

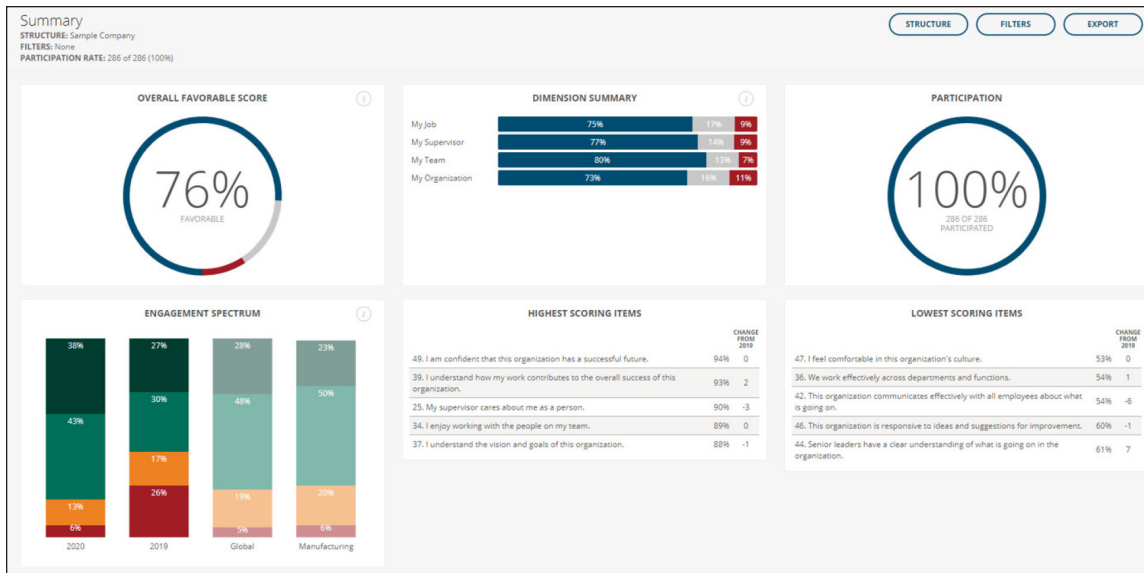
Leadership Intelligence System



The most advanced Employee Engagement Survey Reporting Tool in the industry.

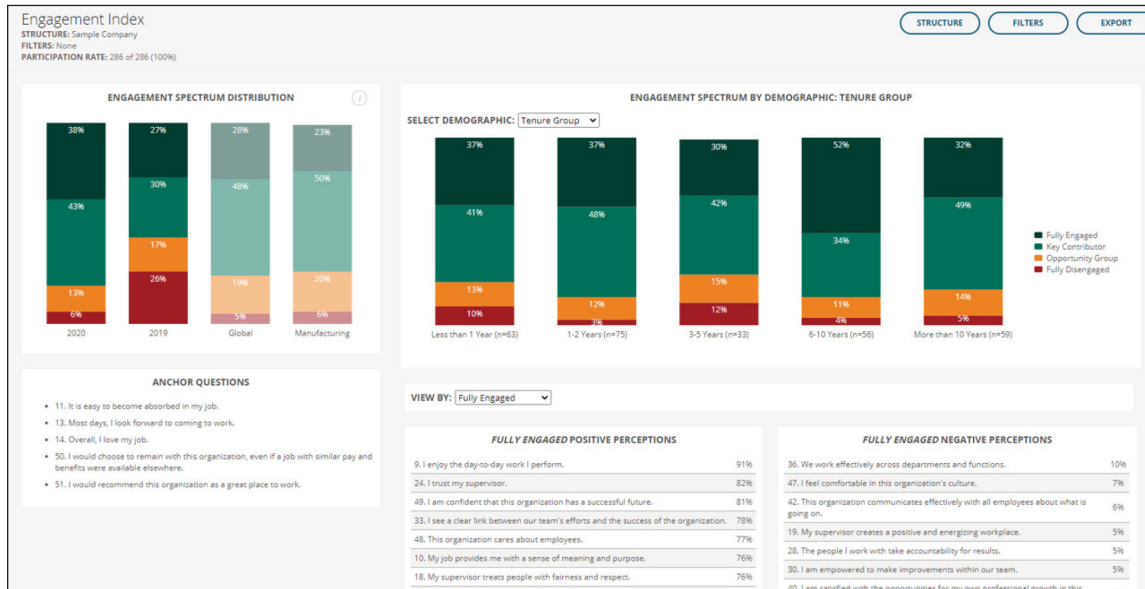
Engagement Summary

The Leadership Intelligence® System (LIS) summary provides a detailed, dynamic, and engaging data summary from all survey results. Quickly find your overall favorable score, participation roles, results by category, highs and lows, and your engagement index. Click on any link to dive deeper into the data.employees. Sort by various engagement levels and compare engagement scores by any demographic category.



Engagement Index

Understand the overall level of engagement in your organization or on a specific team, with categories that go beyond engaged/disengaged. You'll see what is driving employee engagement for your most engaged employees and what is inhibiting your disengaged employees. The compare tab lets you see which departments have the most engaged employees. Sort by various engagement levels and compare engagement scores by any demographic category.



Engagement Ranking

STRUCTURE: Sample Company
 FILTERS: None
 PARTICIPATION RATE: 286 of 286 (100%)

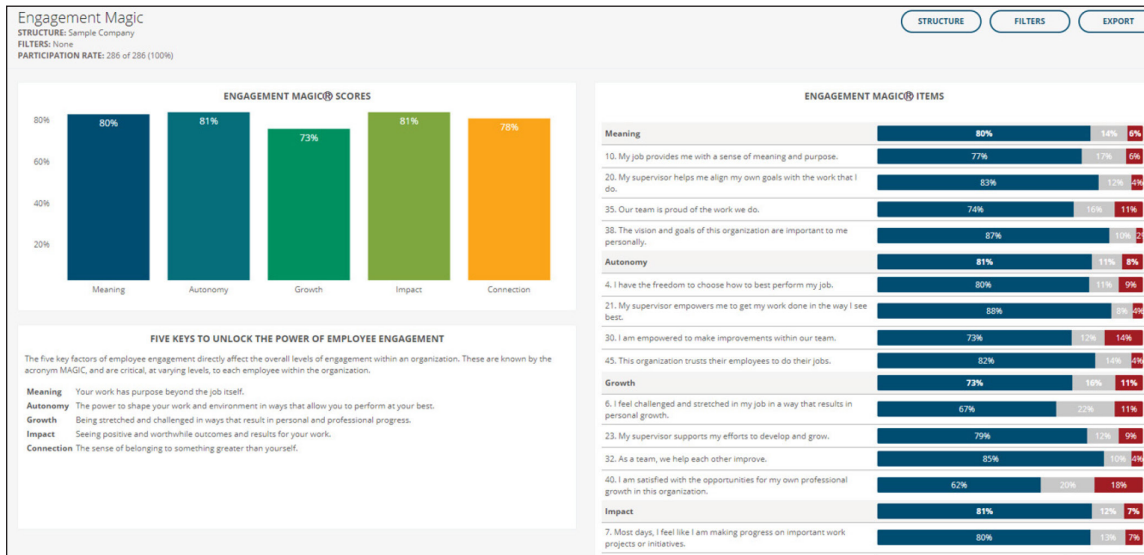
VIEW BY: One Level

	N	OVERALL ENGAGEMENT	FULLY ENGAGED	KEY CONTRIBUTOR	OPPORTUNITY GROUP	FULLY DISENGAGED
Sample Company	286	81%	38%	43%	13%	6%
Information Systems	70	85%	36%	49%	14%	1%
General Administration	12	92%	42%	50%	0%	8%
Marketing	11	90%	45%	45%	9%	0%
Finance	28	50%	4%	46%	29%	21%
Sales	33	60%	24%	36%	18%	21%
Human Resources	11	91%	18%	73%	9%	0%
Manufacturing	22	96%	55%	41%	0%	5%
Operations	99	89%	52%	37%	10%	1%

