

Be Heard survey results

Infrastructure, Housing and Environment

February 2021

Engagement Levels



People find the working environment stimulating

HIGH MENTAL ACTIVATION



LOW MENTAL ACTIVATION

People find the working environment unchallenging

The Be Heard survey provides us with lots of rich information and detail about how you feel. And it focuses on working out what our employee engagement levels are. This is because:

When people are engaged they feel connected to each other and to the aims of the organisation they work for. They believe in a shared purpose and feel they play an important part in fulfilling it.

An engaged workforce is more motivated and productive because people take pride in what they're doing and have faith in those around them. This leads to better working relationships, greater collaboration and ultimately a more successful organisation.

The diagram on the left shows the additional information on the level of engagement among our people. There are nine groups, ranging from people who are highly engaged, to people who are bored and disengaged.

Infrastructure, Housing and Environment Overall Engagement Results

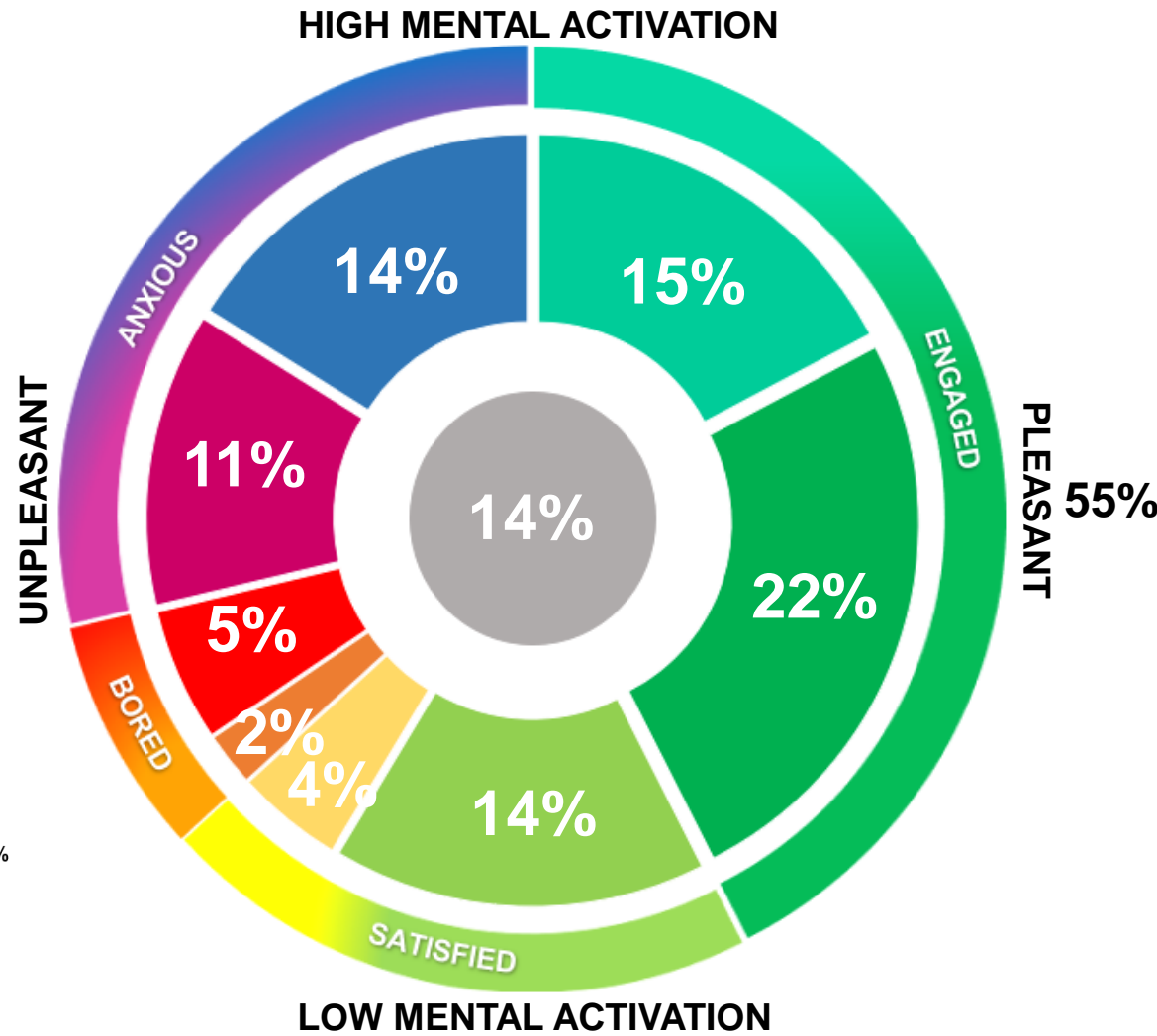


Our overall employee engagement figure is **55%**. This is slightly better than the 53% across Government. Our response rate was **59%**.

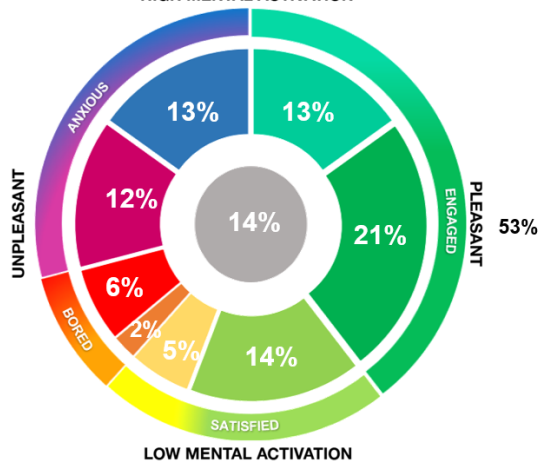
We conducted the survey while living and working through the Covid-19 pandemic, so this understandable.

The diagram on the left shows us that 55% (the green and yellow areas) are engaged. 39% of our people are telling us they need more support or information.

It also tells us that 7% of our employees are disengaged or bored.



GoJ Overall Engagement Results
HIGH MENTAL ACTIVATION



LOW MENTAL ACTIVATION

The Be Heard survey is based on 8 factors of engagement



My Manager highlights that people work for people. A good manager will talk with confidence about the direction and vision of the organisation, take an interest in the personal growth of their people and build effective teams.



Leadership is a prime influence on employee engagement. Leadership needs to drive forward change while creating a balance between work and personal life.



My Company measures how much people value the company they work for, how proud they are to work there, and whether they feel they're making a difference.



Personal Growth tells us if people feel challenged in their jobs, if they feel their skills are used to the full and if they feel there are opportunities to advance.



My Team is important as friendship and support from your workmates can make all the difference to your day. And as any good employer knows, team spirit fosters productivity.



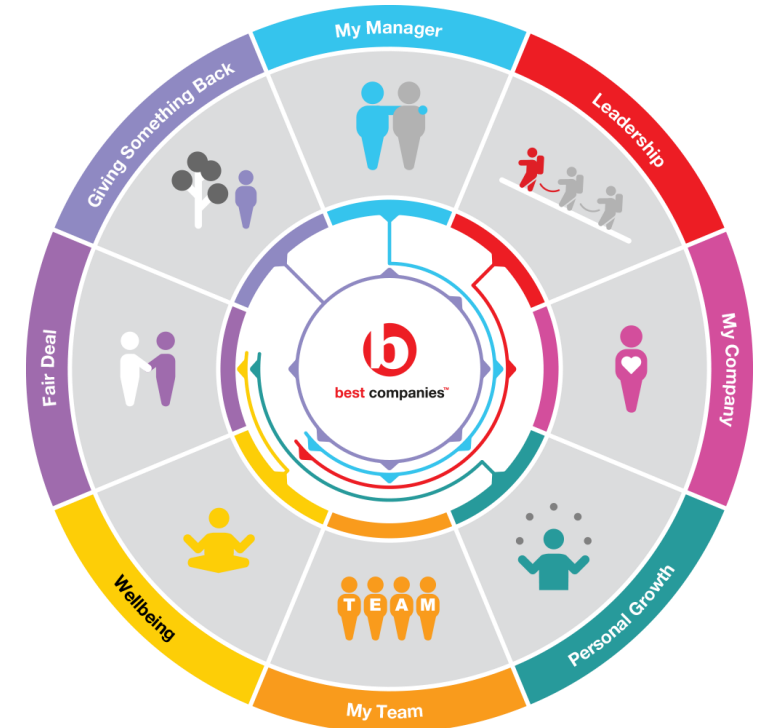
The balance between work and home life - the famous "work/life ratio" - is vitally important. **Wellbeing** measures stress and pressure and their impact on your health and performance.



