

Linkage

Developing Leaders Worldwide.

Linkage's Talent Engagement Survey

Results by Tenure

January 2014



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Report Contents

A Category Summary

This section averages all item ratings within a category.

B Item Results

Graphical and numerical data regarding ratings for each specific item.

C Highest and Lowest Rated Items

The items with the highest and lowest ratings from each demographic are provided in this section. The number of items listed is determined as a percentage of the total number of items in the assessment instrument.

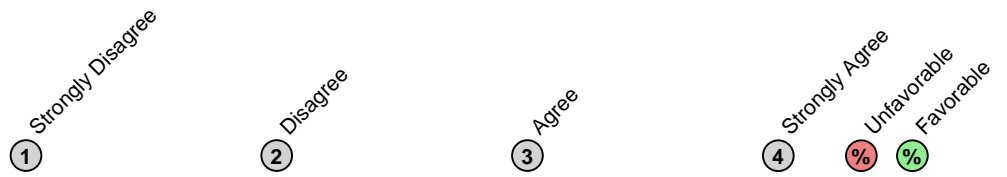
Total Response

The numbers below represent the number of completed surveys submitted by each demographic prior to the deadline. Please note that these numbers do not necessarily reflect the number of responses received on each item as some individuals may not have given feedback on every item. These figures only represent completed, submitted assessments.

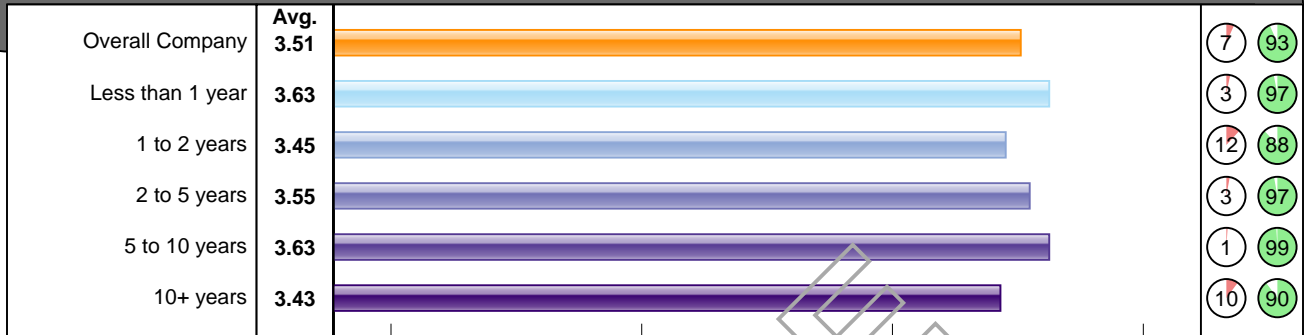
Overall Company	100
Less than 1 year	7
1 to 2 years	19
2 to 5 years	22
5 to 10 years	20
10+ years	32

To preserve anonymity, our processing program will not display responses from demographics with fewer than five submitted surveys. If fewer than five surveys have been received from a demographic, their ratings will be combined with those of another demographic. Your report will indicate which groups have been combined.

