

2023 BeHeard Survey

Department of External Relations

Presented July 2023

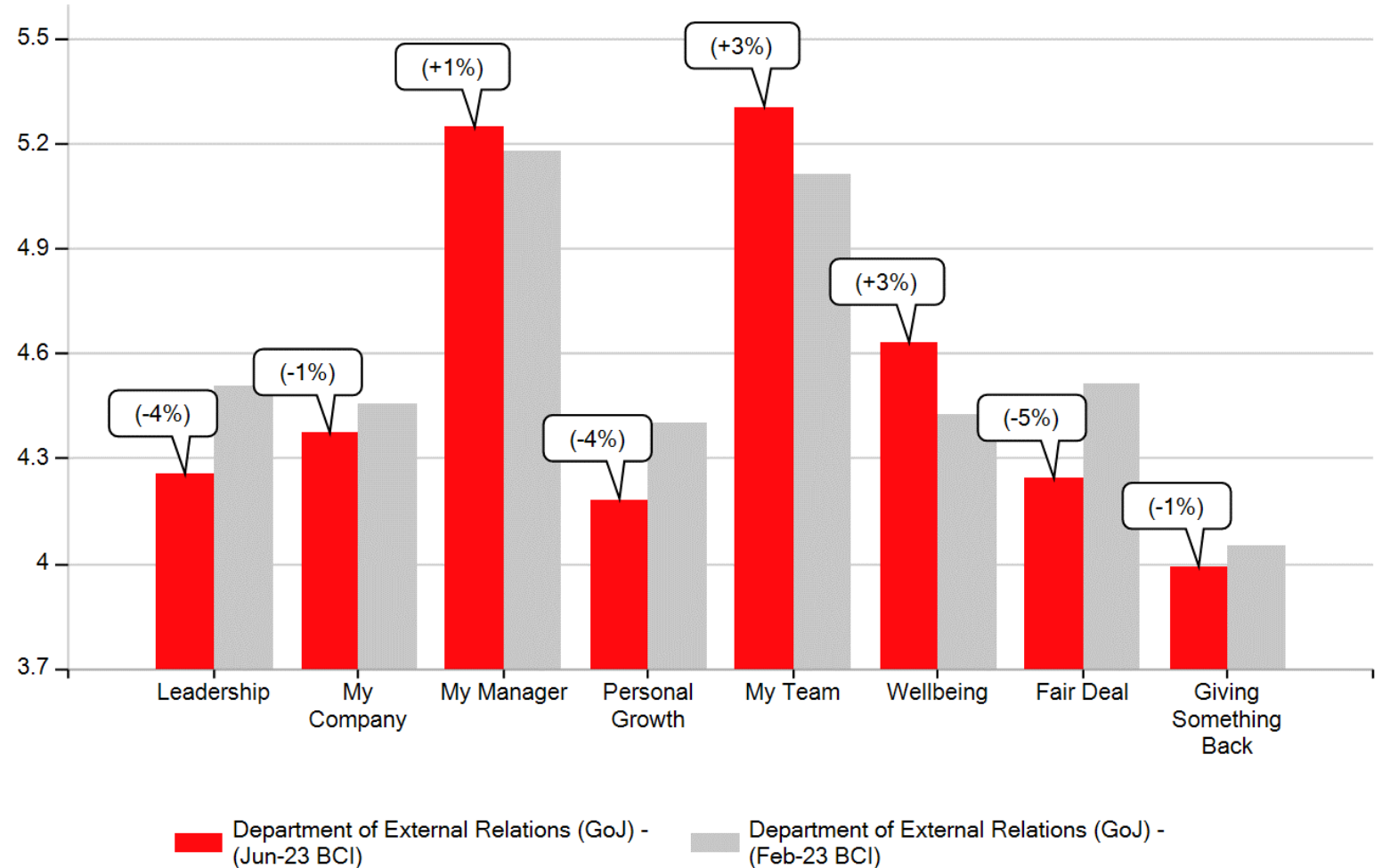
Organisation Effectiveness Team (P&CS), Cabinet Office

8 Factors of Engagement



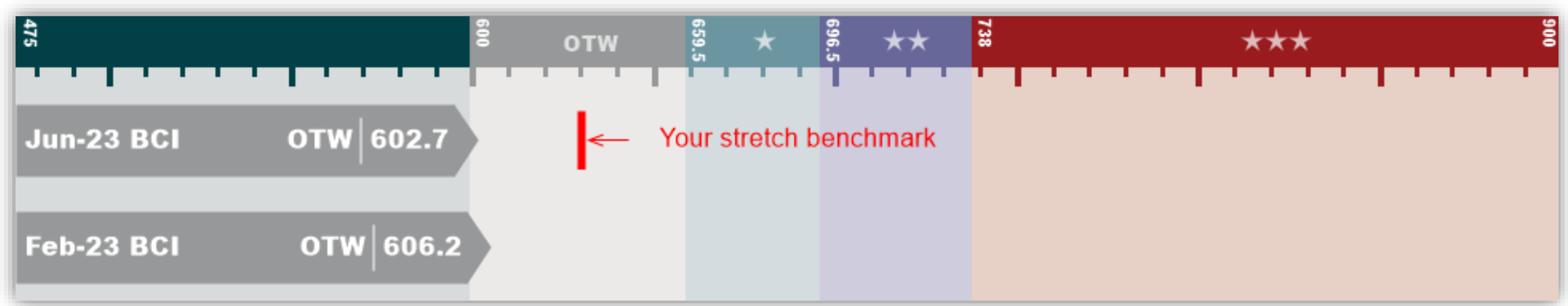
Department of External Relations

- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7
- The chart shows June scores compared against the February pulse survey scores



BCI Score

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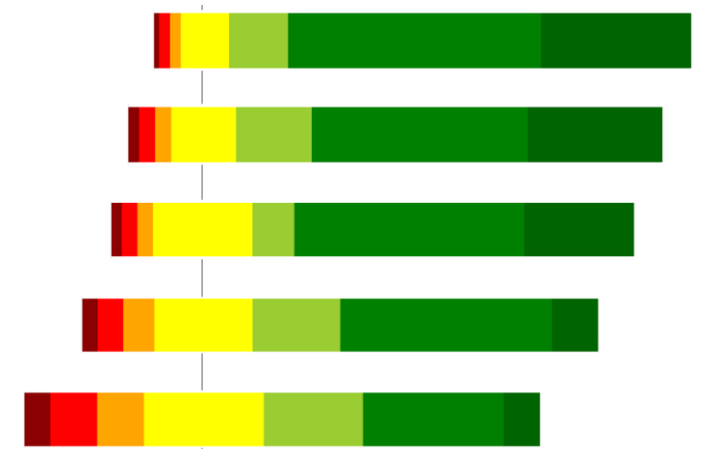
- The BCI score is a recognised standard for employee engagement calculated by combining the responses to the core statements in the survey, relating to the 8 Factors of Engagement
- The score is on a scale of 0-1000, although most companies fall between 475 and 900