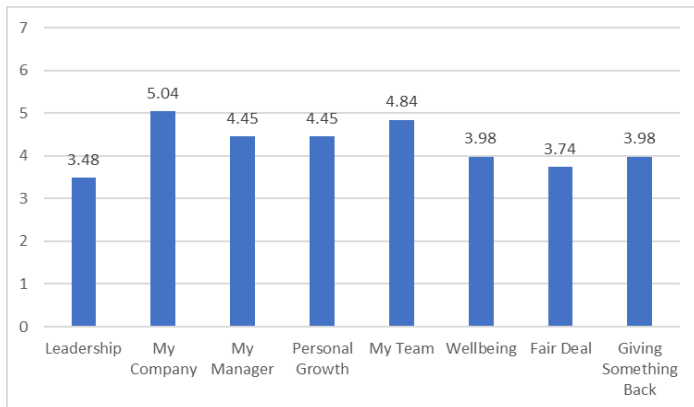
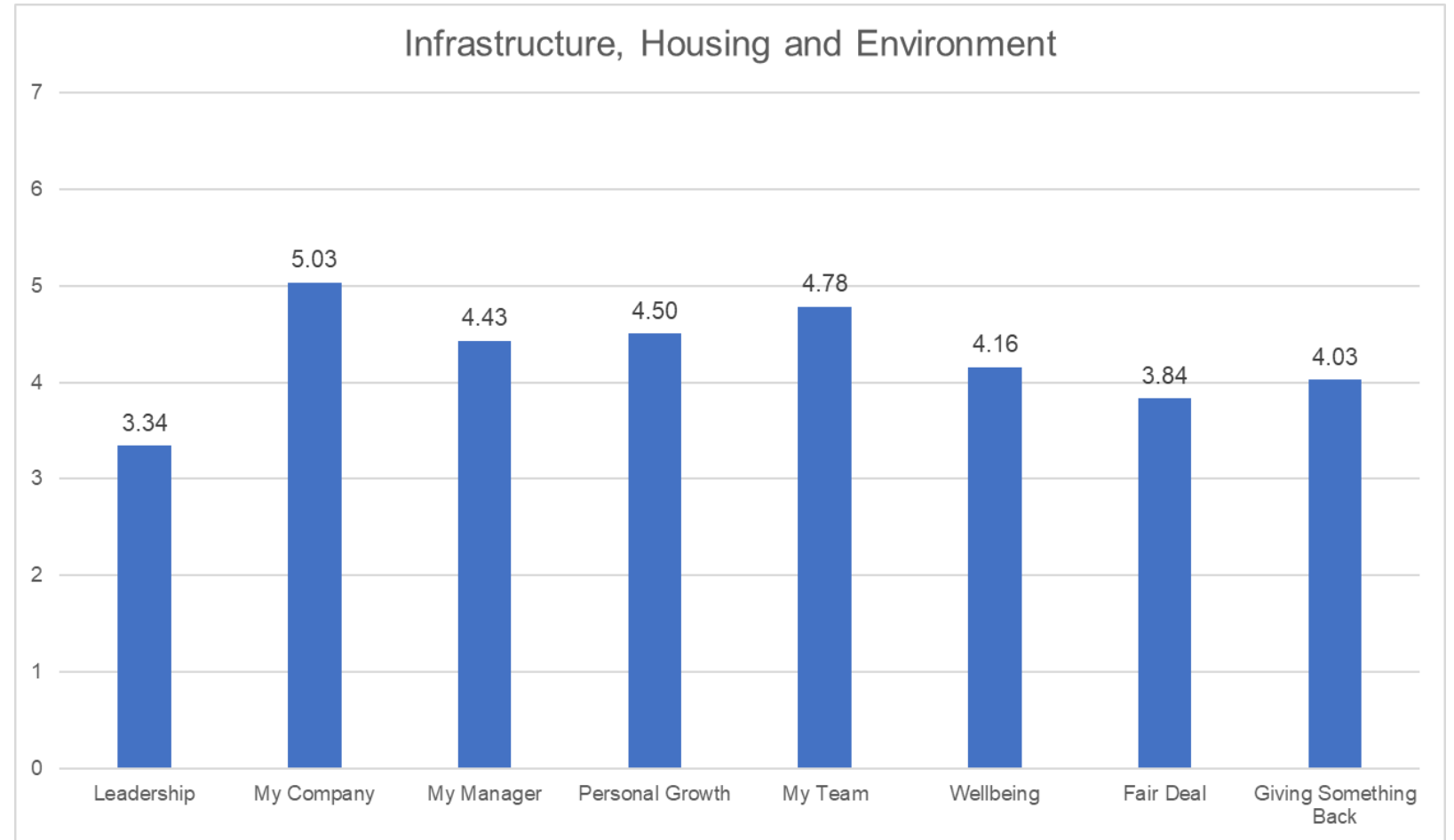
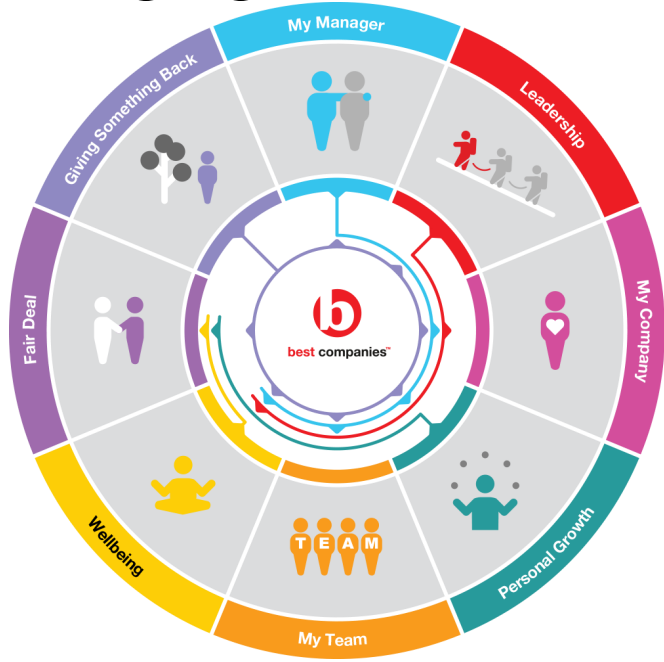
Fair Deal tells us whether people feel they feel the organisation values them and whether they feel pay and benefits compare well with those of counterparts in similar organisations.



Giving Something Back or giving back to the local and wider community involves how we think about the environment and we think profit and budget concerns are the only things driving the organisation.