Category Summary



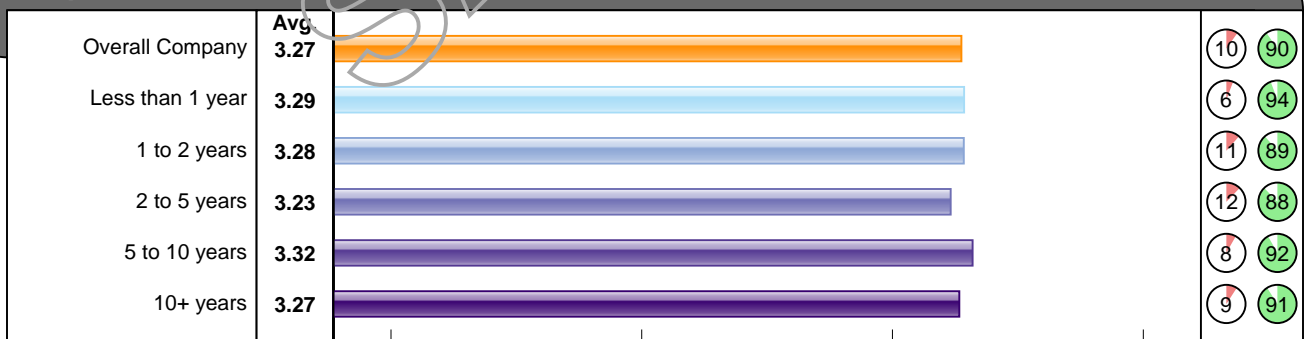
Engagement



Alignment



Empowerment



Category Summary

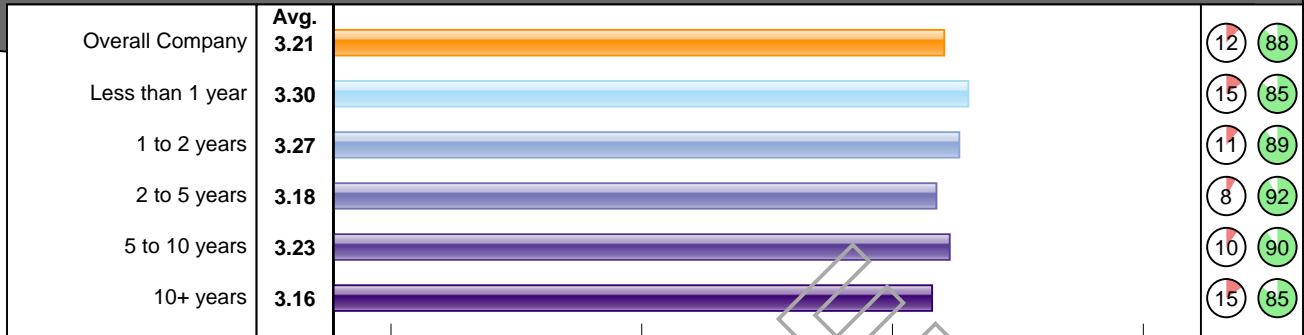
① Strongly Disagree

② Disagree

③ Agree

④ Strongly Agree
 % Unfavorable
 % Favorable

Feedback



Learning



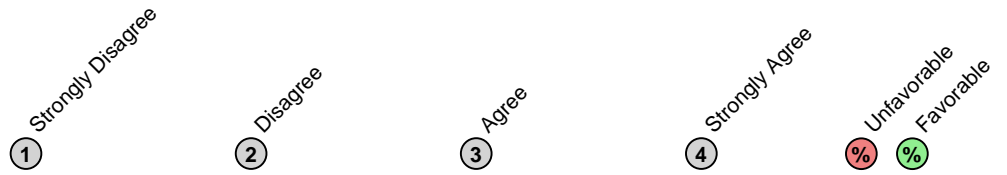
Trust



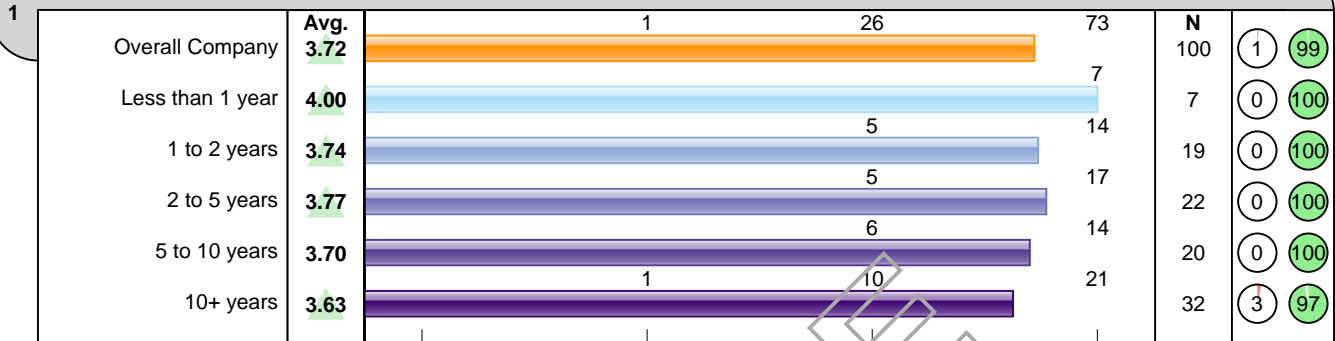
Engagement

Symbol Key

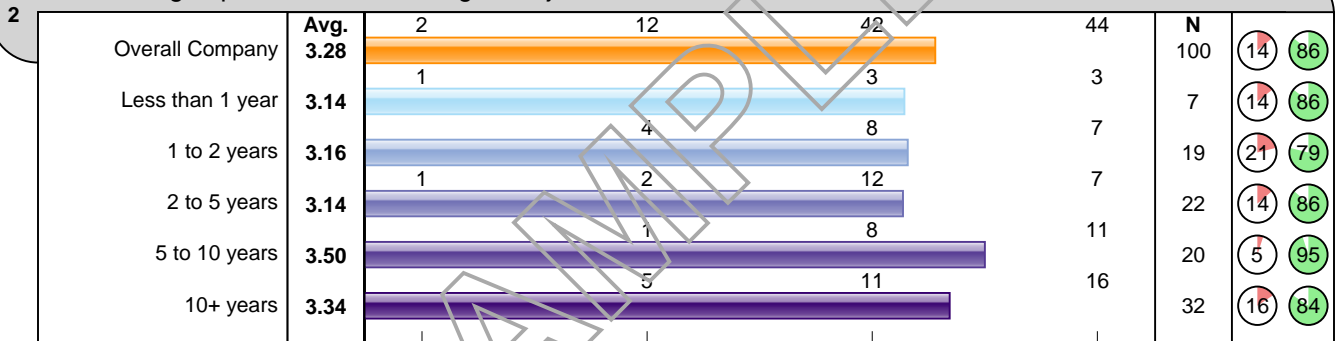
▲ ▼ Item is one of the highest/lowest



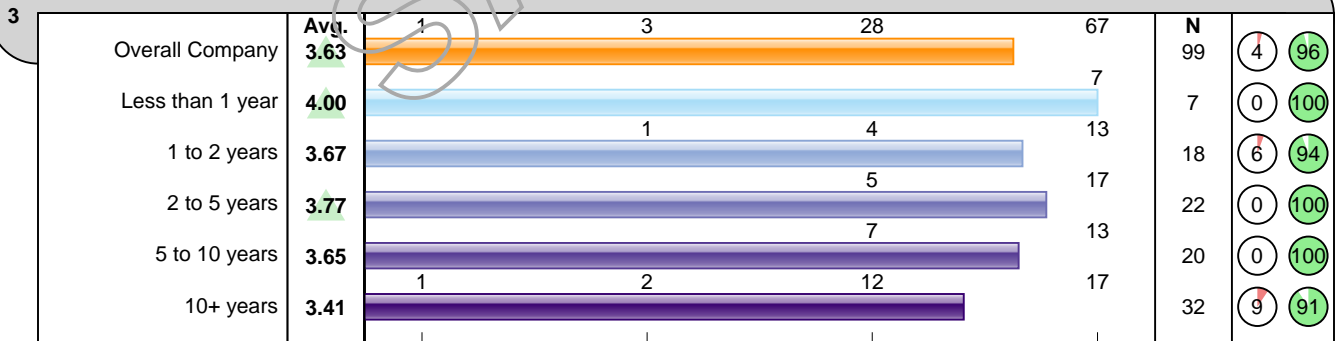
1 I am proud of where I work



2 I am willing to put in extra effort to get the job done



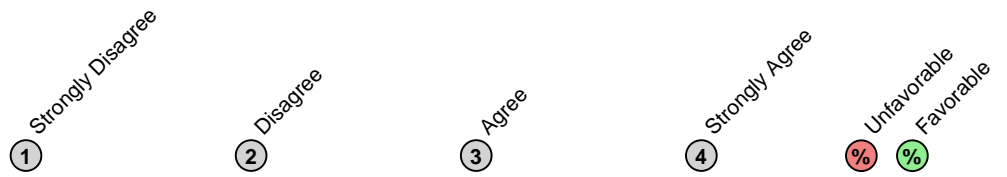
3 I will do what it takes to serve our customers well



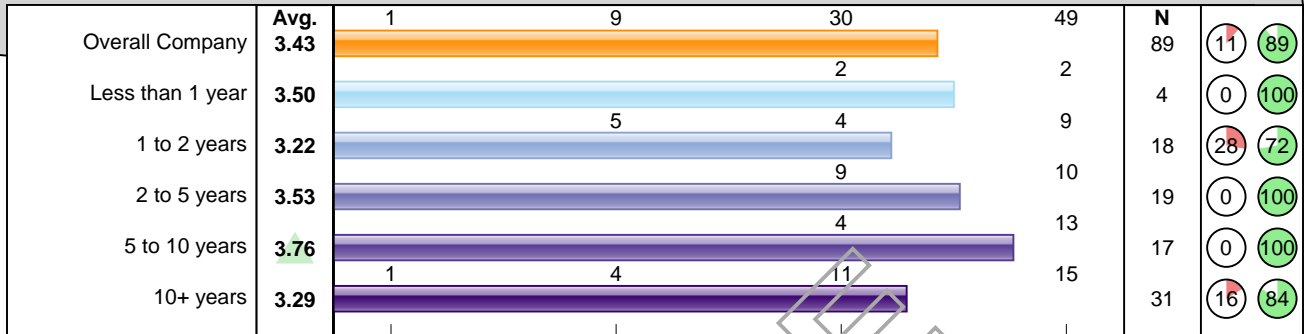
Engagement

Symbol Key

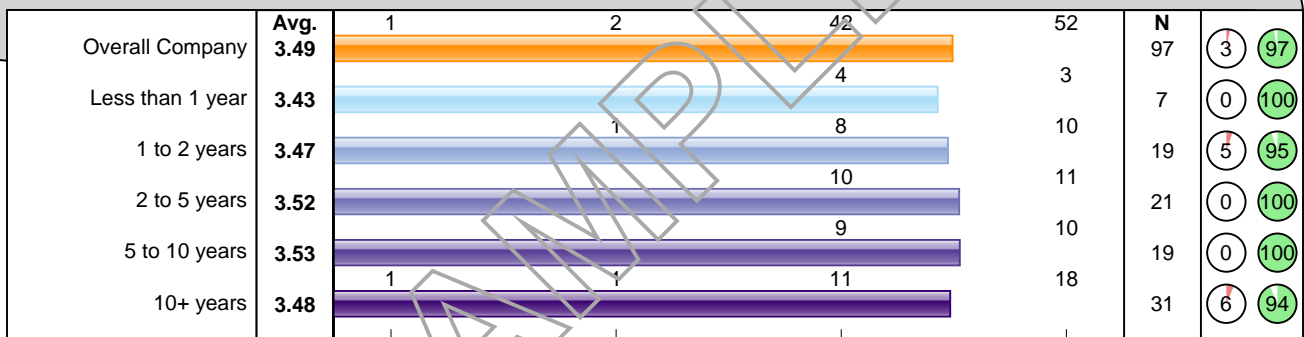
▲ ▼ Item is one of the highest/lowest



4 I would encourage a friend to take a job at my company



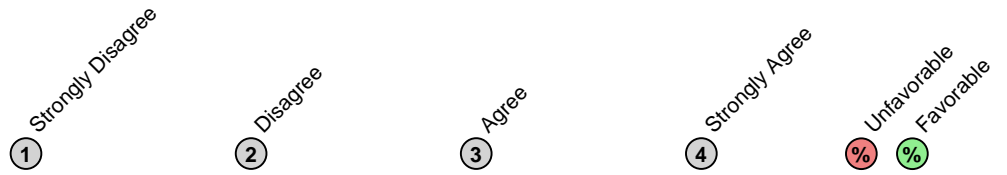
5 I believe I will be working at this firm one year from now



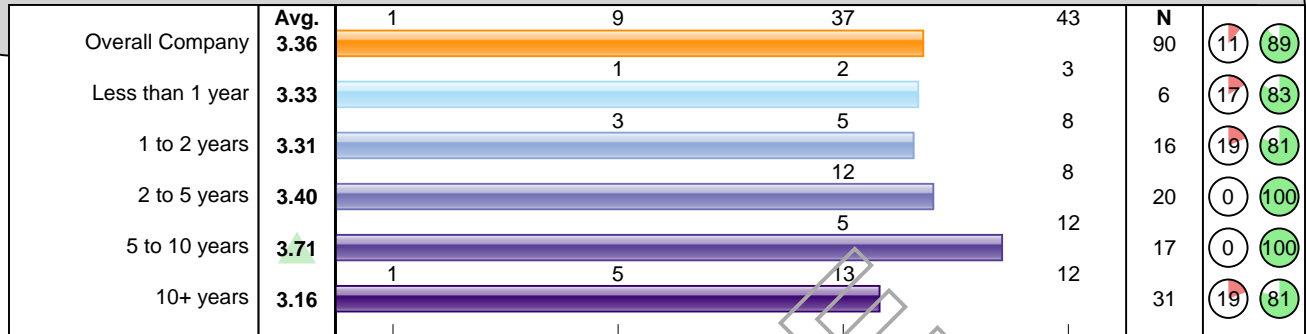
Alignment

Symbol Key

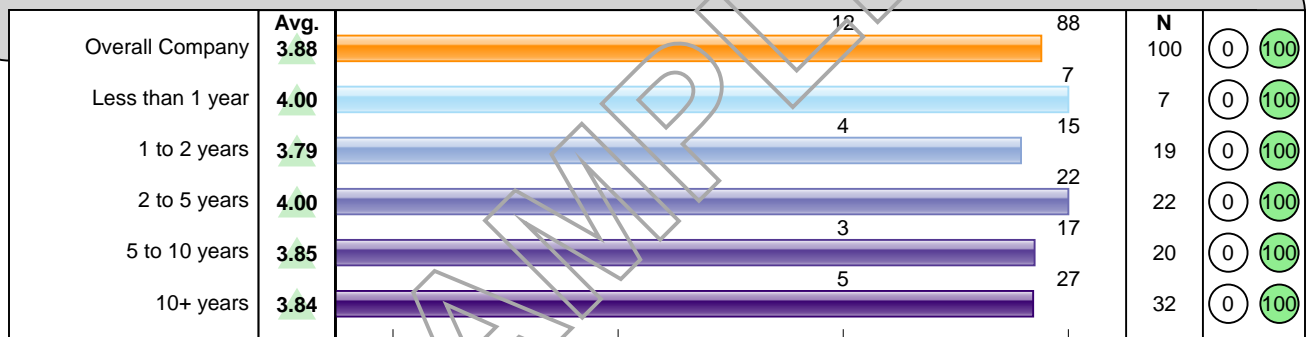
▲ ▼ Item is one of the highest/lowest



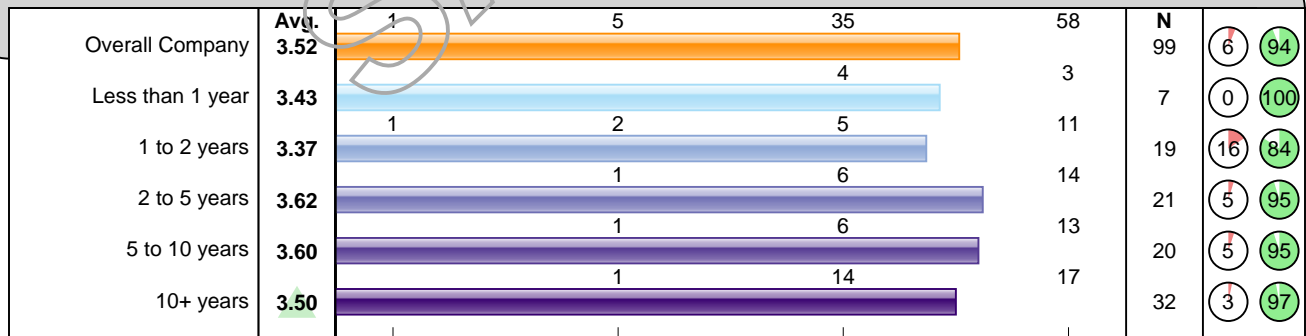
6 I have a clear understanding of what the company is trying to accomplish



7 I know what is expected of me at work



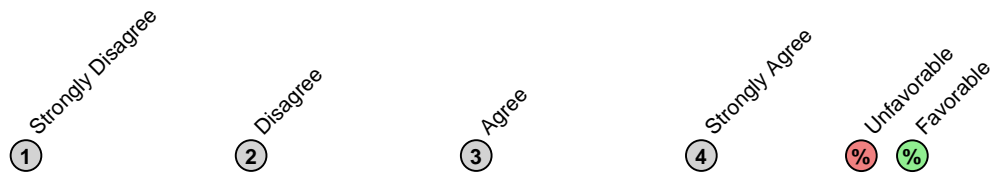
8 I have the information I need to do my job well



