

Getting the MOST out of your Employee Experience Survey

Presented by: Julie Coneset, Capstone Transformational Coach



WWW.CAPSTONELEADERSHIP.NET

Why survey?

“Employee engagement is the degree to which an employee feels that they are truly a part of a company, have a voice in its decisions and feels respected.” -- **Darryl Dioso**



Where to start?

Sample Questions

I fully understand what is expected of me in my position. (Impact: Do you have clearly defined job descriptions, and is this clearly communicated from your management team on a regular basis?)

My manager cares about my success. (Impact: What's the perception you employees have about their manager's role regarding their success?)

I feel comfortable giving feedback to my manager. (Impact: Does your company culture encourage or discourage feedback?)

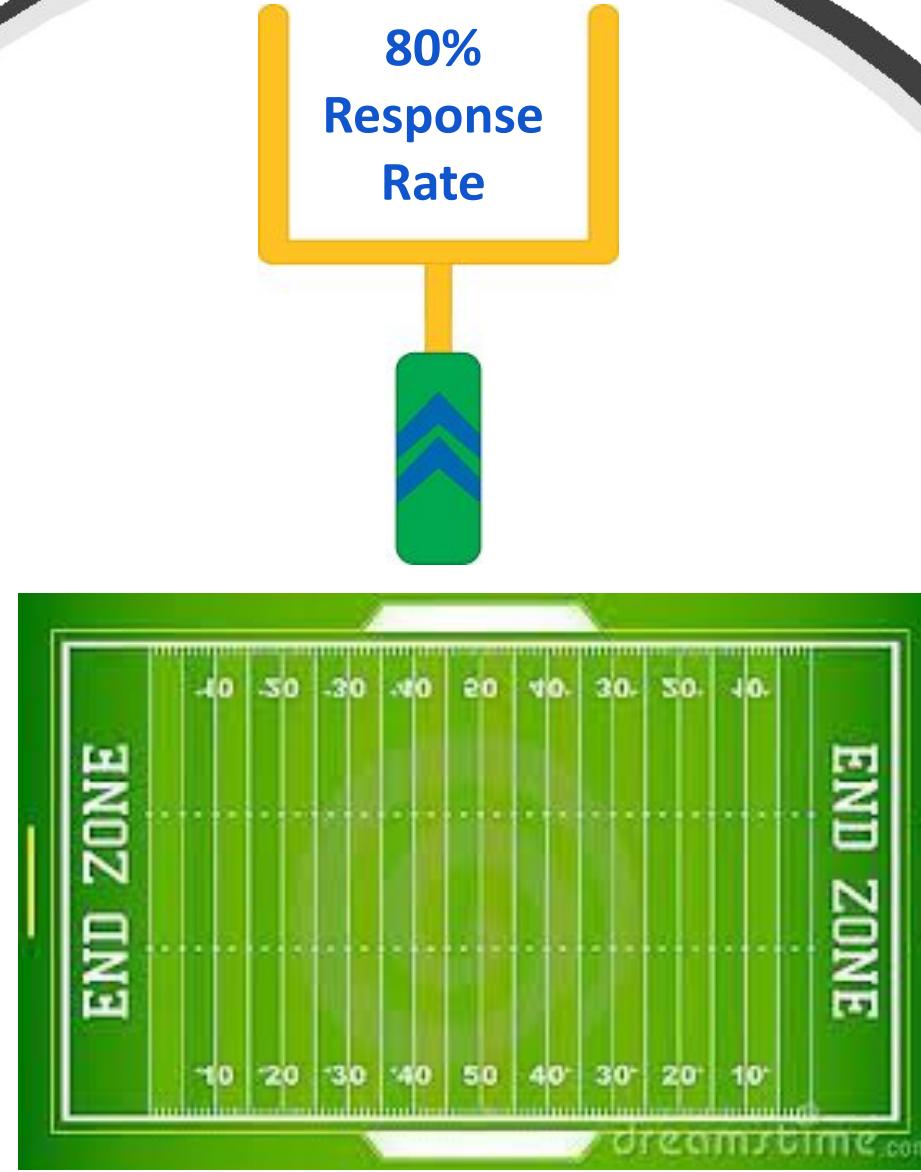
My manager contributes to a positive culture within my department. (Impact: Are your managers adding to, or subtracting from, your vision of what your company culture should look like?)

I feel like I am in the right position. (Impact: Have you aligned each person's strengths with the appropriate job?)



Promotion

Employer of Choice Team



Promotion

Employer of Choice Team

Letters to Home
Team Promotion





Share survey results and announce next steps

Survey Review

Results

“When leaders throughout an organization take an active, genuine interest in the people they manage, when they invest real time to understand employees at a fundamental level, they create a climate for greater morale, loyalty, and yes, growth.” -- Patrick Lencioni



Follow Up

Employer of Choice Team

Which department had the greatest response rate or improvement in response?

Which leader met their goal(s)?

What elements of the workplace are engaging or disengaging?



Follow Through

“What you do has far greater impact than what you say.” - Stephen Covey

Feedback and action planning are two of the cornerstone activities of the survey process



Employee
Satisfaction
Survey
Follow-up

QUESTIONS?

CALL US!



Julie Coneset

julie@capstoneleadership.net

906.440.0813

JUST
J
START

 CAPSTONE
Leadership Solutions, Inc.