

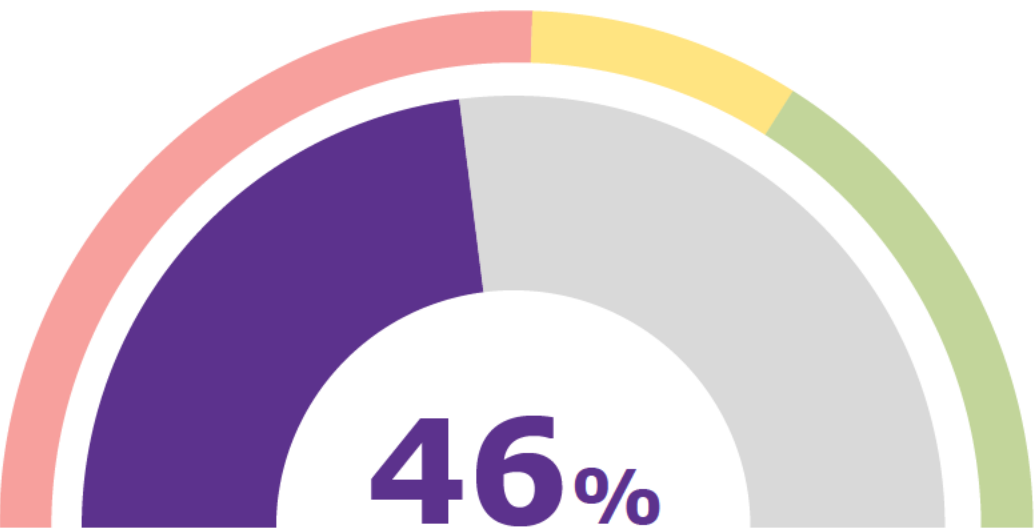


## ABC 2017 Engagement Survey



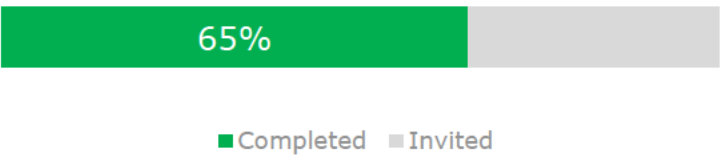
# Engagement Score

## Overall Engagement Score



|       |           |     |
|-------|-----------|-----|
| ↓     | 6 points  | 52% |
| 2015  |           |     |
| ↓     | 12 points | 58% |
| Media |           |     |

## Participation Rate

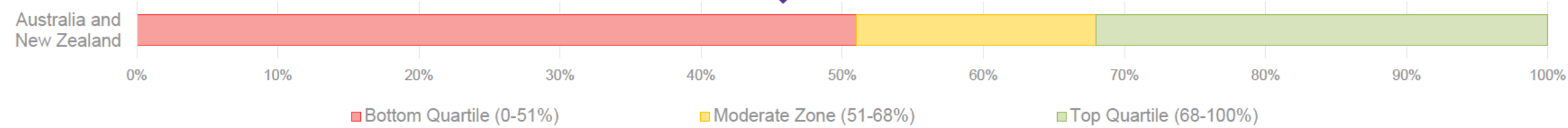


## Number of Participants

|           |      |
|-----------|------|
| Completed | 2886 |
| Invited   | 4449 |

Differences may appear one percentage point higher or lower than expected due to rounding.