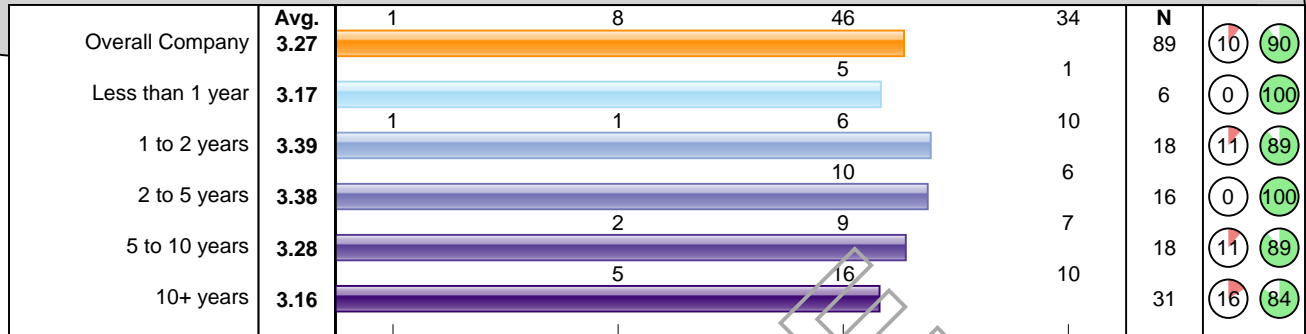
Alignment

Symbol Key

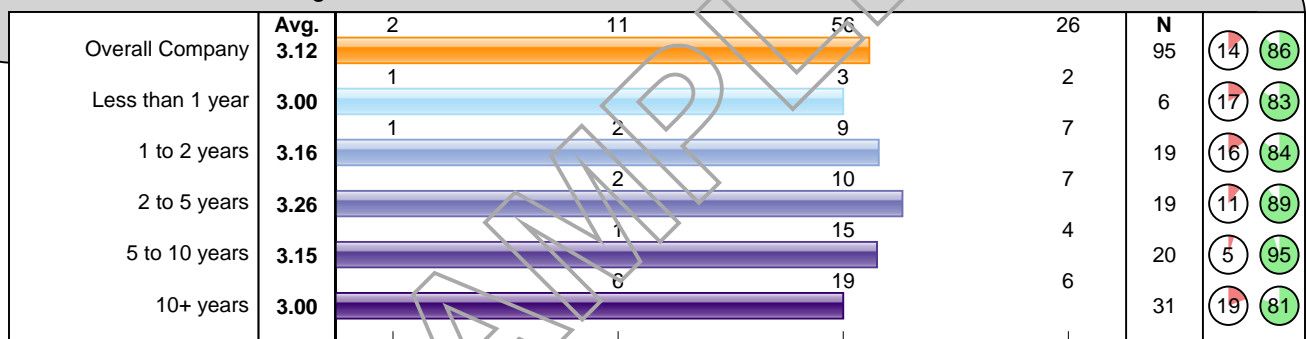
▲ ▼ Item is one of the highest/lowest



9 Departments in our organization work well together



10 Collaboration is encouraged



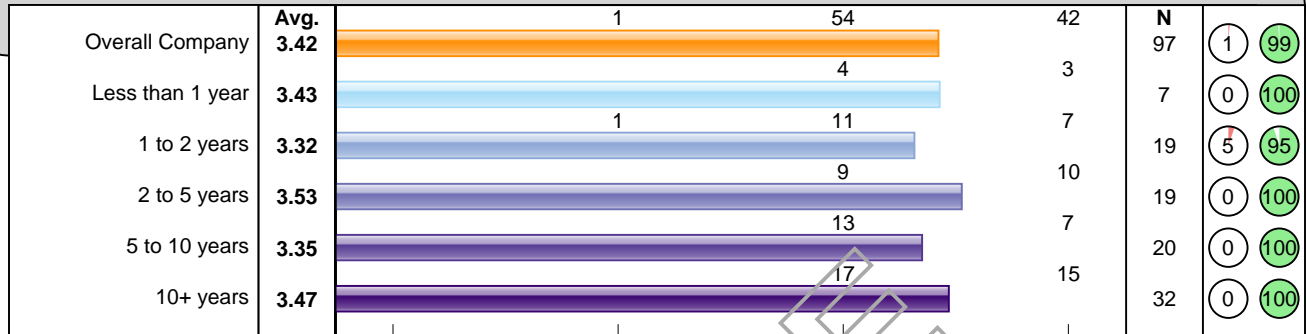
Empowerment

Symbol Key

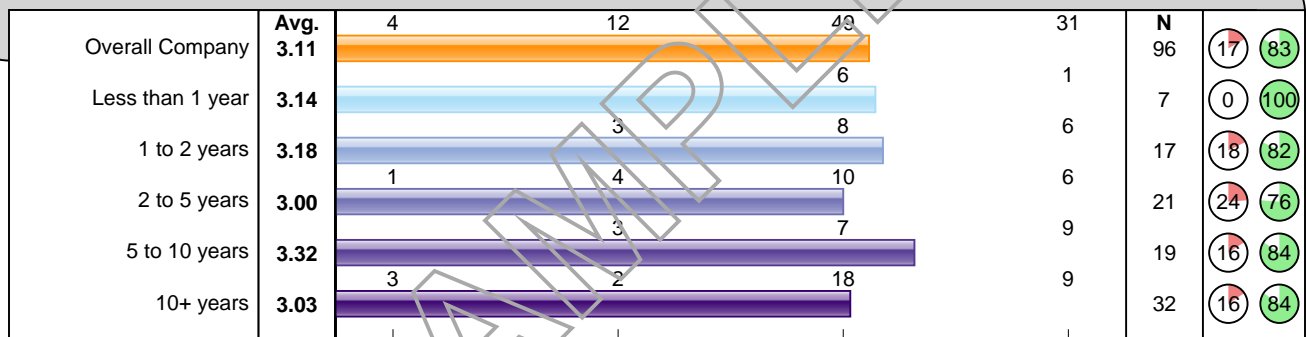
▲ ▼ Item is one of the highest/lowest



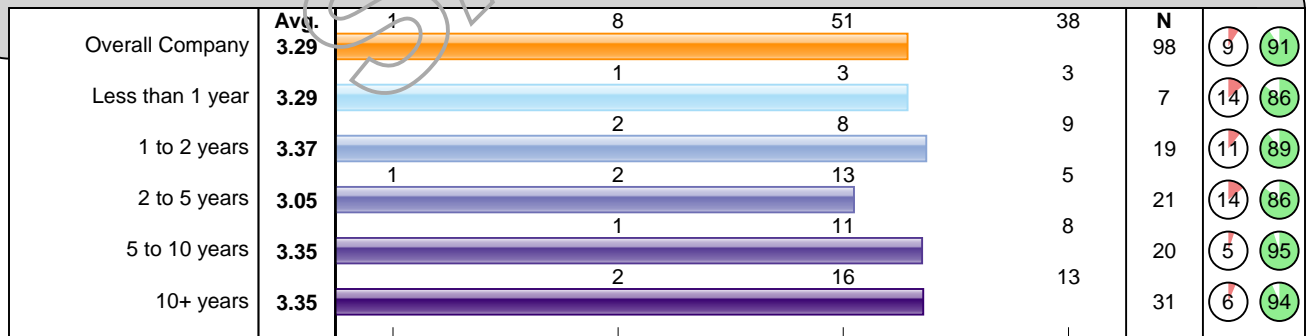
11 I have opportunities to do my best at work



12 I have the tools and equipment I need for my job



13 Management lets me do my job without interfering



Empowerment

Symbol Key

▲ ▼ Item is one of the highest/lowest

① Strongly Disagree

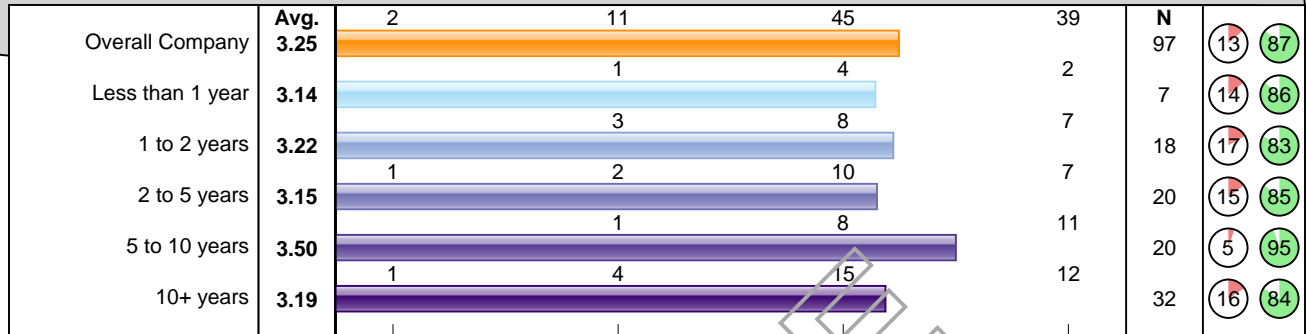
② Disagree

③ Agree

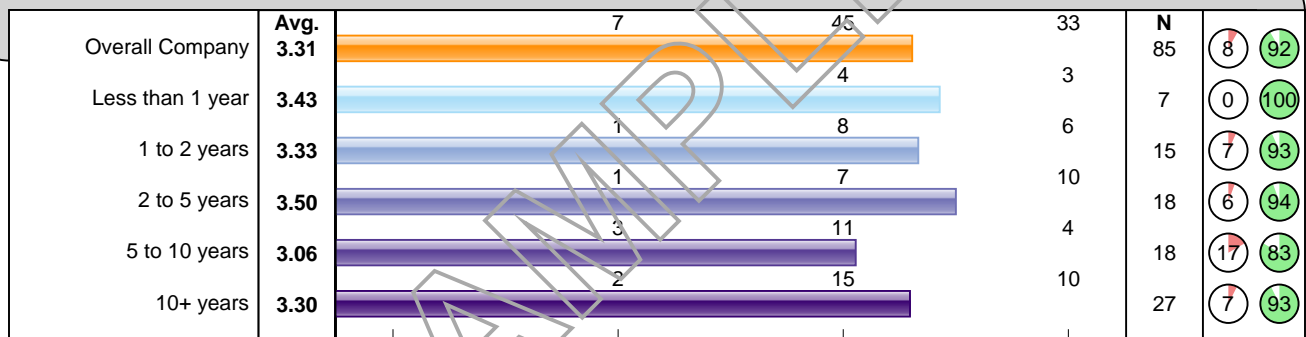
④ Strongly Agree

⊖ % Unfavorable
⊕ % Favorable

14 We are encouraged to take charge to get things done



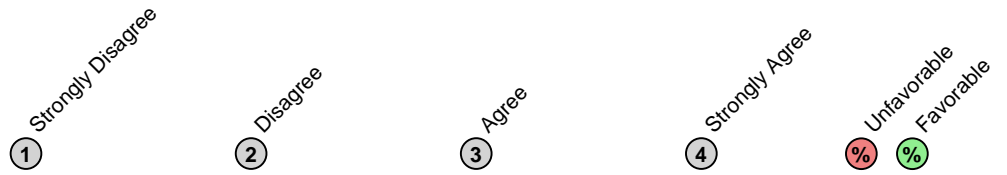
15 I am empowered to do what is needed to fulfill customers' needs