OTW is Good
 ★ is Very Good
 ★★ is Outstanding
 ★★★ is World Class

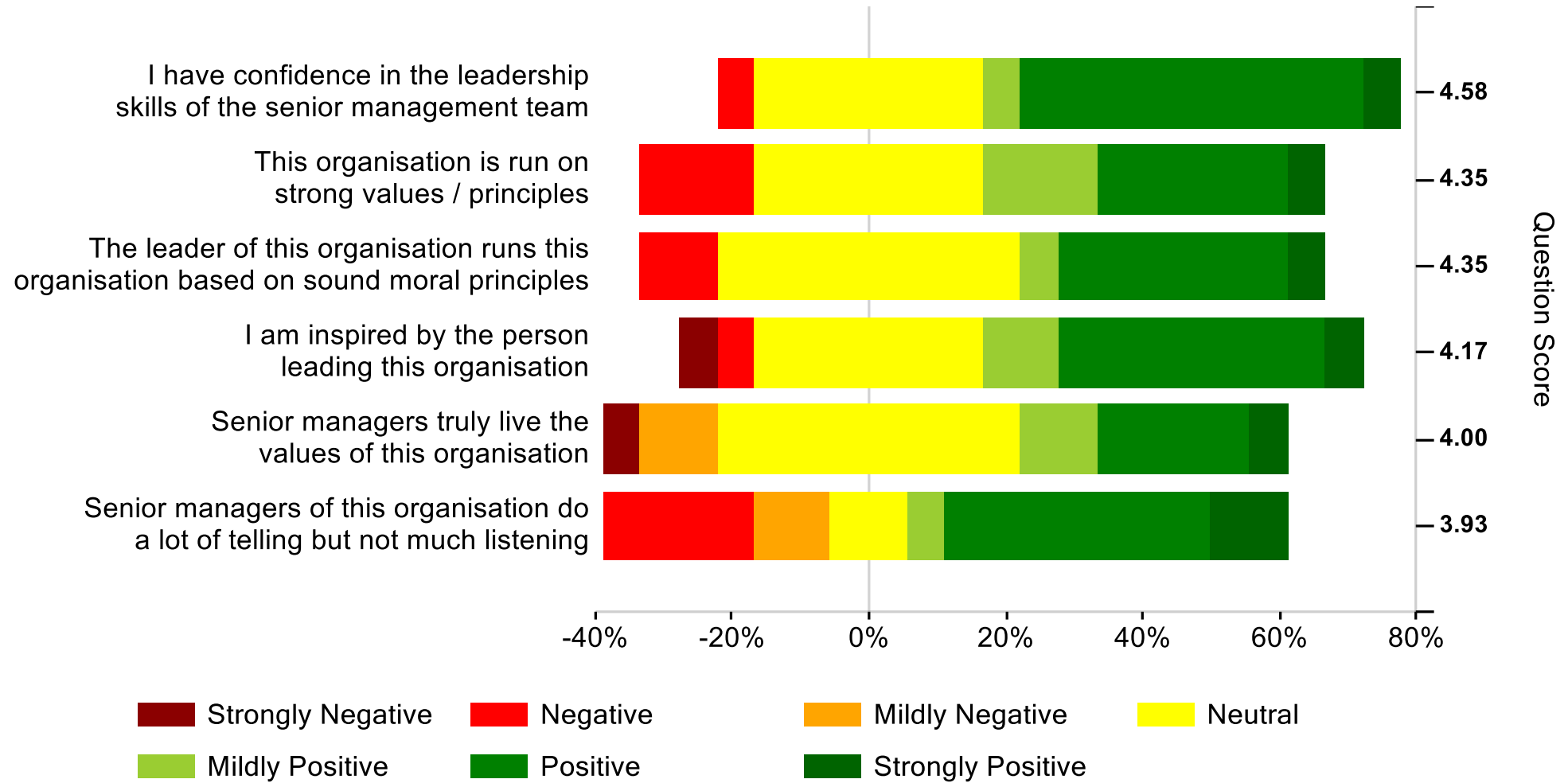
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Introduction to heatmaps

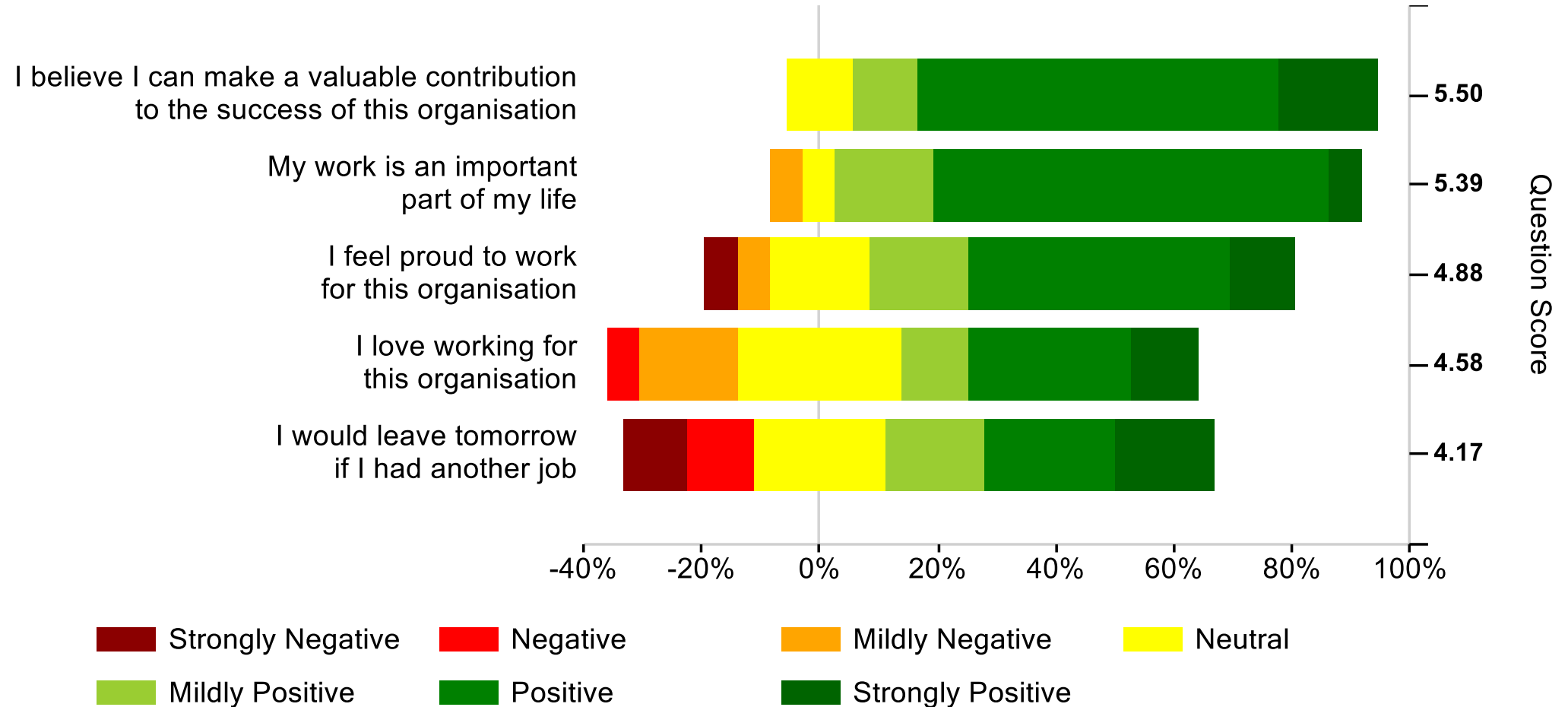
- The heatmaps show a breakdown of responses to statements in each factor
- Regardless of the wording of statements (positive or negative) 1 is always the lowest and 7 the highest
- Green portions of the heatmaps on the right-hand side are positive even if the statement is worded negatively
- The statements are shown in order of highest to lowest scores