- 10 or more points above the overall engagement score
- 5-9 points above the overall engagement score
- 5-9 points below the overall engagement score
- 10 or more points below the overall engagement score

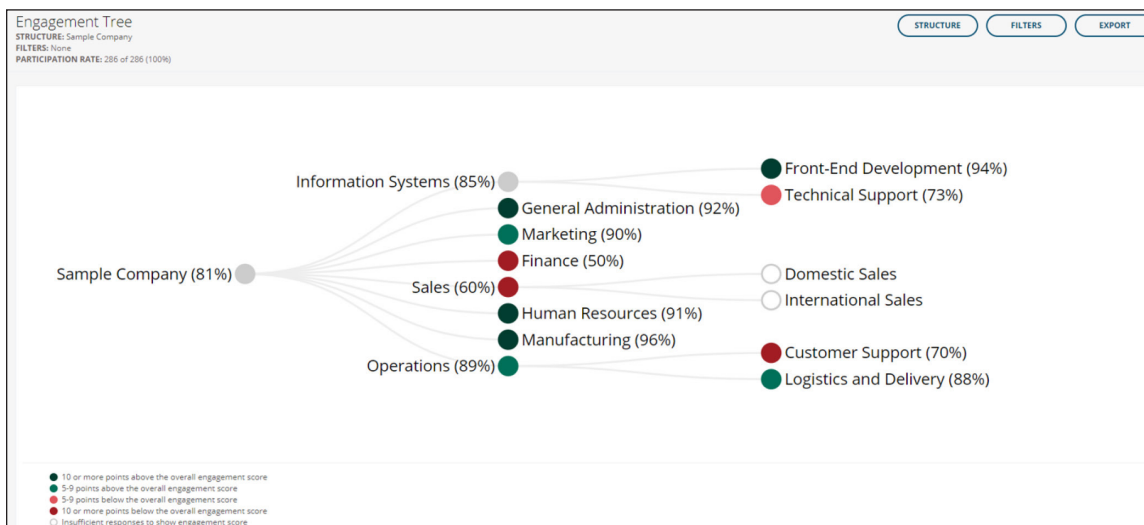
Engagement MAGIC

Employees and leaders intuitively know that when we find a place where we can throw our hearts, spirits, minds, and hands into our work, we enjoy our work and produce better results. Meaning, Autonomy, Growth, Impact, and Connection are five leadership elements that build engaged employees. See how your organization is measuring in each of these 5 categories. Filter to departments and teams to see who is creating ENGAGEMENT MAGIC® within your organization.



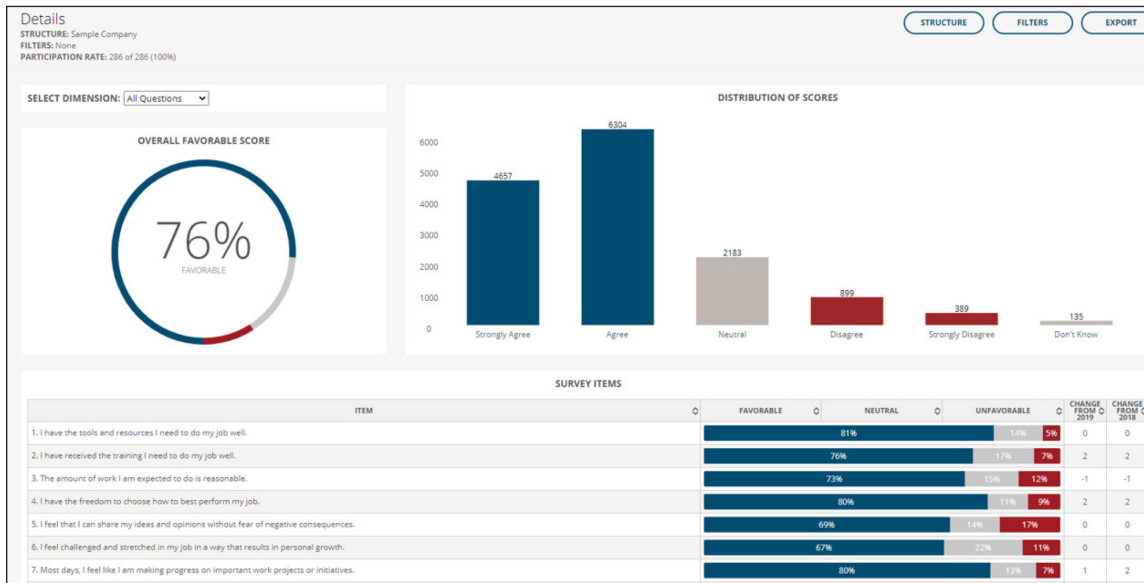
Engagement Tree

The engagement tree provides both a macro and micro view of your organization giving you the big picture and specific opportunity areas in a quick and efficient manner.