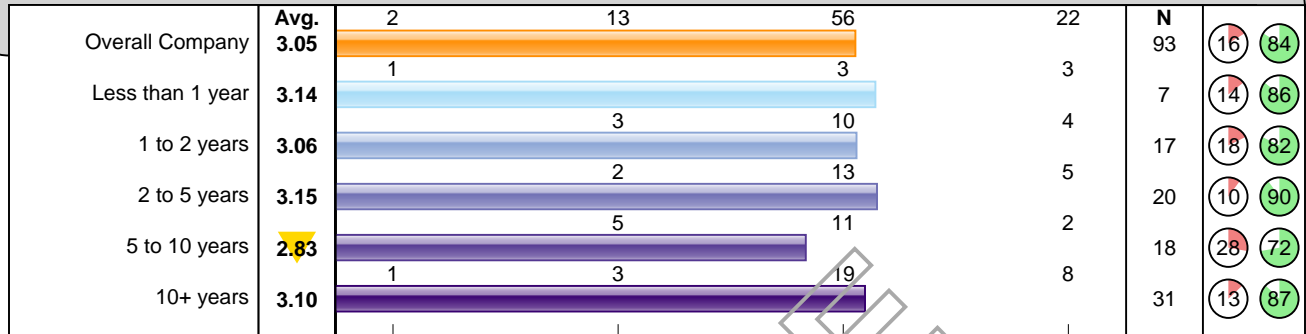
Feedback

Symbol Key

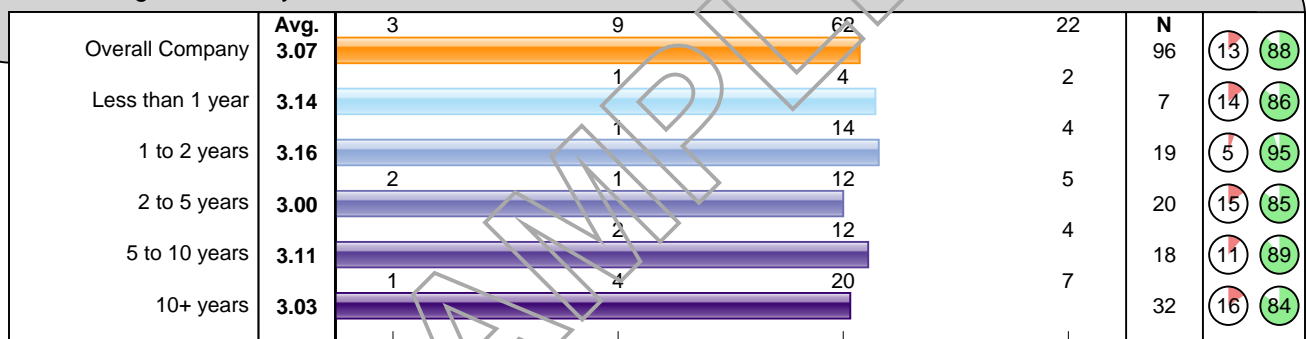
▲ ▼ Item is one of the highest/lowest



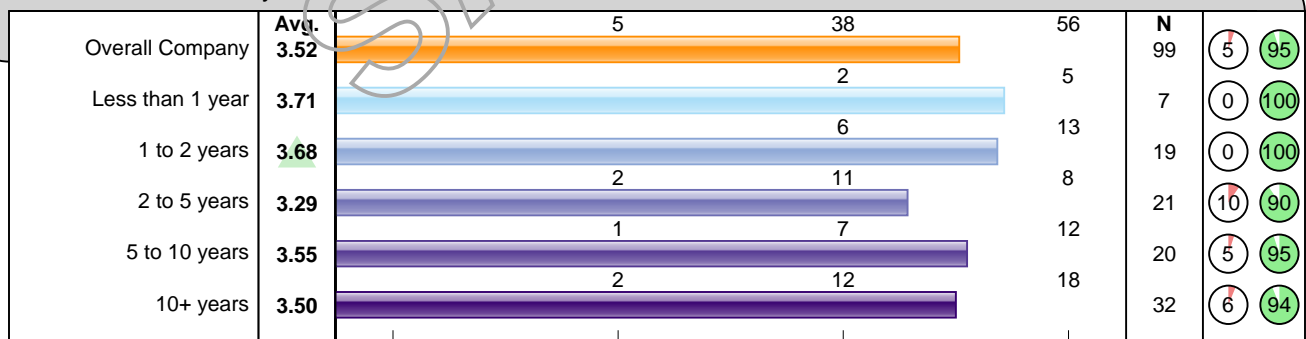
16 I get regular feedback on my job performance



17 I am recognized for my efforts



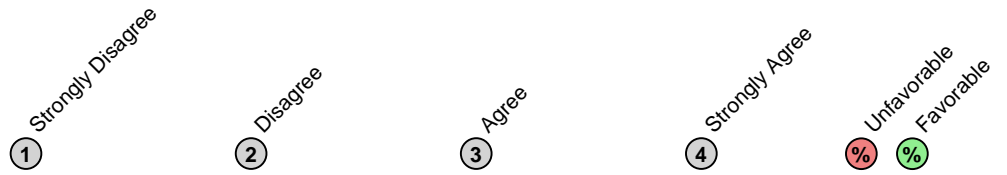
18 I am rewarded for my individual work contribution



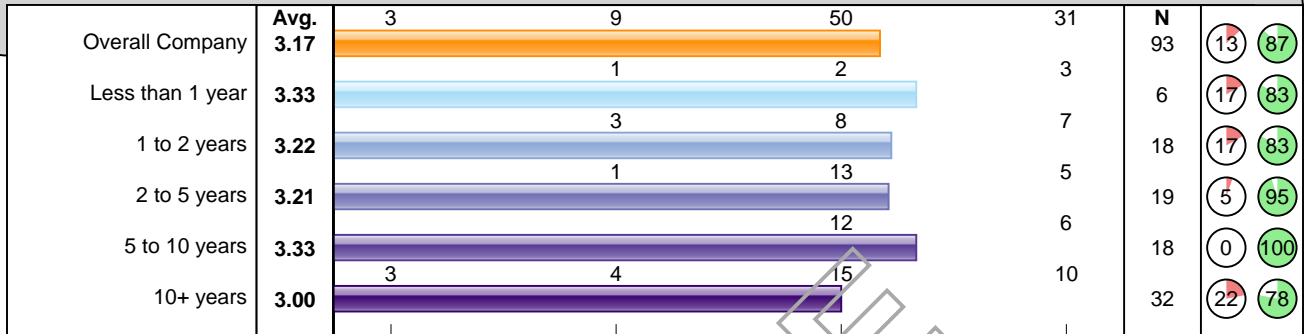
Feedback

Symbol Key

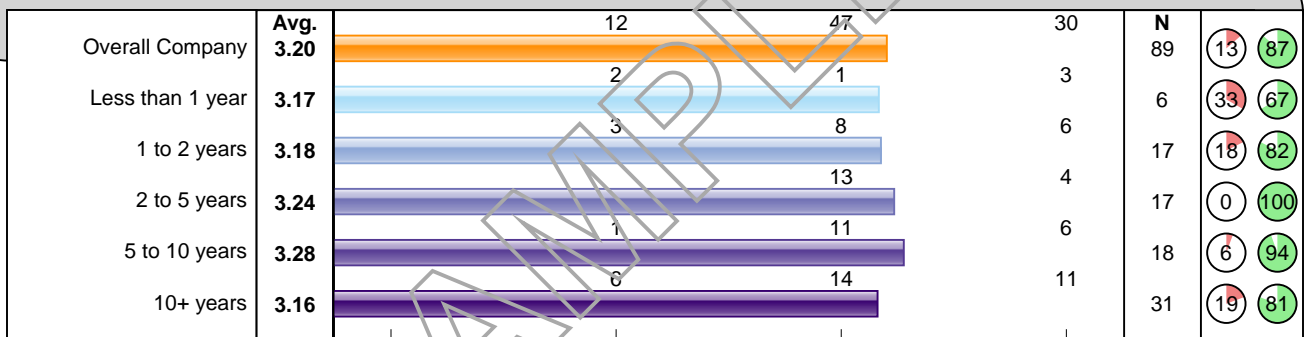
▲ ▼ Item is one of the highest/lowest



19 Individuals are rewarded for serving their customers well



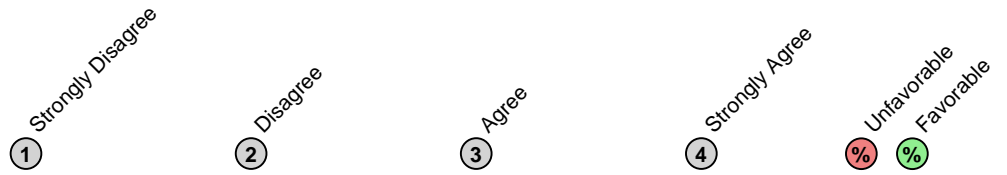
20 People are held accountable for delivering results in our organization