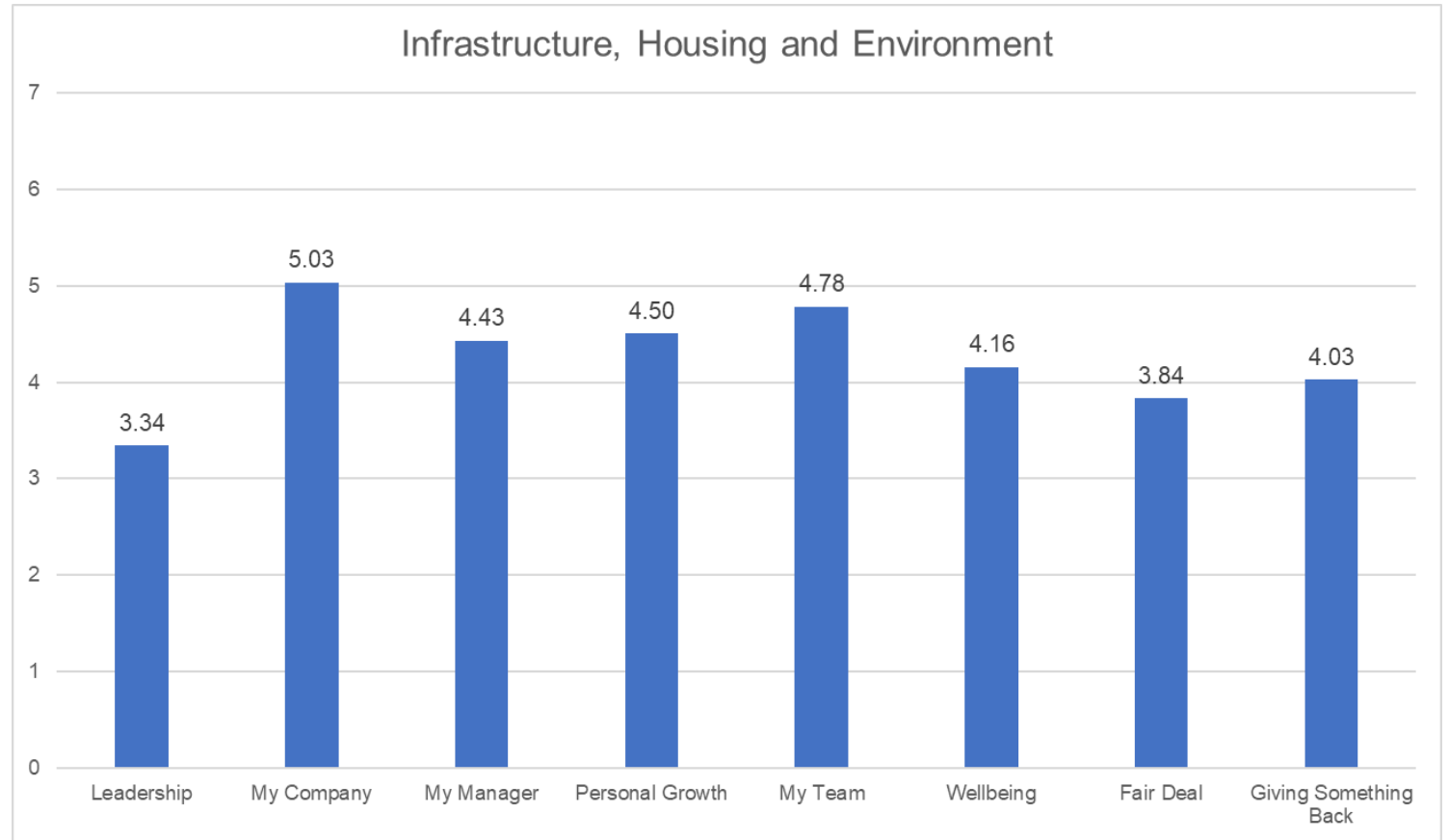
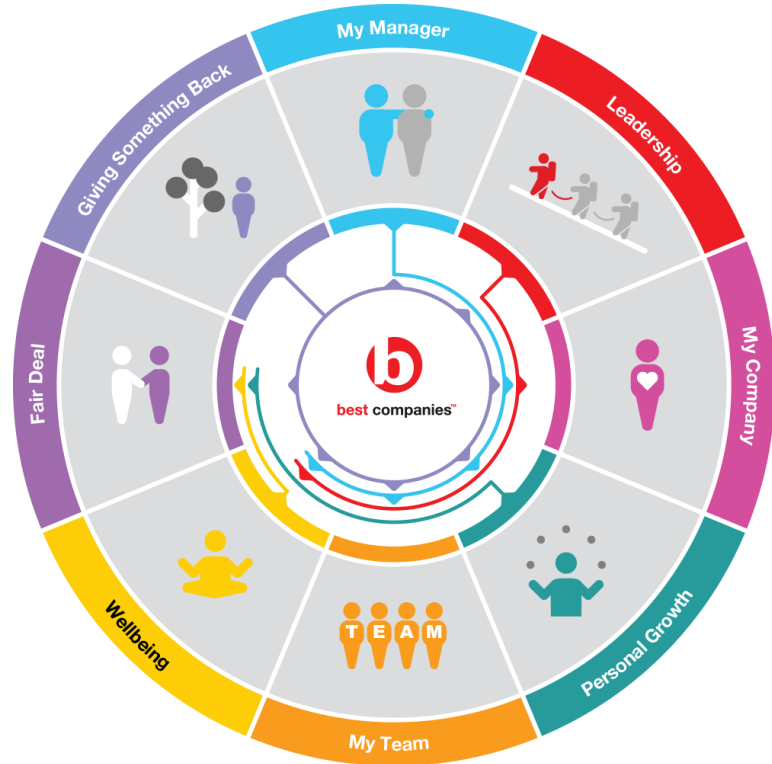


Infrastructure, Housing and Environment results by engagement factor

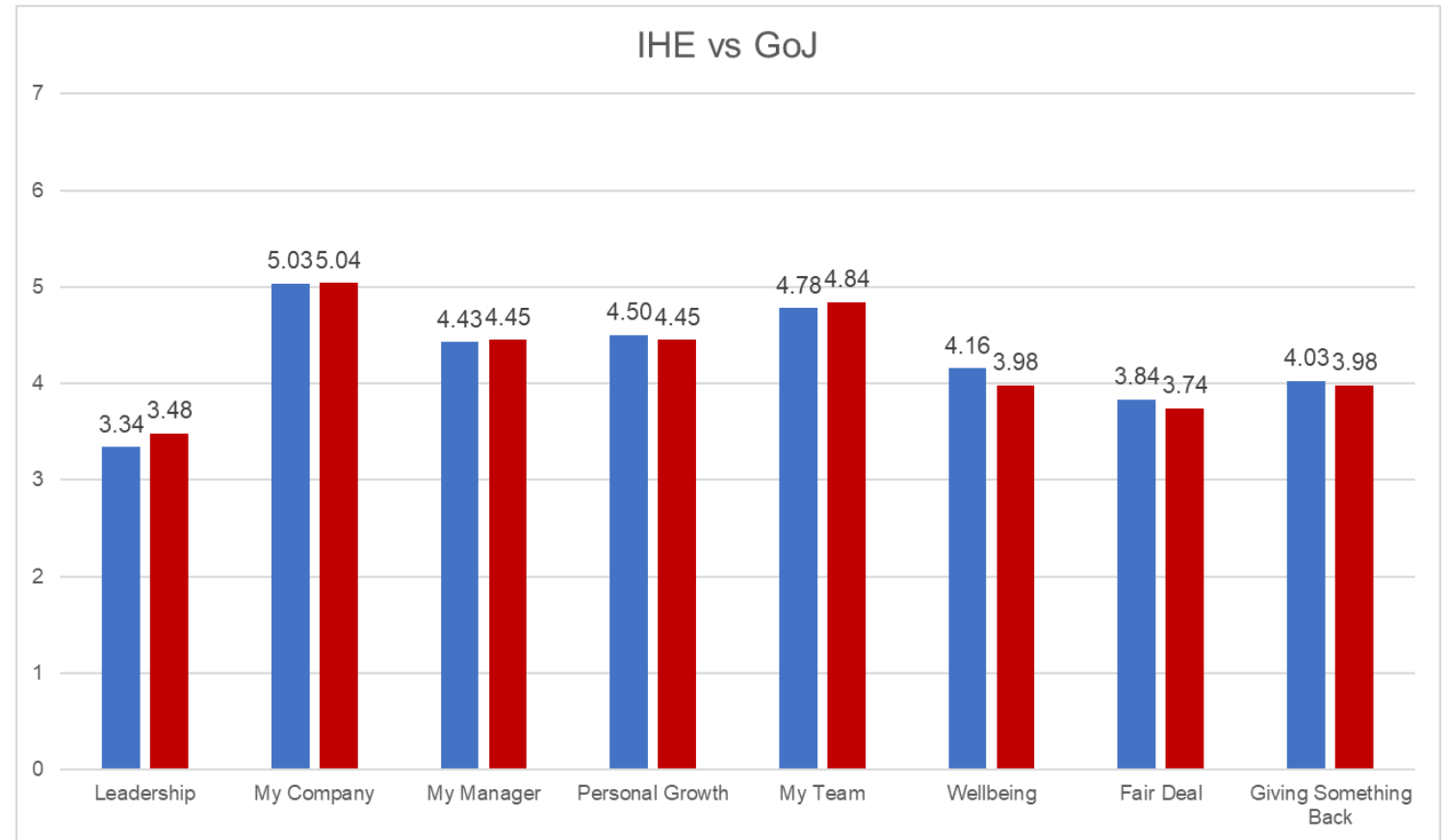
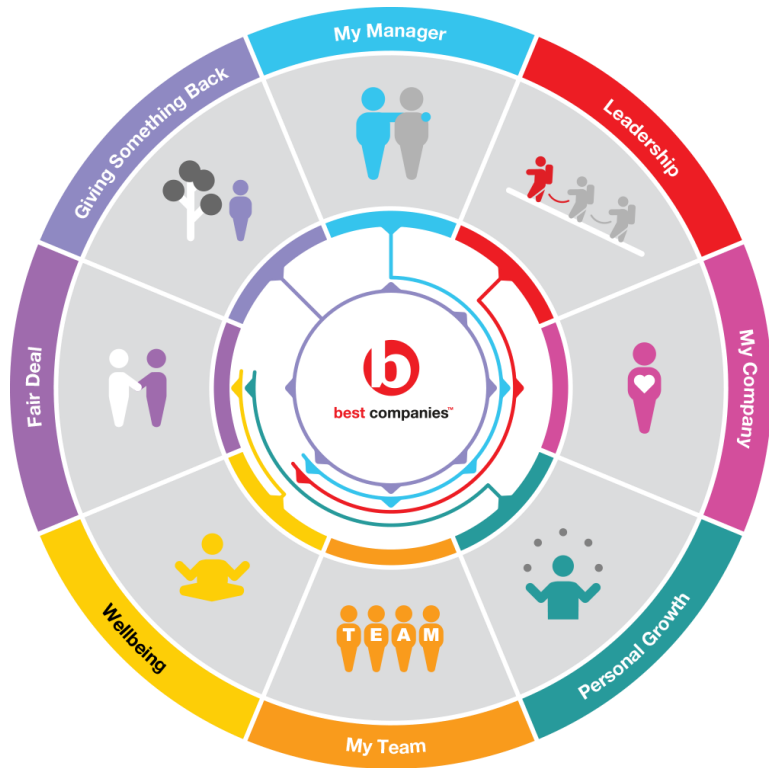


