

### AVERAGE RESPONSE

**8**

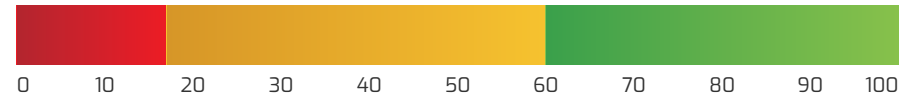
### PREVIOUS SCORE

**23.2**

### BENCHMARK

**9.9**

### SCORE BREAKDOWN



**DETRACTORS: 17.4%**   **PASSIVES: 42.7%**   **SUPPORTERS: 39.9%**

Answered 0-6

Answered 7-8

Answered 9-10

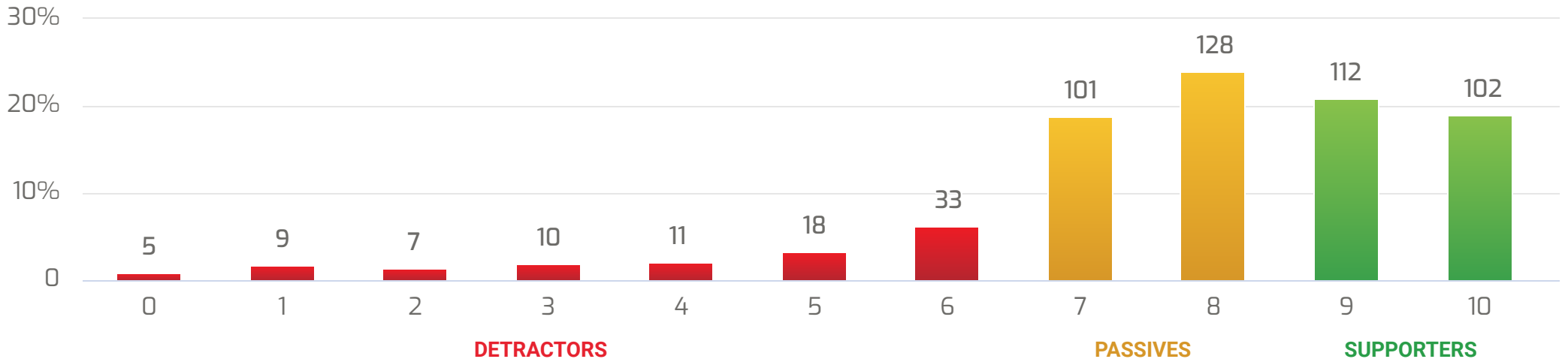
### PREVIOUS SURVEY

**21.7%**

**33.5%**

**44.9%**

## RESPONSE DISTRIBUTION



# Driver Results

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			Previous Survey	Benchmark
Inclusion		85%	70% (+15)	75% (+10)
Coworker Relationships		84%	59% (+25)	77% (+7)
Company Potential		81%	75% (+5)	66% (+15)

