

Diversity, Equity & Inclusion Pulse

Sample Organization

March 03, 2021

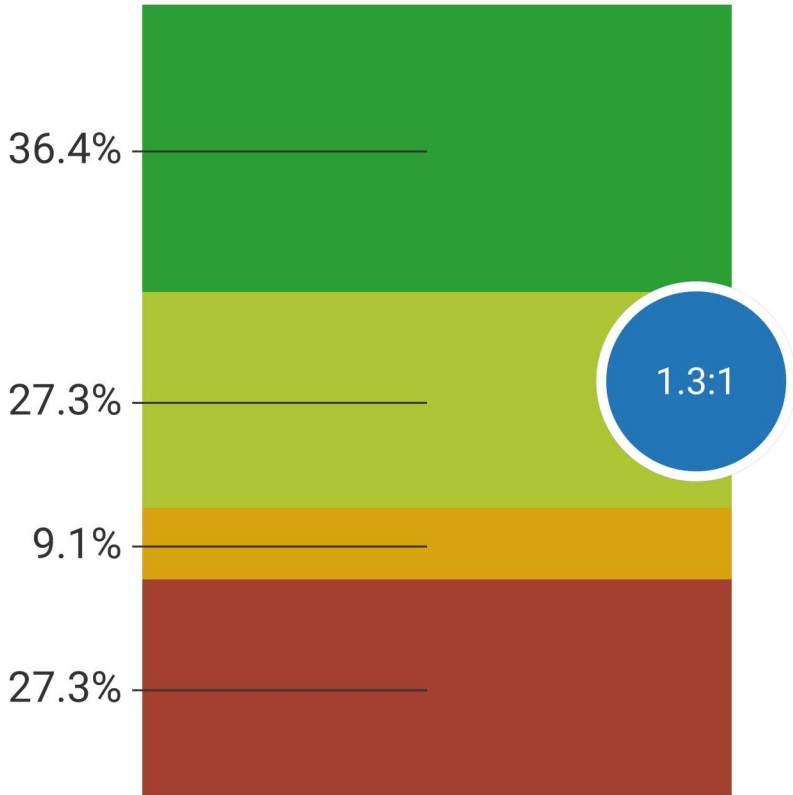
Overall Engagement Results

Sample Organization # of Employees 2078
 Open Date: Feb 17, 2021 # of Responses 1760
 Close Date: Mar 03, 2021 Response Rate 85%



See the [appendix](#) in this report for more information on our engagement calculation.

Current Year



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.

Organization's Ratio of Engaged to Disengaged

	ENGAGED	ALMOST ENGAGED	INDIFFERENT	DISENGAGED
Current Year	36.4%	27.3%	9.1%	27.3%

			Previous Year
My contributions are important to the success of my department.		91%	--
I feel part of a team working towards a shared goal.		82%	--
Taking everything into account, I like working at this organization.		73%	--
I often look forward to coming to work.		64%	--

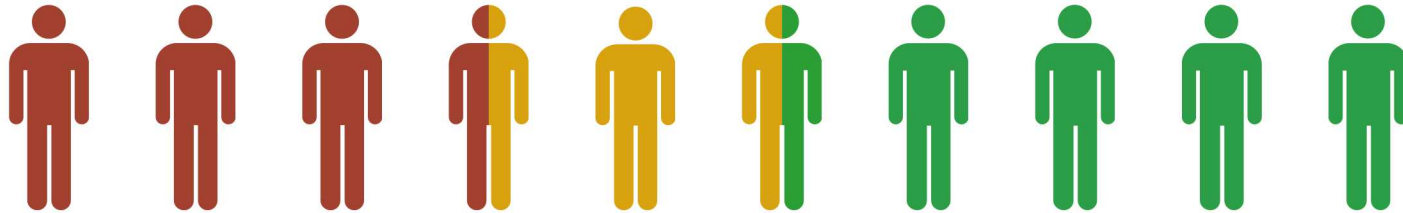
Additional questions have been removed for sample purposes.

The full report will include all engagement questions and scores.

Employee Experience Question

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 Breakdown



DETRACTORS
Answered 0-6



of Respondents
640 | 36.4%

PASSIVES
Answered 7-8



of Respondents
320 | 18.2%

SUPPORTERS
Answered 9-10



of Respondents
800 | 45.5%

Employee Experience Score

9.1

Previous Score

N/A

Employee Experience Score = % Supporters - % Detractors

DRIVER: INCLUSION



Additional questions have been removed for sample purposes.

The full report will include all engagement questions and scores.

Interpreting the Results

Engagement Calculation

The survey questions were developed by subject matter experts. The reliability of the overall engagement score was calculated using Cronbach's alpha. The reliability for engagement was found to be $\alpha = 0.92$. Engagement is calculated by averaging the responses to the engagement measure questions, for each employee. Average scores correlate to our four levels of engagement.

Average scores between 5.01 – 6.00 = **Engaged**

Average scores between 4.51 – 5.00 = **Almost engaged**

Average scores between 4.01 – 4.50 = **Indifferent**

Average scores less than 4.00 = **Disengaged**

Driver Calculation

McLean & Company uses a standardized 6-point scale for data collection. Respondents are asked to indicate the extent to which they agree with each statement by choosing a number between 1 and 6 on the scale. We display the results as a top box score, or the percentage of respondents who chose 5 or 6 (agree or strongly agree).



Respondent Breakdown

Sample Organization

Open Date: Feb 17, 2021

Close Date: Mar 03, 2021

of Employees

of Responses

Response Rate

2078

1760

85%



Demographics	# of Employees	# of Responses	Response Rate
Overall Organization	2078	1760	85%
Department A	6	5	83%
Department B	7	6	86%