Overall Government of Jersey results by engagement factor

Infrastructure, Housing and Environment results by engagement factor



Infrastructure, Housing and Environment compared to GoJ by engagement factor



IHE Results: Top 15 most highly correlated questions



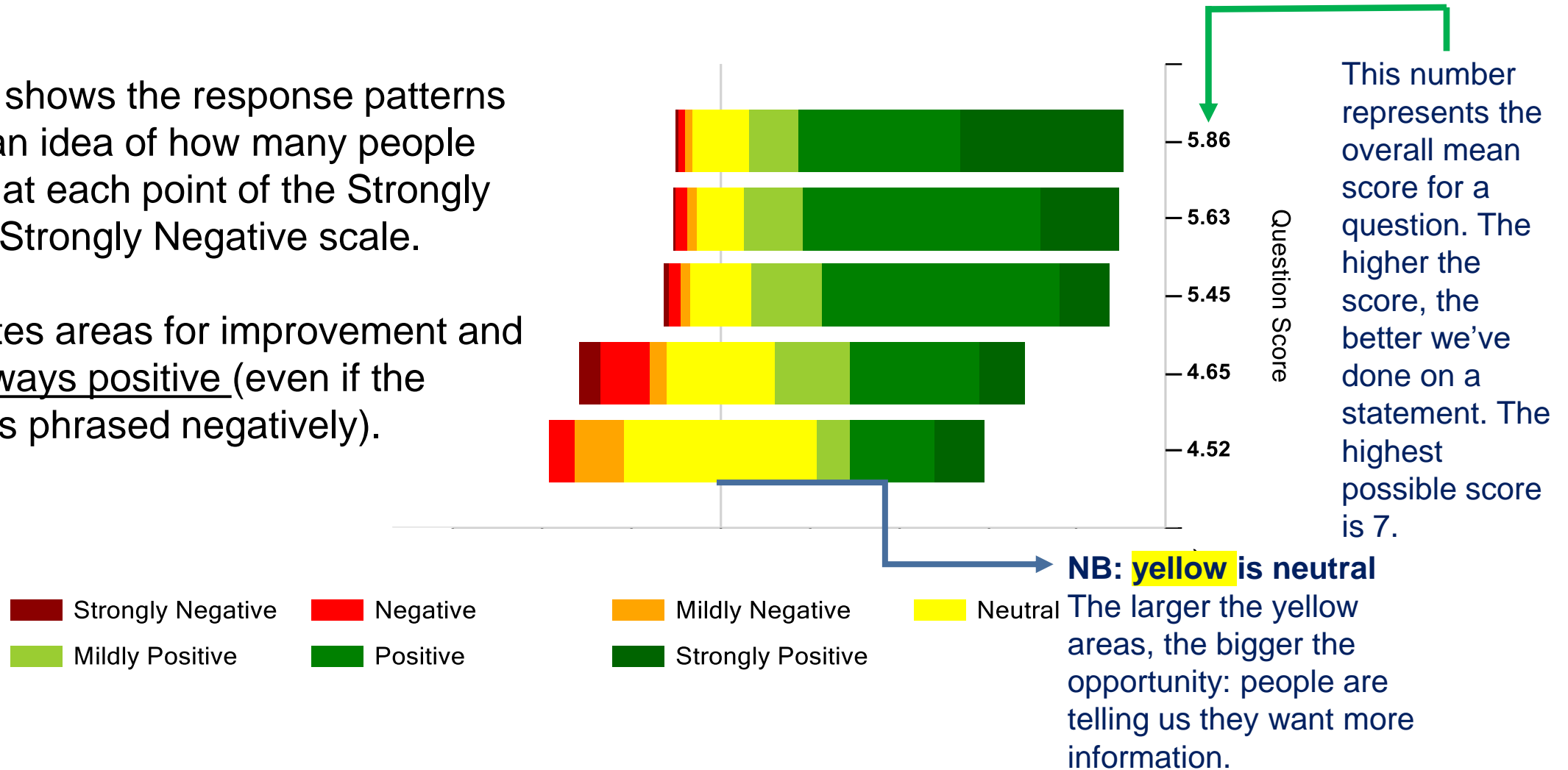
| Most highly correlated questions | Pearson Correlation |
|---|---------------------|
| I have confidence in the leadership skills of my manager | 0.716 |
| My manager helps me to fulfil my potential | 0.710 |
| I have confidence in the leadership skills of the senior management team | 0.705 |
| This job is good for my own personal growth | 0.705 |
| My manager motivates me to give my best every day | 0.703 |
| Senior managers truly live the values of this organisation | 0.696 |
| I would leave tomorrow if I had another job | 0.690 |
| My manager cares about how satisfied I am in my job | 0.683 |
| This organisation is run on strong values / principles | 0.654 |
| My manager would be quick to respond if I showed signs of being under too much pressure | 0.654 |
| I feel proud to work for this organisation | 0.650 |
| My manager shares important knowledge and information with me | 0.650 |
| My manager is an excellent role model for me | 0.648 |
| There are limited opportunities for me to learn and grow within this organisation | 0.646 |
| My manager takes an active interest in my wellbeing | 0.629 |

| Key |
|--|
| Managerial Engagement |
| Organisational Clarity |
| My Company & Personal Growth Questions |

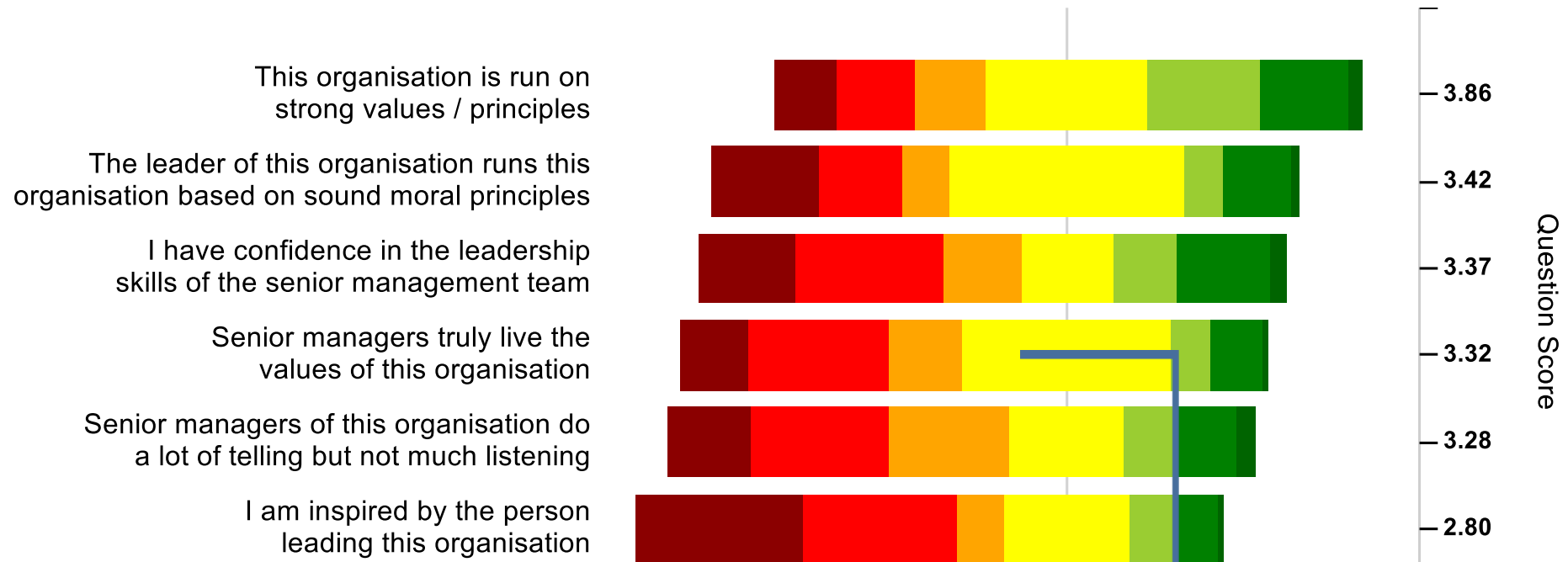
Understanding our results – how to interpret heatmaps



- A heatmap shows the response patterns and gives an idea of how many people responded at each point of the Strongly Positive to Strongly Negative scale.
- Red indicates areas for improvement and green is always positive (even if the statement is phrased negatively).