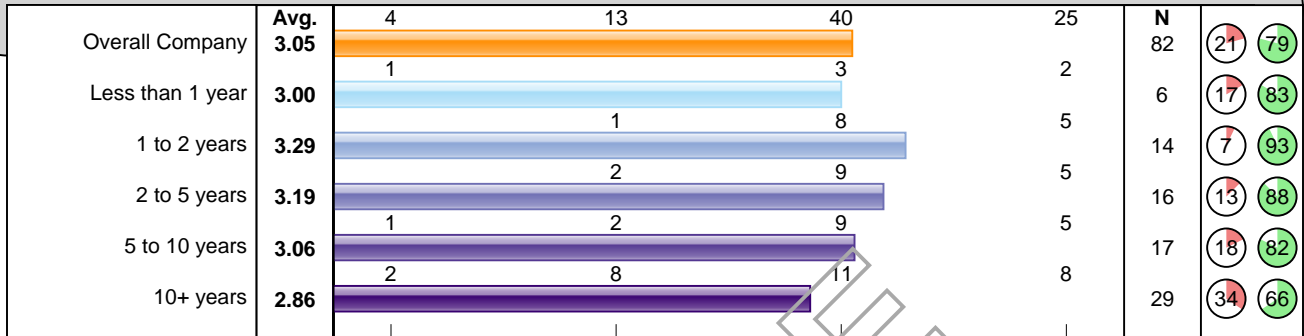
Learning

Symbol Key

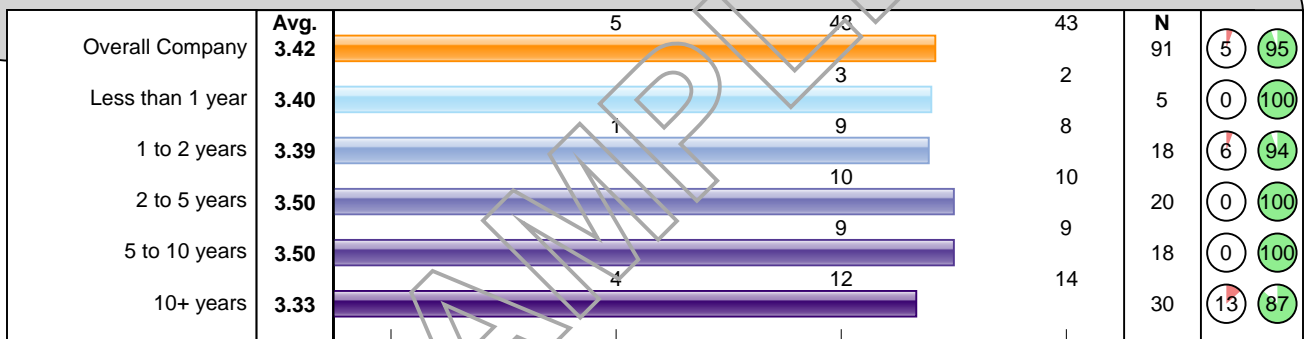
▲ ▼ Item is one of the highest/lowest



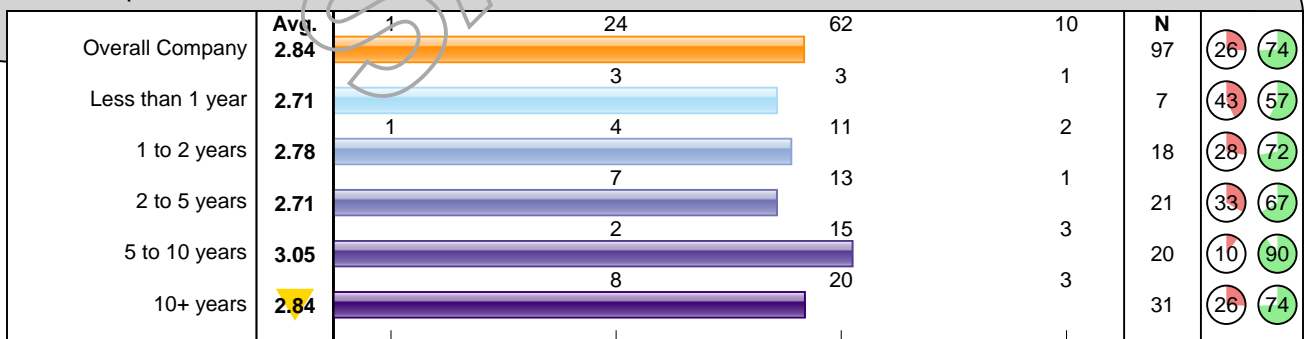
21 I have opportunities to learn at work



22 The company provides resources for me to develop knowledge and skills



23 In our department we learn from our mistakes



Learning

Symbol Key

▲ ▼ Item is one of the highest/lowest

① Strongly Disagree

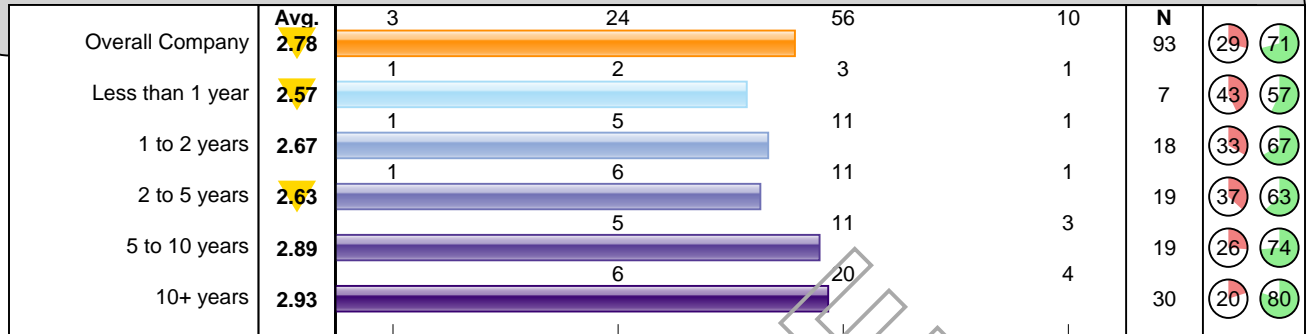
② Disagree

③ Agree

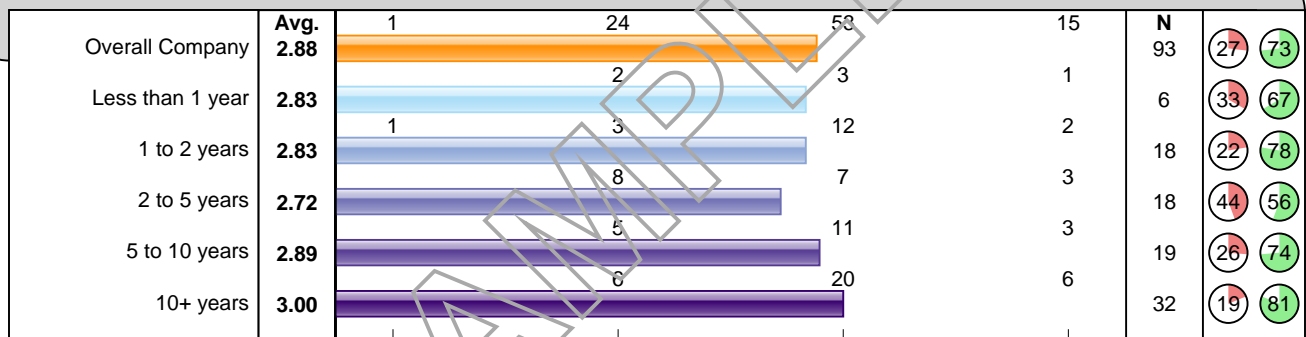
④ Strongly Agree

⊖ % Unfavorable
⊕ % Favorable

24 I am encouraged to find new and better ways to get the job done



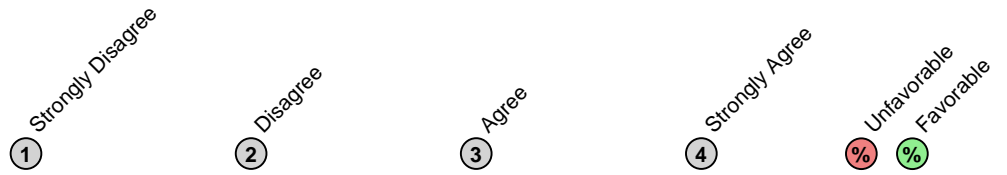
25 I have opportunities to advance my career here