## External Benchmark











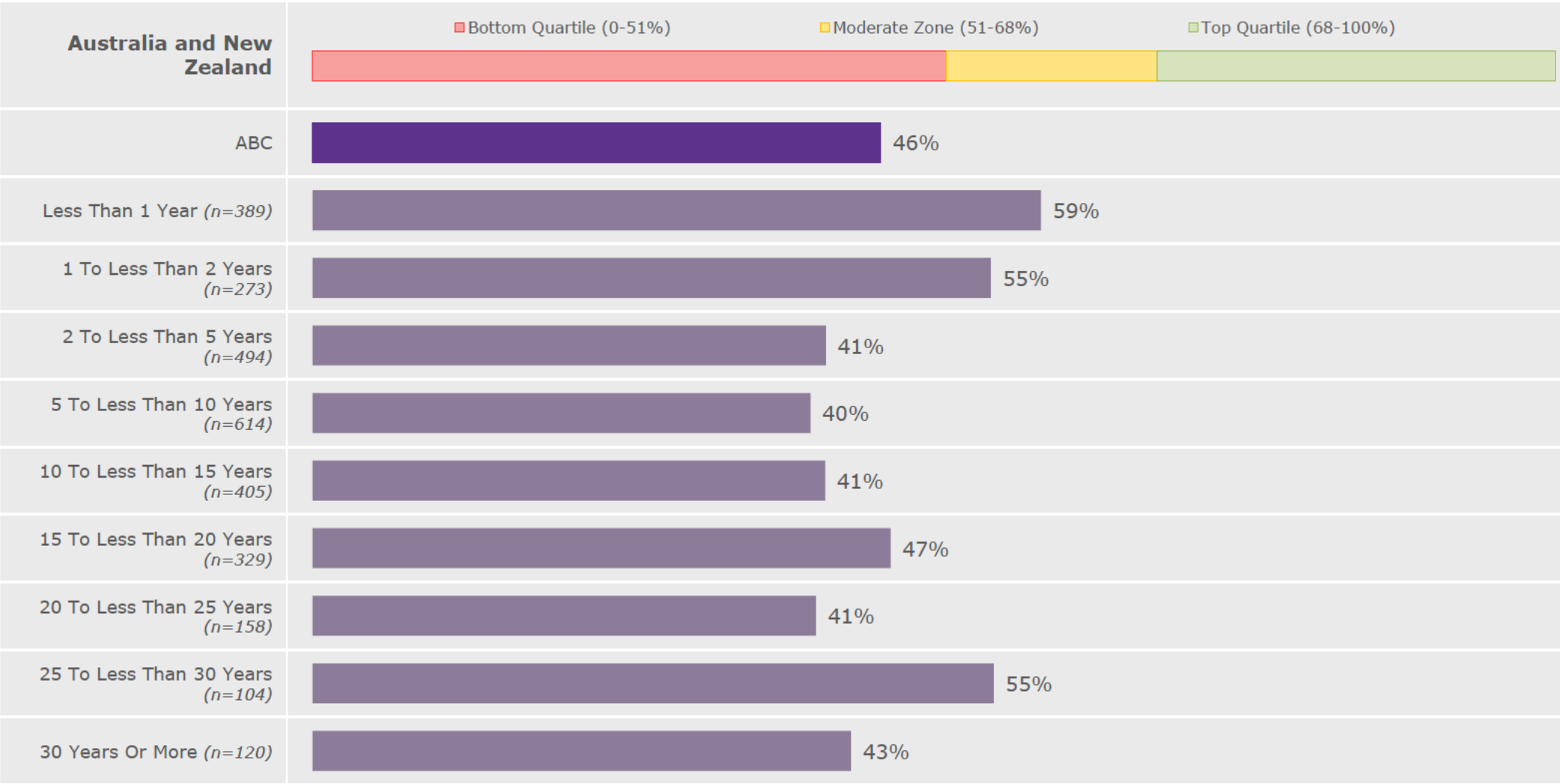




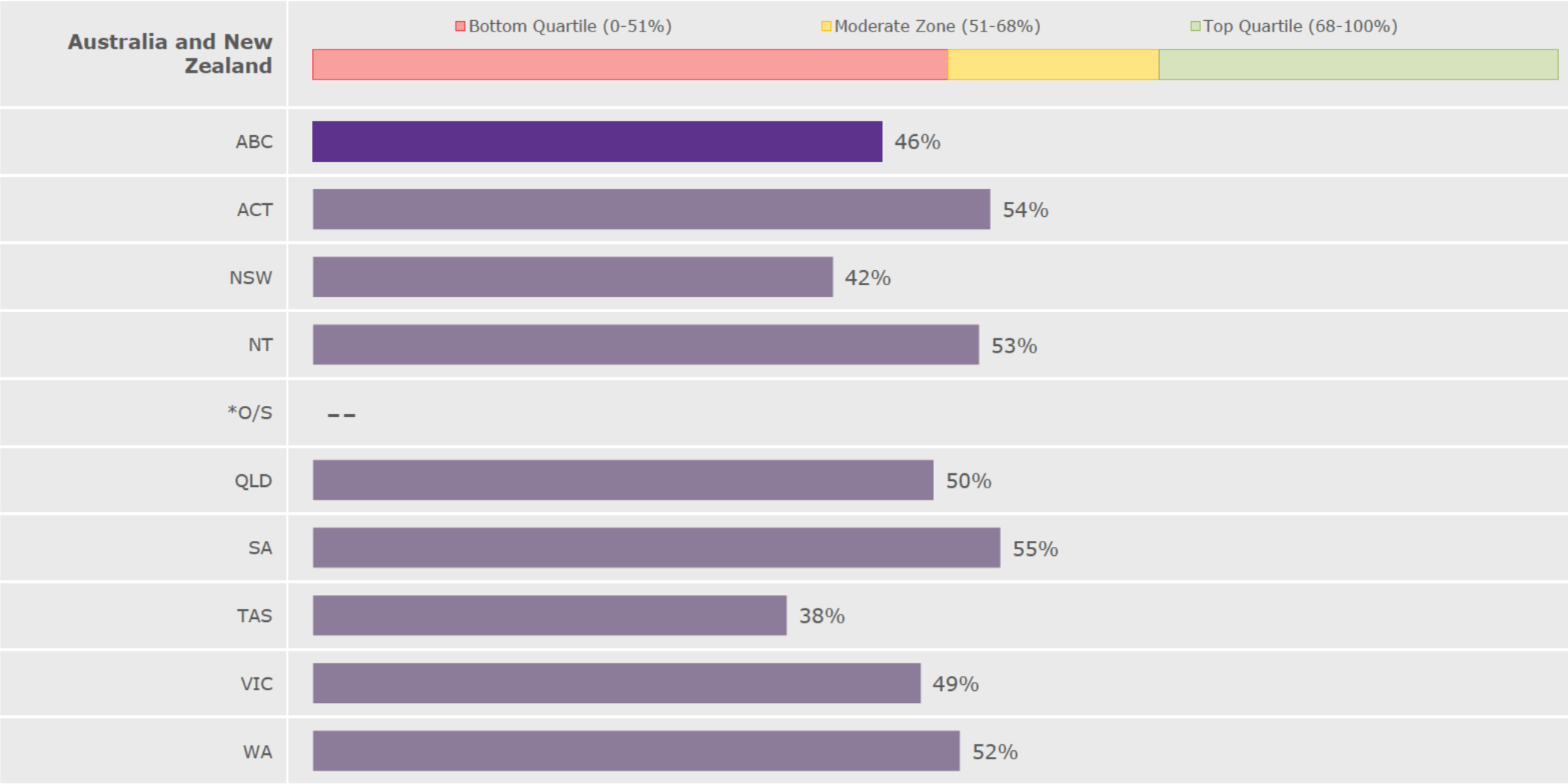




# Engagement Score Comparison: Length of Service