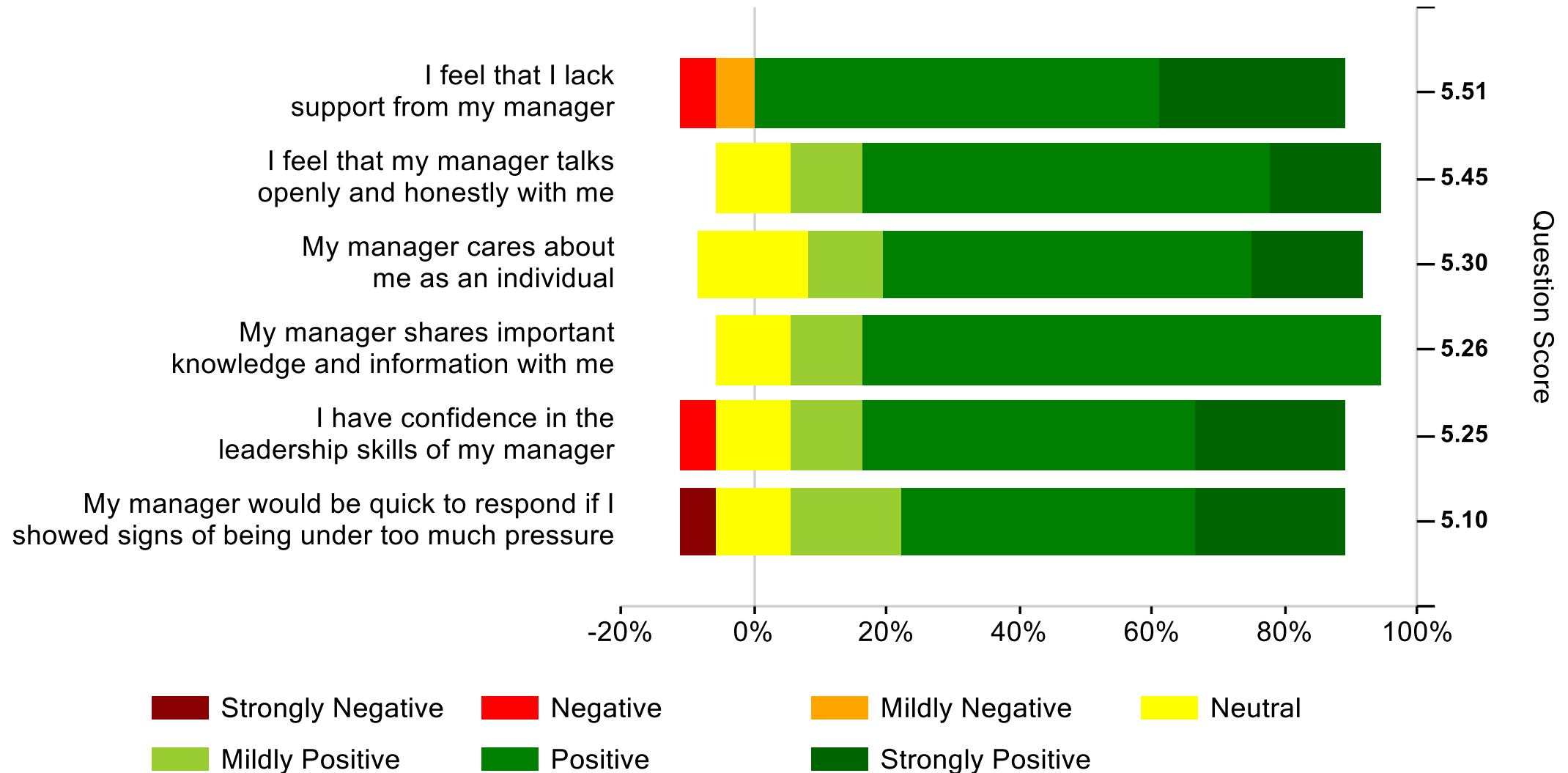
Leadership



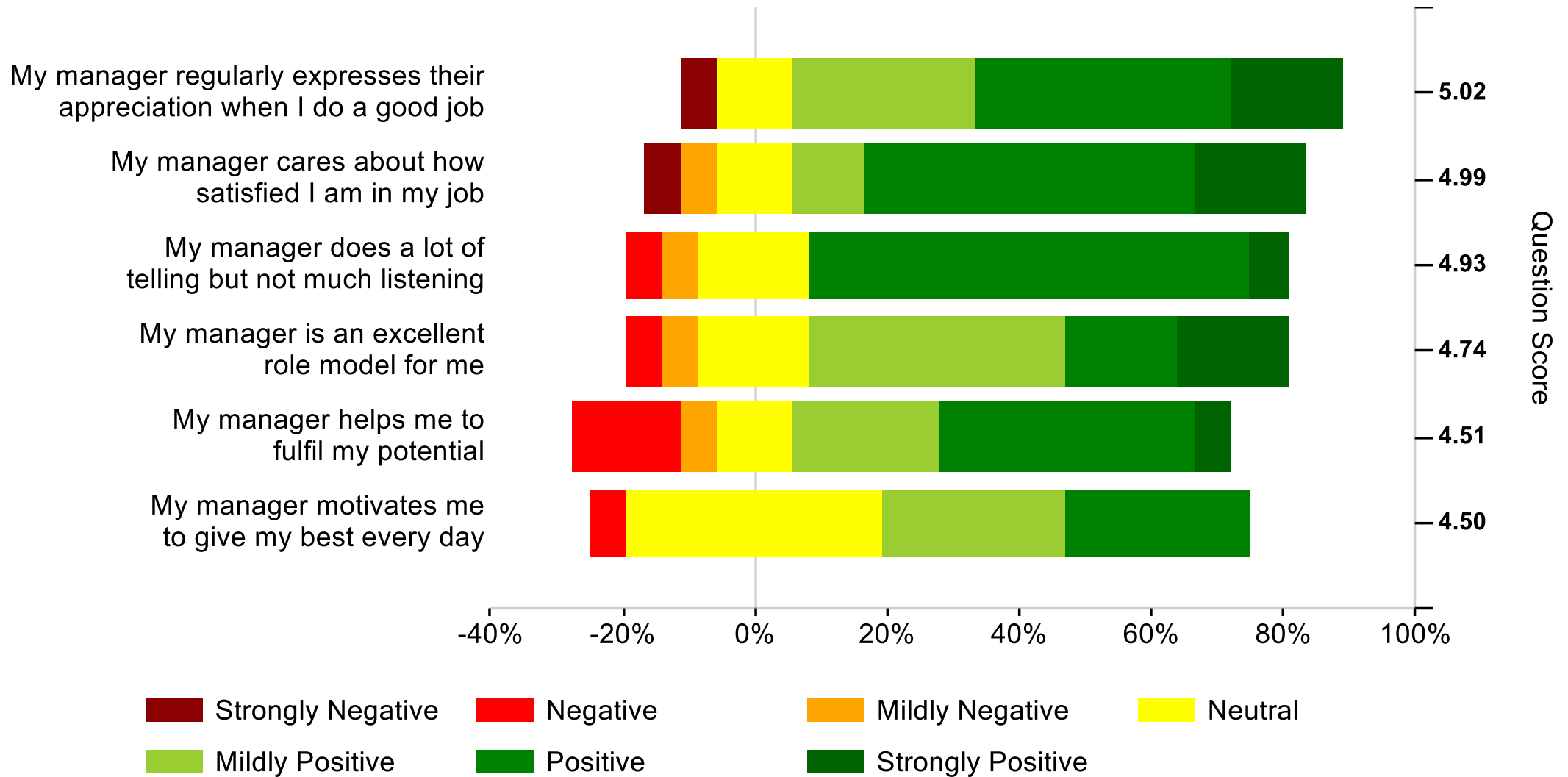
My Company



