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EES 360 (Employee Engagement Survey)

Company: XYZ
Report for: Deb Demo
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Introduction to EES 360

Employee engagement and employee satisfaction are often used interchangeably but they refer to two very different dynamics. An employee may very well be satisfied with his or her pay, benefits, or the type of projects he/she is assigned, but that doesn't necessarily mean that the person is *committed* to success or *invested* in his/her work. Engaged employees do more than get the job done; they go that extra mile to make sure a client is happy; they voluntarily put in extra hours to meet a deadline or help a colleague out; they take pride in their position. Most importantly, their own success is as important to them as the company's success. At the end of the work day, they may be tired and drained, but they wouldn't have it any other way – engaged employees love their job and wouldn't want to change a thing about it.

The objective of EES 360 is to obtain a “snapshot” of your current attitude toward your work, your job, and the organization. It gives you the opportunity to engage in some introspection; to gain a greater understanding of yourself, your professional role, and your work values. The 360 feedback aspect of this assessment also gives those you work with the chance to offer you some insight into your work approach and potentially bring to light some job issues that you may not be aware of. It is important to recognize that the feedback you will receive in this assessment is intended to help you grow as a professional.

Result Details

In this section of the report, you will find your overall Engagement Score, followed by the breakdown of your ratings for each of the questions in EES 360.

How to read the results

Engagement Score:

Your Engagement Score is based on a scale from 0 to 100. The higher the score, the more engaged you are at work, and the more satisfied you are with your job in general. Note that you will receive more than one engagement score. The first is based on your self-ratings (essentially, your perception of how engaged you are), while the ones that follow are based on the perception of your raters.

Ratings:

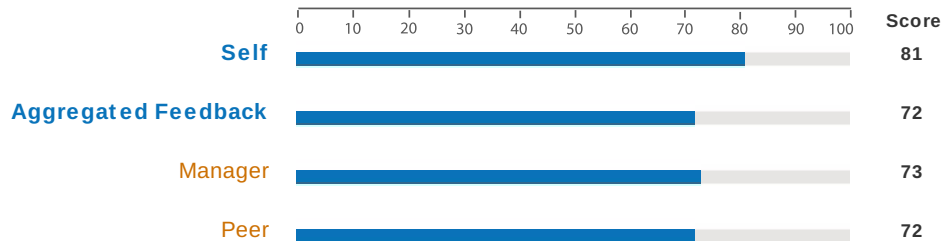
Each question on EES 360 is displayed individually, along with the answer options. The number of people who selected a particular response (e.g. "Describes this person well") is displayed as a percentage. If a greater percentage of people selected "Describes this person to some degree" or "Does not describe this person at all," consider whether it would be in your best interest to improve the skill, trait, or work approach depicted in the question.

Ratings are categorized according to the Reporting Relationship, starting with:

- Your self-rating
- The aggregated feedback rating - a composite score based on the responses of all your raters
- Your manager's rating
- Your peer rating - a composite score based on the responses of all your peers
- And any other reporting relationship you chose when you selected your raters (e.g. Direct Reports, Clients, etc.).

Employee Engagement Score

Degree to which a person is professionally and emotionally committed to his/her work.



For the most part, you are fairly invested in your job and committed to doing well. There is still room to improve in this area, but overall, you care about doing your job and on most occasions, will put in a dedicated effort to ensure that every task you take on is done to the best of your ability. It is clear that you want to succeed and that you are working for more than just a paycheck.

Question 1:

Willingly puts in extra effort to make sure a project gets done (working late, taking work home, etc.).