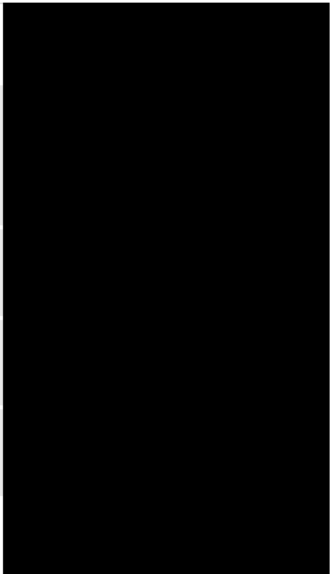
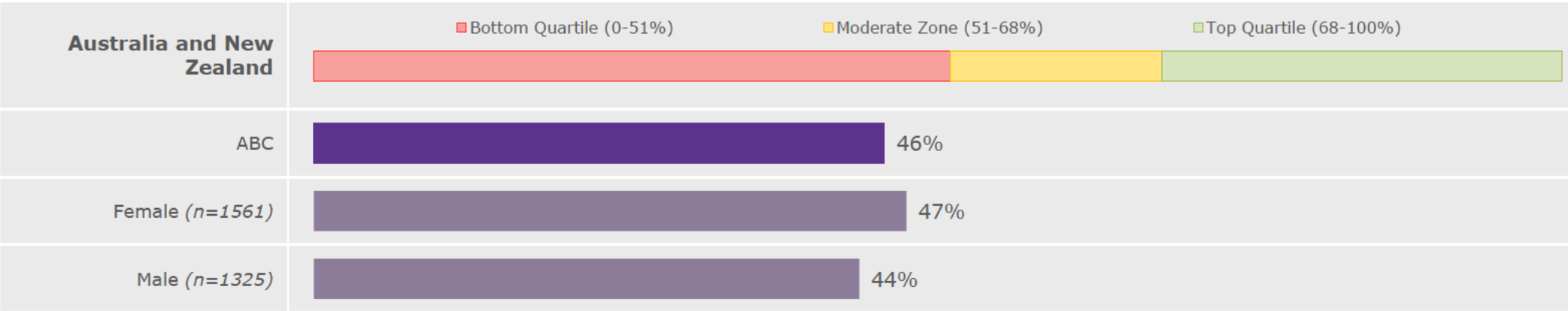


# Engagement Score Comparison: State



\*Score cannot be displayed due to threshold not being met.