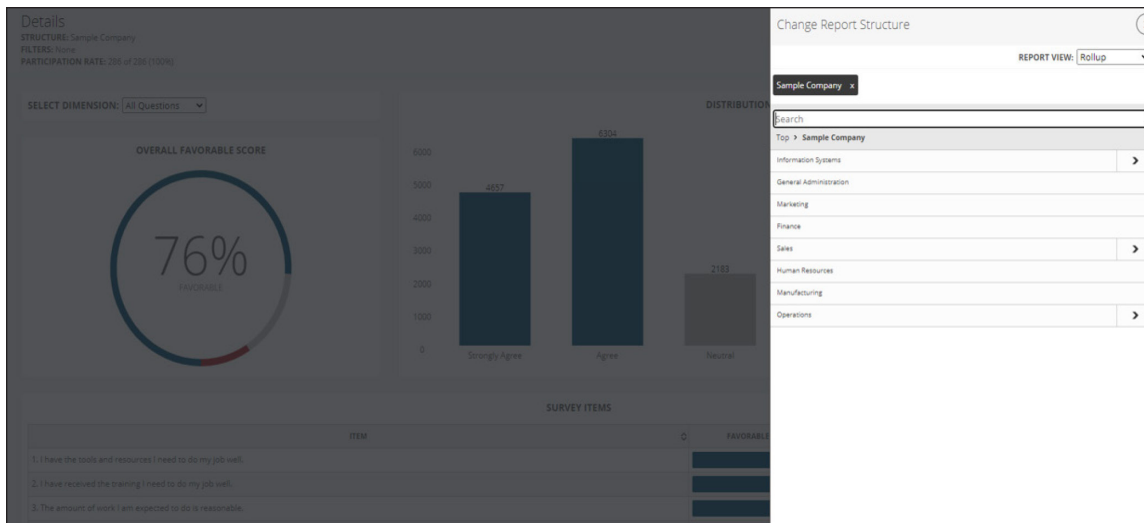
Details

See a detailed, sortable ranking of scores across all survey questions or by groups of questions. Questions can be ranked according to most favorable, least favorable, and other criteria. Change the graph type to see average score, favorable scores, or a range of scores. Export your data to Microsoft Excel for further analysis. Filter to departments and teams to see who is creating ENGAGEMENT MAGIC® within your organization.



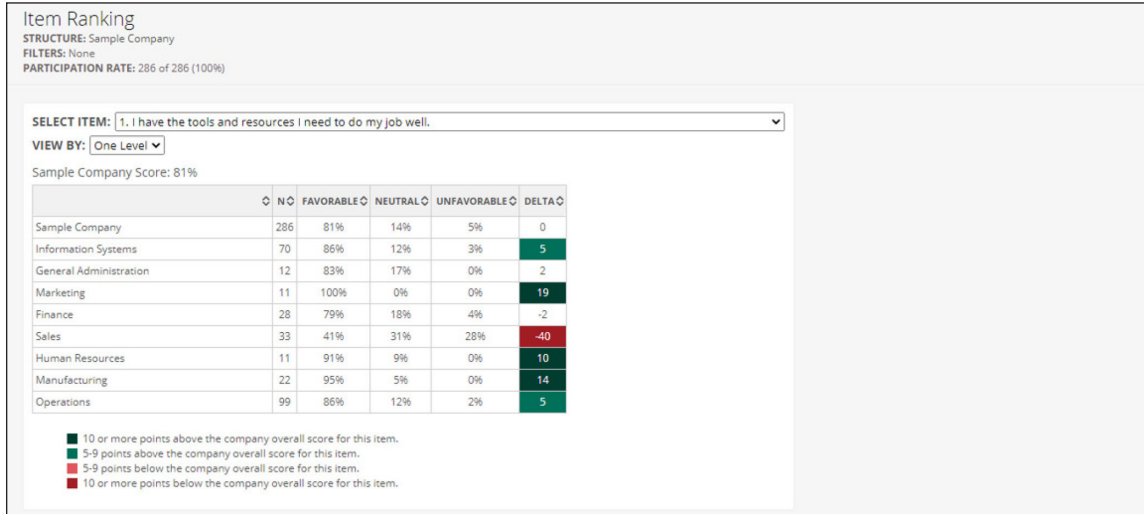
Choose a Population

To provide our clients with valuable, powerful analytics, we load your organization's hierarchy in LIS. Based on permission levels, users can access results for the company overall or any department or workgroup within the organization. By using the population filter, users can drill down to subsets within groups and compare results for two or more populations. Confidentiality rules restrict unauthorized access.



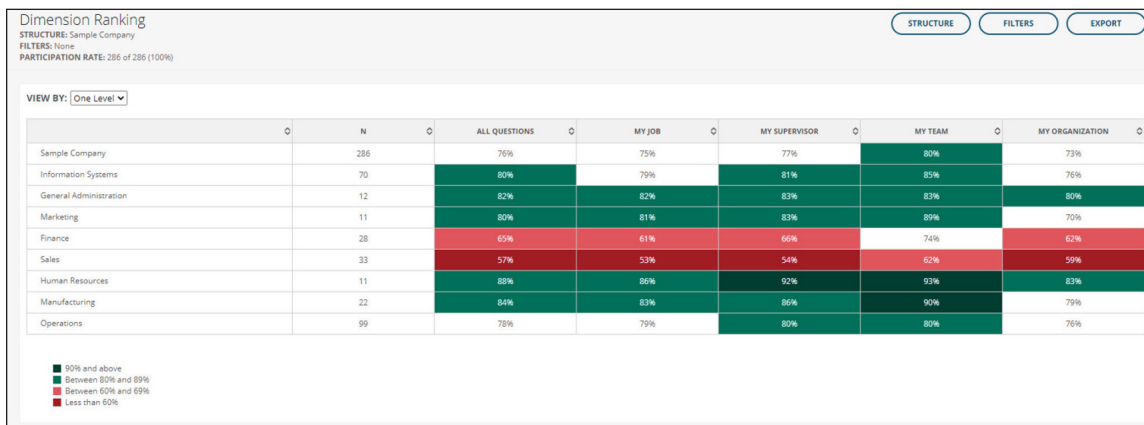
Item Ranking

Quickly see your highest and lowest performing departments. Drill down to sub-departments and apply filters for dimensions or locations to identify your organization's biggest areas of improvement.



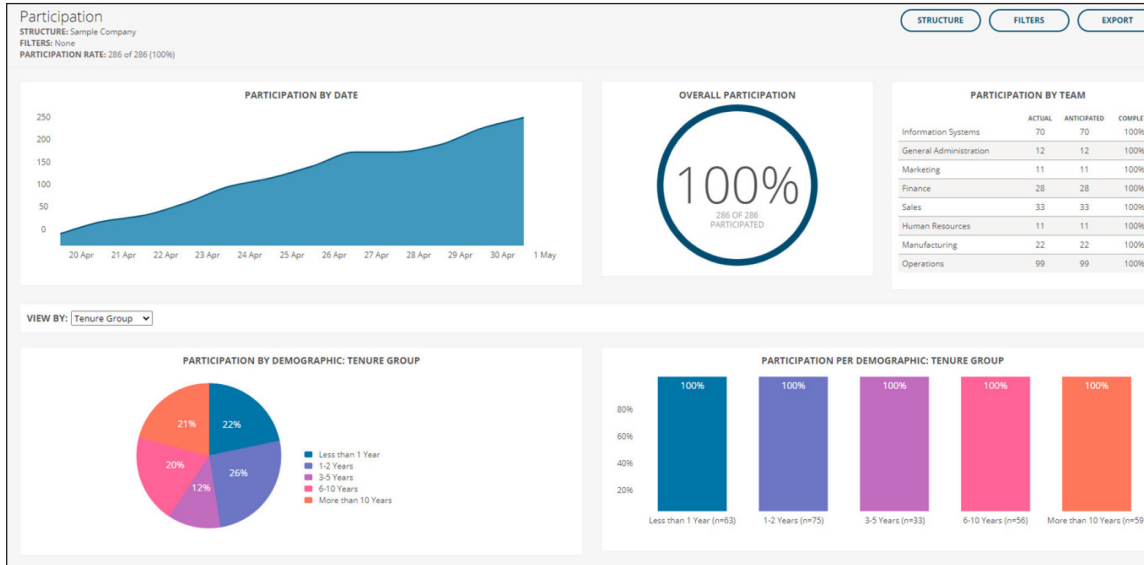
Dimension Ranking

Rank all areas of your business across the four constructs of the DecisionWise Engagement Survey; My Job, My Supervisor, My Team, My Organization. Filter the data in real-time and find highlighted strengths and opportunities. Engagement Survey; My Job, My Supervisor, My Team, My Organization. Filter the data in real-time and find highlighted strengths and opportunities. biggest areas of improvement.



