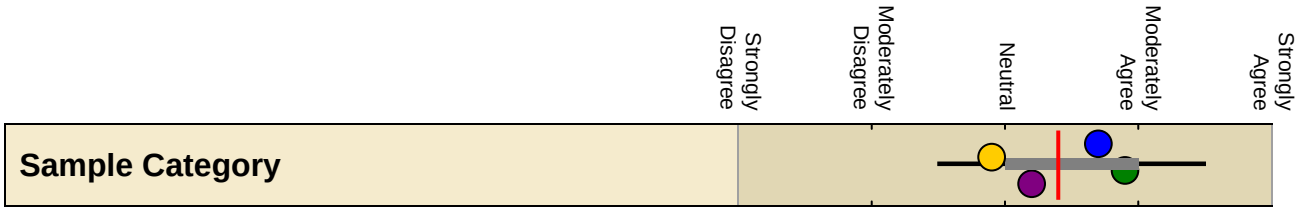
Understanding This Report



The gray and black bars represent the benchmarked normative data. The gray bar is centered over the average score received by all other organizations and extends to one standard deviation above and below this mean score. The black bar extends to two standard deviations above and below the mean. In the example above, the average score for all organizations is 3.5 and the standard deviation is 0.5 (Strongly Agree = 5 and Strongly Disagree = 1).

The colored dots are the groups' scores. In the example, the top colored dot is at 3.7 - placing it between "neutral" and "moderately agree" on the rating scale. Compared to the normative data (gray and black bars), you can see that this score is slightly above average.

Color Coding

The vertical red bar indicates the average score for ALL RESPONDENTS. Use this to quickly see how each group compares to your entire organization.

Senior Executives (n = 12)

Managers (n = 18)

Note: The color coding is provided only to distinguish between groups. The colors do not relate to high or low scores on this report.

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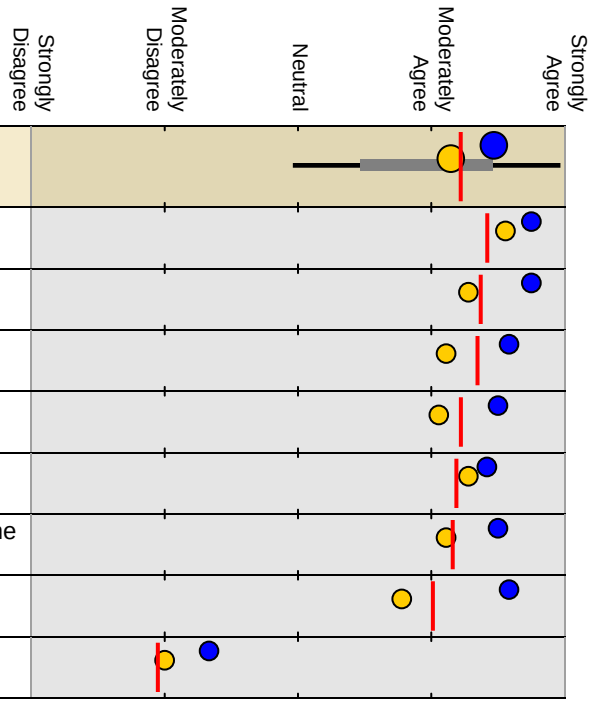
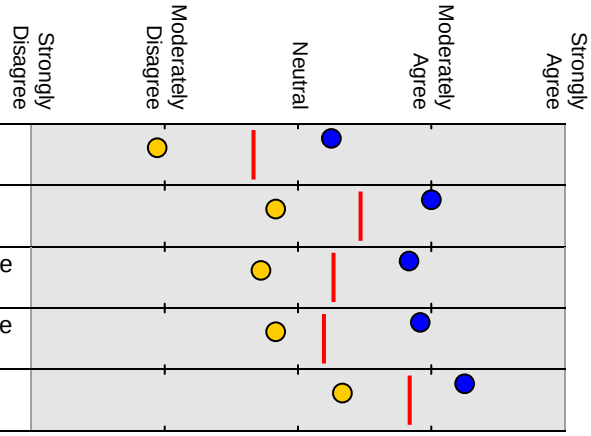
Overall Engagement



Overall Engagement
I feel personally driven to help SampleCo succeed and will go beyond what's expected of me to ensure that it does.
I am highly committed to SampleCo.
I am extremely proud to tell people that I work for SampleCo.
I would recommend SampleCo to friends and family.
SampleCo is socially responsible.
SampleCo enjoys an excellent reputation in the industry and in the community.
My job gives me a strong sense of personal satisfaction.
I am actively looking for a job outside SampleCo.*

* Item is negatively stated; a low score is better.
Item score was inverted when calculating the category score.