# Engagement Score Comparison: Gender



CONFIDENTIAL



















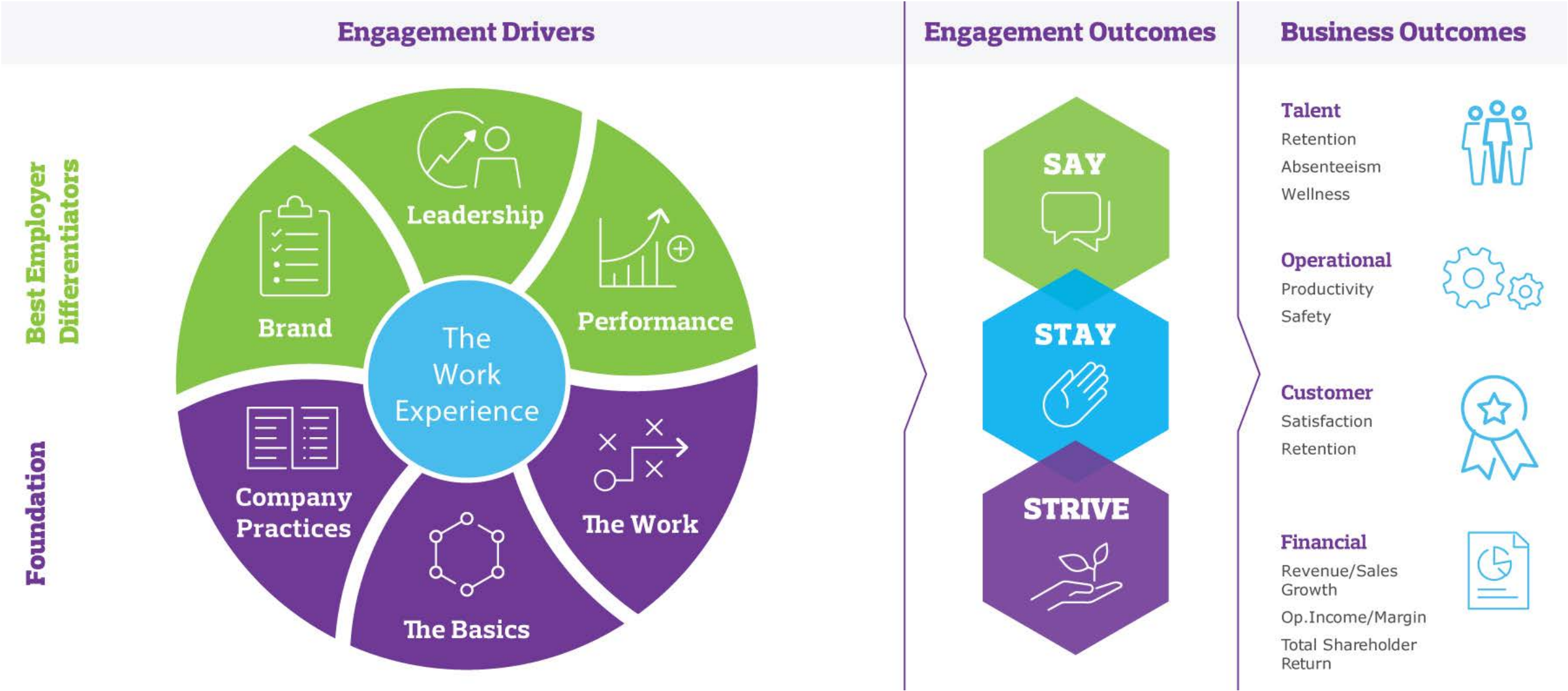








# Aon Engagement Model











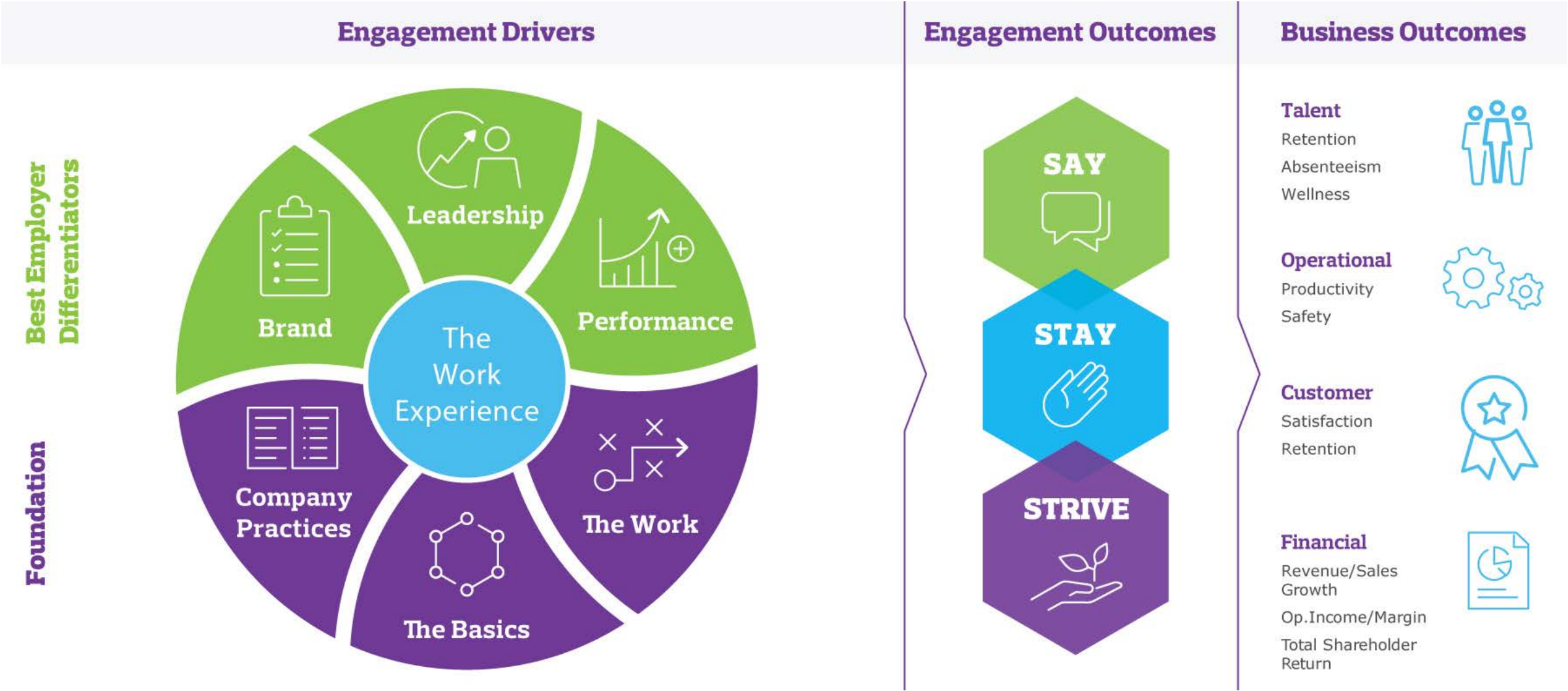




## ABC 2017 Engagement Survey

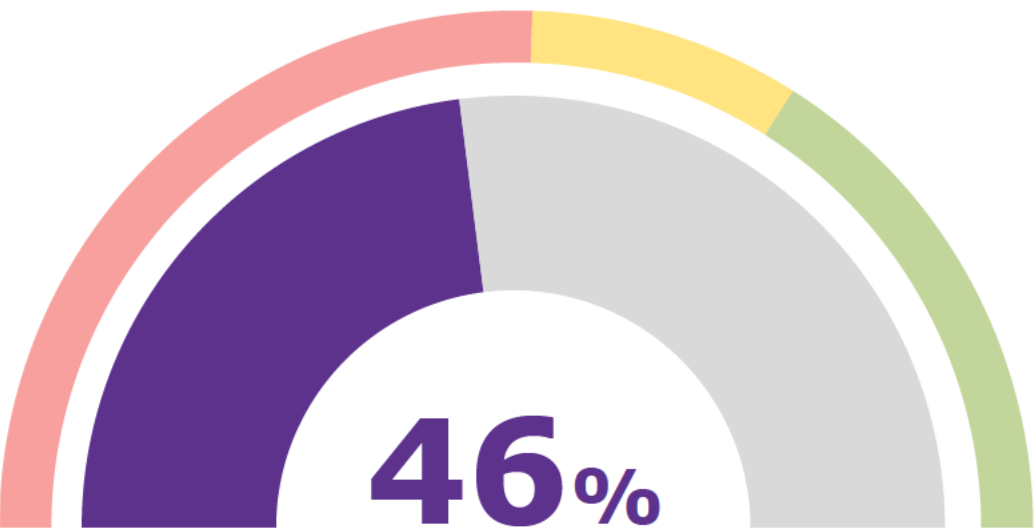


# Aon Engagement Model



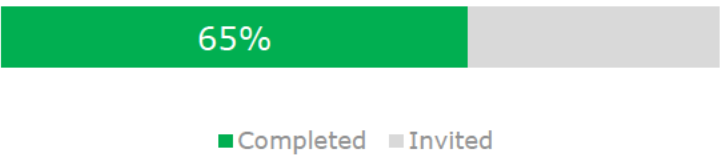
# Engagement Score

## Overall Engagement Score



|             |     |
|-------------|-----|
| ↓ 6 points  | 52% |
| 2015        |     |
| ↓ 12 points | 58% |
| Media       |     |

## Participation Rate

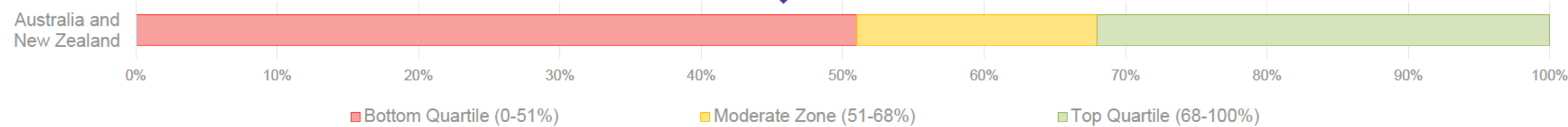


## Number of Participants

|           |      |
|-----------|------|
| Completed | 2886 |
| Invited   | 4449 |

Differences may appear one percentage point higher or lower than expected due to rounding.