Demographics Summary

Easily see the greatest gaps in scores between any demographic category (e.g., tenure, gender, age, etc.). For example, see how scores vary between female managers in New York with less than one year of tenure to peers at another location.



Demographics Crosstab

Visualize your data using demographic variables to quickly show how demographics compare to another. Conditional color formatting highlights areas of strength and areas for improvement.

Demographic Crosstab
STRUCTURE: Sample Company
FILTERS: None
PARTICIPATION RATE: 286 of 286 (100%)

DIMENSION: All Questions
FIRST DEMOGRAPHIC: Manager Status
SECOND DEMOGRAPHIC: Location

QUESTION	MANAGER					NON-MANAGER				
	BANGALORE	CALGARY	LOS ANGELES	NEW YORK	ST. LOUIS	BANGALORE	CALGARY	LOS ANGELES	NEW YORK	ST. LOUIS
n	7	14	5	34	7	24	69	29	80	17
1. I have the tools and resources I need to do my job well.	83%	93%	40%	88%	100%	92%	83%	38%	67%	88%
2. I have received the training I need to do my job well.	43%	86%	40%	82%	86%	83%	86%	45%	75%	76%
3. The amount of work I am expected to do is reasonable.	43%	71%	40%	74%	57%	88%	82%	52%	75%	76%
4. I have the freedom to choose how to best perform my job.	86%	79%	60%	83%	100%	92%	75%	48%	88%	82%
5. I feel that I can share my ideas and opinions without fear of negative consequences.	71%	57%	40%	79%	100%	75%	71%	34%	75%	71%
6. I feel challenged and stretched in my job in a way that results in personal growth.	86%	71%	60%	68%	100%	74%	59%	38%	76%	76%
7. Most days, I feel like I am making progress on important work projects or initiatives.	71%	86%	40%	88%	86%	92%	77%	62%	85%	81%
8. The level of stress in my job is manageable.	29%	64%	20%	34%	71%	79%	74%	36%	78%	69%
9. I enjoy the day-to-day work I perform.	86%	64%	60%	91%	100%	100%	69%	61%	90%	88%
10. My job provides me with a sense of meaning and purpose.	86%	71%	80%	88%	100%	96%	62%	45%	86%	88%
11. It is easy to become absorbed in my job.	100%	79%	60%	88%	86%	79%	72%	61%	83%	82%
12. My work is valued by this organization.	100%	71%	60%	76%	100%	92%	62%	40%	72%	69%
13. Most days, I look forward to coming to work.	86%	79%	60%	88%	86%	91%	58%	48%	83%	94%
14. Overall, I love my job.	86%	71%	60%	83%	100%	100%	59%	41%	78%	88%
15. My supervisor communicates important information to the team.	100%	86%	20%	76%	100%	88%	65%	41%	85%	71%
16. I clearly understand what my supervisor expects of me.	86%	93%	25%	79%	86%	95%	81%	38%	83%	59%

External Benchmarking

Benchmarking provides comparisons of your organization’s results to the DecisionWise database of over 20 million survey responses. The delta column shows the difference between your results and the benchmark. Conditional color formatting highlights those areas that are 5% higher or lower than the benchmark.

Benchmark Comparison				
STRUCTURE: Sample Company				
FILTERS: None				
PARTICIPATION RATE: 286 of 286 (100%)				
STRUCTURE FILTERS EXPORT				
COMPARISONS: Global				
ITEM	FAVORABLE	GLOBAL BENCHMARK	DELTA	
1. I have the tools and resources I need to do my job well.	81%	76%	+5	
2. I have received the training necessary to do my job well.	76%	72%	+4	
3. The amount of work I am expected to do is reasonable.	73%	67%	+6	
4. I have the freedom to choose how to best perform my job.	80%	78%	+2	
5. I feel that I can share my ideas and opinions without fear of negative consequences.	69%	71%	-2	
6. I feel challenged and stretched in my job in a way that results in personal growth.	67%	69%	-2	
7. Most days, I feel like I am making progress on important work projects or initiatives.	80%	73%	+7	
8. The level of stress in my job is manageable.	69%	65%	+4	
9. I enjoy the day-to-day work I perform.	81%	81%	0	
10. My job provides me with a sense of meaning and purpose.	77%	76%	+1	
11. It is easy to become absorbed in my job.	78%	78%	0	
12. My work is valued by this organization.	70%	68%	+2	
13. Most days, I look forward to coming to work.	75%	72%	+3	
14. Overall, I love my job.	73%	74%	-1	
15. My supervisor communicates important information to the team.	74%	79%	-5	
16. I clearly understand what my supervisor expects of me.	77%	81%	-4	
17. My supervisor gives me ongoing feedback about my performance.	63%	69%	-6	
18. My supervisor treats people with fairness and respect.	79%	82%	-3	
19. My supervisor creates a positive and energizing workplace.	67%	73%	-6	
20. My supervisor helps me align my own goals with the work that I do.	83%	68%	+15	
21. My supervisor empowers me to get my work done in the way I see best.	88%	79%	+9	
22. My supervisor regularly recognizes my efforts and contributions.	71%	71%	0	
23. My supervisor supports my efforts to develop and grow.	79%	76%	+3	
24. I trust my supervisor.	77%	79%	-2	