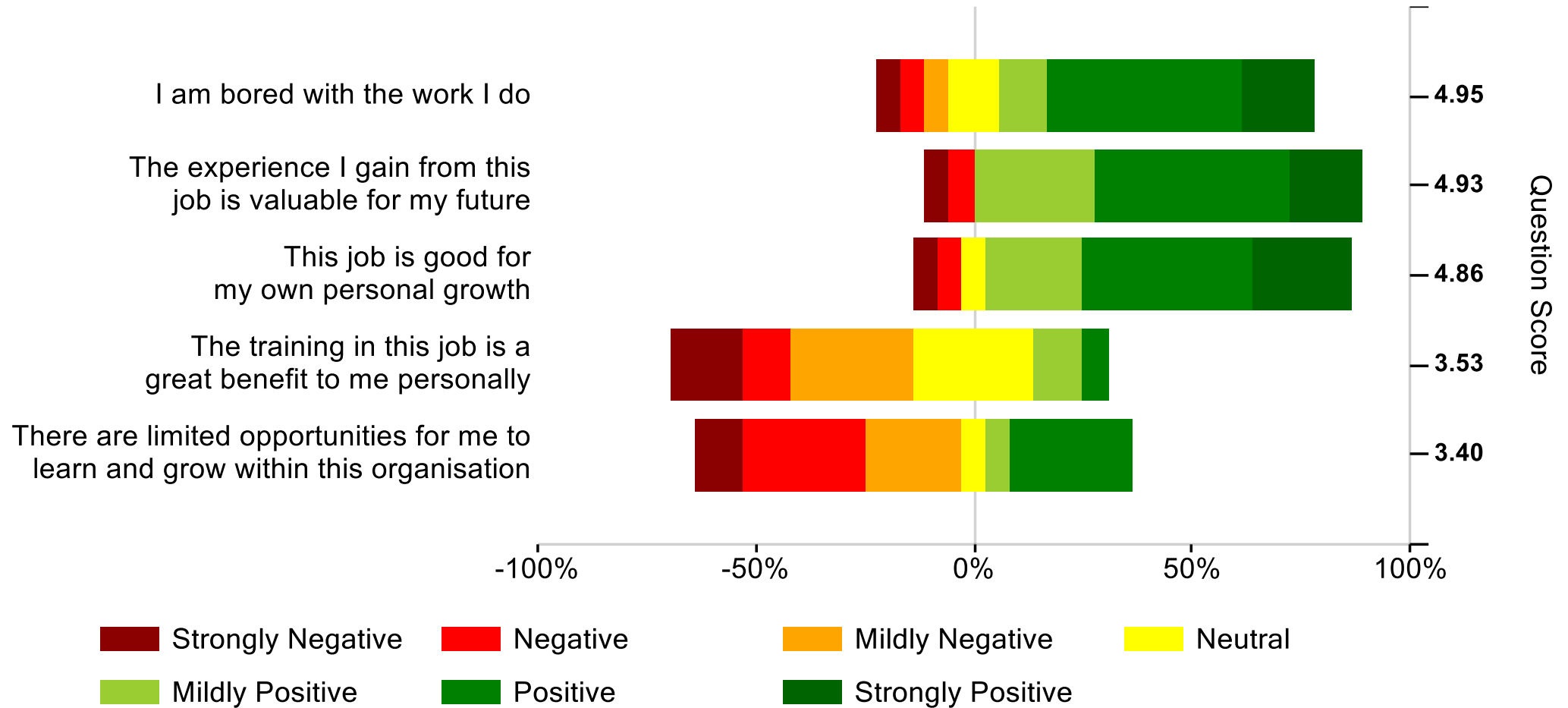
My Manager (1 of 2)



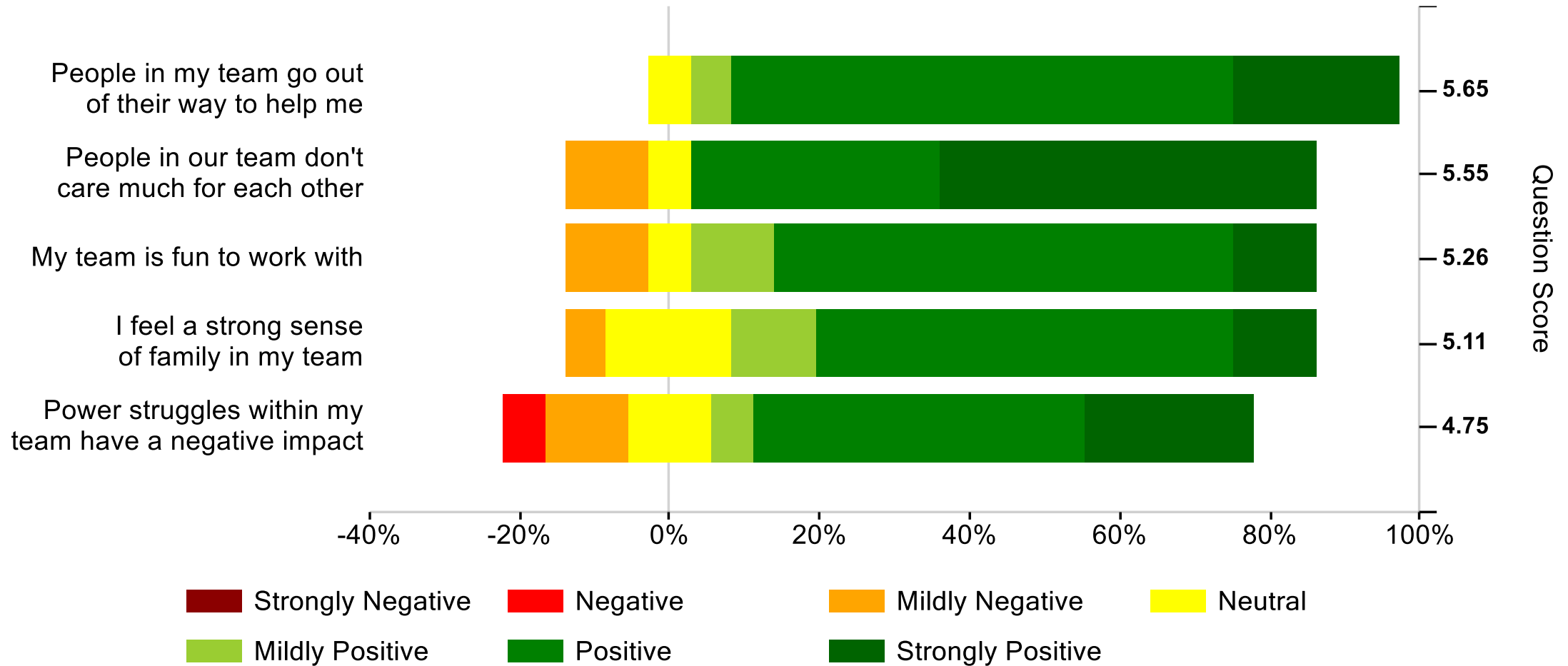
My Manager (2 of 2)