## External Benchmark



# Engagement Details

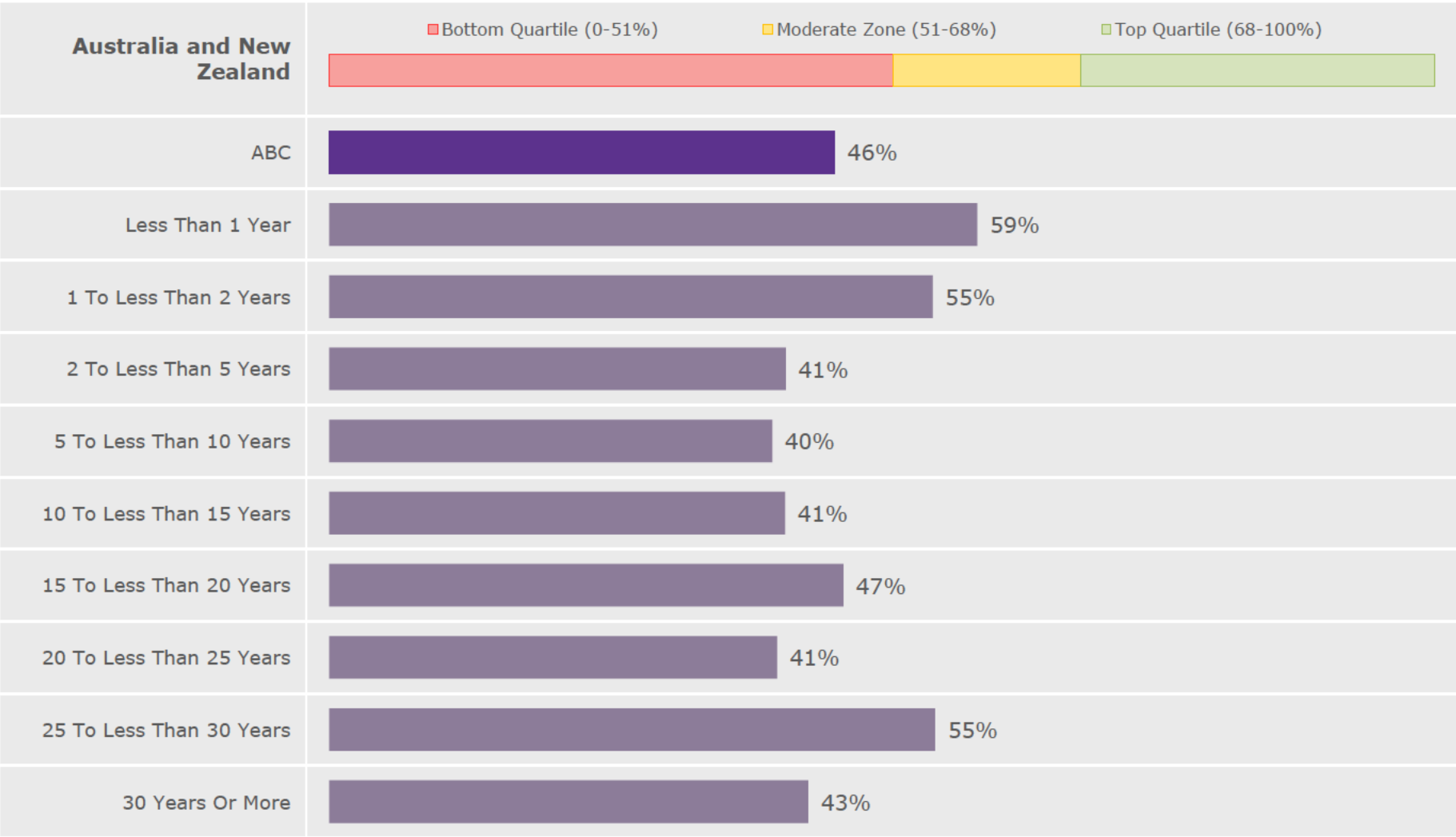


## Engagement Levels | 46%

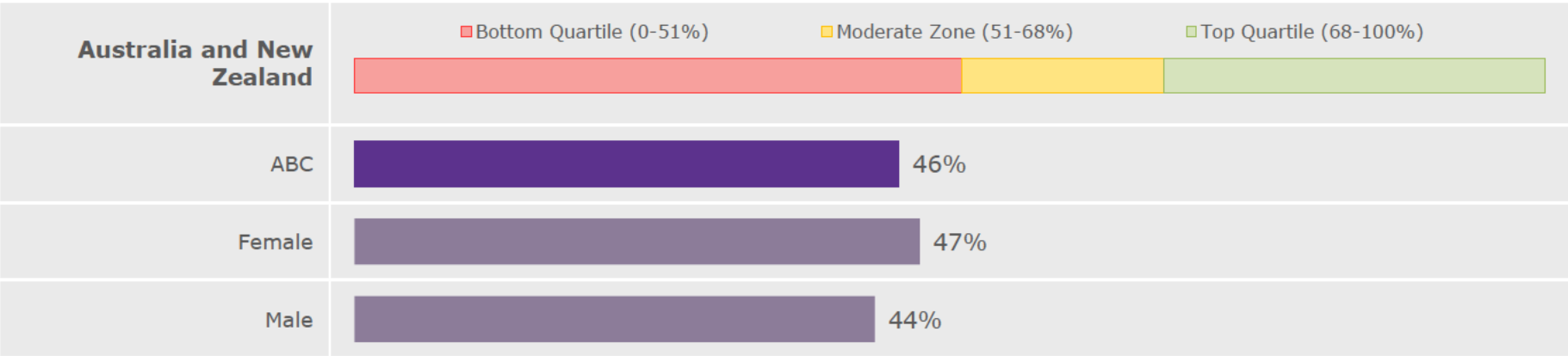
| Item  | % Favourable |
|---|--------------|
| I would not hesitate to recommend the ABC to a friend seeking employment              | 57           |
| Given the opportunity, I tell others great things about working here                  | 55           |
| It would take a lot to get me to leave the ABC  | 49           |
| The ABC motivates me to contribute more than is normally required to complete my work | 43           |
| The ABC inspires me to do my best work every day                                      | 42           |
| I rarely think about leaving the ABC to work somewhere else                           | 35           |