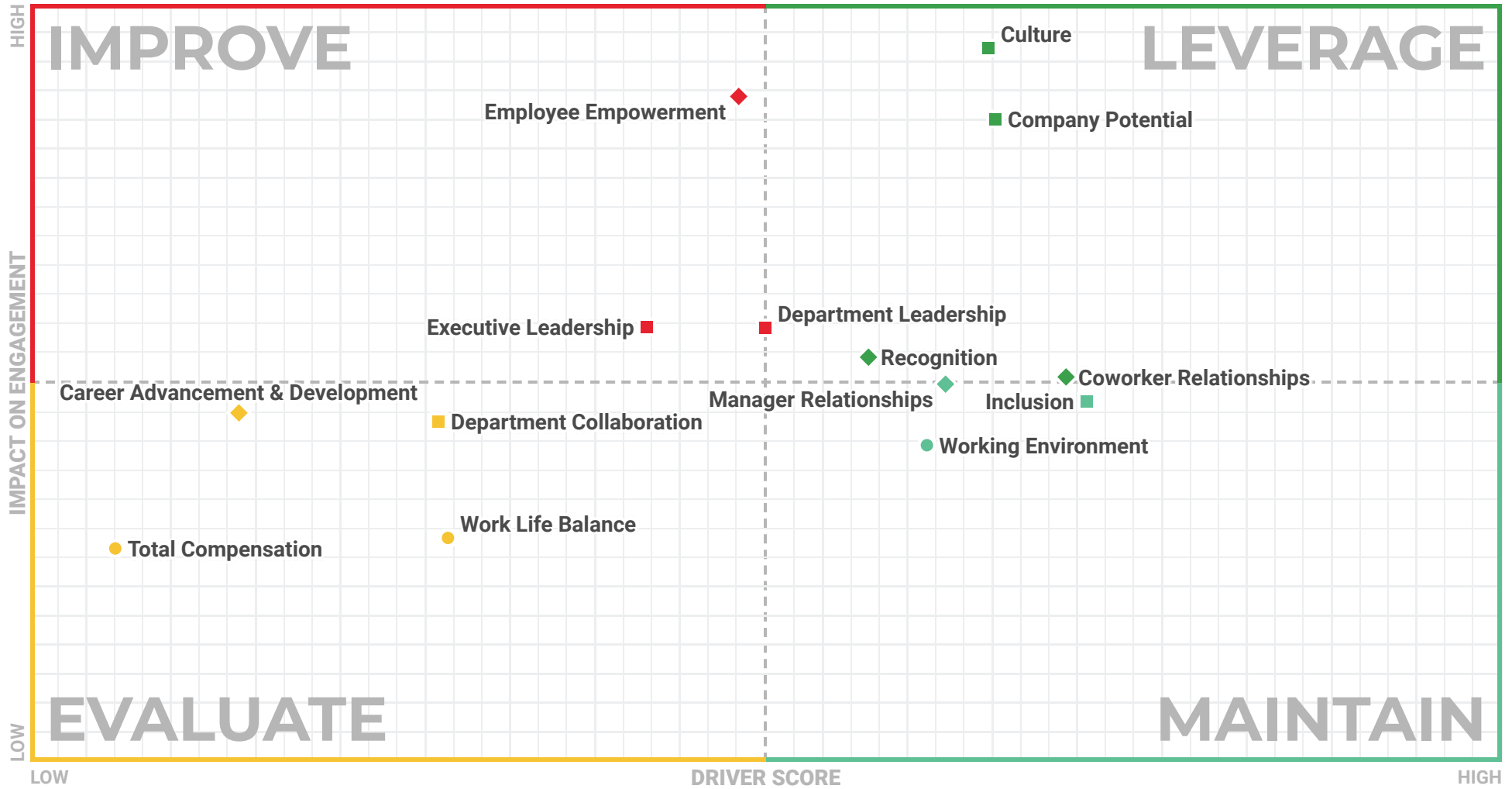
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# Priority Matrix

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## Previous Survey Improve Drivers

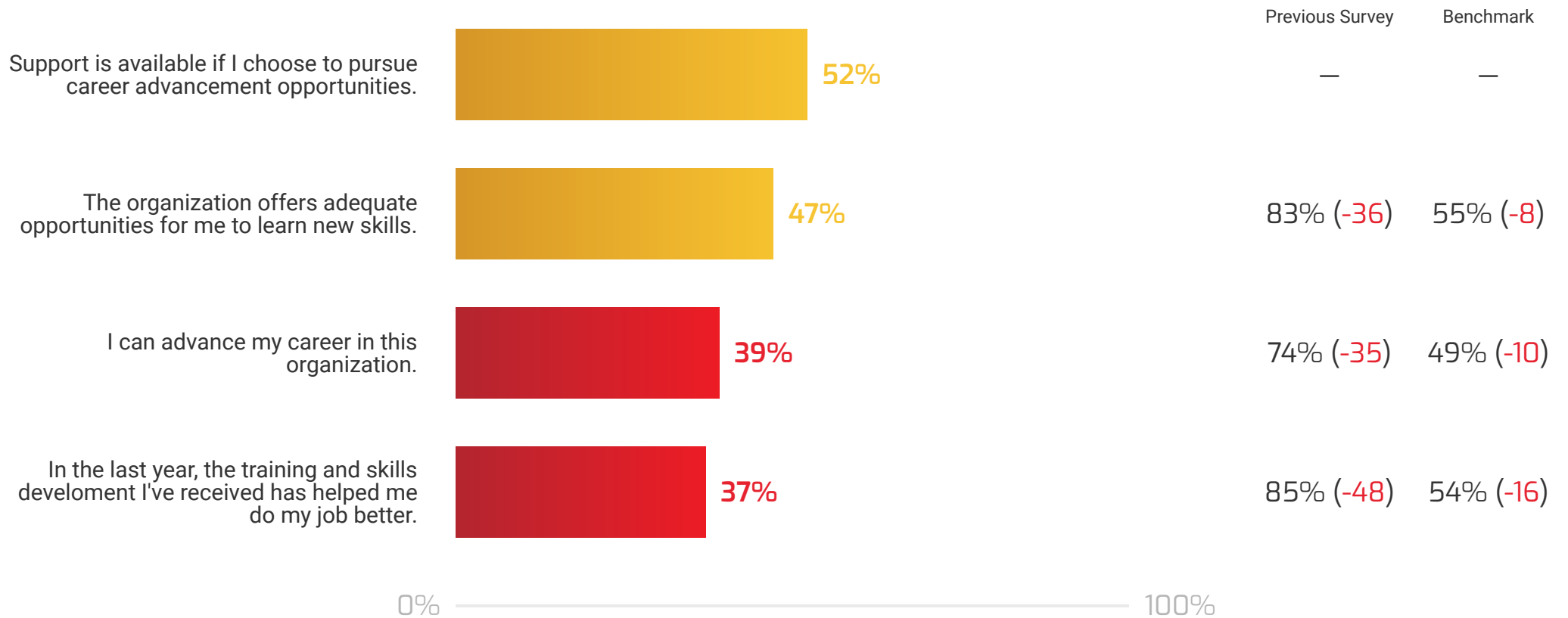
- Culture
- Executive Leadership
- ◆ Manager Relationships
- ◆ Job Driver
- Organizational Driver
- Retention Driver