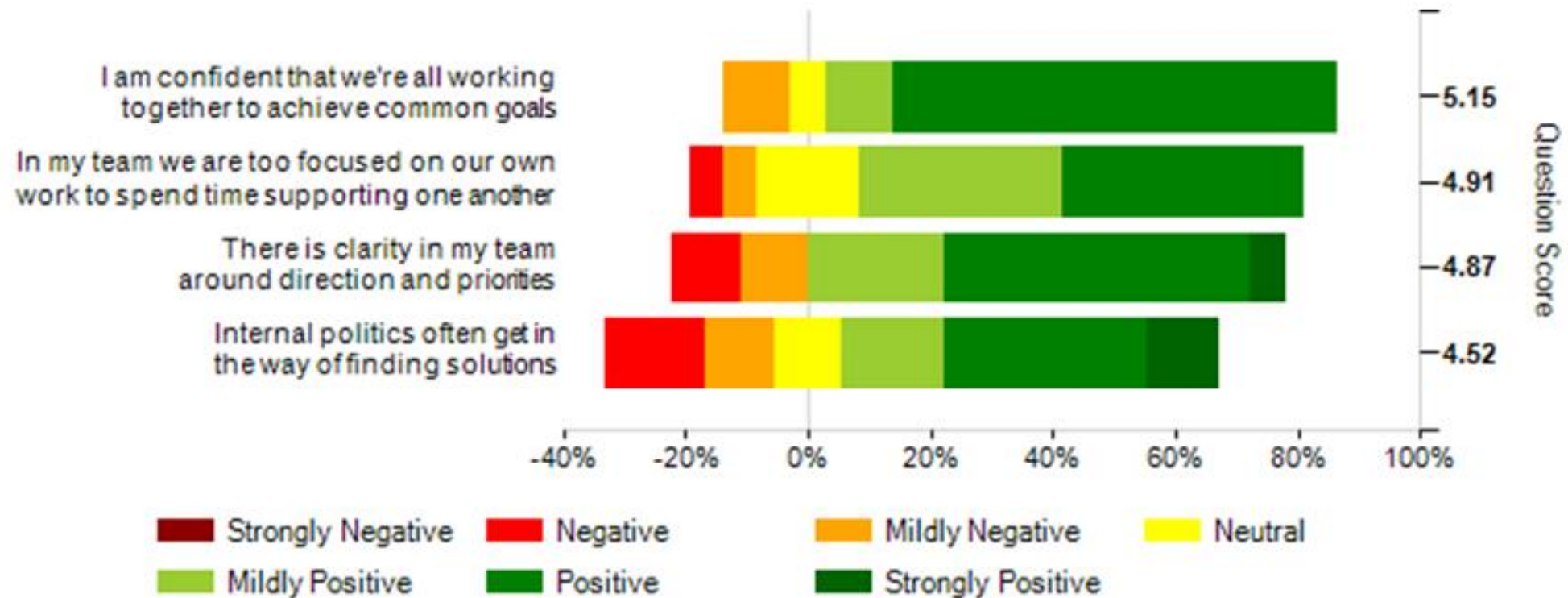
Personal Growth



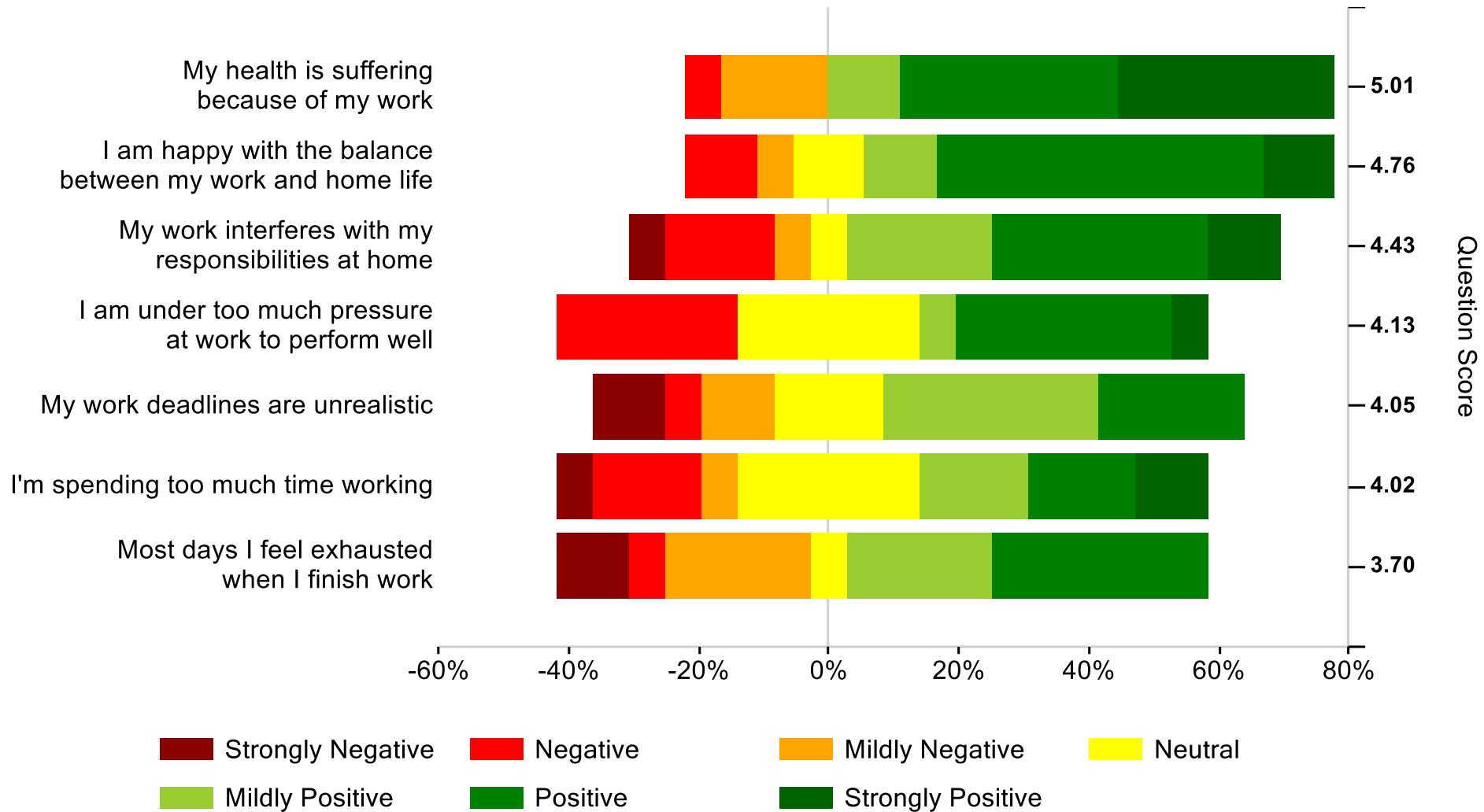
My Team (1 of 2)