IHE results: Be Heard Survey – Leadership



■ Strongly Negative ■ Negative ■ Mildly Negative ■ Neutral
■ Mildly Positive ■ Positive ■ Strongly Positive

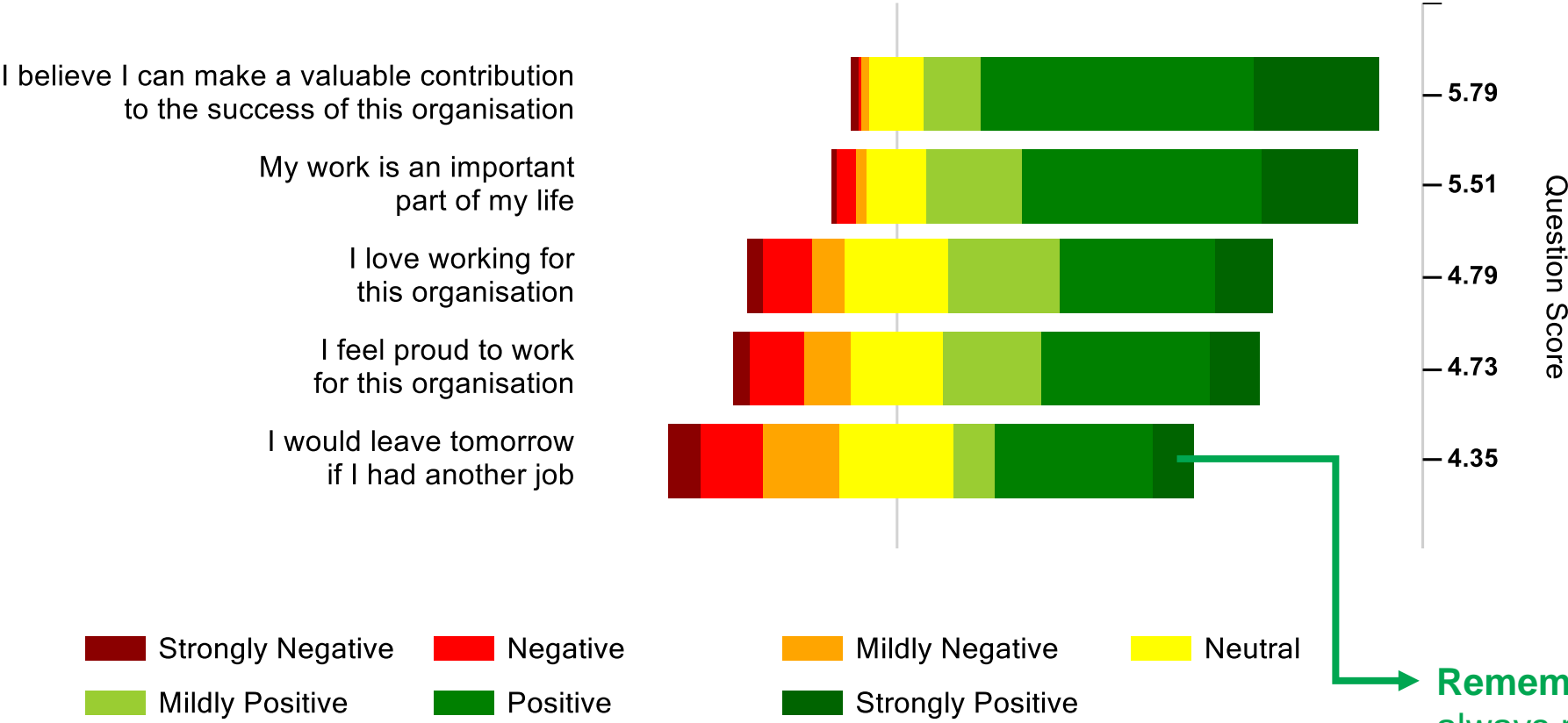
Remember: yellow is neutral The larger the yellow areas, the bigger the opportunity: people are telling us they're not able to comment and would benefit from more information