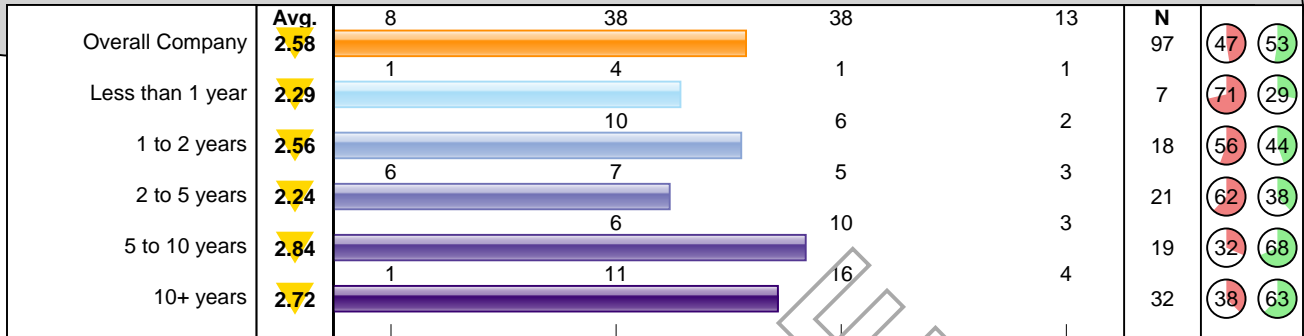
Trust

Symbol Key

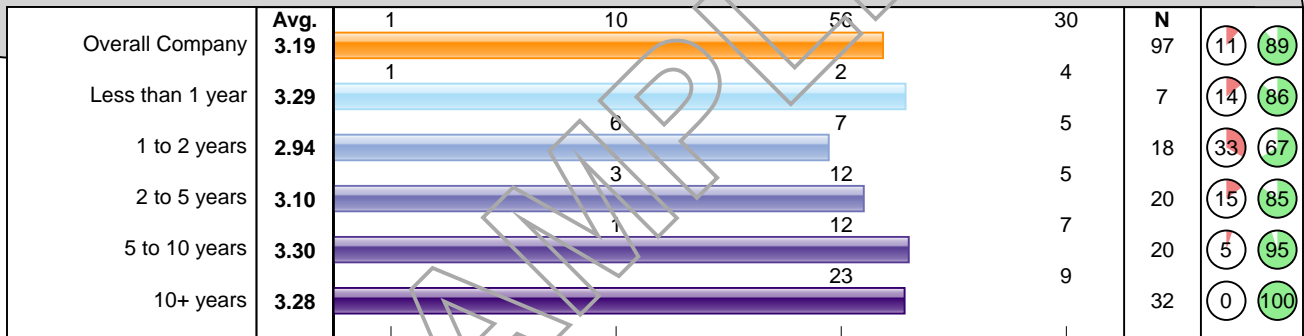
▲ ▼ Item is one of the highest/lowest



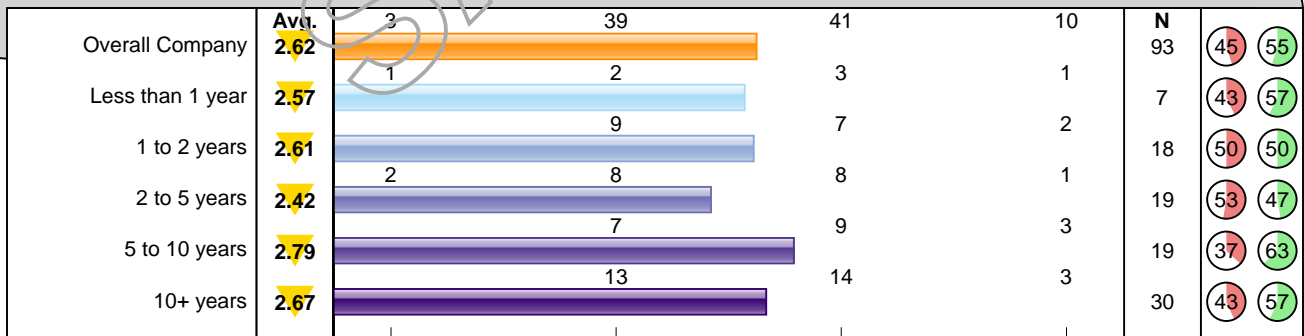
26 My manager is easy to talk with



27 My manager shows interest in me as a person



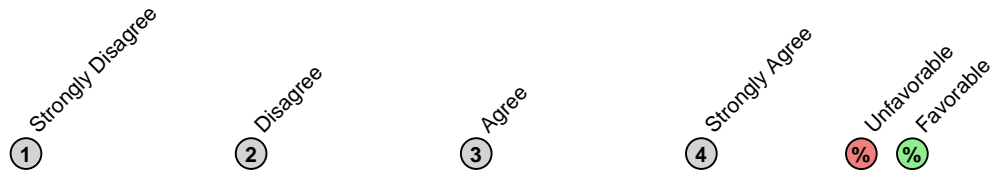
28 My fellow employees look out for my best interests



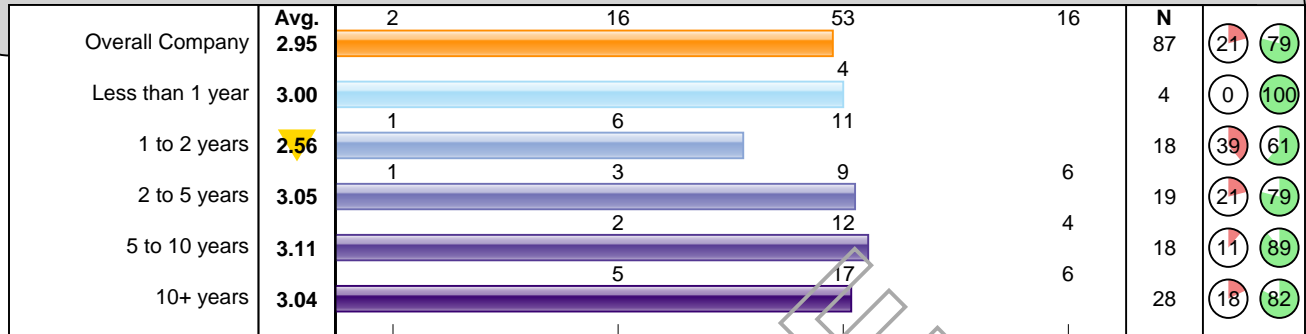
Trust

Symbol Key

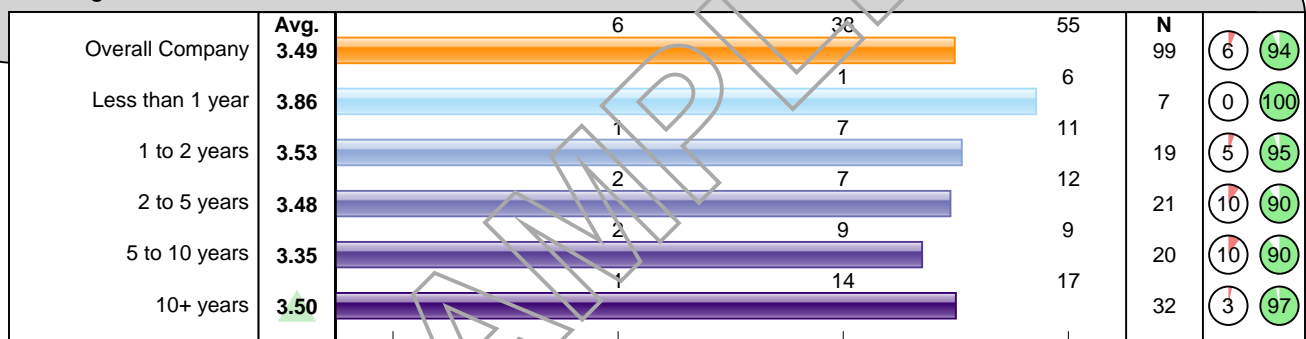
▲ ▼ Item is one of the highest/lowest



29 People in this organization act in an ethical manner



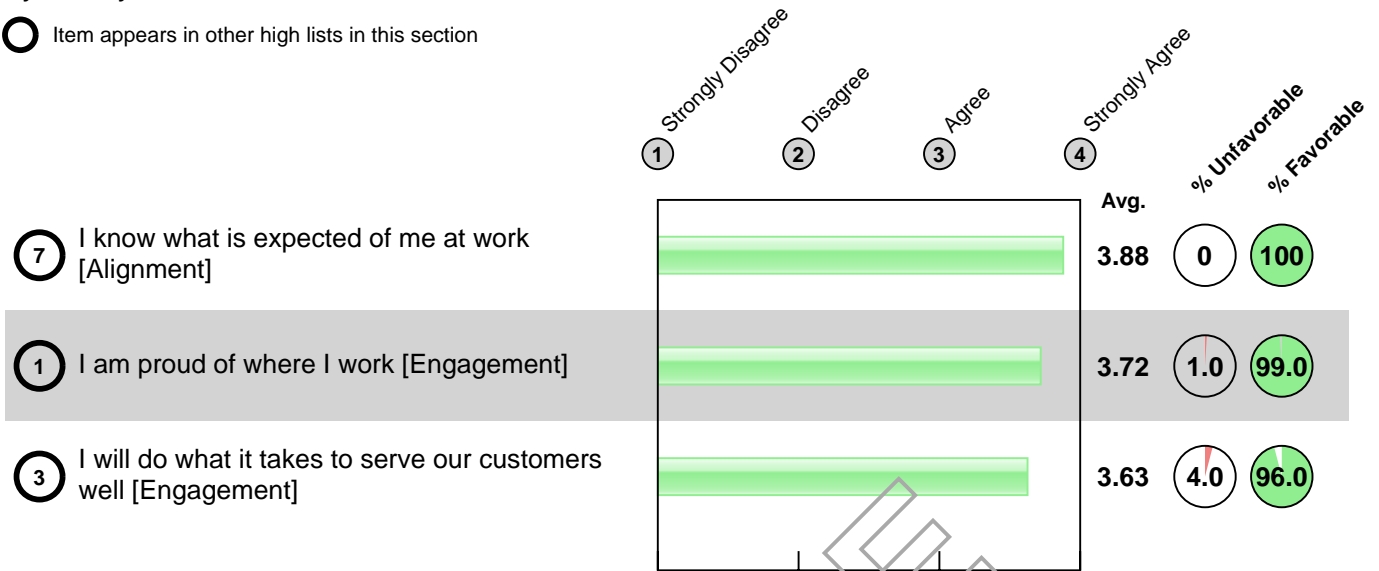
30 Management's actions match their words