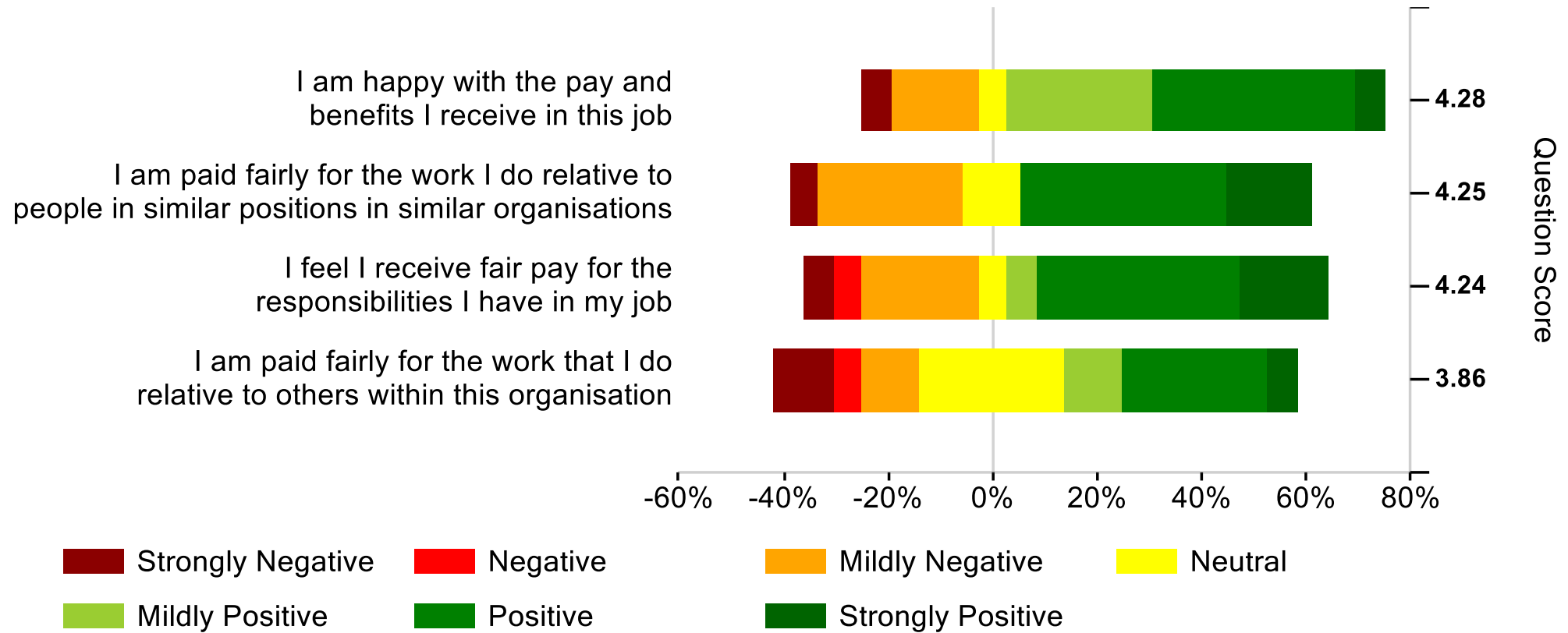
My Team (2 of 2)