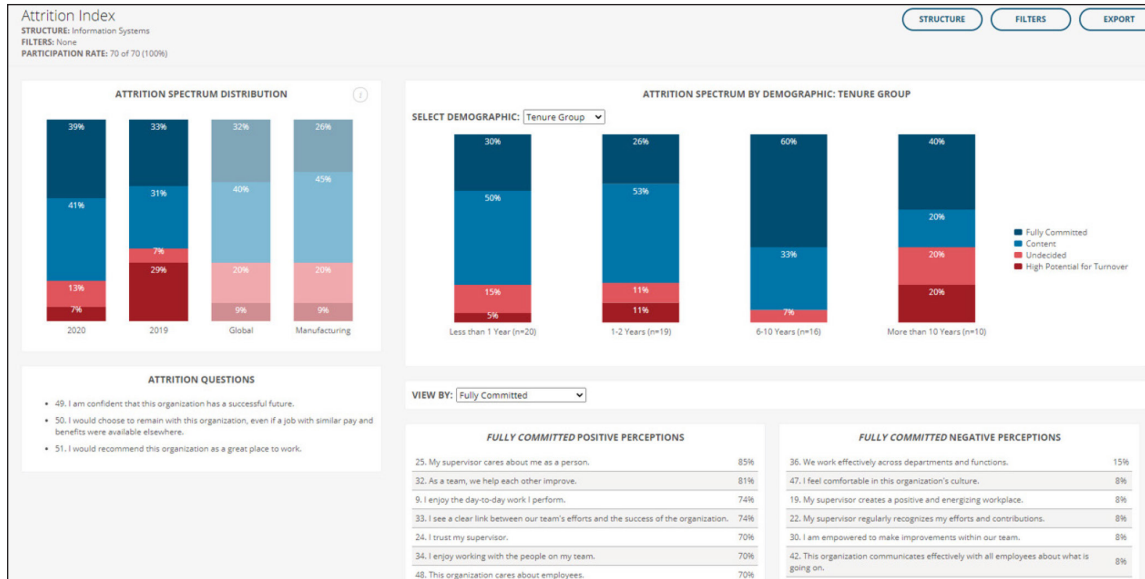
Internal Benchmarking

Internal benchmarks allow you to see how divisions, departments, or teams are performing to the company overall. Again, conditional color formatting highlights those areas that are 5% higher or lower from this company score.

Company Norm				
STRUCTURE: Information Systems				
FILTERS: None				
PARTICIPATION RATE: 70 of 70 (100%)				
STRUCTURE FILTERS EXPORT				
ITEM	FAVORABLE	SAMPLE COMPANY	DELTA	
18. My supervisor treats people with fairness and respect.	90%	79%	+11	
42. This organization communicates effectively with all employees about what is going on.	65%	54%	+11	
4. I have the freedom to choose how to best perform my job.	89%	80%	+9	
8. The level of stress in my job is manageable.	77%	69%	+8	
30. I am empowered to make improvements within our team.	81%	73%	+8	
32. As a team, we help each other improve.	93%	85%	+8	
15. My supervisor communicates important information to the team.	81%	74%	+7	
19. My supervisor creates a positive and energizing workplace.	74%	67%	+7	
33. I see a clear link between our team's efforts and the success of the organization.	86%	79%	+7	
41. I feel like I belong here.	83%	76%	+7	
5. I feel that I can share my ideas and opinions without fear of negative consequences.	75%	69%	+6	
12. My work is valued by this organization.	76%	70%	+6	
24. I trust my supervisor.	83%	77%	+6	
35. Our team is proud of the work we do.	80%	74%	+6	
1. I have the tools and resources I need to do my job well.	86%	81%	+5	
23. My supervisor supports my efforts to develop and grow.	84%	79%	+5	
28. The people I work with take accountability for results.	81%	76%	+5	
44. Senior leaders have a clear understanding of what is going on in the organization.	66%	61%	+5	
47. I feel comfortable in this organization's culture.	58%	53%	+5	
51. I would recommend this organization as a great place to work.	83%	78%	+5	
3. The amount of work I am expected to do is reasonable.	77%	73%	+4	
10. My job provides me with a sense of meaning and purpose.	81%	77%	+4	
14. Overall, I love my job.	77%	73%	+4	
34. I enjoy working with the people on my team.	93%	89%	+4	
46. This organization is responsive to ideas and suggestions for improvement.	64%	60%	+4	

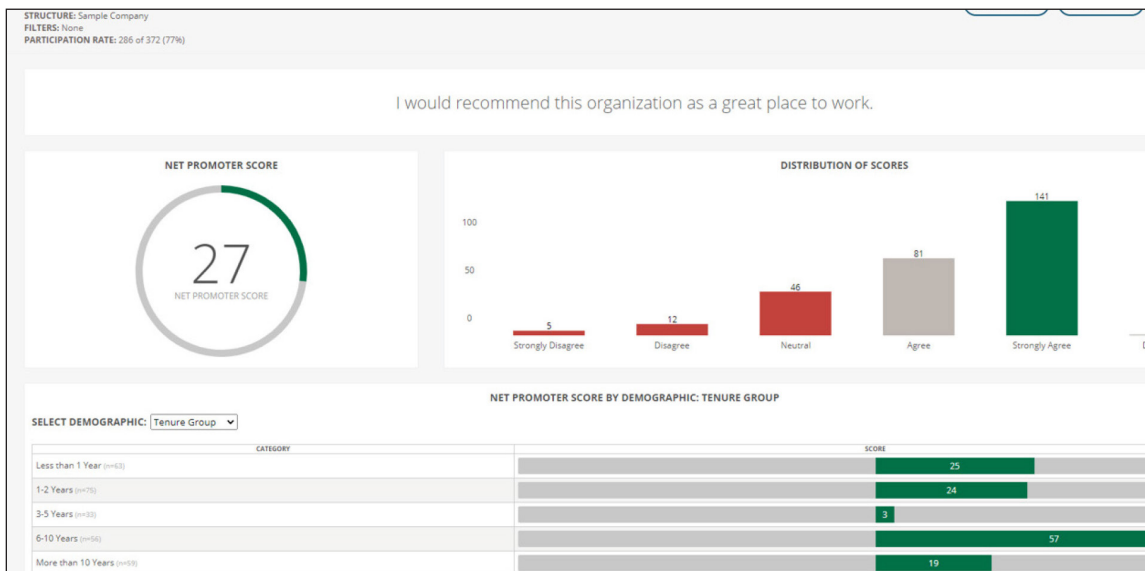
Attrition

Understand the overall risk of attrition within your organization or on a specific team. The Attrition Index segments your employees into 4 categories: Fully Committed, Content, Undecided, or High Potential for Turnover.



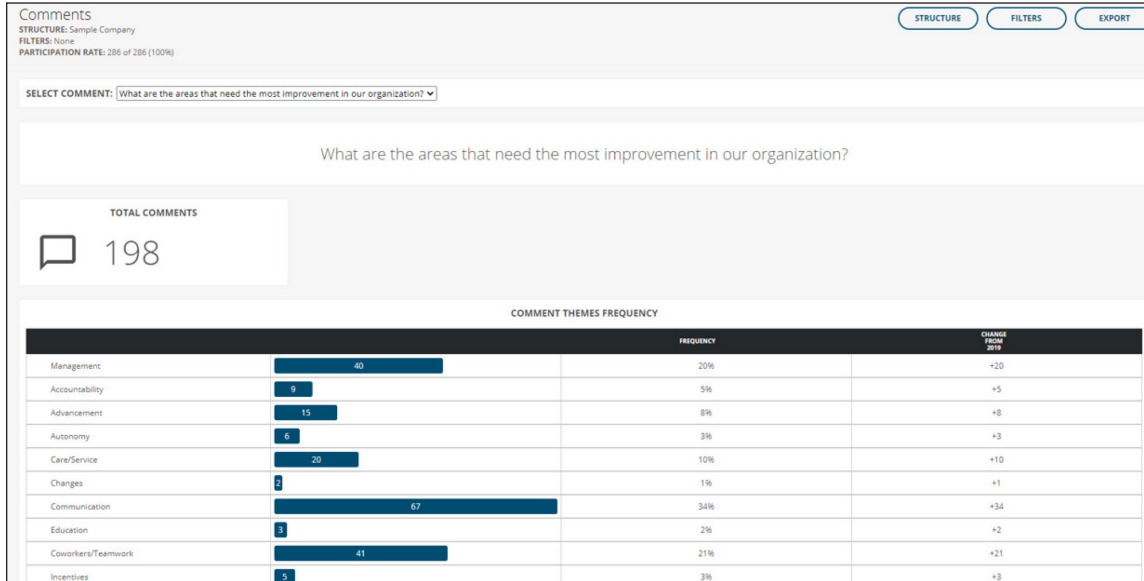
eNPS

Along with annual anchor surveys, eNPS is the other core continuous listening tool we recommend for any well-built continuous employee experience listening program. When used correctly, eNPS data will provide immediate insights to leaders, alerting them to potential problems faster than other employee experience metrics.