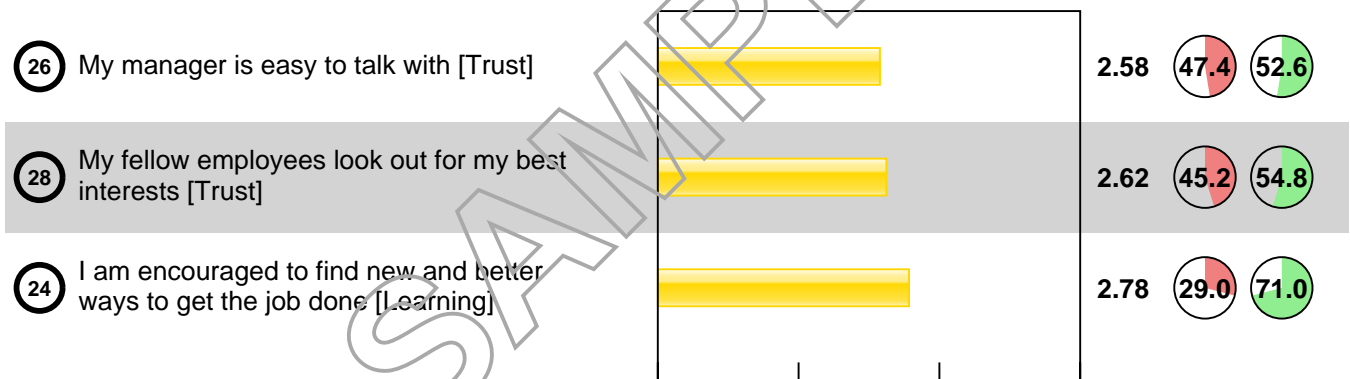
Highest Items: Overall Company

Symbol Key

○ Item appears in other high lists in this section



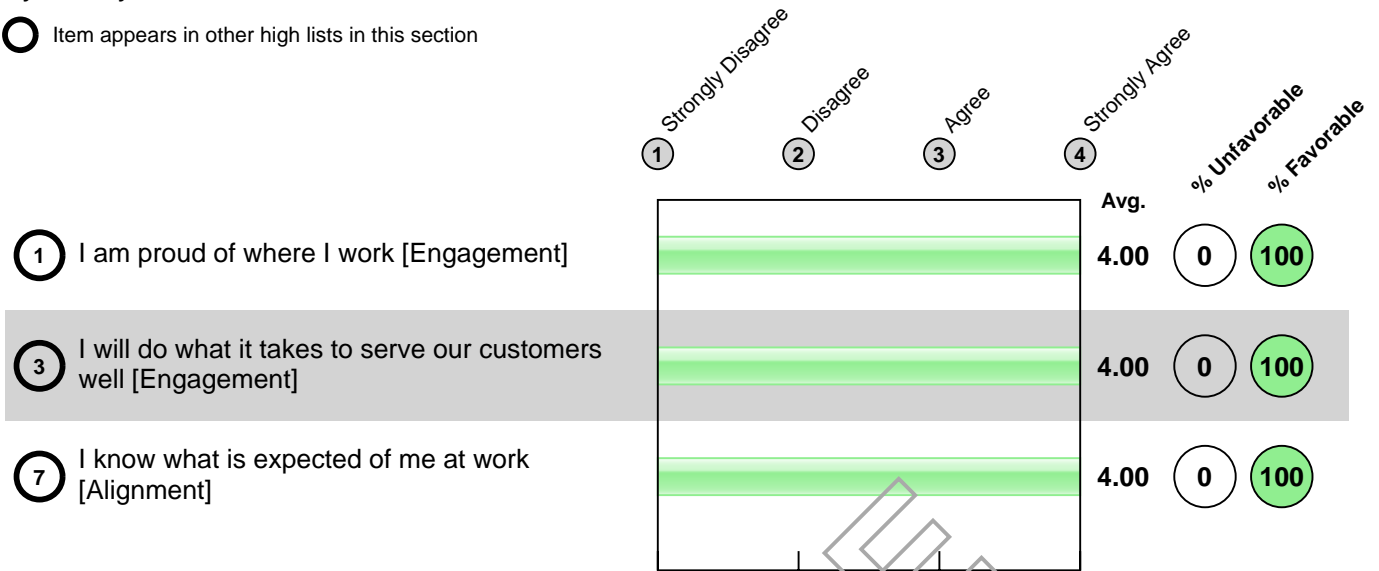
Lowest Items: Overall Company



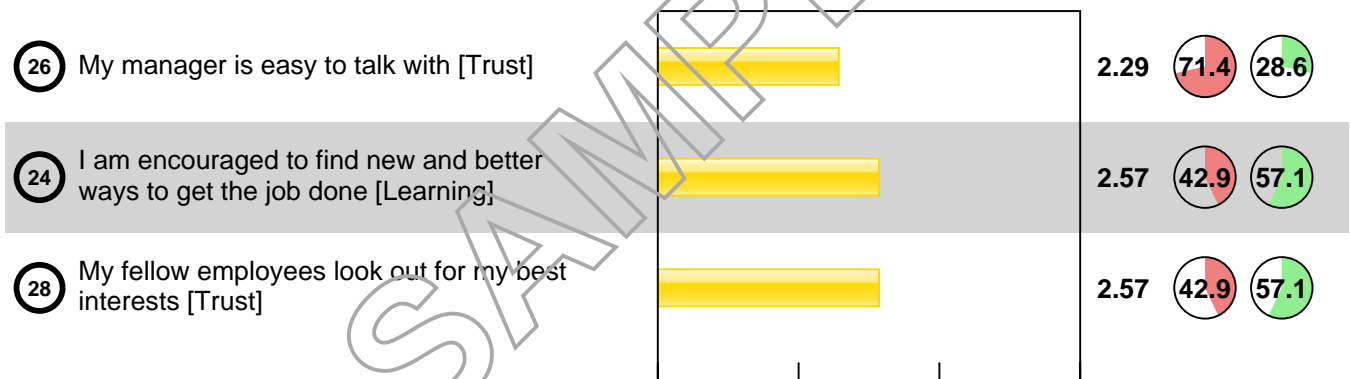
Highest Items: Less than 1 year

Symbol Key

○ Item appears in other high lists in this section



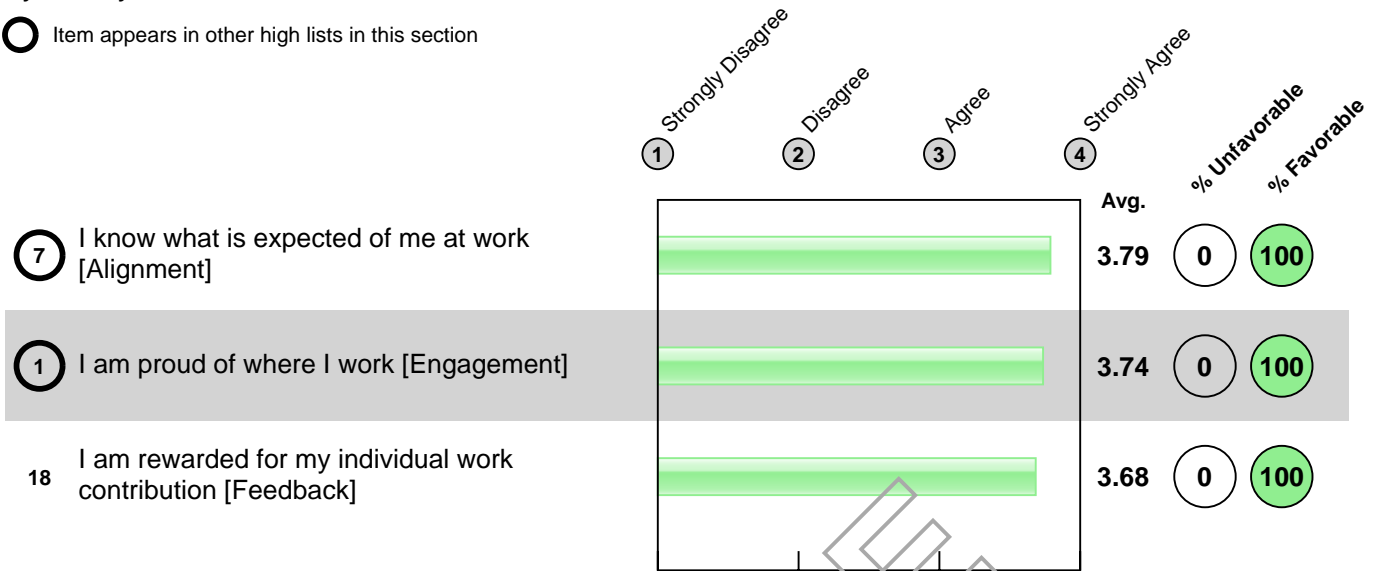
Lowest Items: Less than 1 year



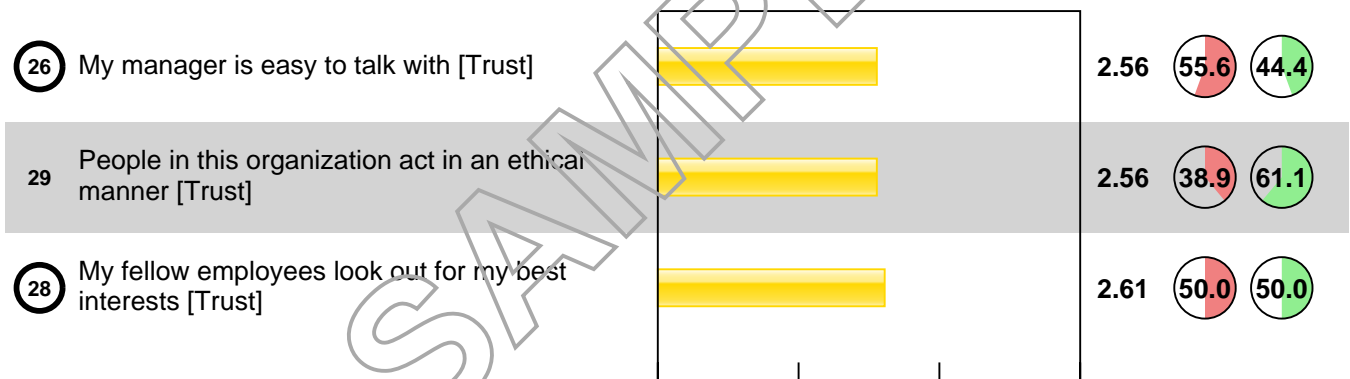
Highest Items: 1 to 2 years

Symbol Key

○ Item appears in other high lists in this section