Items with the Largest Gaps



Senior Executives rated higher than Managers

Stress and Workload – My job does not cause stress or anxiety in my life.
Values – The amount of work I am asked to do is always reasonable.
Employee Involvement – Everybody at SampleCo lives up to the organization's values.
Respect for Management – Employee input is considered before important decisions or changes are made.
Stress and Workload – Our senior leaders demonstrate strong leadership skills.

Managers rated higher than Senior Executives

Respect for Employees – People with different ideas are valued at SampleCo.
Respect for Employees – I always get the support I need from my manager.
Communication – My manager always treats me with respect.
Accountability – My manager always makes sure I am informed about decisions or changes that will effect me.
Purpose and Direction – My manager consistently holds people accountable.

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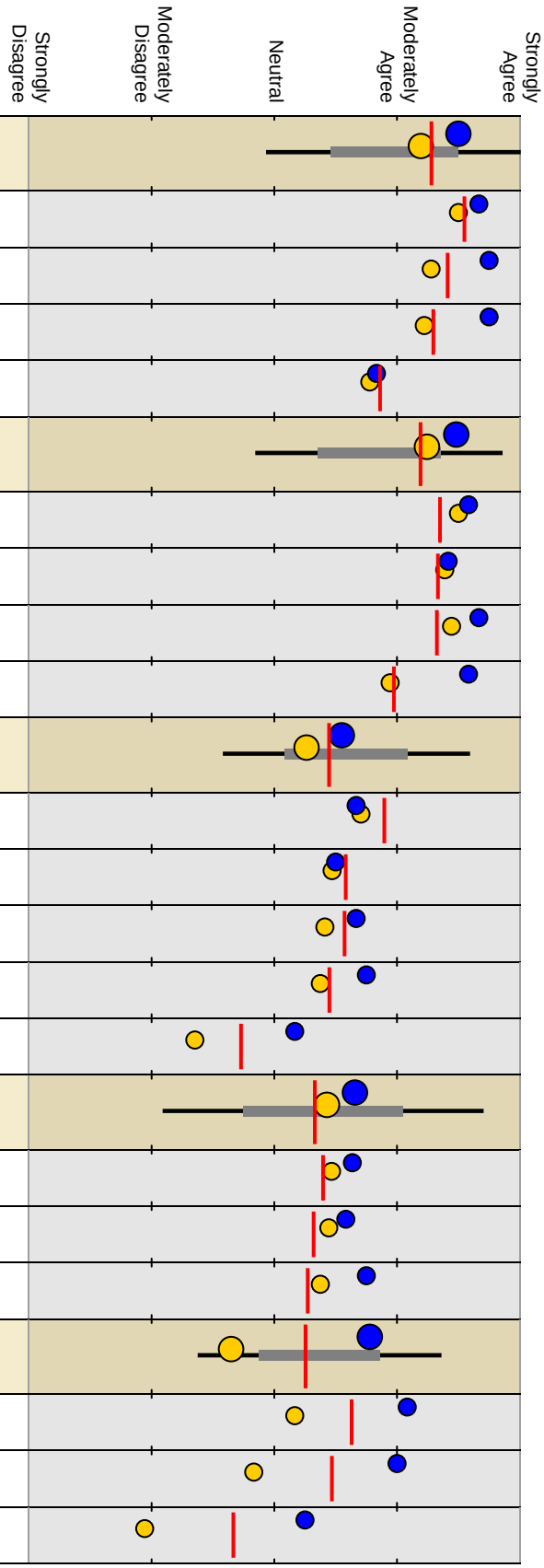
Category and Item Scores

Raw Mean and Standardized Scores.
Sorted by Overall Raw Scale Score.



Sample Report – Additional Pages Omitted

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