Engagement MAGIC

Your employees are communicating, but are you listening? Read open-ended survey responses and filter by any keyword or phrase. LIS artificial intelligence categorizes response by theme. Sort responses by multiple demographic categories to show results for specific departments or teams.



Comment Filters

Filter the open-ended comments by each individual theme from our theme analysis. Select which theme you want to review and our tool will isolate the comments connected to that theme.

COMMENTS

Search: CLEAR

"Updates and happenings in the business need to be reported more frequently to the employees. Not just when something good happened, the little things as well."

Allowed access and accurate information to do my job. Each area of the company work together as new systems are set up.

The company is growing very fast. I think we have to continue improving the communication between members of the same group and between different groups members.

The lack of transparent communication from the president has created an environment of paranoia and distrust.

1) It can feel like members of the Executive Leadership team are not all on the same page/do not agree on company direction and priorities. A consistent message from the top that is backed by coopera

"I respect our success in past with quality of our products and technical information, and I am afraid if our young generation people can take over our success done by our great formers. Not just safe."

We are growing so fast and some times I feel that we are behind Competitors are so aggressive and accounts managers are just a few on the field.

"Certain management individuals need to be more open to change. Just because it is the way it has always been done, doesn't mean that it is the best and most efficient way. Also a lot of information"

"Each department seems to work under their own set of rules and as independent entities. There is an overwhelming sense of entitlement in this organization, seems to be more about ""look what I did,

"While there are a lot of strengths within individual Sample Company departments. It would be beneficial to increase the focus on creating a stronger integration/link between overall business plans an"

"Improved communication and commonality regarding goals. For example, a more cohesiveness between marketing and sales would help our efforts as a company. A better understanding of how the se

"More cross team collaboration/events - focus on fact that we are all ""one-team"" & build upon that"

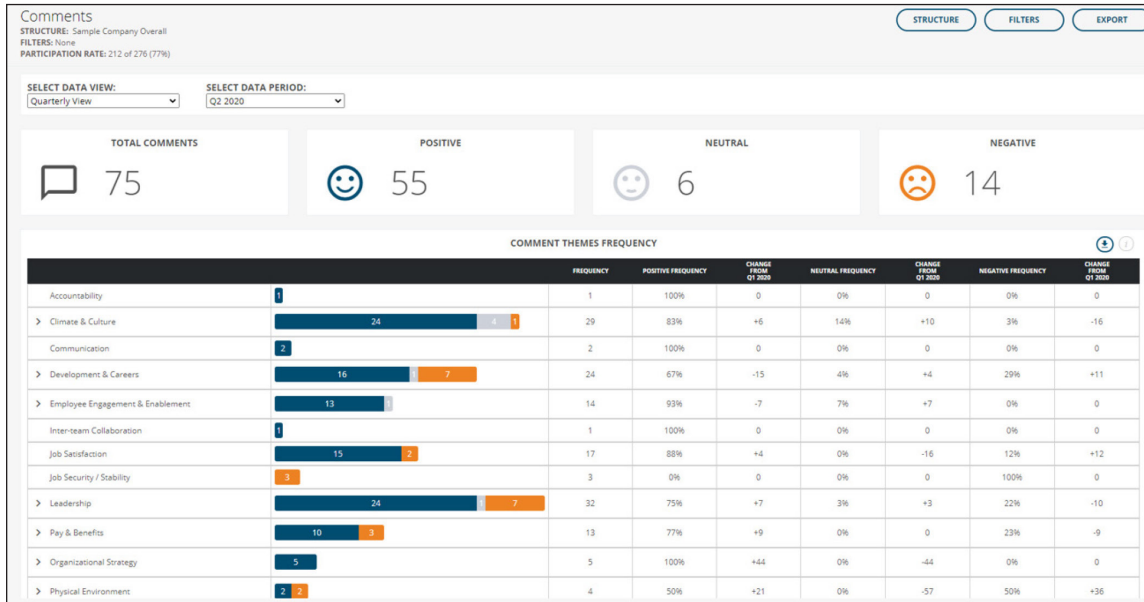
"Communication it can improved all the time, anywhere. Communication between various departments that depend on each other is still poor."

COMMENT THEMES

- Management
- Accountability
- Advancement
- Autonomy
- Care/Service
- Changes
- Communication
- Education
- Coworkers/Teamwork
- Incentives
- Input
- Policy
- Recognition
- Job Security
- Process
- Schedule
- Pay
- Safety and Security
- Work/Life Balance
- Training
- Work Culture
- Workload
- Resources
- Benefits
- Physical Work Environment
- Staffing
- Job
- Red Flags

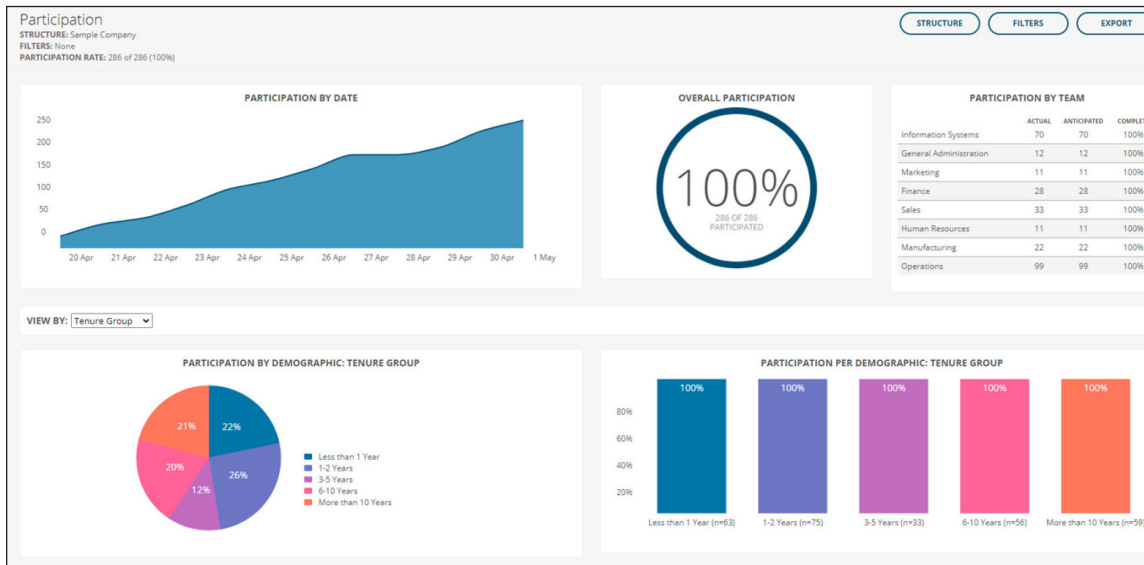
Comments with Sentiment

Using Natural Language Processing (NLP) on a neutrally-worded open-ended comment, we can pull sentiment across the entire data set. This shows you the positive, neutral, and negative sentiment for each comment and theme.