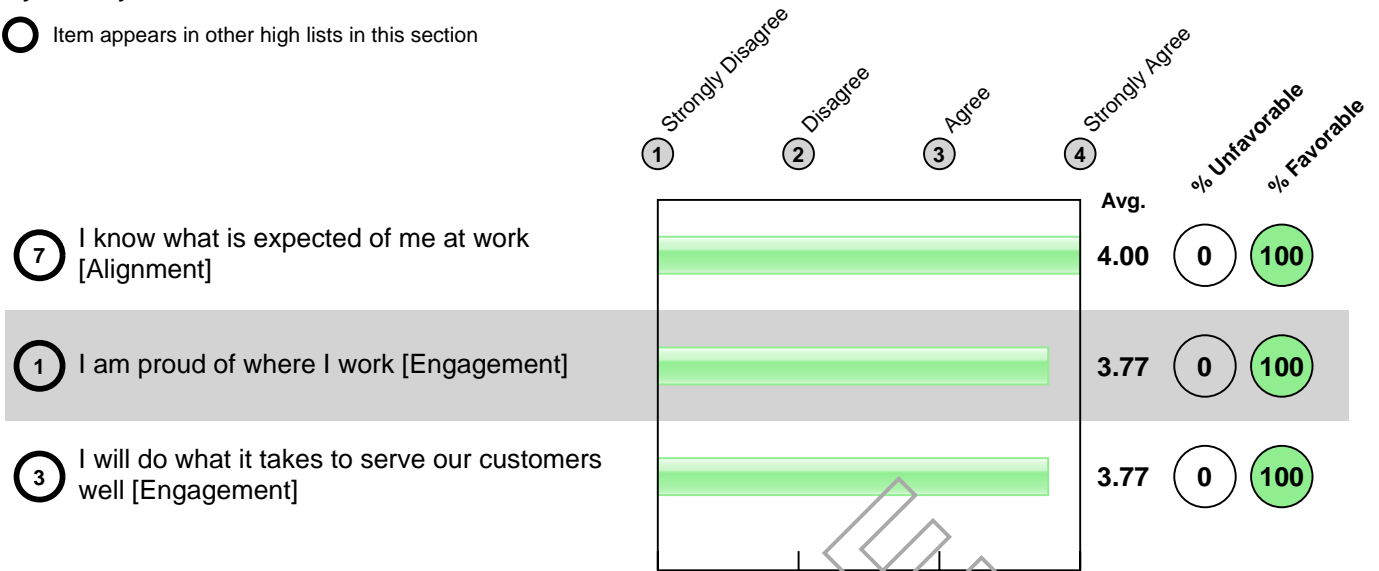
Lowest Items: 1 to 2 years



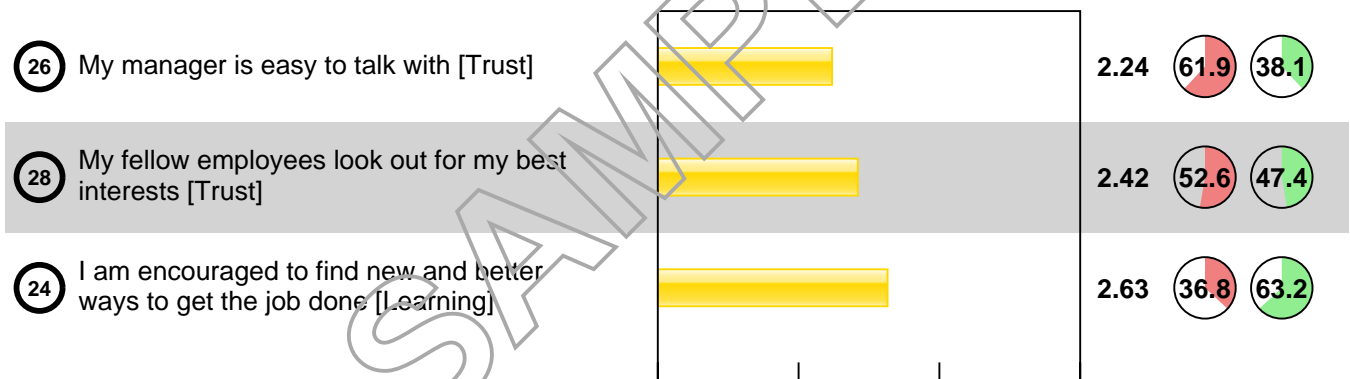
Highest Items: 2 to 5 years

Symbol Key

○ Item appears in other high lists in this section



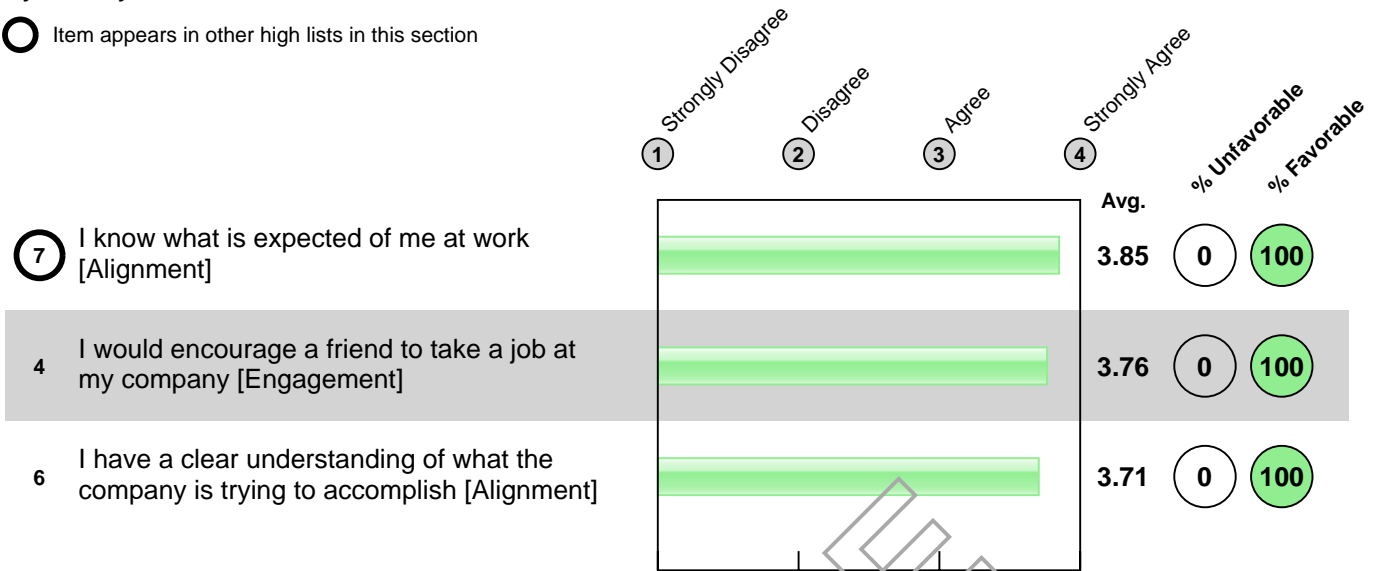
Lowest Items: 2 to 5 years



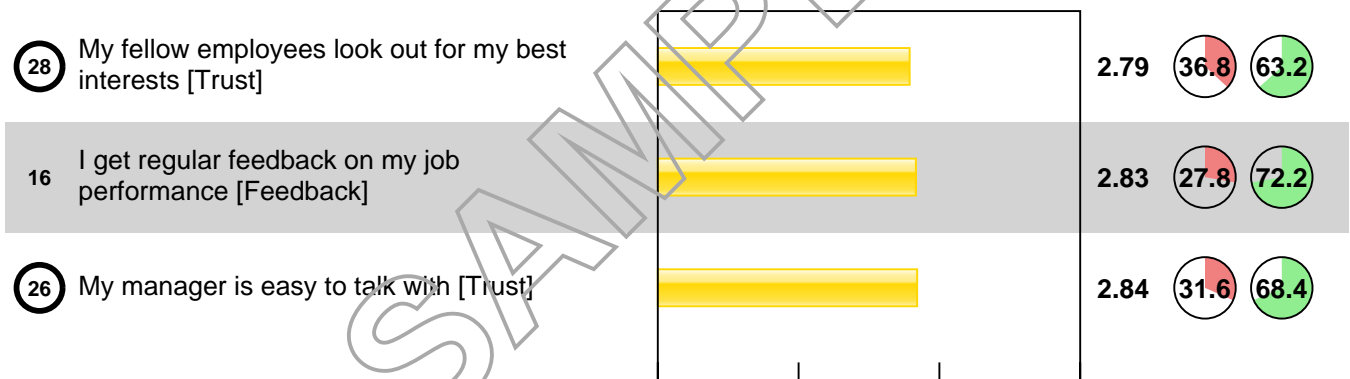
Highest Items: 5 to 10 years

Symbol Key

○ Item appears in other high lists in this section



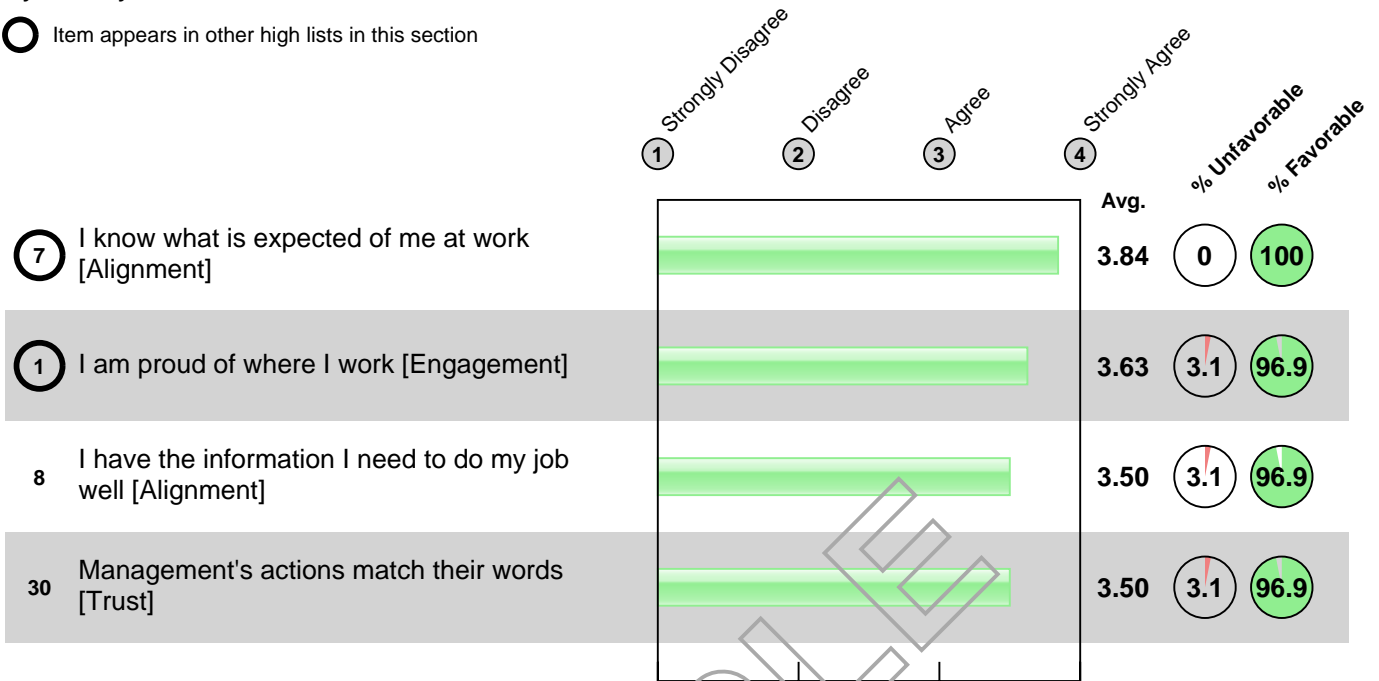
Lowest Items: 5 to 10 years



Highest Items: 10+ years

Symbol Key

○ Item appears in other high lists in this section



Lowest Items: 10+ years