# DRIVER: Career Advancement & Development

OVERALL DRIVER AVERAGE SCORE: 44%

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■ < 40% Low Performing    
 ■ 40% - 60% Average Performing    
 ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

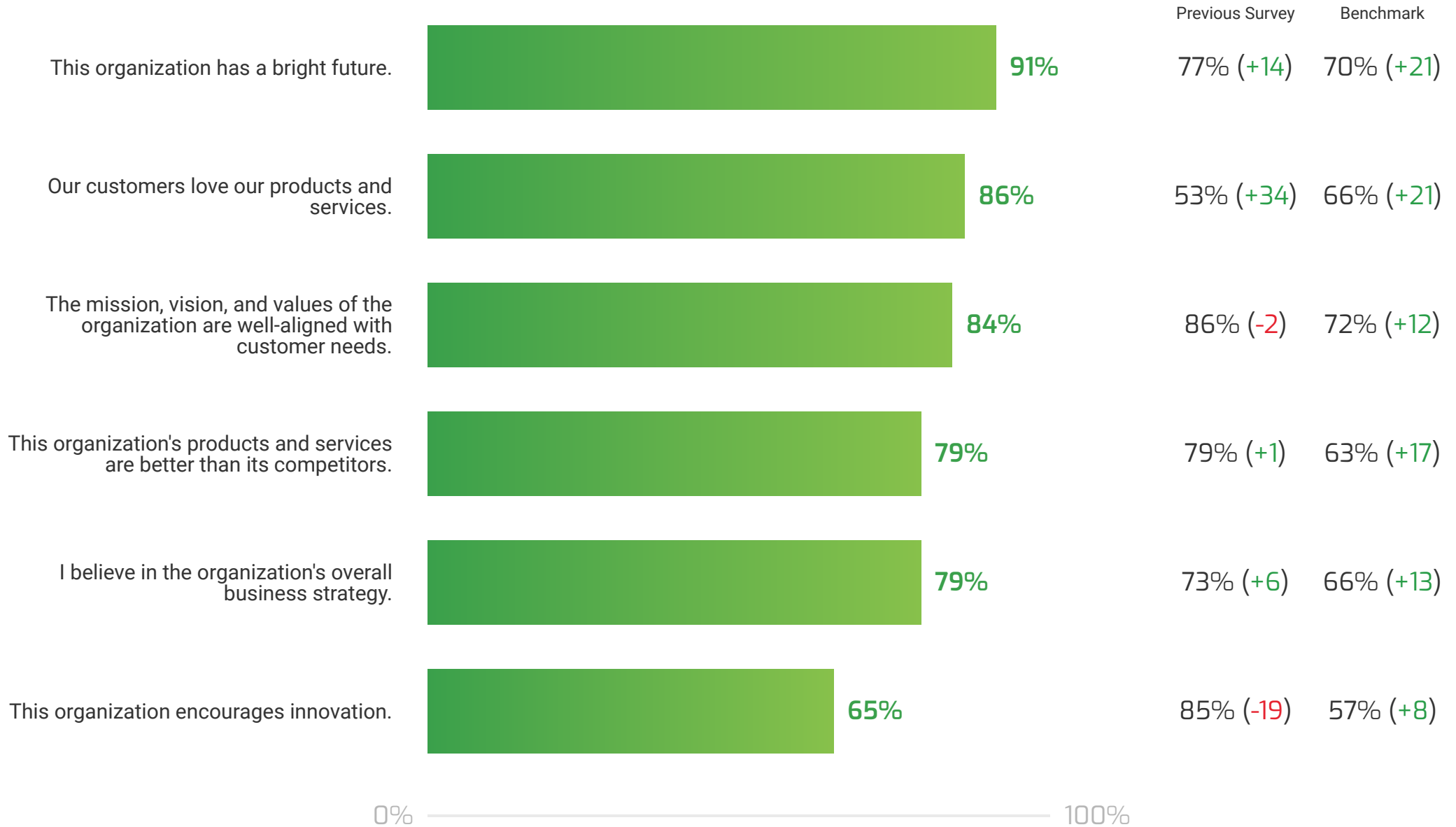


# DRIVER: Company Potential

OVERALL DRIVER AVERAGE SCORE: **81%**  
 OVERALL BENCHMARK AVERAGE SCORE: **66%**

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0% ————— 100%

■ < 40% Low Performing    
 ■ 40% - 60% Average Performing    
 ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

## DRIVER: Coworker Relationships

OVERALL DRIVER AVERAGE SCORE: **84%**

OVERALL BENCHMARK AVERAGE SCORE: **77%**

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McLEAN &  
COMPANY



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# Overall Results Distribution

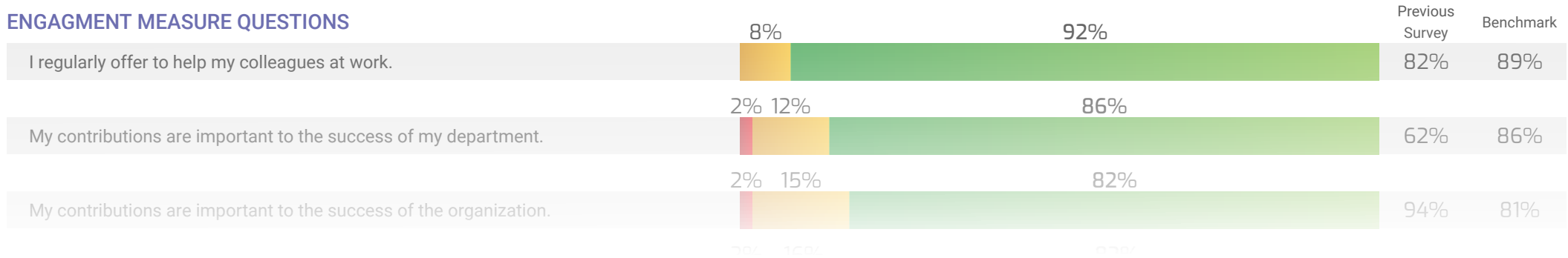
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## ENGAGEMENT, TAKING ACTION, & TRENDING QUESTIONS

### ENGAGEMENT MEASURE QUESTIONS



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## Benchmarks

Ultimately the state of engagement at every organization is shaped by its people, culture, history, and other factors. Consequently, all decisions related to engagement initiatives must be based on the organization's results and unique needs. External comparisons – including benchmarks – should be used to provide context around your results rather than to make decisions.

McLean & Company offers clients a generic or industry specific benchmark. The generic benchmark is comprised of all standard engagement surveys completed by McLean & Company clients. Industry specific benchmarks are comprised of McLean & Company clients sorted into industry designations as specified by the North American Industry Classification System (NAICS). Industry specific benchmarks are only available for industries which have a large enough data set.

## Priority Matrix

The prioritization grid is created by plotting the top box scores for each driver on the horizontal axis and the impact of each driver on engagement on the vertical axis. The impact each driver has on engagement is determined by calculating the correlation between each driver and engagement and then multiplying this correlation score by the slope between each driver and engagement. An iterative algorithm places the quadrants such that 3 drivers are positioned in the top left-hand quadrant, the "Improve" quadrant. These "Improve" quadrant drivers have lower top-box scores and higher importance scores relative to the other drivers.

The priority matrix is an informative tool in analyzing results and determining where future engagement efforts and actions could take place. It, however, is simply a part of the analysis and additional information must be considered before making final decisions.