Survey Participation

Track your employee survey response rates in real-time. Filter participation results by location, tenure, or any other demographic you provide. See which locations have low participation in real time, allowing you to target efforts to increase response rates while the survey is still running.



360 Analytics

View executive level summaries with overall competency scores. As a permission based online tool, you can give access to different levels of leadership with custom views. The “My Report List” tab allows you to access other dashboards, such as employee engagement data, lifecycle surveys, performance reviews, etc.

PARTICIPANT OVERVIEW

- Rater Selection: 3
- Rater Approval: 2
- Feedback Collection: 5
- Reporting: 5

ALERTS

- Alfred Kreps: Rater Selection was due on 09/10/20.

RECENT REPORTS

- Daniele Padua
- Burton Gipson
- Malisa Fitzhugh
- Justa Stearns
- Elizabeth Perin

UNDELIVERED EMAILS (LAST 14 DAYS)

Bounce	fred@sampel.com	09/14/20
Bounce	samantha@sampel.com	09/14/20

Report for Daniele Padua [DOWNLOAD]

RATER SUMMARY

The Rater Summary lists, by rater group, the number and percentage of raters that were invited and participated in providing you with feedback.

	PARTIC...	INVITED	PERCENT
Self	1	1	100%
Supervisor	1	1	100%
Peer	4	5	80%
Direct Report	4	5	80%
Total	10	12	83%

The following individuals were invited to participate:

- Self**
 - Daniele Padua
- Supervisor**
 - Beryl Roselli
- Peer**
 - Cassey Schloss
 - Caitlyn Theis
 - Tanga Matarazzo
 - Graciela Knepp
 - Vella Eppler
- Direct Report**
 - Lore Cantwell
 - Elvie Fleagle
 - Dana Erickson
 - Adella Drewes
 - Jerrie Shirkey

FOCUS AREAS

The Focus Areas identifies your highest and lowest scores across all items in your assessment.

Group Report [DOWNLOAD PDF]

TOTAL PARTICIPANTS

10 Participants

RATER SUMMARY

	PARTICIPATED	INVITED	PERCENT
Self	10	10	100%
Supervisor	10	10	100%
Peer	47	50	94%
Direct Report	47	50	94%

BEHAVIOR FREQUENCY DISTRIBUTION

Behavior	Count
Very Poor	43
Poor	39
Fair	110
Average	322
Good	1307
Excellent	2050
Outstanding	1399
Don't Know	179

FILTERS

ASSESSMENT: Business Leader

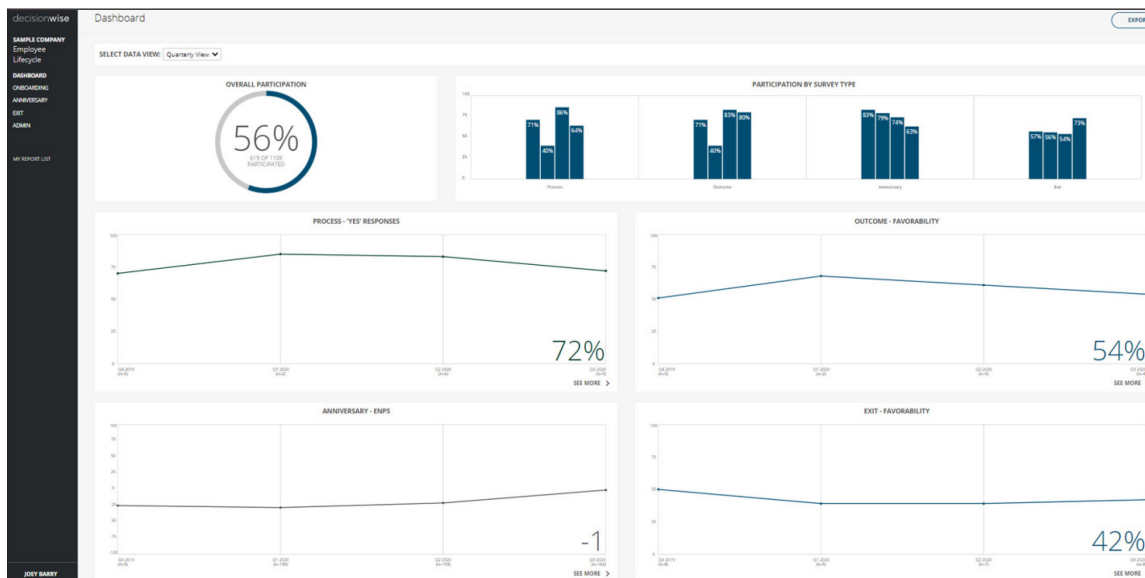
SELECTED TAG MATCHING: ANY

SELECTED TAGS: VP

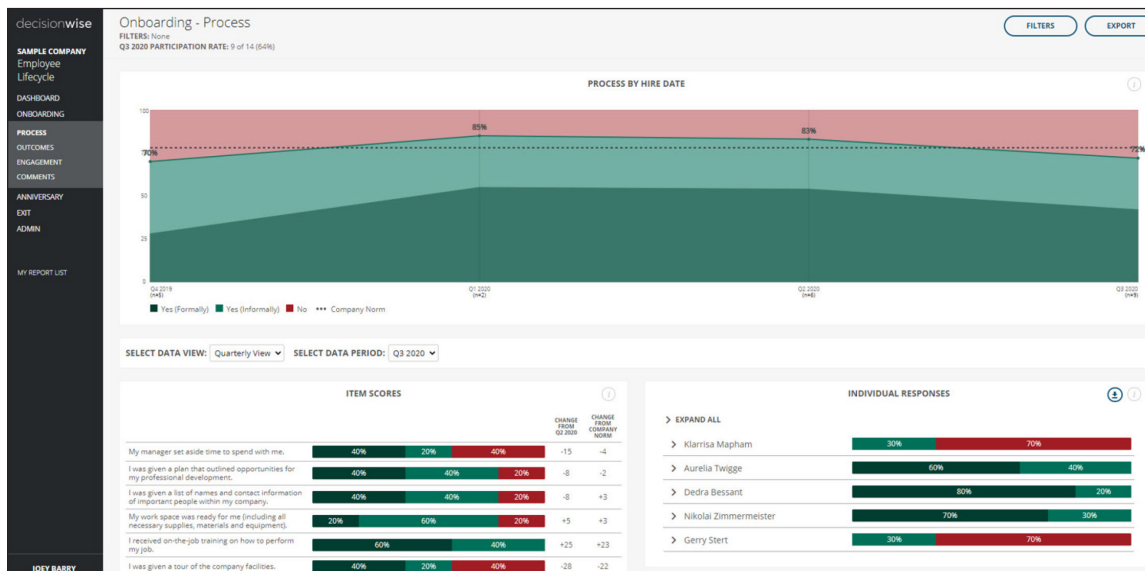
AVAILABLE TAGS: SEP-20, AUG-20, JUL-20, EAST, WEST, DIRECTOR, EXEC