* Responses available on heatmap are from all job grades combined

Our results: Be Heard Survey – My Company*



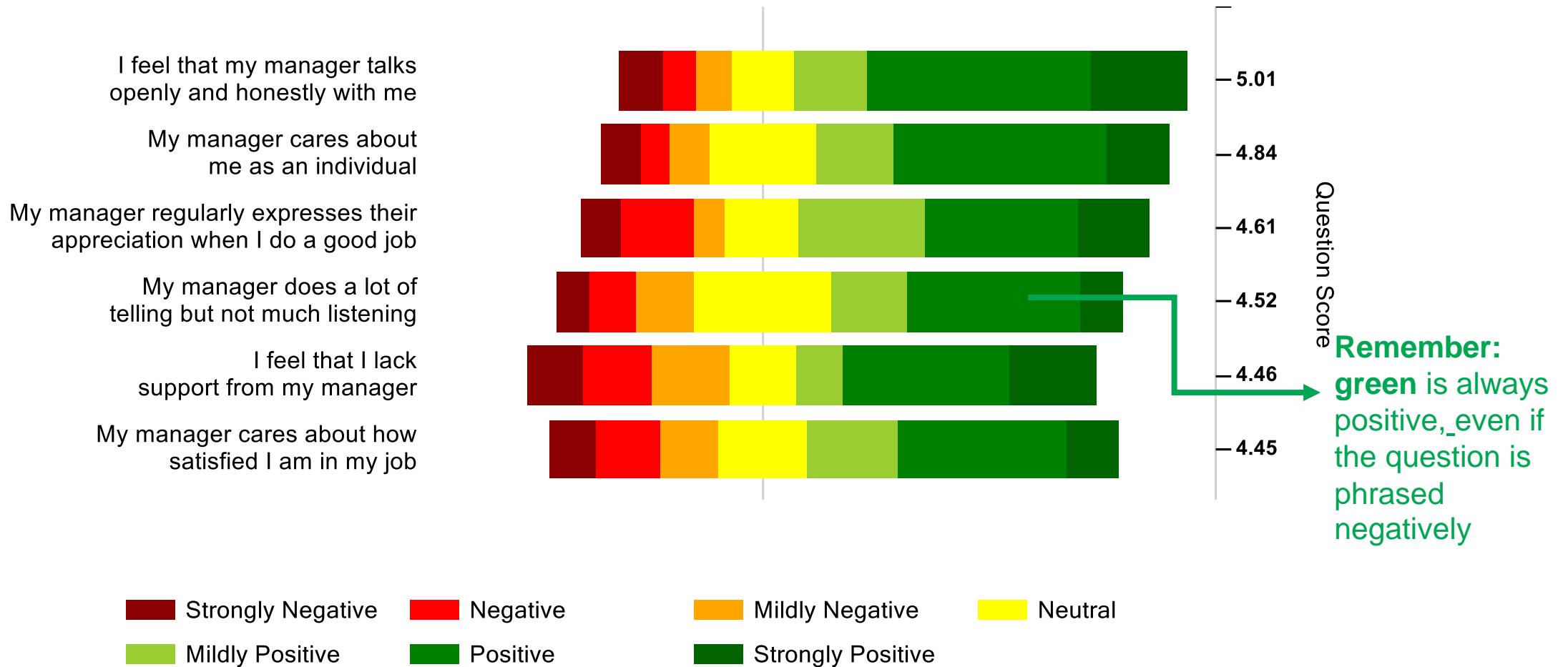
*My Company means Government of Jersey



* Responses available on heatmap are from all job grades combined

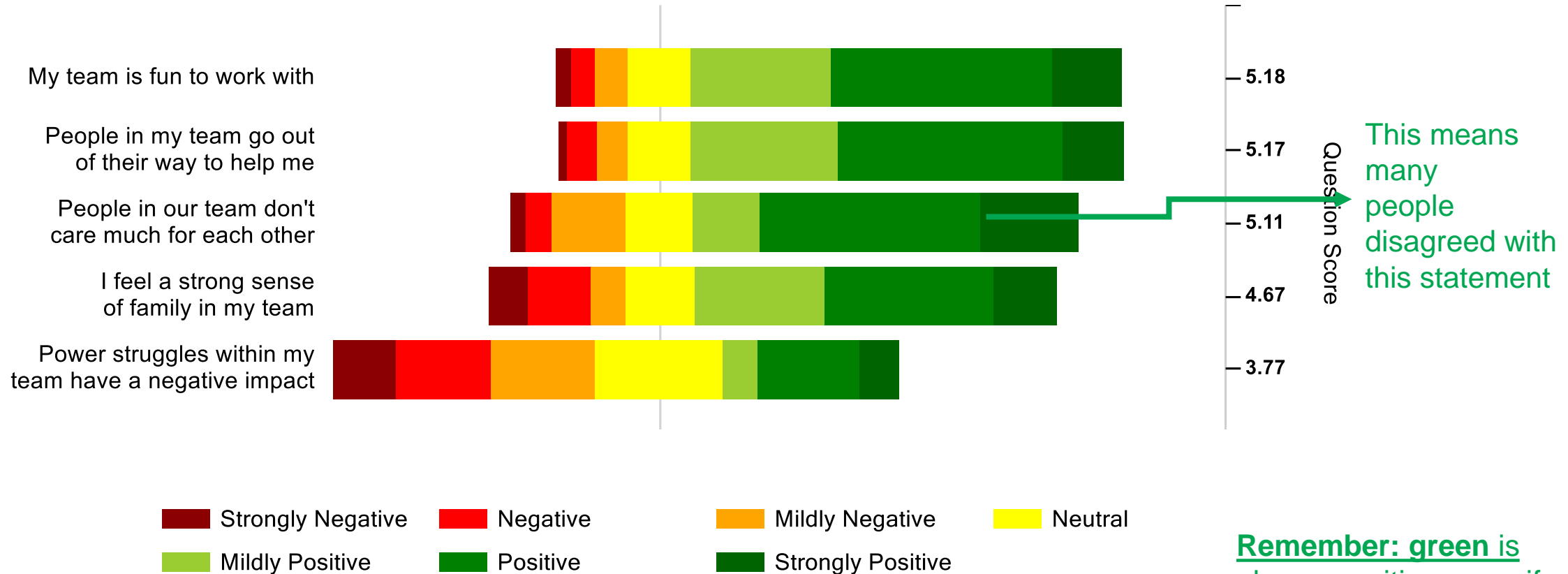
Remember: green is always positive, even if the question is phrased negatively

IHE results: Be Heard Survey – My Manager



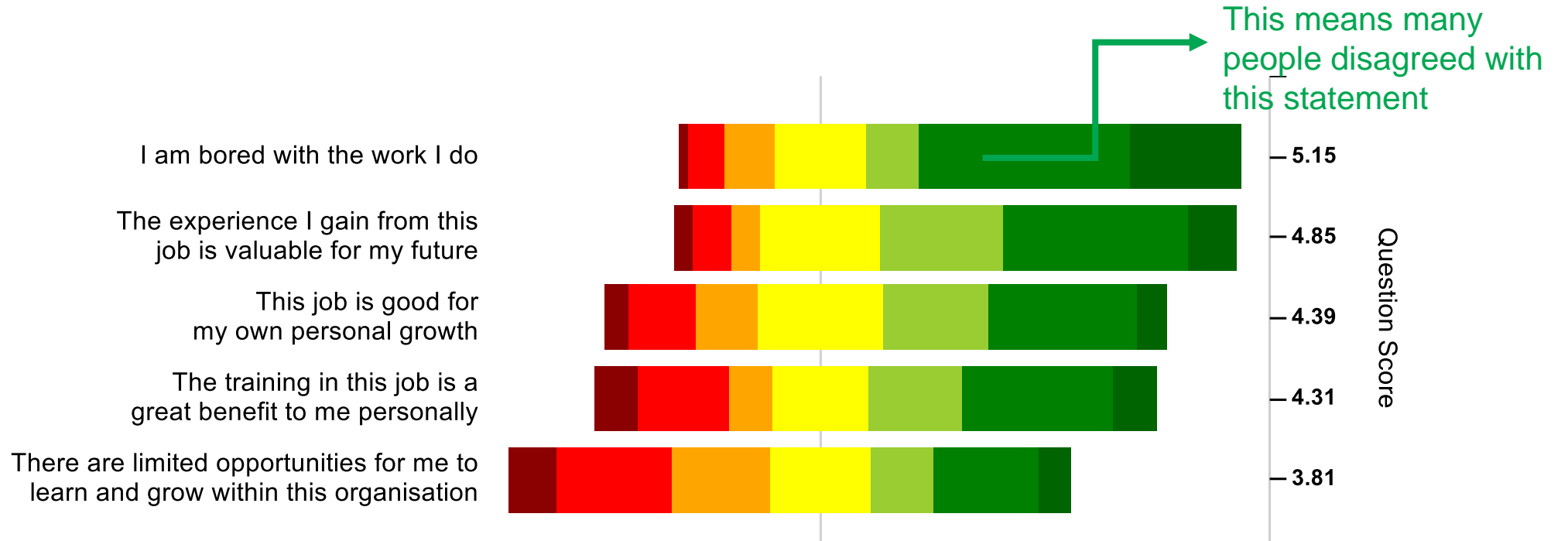
* Responses available on heatmap are from all job grades combined

IHE results: Be Heard Survey – My Team



* Responses available on heatmap are from all job grades combined

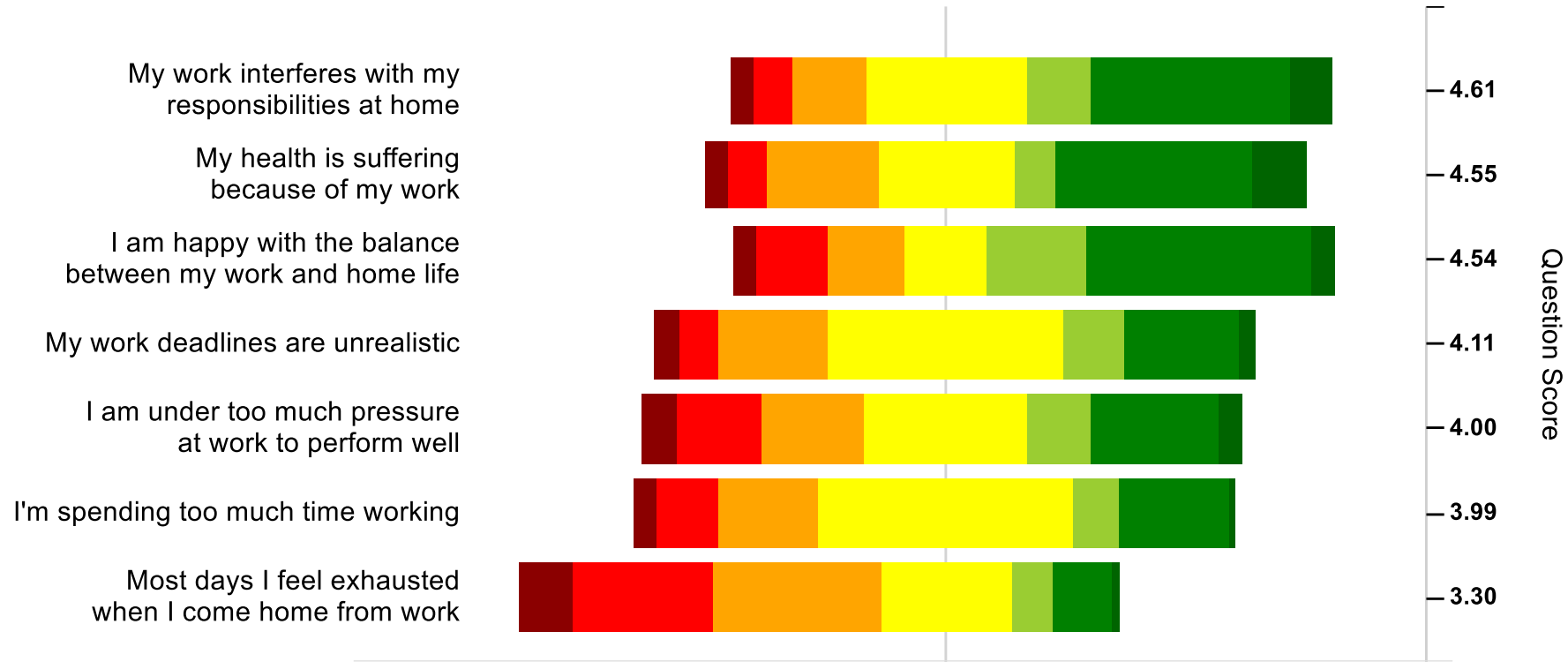
IHE results: Be Heard Survey – Personal Growth



Remember: green is always positive, even if the question is phrased negatively

* Responses available on heatmap are from all job grades combined

IHE results: Be Heard Survey – Wellbeing



The Wellbeing scores are a reflection of how hard people have been working during this extraordinary year.