These 5 questions directly contribute to the overall score

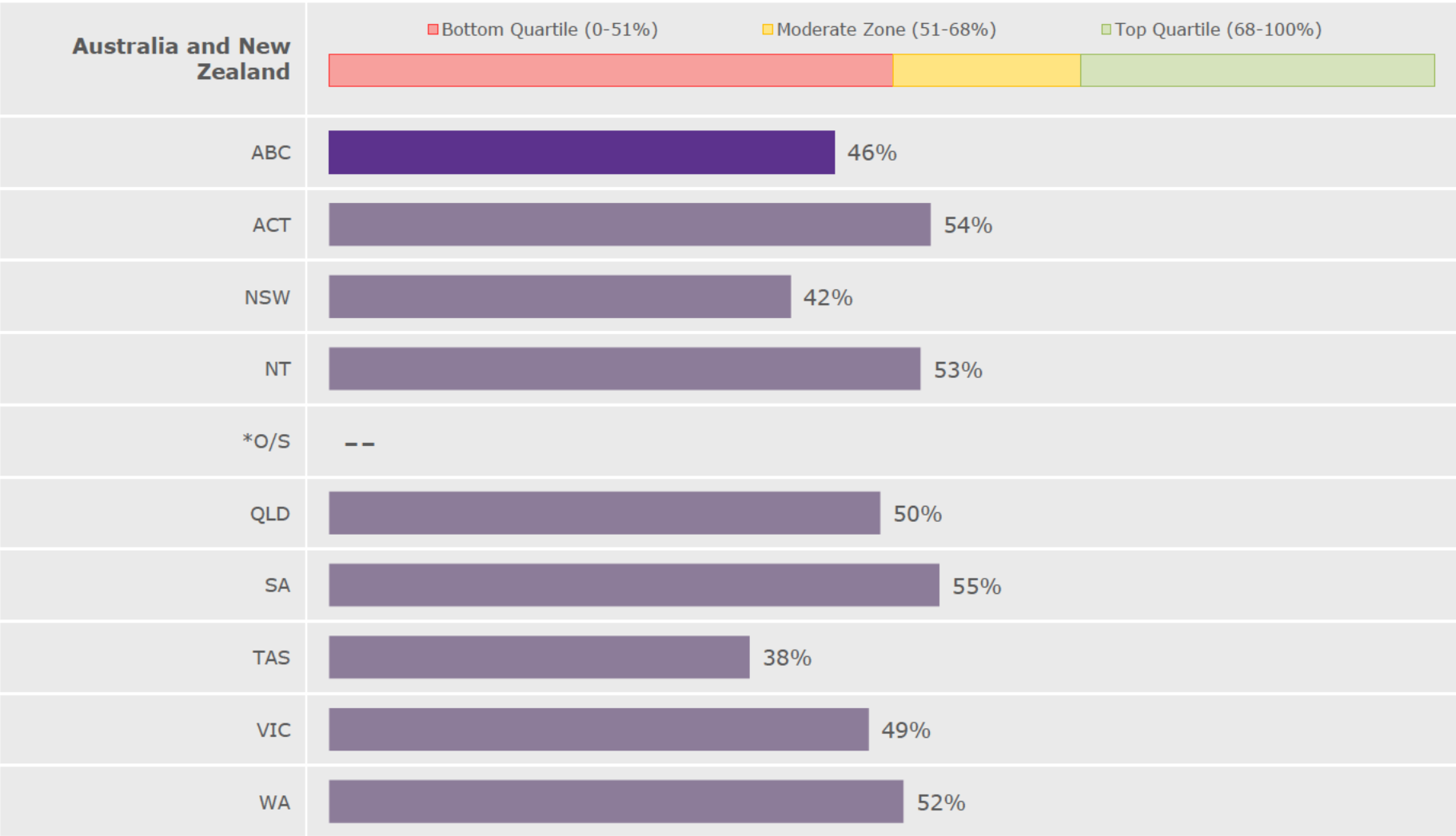
# Engagement Score Comparison: Length of Service



# Engagement Score Comparison: Gender



# Engagement Score Comparison: State



\*Distribution cannot be displayed due to threshold not being met.

# Top 10 Items

| Dimension                                    | Item  | % Favourable |
|--|---|--------------|
| Manager Support                              | I am accountable for role modelling the ABC values to my people   | 87           |
| Brand Alignment, Brand : Pride & Credibility | I am proud to be part of the ABC  | 83           |
| Manager Support                              | I am accountable for finding ways to help my direct reports to develop and grow in their roles  | 82           |
| Audience Focus                               | I would recommend the ABC's content and services to family and friends  | 80           |
| Brand Alignment, Brand : Reputation          | The ABC has an excellent reputation in the community  | 79           |
| Safety                                       | Workplace safety is considered important at the ABC   | 78           |
| Collaboration                                | My colleagues and I work well together to achieve our area/department's goals   | 76           |
| Change Management                            | I am convinced that change is necessary for the ABC   | 74           |
| Brand : Pride & Credibility                  | I am proud of the quality of the content that the ABC delivers to its audience  | 72           |
| Diversity & Inclusion                        | I feel the ABC values diversity (e.g., age, gender, ethnicity, language, disability, sexual orientation, gender identity, religious belief, etc.) | 69           |

## Bottom 10 Items

| Dimension  | Item  | % Favourable |  |
|--|---|--------------|--|
| Results to Action                                      | Actions taken as a result of the 2015 ABC Engagement Survey have made the ABC a greater place to work | 17           |  |
| Senior Leadership : People Focus, Effective Leadership | The Leadership Team treats employees as the ABC's most valued asset                                   | 17           |  |
| Rewards & Recognition, High Performance                | If I perform well, this will be appropriately reflected in my salary                                  | 18           |  |
| Performance Management                                 | Poor performance by any employee is addressed in a timely and effective manner                        | 18           |  |
| Change Management                                      | The Leadership Team creates excitement about changes required for the ABC's success                   | 18           |  |
| Senior Leadership : Future Focus, Effective Leadership | The Leadership Team inspires me about the future of the ABC   | 18           |  |
| Senior Leadership : People Focus, Effective Leadership | The Leadership Team is open and honest in communication   | 20           |  |
| Senior Leadership : People Focus                       | I see the Leadership Team working together effectively  | 21           |  |
| Senior Leadership : People Focus, Effective Leadership | The Leadership Team is appropriately visible and accessible to employees                              | 21           |  |
| Collaboration  | There is effective collaboration between Teams across the ABC   | 21           |  |