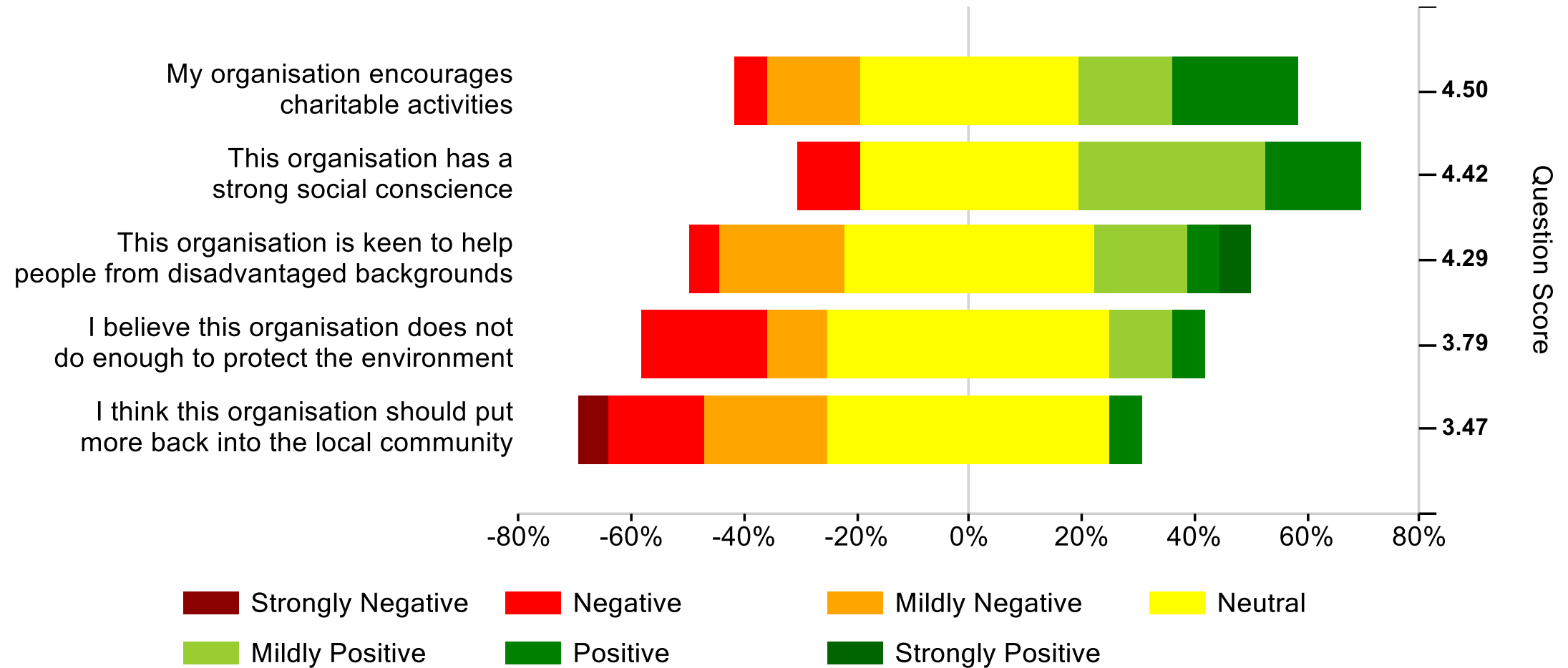
Wellbeing



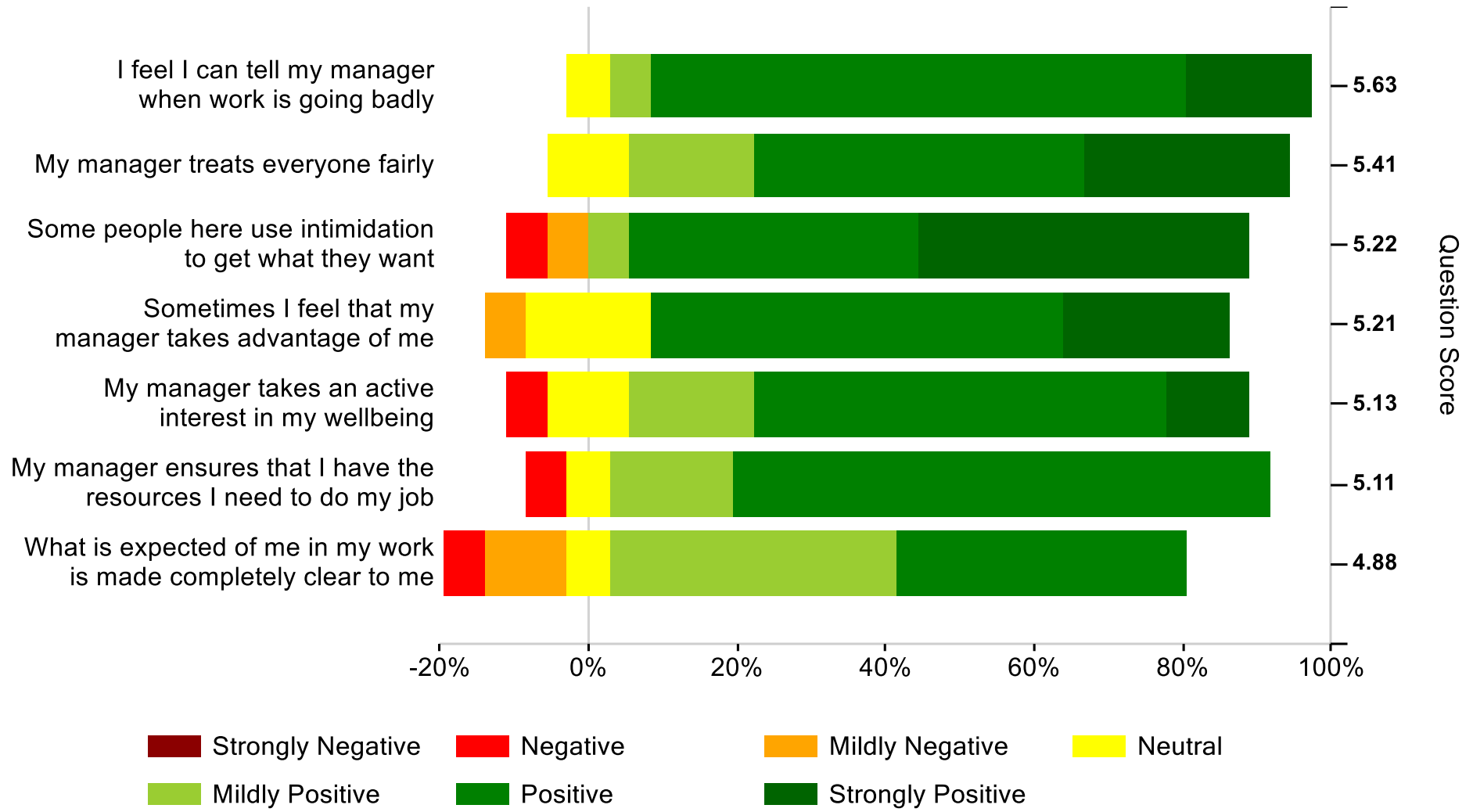
Fair Deal



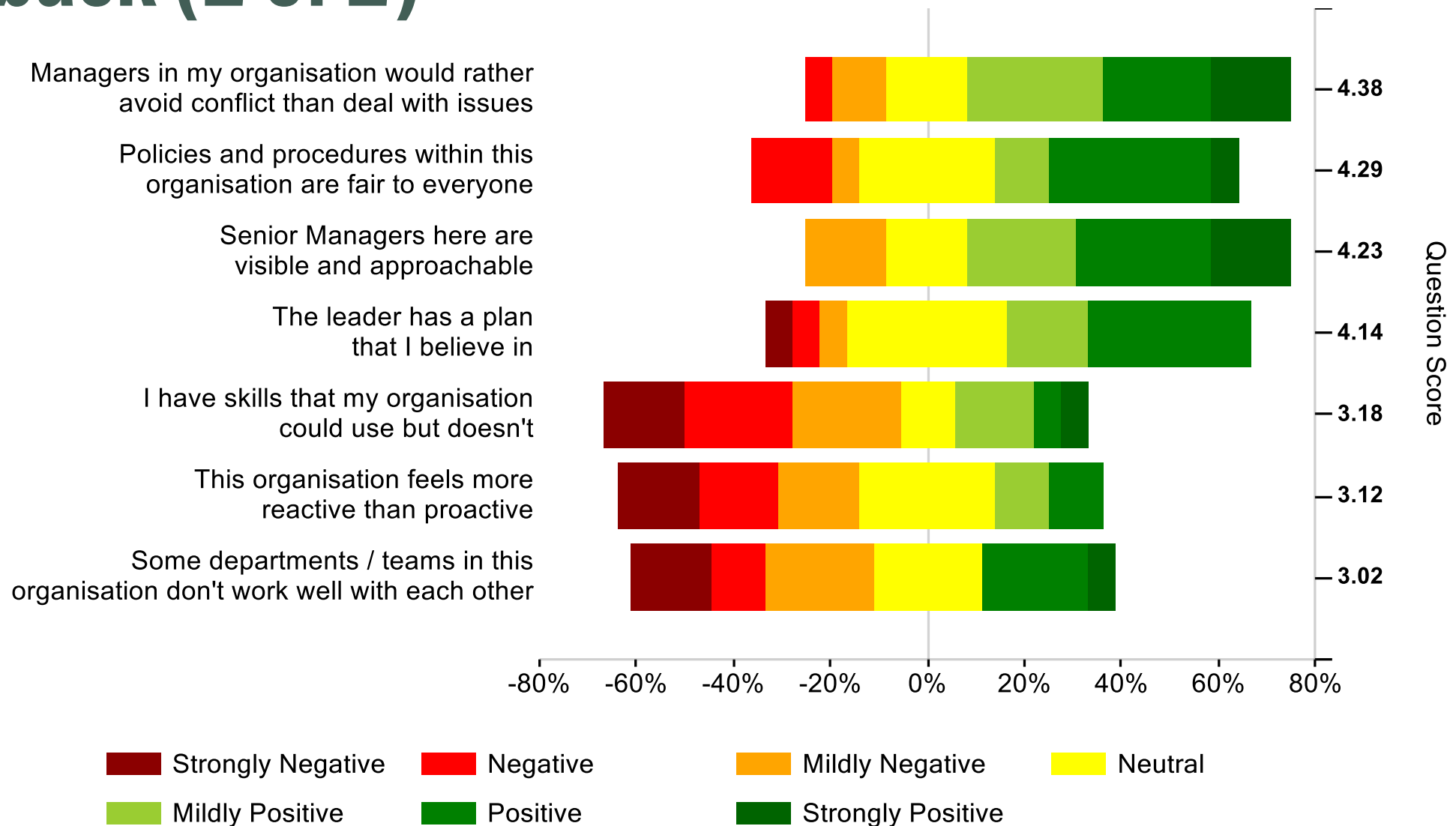
Giving Something Back