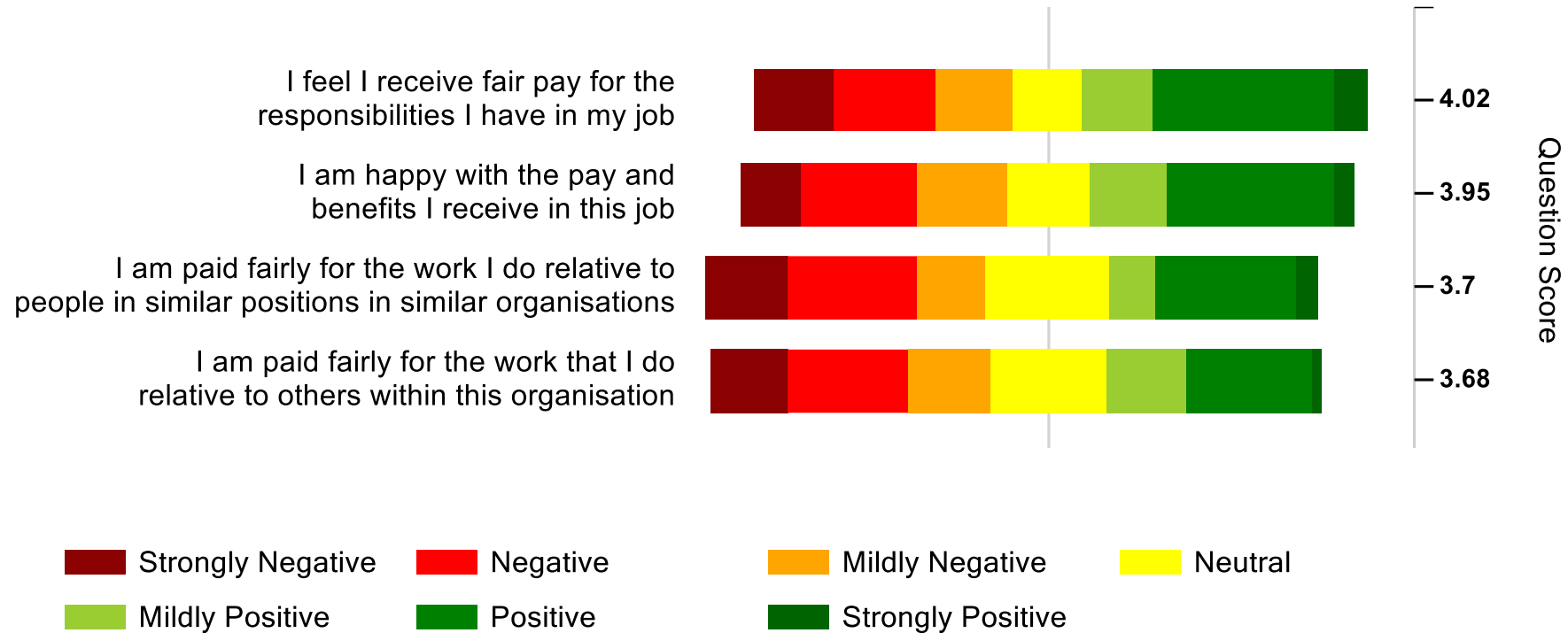
Please note that there are wide variations in the feedback that colleagues have provided about their wellbeing, depending on the types and areas of their work.

Wellbeing is a priority area of focus to help improve how colleagues feel



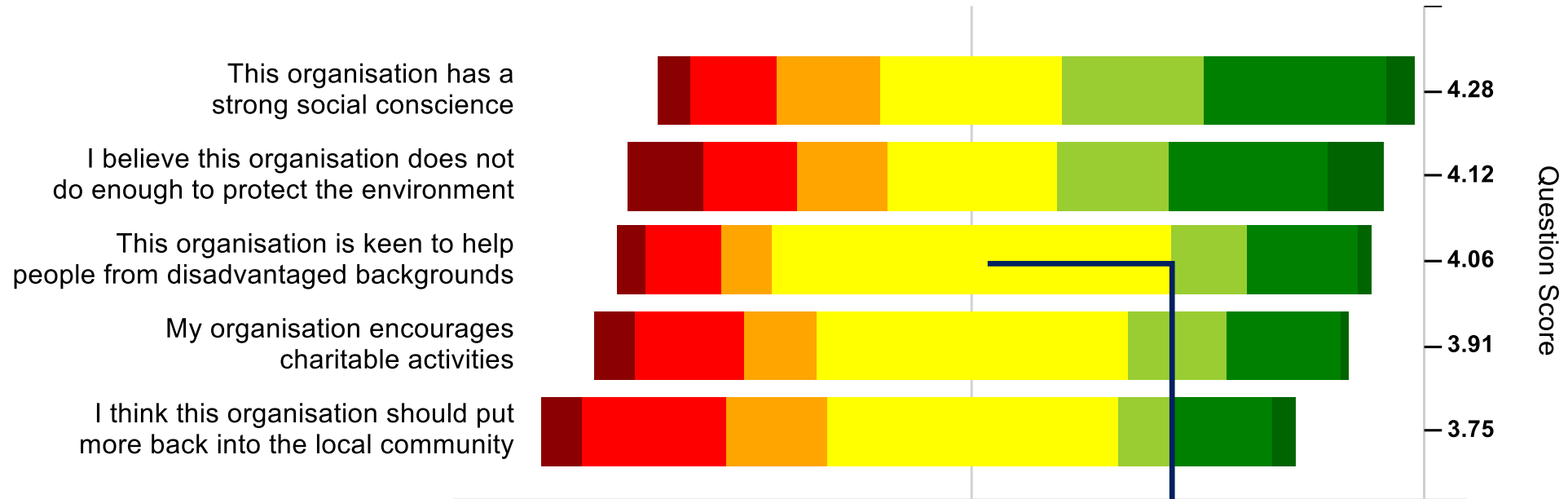
* Responses available on heatmap are from all job grades combined