## ABC 2017 Engagement Survey

ABC 2017  
03/12/2017



# Export Summary

Timeframe

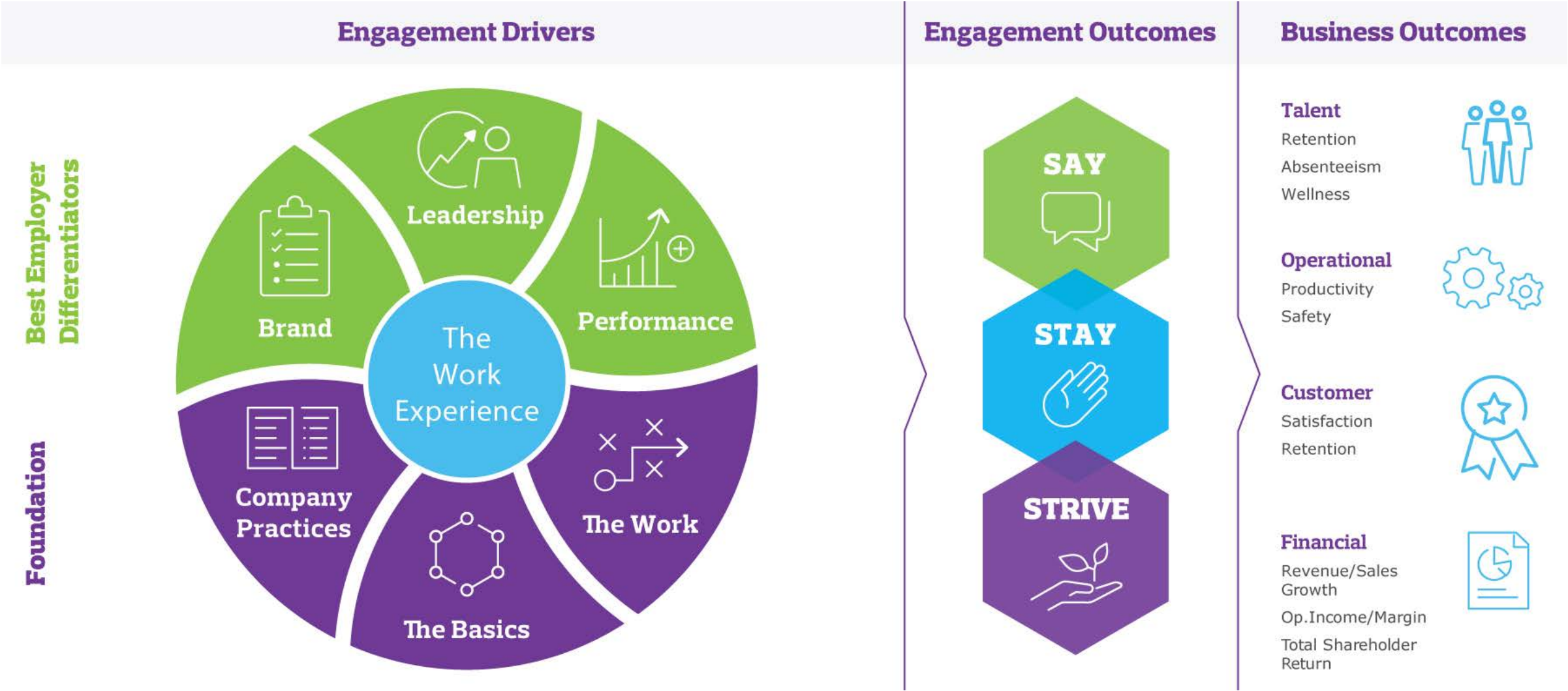
2017 | 2015

Group

ABC

No Filters Applied

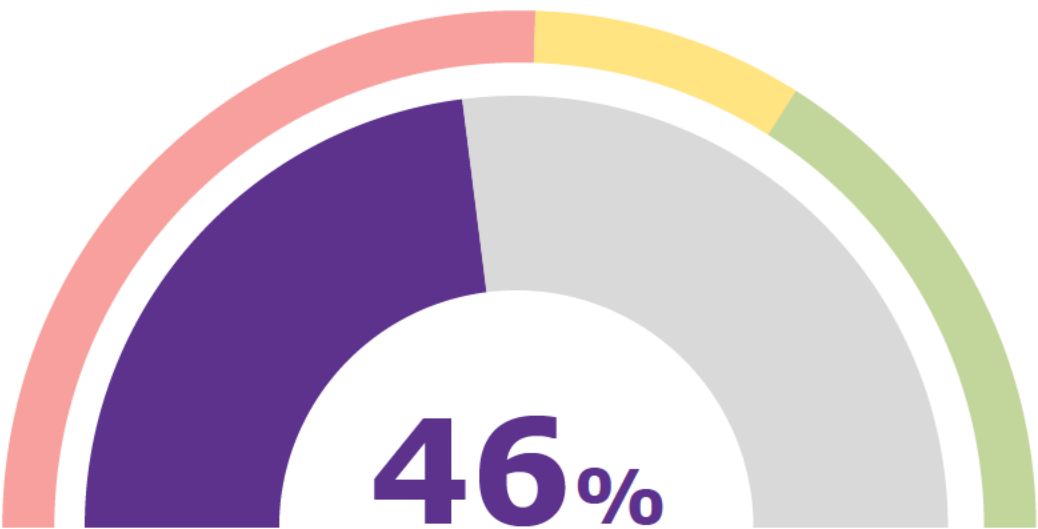
# Aon Engagement Model





# Engagement Score

## Overall Engagement Score



|             |     |
|-------------|-----|
| ↓ 7 points  | 52% |
| 2015        |     |
| ↓ 12 points | 58% |
| Media       |     |

## Participation Rate



## Number of Participants

|           |      |
|-----------|------|
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| Invited   | 4449 |

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## External Benchmark