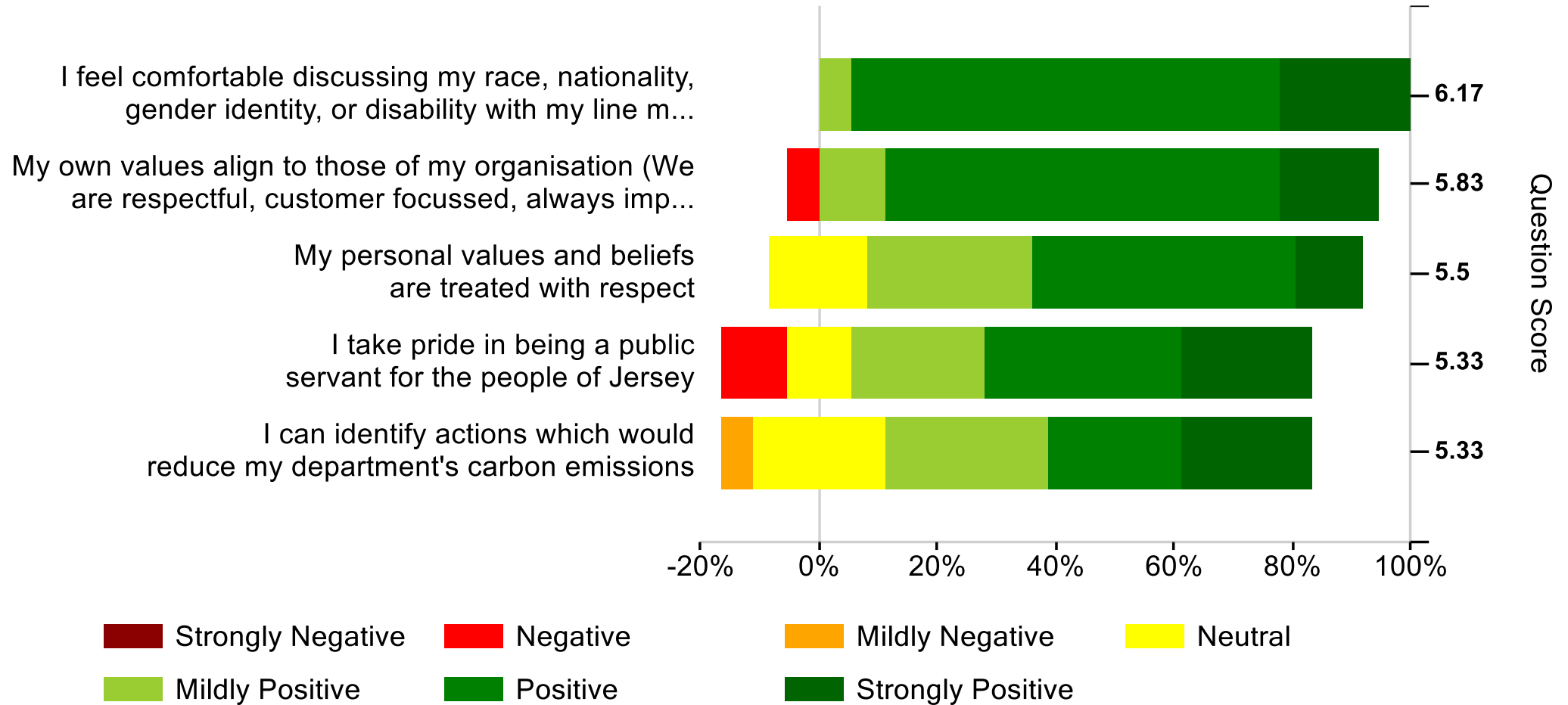
Feedback (1 of 2)



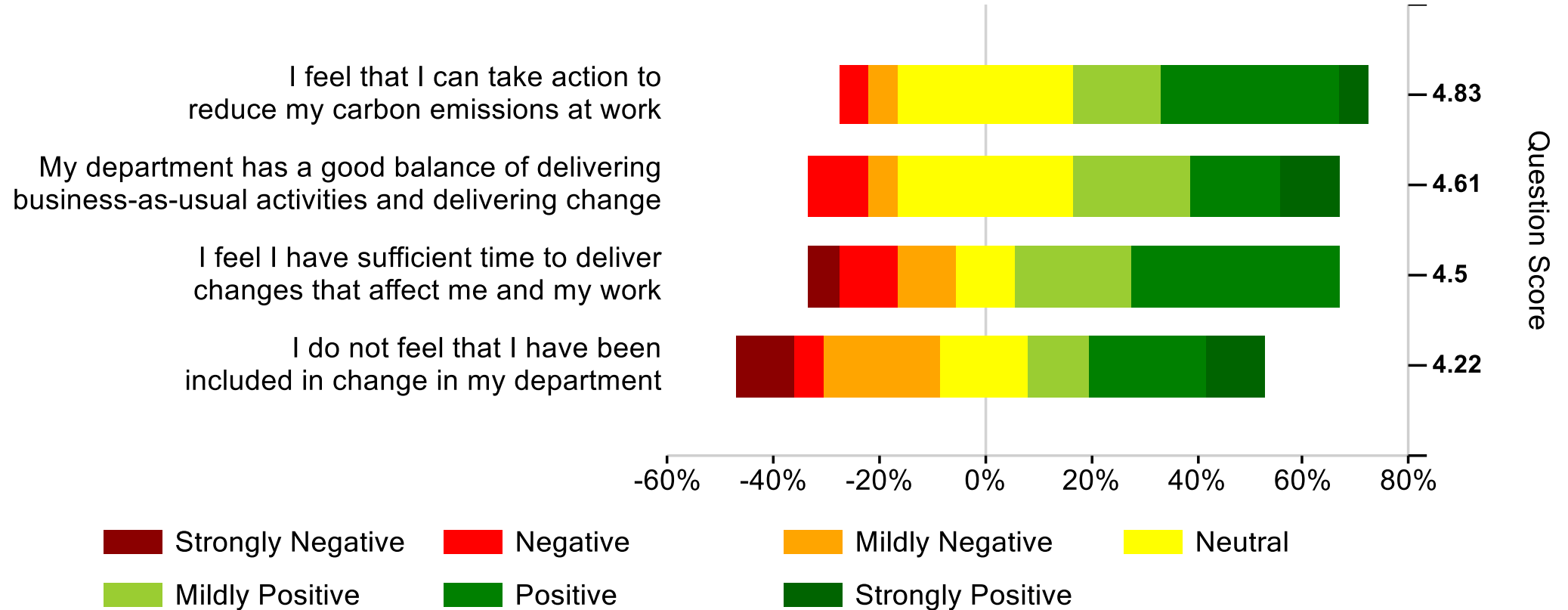
Feedback (2 of 2)



Bespoke (1 of 2)



Bespoke (2 of 2)



Service