IHE results: Be Heard Survey – Fair Deal



* Responses available on heatmap are from all job grades combined

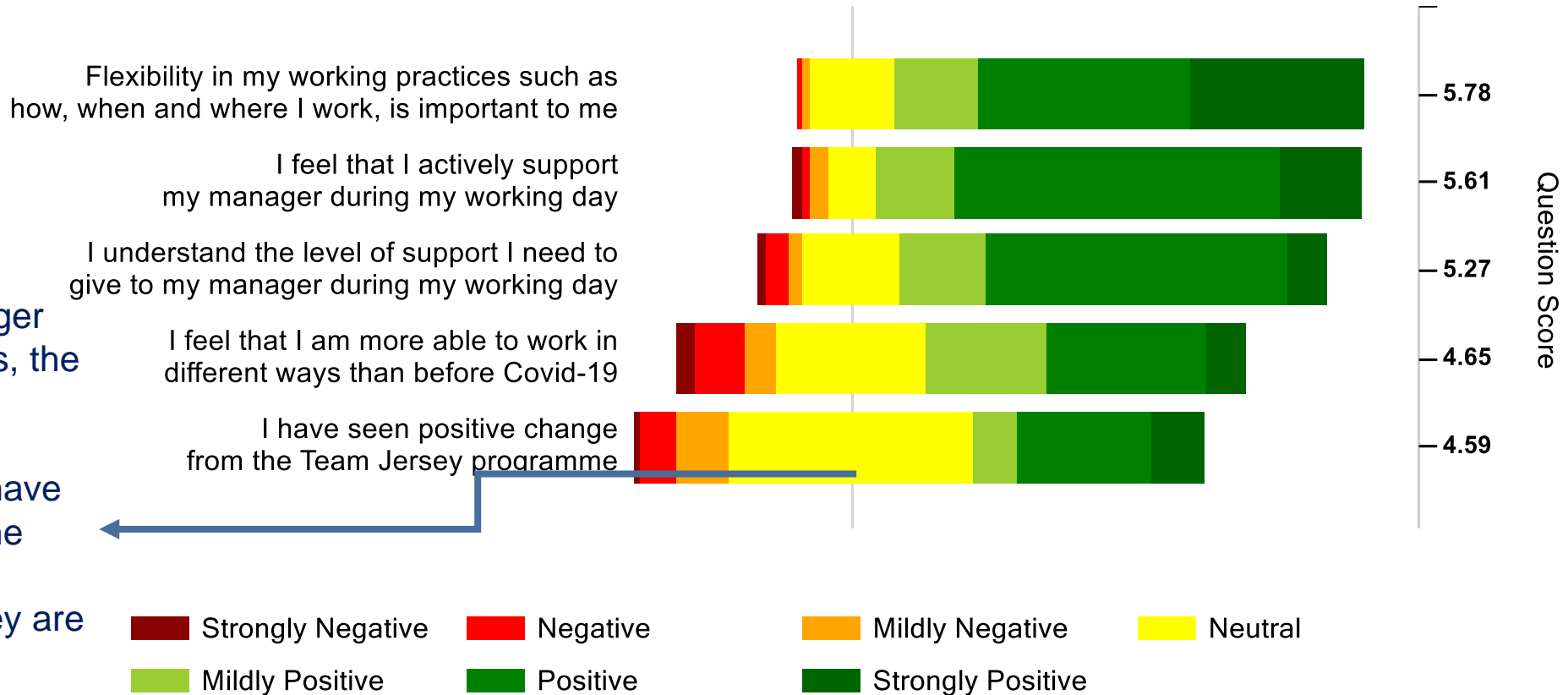
IHE results: Be Heard Survey – Giving Something back



Remember: The larger the yellow area, the more opportunities there are to improving engagement by providing more information

* Responses available on heatmap are from all job grades combined

IHE results: Government of Jersey bespoke questions (1 of 3)

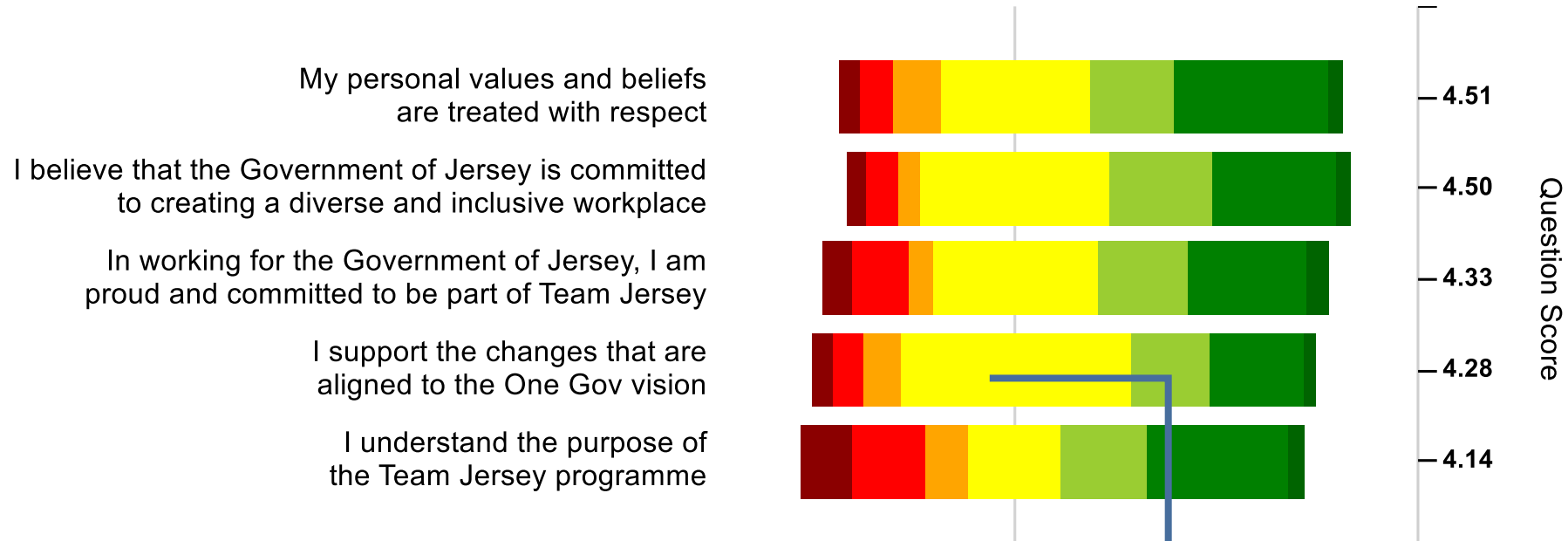


NB: the highest possible score is 7, and everything over 4 is positive.

NB: yellow is neutral. The larger the yellow areas, the bigger the opportunity: Where people have engaged with the Team Jersey programme, they are positive

* Responses available on heatmap are from all job grades combined

IHE results: Government of Jersey bespoke questions (2 of 3)



Strongly Negative Negative
Mildly Positive Positive

Mildly Negative Neutral
Strongly Positive

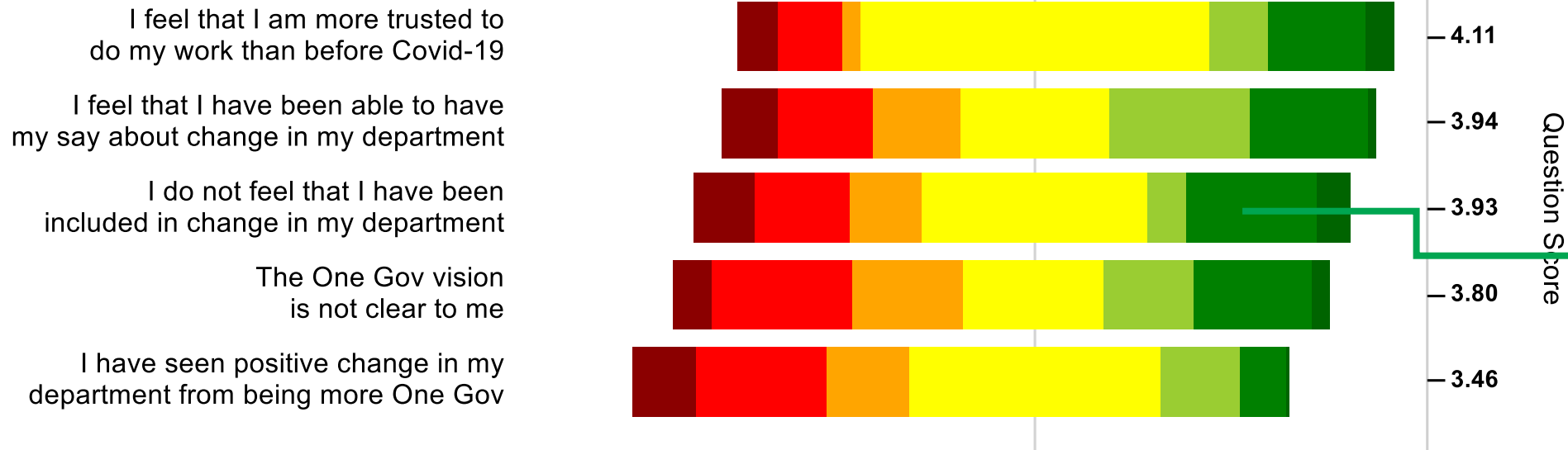
NB: yellow is neutral
The larger the yellow areas, the bigger the opportunity: people are telling us they want more information.

* Responses available on heatmap are from all job grades combined

IHE results: Government of Jersey bespoke questions (3 of 3)



NB: yellow is neutral The larger the yellow areas, the bigger the opportunity: people are telling us they want more information.



Remember: green is always positive, even if the question is phrased negatively



* Responses available on heatmap are from all job grades combined

IHE results: Be Heard Survey – Customer Service

