



TalentWatch® Report
Individual Leader Results
ACME Corporation

Report Prepared For: John Smith
Report Prepared on: Wednesday, MM/DD/YYYY
General Survey Respondents: 25
Leader Survey Respondents: 22
Attachments: **TalentWatch Team Meeting Guide**
(double click the name to open)



Sample Report

TalentWatch® Engagement Survey Results

This report will help you understand the following:

- Organization, Job/Career, Co-Worker, and Leader factors that influence employee engagement
- Factors that influence employees to stay or consider leaving your organization
- Current employee satisfaction and satisfaction change
- Employee Net Promoter Score (ENPS), which measures employees' willingness to recommend (WTR) the organization as a good place to work and recommend products and services to others

Your survey results present a rare opportunity to learn exactly how your team members' feel about the organization, their jobs, co-workers and their leader - you. This information will enable you to improve your ability to engage, retain, and get the best performance from your team. You will benefit from these abilities throughout your leadership career.

How to use your results:

- Look for surprises:** : The most valuable outcome of this and any survey is to learn something new. While reviewing your results you will come across data that will fall into one of the following categories:

Gifts: "Gifts" are results that are better than you anticipated. Use this data to leverage your strengths in engaging and retaining talent.

Affirmations: "Affirmations" are results that reflect exactly what you anticipated. Ask for additional feedback from your team on how you best improve in areas where you have the opportunity to do so.

Surprises: "Surprises" are results that unfortunately, are worse than you thought. Nobody likes these types of surprises, but the good news is that you're now aware of these areas and can focus on improving them. Surprises are the most valuable results you can receive, so do not rationalize or discount them. Without this knowledge, you would continue behaving in your normal way, unaware of the negative impact it was having on your team.

- Set Action Planning goals:** Complete the Action Planning items within the guide to help you incorporate what you've learned from the survey into your daily work experiences with employees.
- Meet with your leader:** Schedule a meeting with your leader to discuss your current results, your action plan and your goals. Be prepared to discuss (1) the factors influencing your current goals, (2) how you set your goals, and (3) what actions you will take to meet your goals. Share with your leader your plan for how you will review these results with your team and get his/her assistance in any areas you may be uncomfortable.

- **Use this guide to conduct a *Team Meeting*:** Meet with your team to discuss the results of this survey. This might seem intimidating, especially if you have a number of areas to improve. The great news is that you don't need to be prepared to tell your team how you're going to improve. You just need to be prepared to ask questions on how they would like you to change.

It is important to get feedback from all of your team members. If you have a team in which a few of the members tend to dominate discussions, it may be appropriate to meet individually with each team member to ensure every team member can provide you with feedback. Here are some tips for discussing your results with your team:

- Thank your team for their participation in taking the survey.
 - Review some positives and some areas for development.
 - **Ask questions.** For areas where your team has indicated you could improve, ask open-ended questions regarding how you could be more effective in the area. A powerful question sequence is **Start, Stop and Continue**. For each improvement area, you simply ask team members to tell you things/behaviors they would like you to start, stop and continue. Use these suggestions as part of your action plan.
 - Share some of the actions you will take based on the survey results.
 - Provide status to your team on next steps and follow through on your action plan.
- **Take Action on your results:** The true value of this survey is based on your ability to manage differently based on the survey results.

Table of Contents

Summary of Key Metrics 5

Factors which led employees to JOIN the organization 6

Committed Employees, How long employees intend to stay 7

Satisfaction at Work 8

Employee Net Promoter Score (ENPS) 9

Employee Engagement 10

 What is Employee Engagement? 10

 What is an Engagement Index? 10

 Action Planning for Engagement Drivers 11

 HIGH PERFORMING ORGANIZATION 12

 JOB & CAREER SATISFACTION 14

 SUPPORTIVE CO-WORKERS 16

 CREDIBLE LEADERSHIP 18

High Impact Leadership Development Opportunities 21

Free Response 23

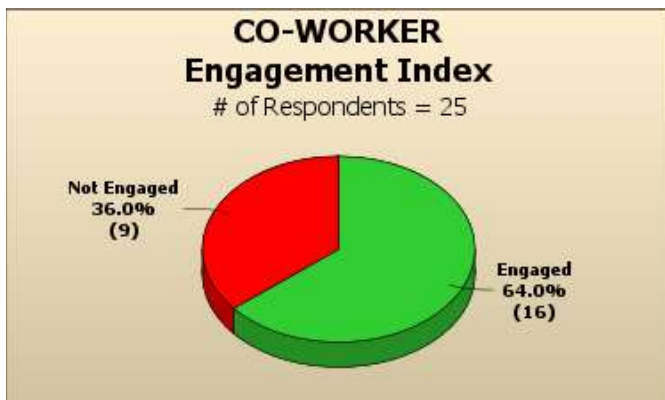
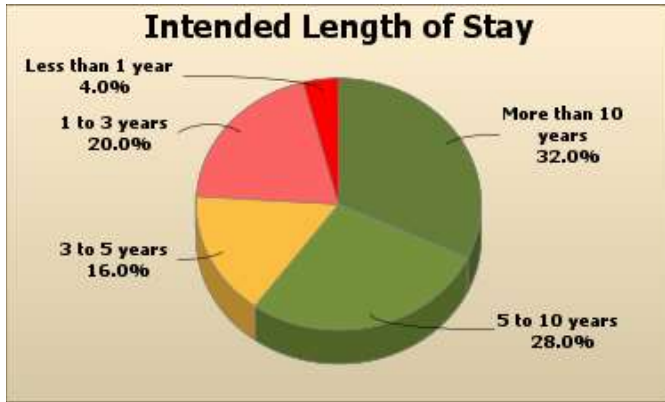
 Free Response Stay and Leave Reasons

 ENPS Free Responses

Appendix A i

 Custom Questions

Summary of Key Metrics



Request a product demo to see the full TalentWatch report. Contact us at solutions@talentkeepers.com or call 407-660-6041 ext 124 to schedule your demo.