Lifecycle Surveys

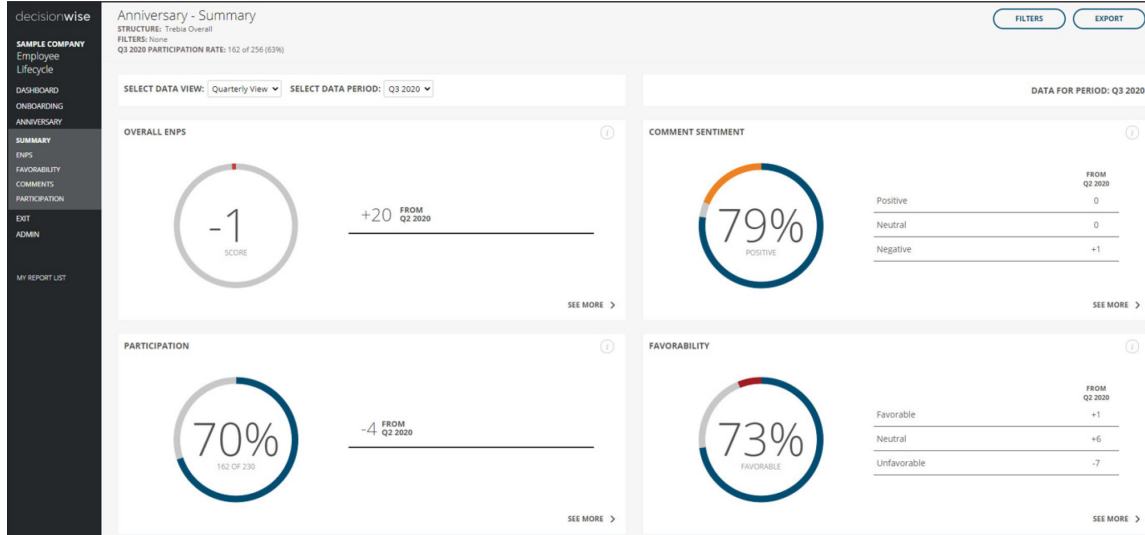
See a complete dashboard of all three lifecycle surveys: Onboarding, Exit, and Anniversery.



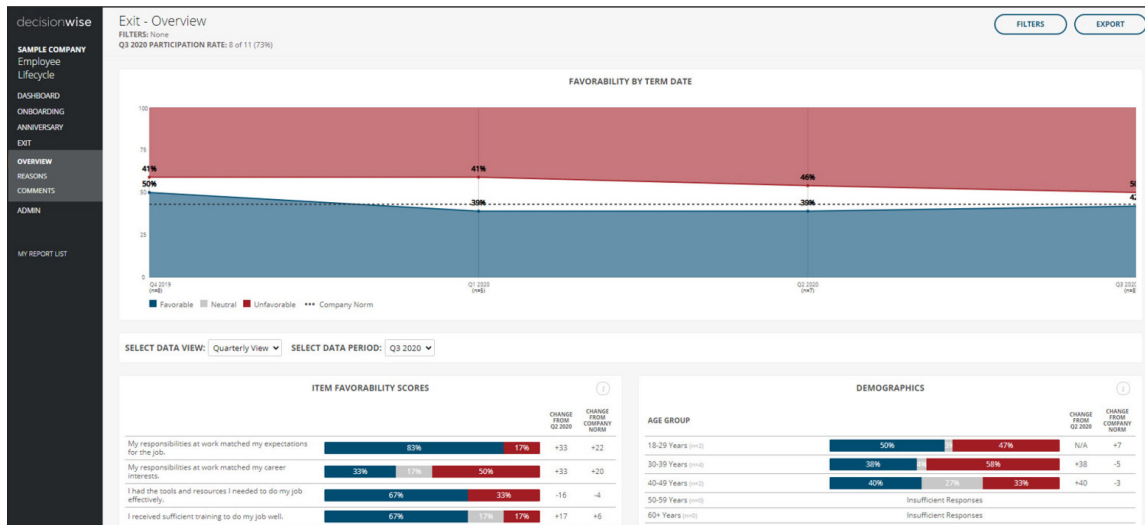
Onboarding Surveys measure whether an onboarding process is being followed formally, informationally, or not at all, and whether the process is producing desired outcomes.



Our **Anniversary Surveys** provide an always-on pulse of the organization by sending out a two-question survey to each employee when they reach their annual work anniversary. This approach allows you to recognize their tenure and get feedback on eNPS as well as sentiment analysis for the open-ended question. Maintain a rolling pulse without the survey fatigue.



Exit Surveys help determine reasons for exiting employees leaving the organization.



Custom Reporting

A dedicated DecisionWise assessment advisor can create custom reports and views that can be saved and assigned to specific people in the organization. Just ask us for more information.

ENGAGEMENT **MAGIC**[®]

Building an engaged teams begins with an engaged manager. Development is accelerated by building on strengths and understanding areas of focus. Discuss these items with your team as you build a team development plan.

77% **Meaning**
My job provides me with a sense of meaning and purpose.

80% **Autonomy**
I have the freedom to choose how to best perform my job.

67% **Growth**
I feel challenged and stretched in my job in a way that results in personal growth.

80% **Impact**
Most days, I feel like I am making progress on important work projects or initiatives.

81% **Connection**
I enjoy the day-to-day work I perform.

THE ENGAGING LEADER COMPETENCIES

Employee engagement is an outcome of a contributing factors.

A skilled manager, therefore, can greatly improve the employee engagement on his/her team.

Engagement competencies are the key skills a manager must master to create an engaging landscape for the employees they serve.

The Engaging People multi-rater assessment will identify your strengths and opportunities in building engagement competencies. Learn more at: www.decision-wise.com/engaging-people

Manager Reports

Building an engaged culture is no accident. Managers are a driving force for developing and engaging their team members. Leaders must understand and champion engagement within their teams in order to produce positive results. DecisionWise will equip your leaders with the resources they need to understand engagement, analyze results, and educate their teams on building an engaged culture.



Over 1000 companies in 70 countries use DecisionWise as their go-to employee survey platform.



For all inquiries, contact us at info@decisionwise.com

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