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree			Does not describe this person at all
		1	2	3	4	5	
Self	1	1 (100%)	0	0	0	0	
Aggregated Feedback	4	3 (75%)	1 (25%)	0	0	0	
Manager	1	1 (100%)	0	0	0	0	
Peer	3	2 (66.7%)	1 (33.3%)	0	0	0	

Question 2:

Takes initiative and introduces new ideas.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree			Does not describe this person at all
		1	2	3	4	5	
Self	1	1 (100%)	0	0	0	0	
Aggregated Feedback	4	3 (75%)	1 (25%)	0	0	0	
Manager	1	1 (100%)	0	0	0	0	
Peer	3	2 (66.7%)	1 (33.3%)	0	0	0	

Question 3:

Shows pride in his/her accomplishments at work.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	1 (100%)	0	0	0	0
Aggregated Feedback	4	3 (75%)	1 (25%)	0	0	0
Manager	1	1 (100%)	0	0	0	0
Peer	3	2 (66.7%)	1 (33.3%)	0	0	0

Question 4:

Is motivated to do his/her best.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	1 (100%)	0	0	0	0
Aggregated Feedback	4	2 (50%)	1 (25%)	1 (25%)	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	2 (66.7%)	0	1 (33.3%)	0	0

Question 5:

Is comfortable talking to management about work-related issues.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	3 (75%)	1 (25%)	0	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	3 (100%)	0	0	0	0

Question 6:

Approaches each task and project with enthusiasm.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	2 (50%)	1 (25%)	1 (25%)	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	2 (66.7%)	0	1 (33.3%)	0	0

Question 7:

Strives to get his/her work done well.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	1 (25%)	2 (50%)	1 (25%)	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	1 (33.3%)	1 (33.3%)	1 (33.3%)	0	0

Question 8:

Cares about the quality of his/her work.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	1 (25%)	1 (25%)	1 (25%)	1 (25%)	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	1 (33.3%)	0	1 (33.3%)	1 (33.3%)	0

Question 9:

Willingly goes above and beyond the call of duty.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	1 (25%)	1 (25%)	0	2 (50%)	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	1 (33.3%)	0	0	2 (66.7%)	0

Question 10:

Actively improves his/her performance or looks for ways to work more efficiently.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	1 (25%)	0	2 (50%)	1 (25%)	0
Manager	1	0	0	1 (100%)	0	0
Peer	3	1 (33.3%)	0	1 (33.3%)	1 (33.3%)	0

Question 11:

Offers suggestions to management to improve company operations.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	1 (100%)	0	0	0	0
Aggregated Feedback	4	2 (50%)	2 (50%)	0	0	0
Manager	1	1 (100%)	0	0	0	0
Peer	3	1 (33.3%)	2 (66.7%)	0	0	0

Question 12:

Eagerly takes on new assignments or responsibilities.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	1 (100%)	0	0	0	0
Aggregated Feedback	4	0	4 (100%)	0	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	0	3 (100%)	0	0	0

Question 13:

Accepts and uses constructive criticism or feedback to improve performance.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	1 (100%)	0	0	0	0
Aggregated Feedback	4	0	3 (75%)	1 (25%)	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	0	2 (66.7%)	1 (33.3%)	0	0

Question 14:

Takes responsibility for his/her mistakes.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	1 (100%)	0	0	0	0
Aggregated Feedback	4	0	1 (25%)	2 (50%)	1 (25%)	0
Manager	1	0	0	1 (100%)	0	0
Peer	3	0	1 (33.3%)	1 (33.3%)	1 (33.3%)	0

Question 15:

Makes it clear through his/her words and actions that he/she is interested in moving up in the company.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	0	1 (25%)	3 (75%)	0	0
Manager	1	0	0	1 (100%)	0	0
Peer	3	0	1 (33.3%)	2 (66.7%)	0	0

Question 16:

Is a good role model for other employees.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	0	1 (25%)	3 (75%)	0	0
Manager	1	0	0	1 (100%)	0	0
Peer	3	0	1 (33.3%)	2 (66.7%)	0	0

Question 17:

Enjoys his/her work.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	0	1 (25%)	2 (50%)	1 (25%)	0
Manager	1	0	0	1 (100%)	0	0
Peer	3	0	1 (33.3%)	1 (33.3%)	1 (33.3%)	0

Question 18:

Willingly offers help or guidance to others.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	1 (100%)	0	0	0
Aggregated Feedback	4	0	2 (50%)	2 (50%)	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	0	1 (33.3%)	2 (66.7%)	0	0

Question 19:

Works hard to meet the goals that management sets for him/her.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	0	1 (100%)	0	0
Aggregated Feedback	4	0	3 (75%)	1 (25%)	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	0	2 (66.7%)	1 (33.3%)	0	0

Question 20:

Gets actively involved in meetings.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	0	1 (100%)	0	0
Aggregated Feedback	4	0	4 (100%)	0	0	0
Manager	1	0	1 (100%)	0	0	0
Peer	3	0	3 (100%)	0	0	0

Question 21:

Would make a good spokesperson for the company.

Reporting Relationship	Number of Raters	Describes this person well		Describes this person to some degree		Does not describe this person at all
		1	2	3	4	5
Self	1	0	0	1 (100%)	0	0
Aggregated Feedback	4	1 (25%)	2 (50%)	1 (25%)	0	0
Manager	1	0	0	1 (100%)	0	0
Peer	3	1 (33.3%)	2 (66.7%)	0	0	0

Question 22:

If you would like to make any additional comments regarding this person's performance, please enter them below:

Self:

- In the past year, I have taken initiative to introduce new product ideas and marketing strategies.

Manager:

- I enjoy working this person. Dedicated and hard-working.

Peer:

- No comments received
- Deb writes very well and produces top quality work.
- Deb Demo is a hard worker.

List of Raters

The following is the list of raters that were selected to offer feedback through EES 360.

- deborah@myemail.com
- dm@myemail.com
- kathy@myemail.com
- kp@myemail.com

Advice and Tips

[Tips shown here]

Additional Materials

For additional resources that can help you improve engagement, job satisfaction, and morale, check out the suggested materials below.

Books:

Title: Hate your job? The Essential Guide to Improving Job Satisfaction Without Making a Career Change

Author: Michelle Wood

Publication year: 2014

Publisher: Michelle Wood (Kindle Edition)

URL: <http://www.amazon.com/Essential-Improving-Satisfaction-Without-Making-ebook/dp/B00JNCSVES>

Title: How to Love the Job You Hate: Job Satisfaction for the 21st Century

Author: Jane Boucher

Publication year: 2004

Publisher: Beagle Bay Inc

URL: <http://www.amazon.com/How-Love-Job-You-Hate/dp/0967959101>

Title: The Three Signs of a Miserable Job: A Fable for Managers (And Their Employees)

Author: Patrick Lencioni

Publication year: 2007

Publisher: Jossey-Bass

URL: <http://www.amazon.com/Three-Signs-Miserable-Job-Employees/dp/0787995312>

Title: Carrots and Sticks Don't Work: Build a Culture of Employee Engagement with the Principles of RESPECT

Author: Paul L. Marciano

Publication year: 2010

Publisher: McGraw-Hill

URL: <http://www.amazon.com/Carrots-Sticks-Dont-Work-Engagement/dp/0071714014/>

Title: Fired Up or Burned Out: How to Reignite Your Team's Passion, Creativity, and Productivity

Author: Michael L. Stallard (with Carolyn Dewing-Hommes and Jason Pankau)

Publication year: 2007

Publisher: Thomas Nelson

URL: <http://www.amazon.com/Fired-Burned-Out-Creativity-Productivity-ebook/dp/B007V91MVE/>

Title: Help Them Grow or Watch Them Go: Career Conversations Employees Want

Author: Beverly Kaye and Julie Winkle Giulioni

Publication year: 2012

Publisher: Berrett-Koehler Publishers

URL: <http://www.amazon.com/Help-Them-Grow-Watch-Conversations/dp/1609946324>

Title: Quick Team-Building Activities for Busy Managers: 50 Exercises That Get Results in Just 15 Minutes

Author: Brian Cole Miler

Publication year: 2003

Publisher: AMACOM

URL: <http://www.amazon.com/Quick-Team-Building-Activities-Busy-Managers/dp/081447201X>