



# Employee Engagement Report

Zitko Consulting

2017

 **THE RECRUITMENT  
NETWORK™**

0844 272 8990

[www.therecruitmentnetwork.com](http://www.therecruitmentnetwork.com)

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## Overview - % of people who agree to some extent with the statement

**You** benchmarked against **TRN Club**

### Me and My Job

I am proud to work in recruitment	<b>80</b>	<b>81</b>
My work is an important part of my life	<b>100</b>	<b>93</b>
I am happy there is a balance between my work and my home life	<b>100</b>	<b>79</b>
The pressure I am under in my role reasonable	<b>100</b>	<b>85</b>
The targets and objectives are reasonable	<b>100</b>	<b>82</b>
This is my dream job	<b>60</b>	<b>45</b>
I feel valued	<b>100</b>	<b>85</b>
The company never takes advantage of me	<b>100</b>	<b>74</b>
My work is stimulating	<b>100</b>	<b>90</b>
I can make a valuable contribution to the success of the business	<b>100</b>	<b>97</b>

### My Development

I know exactly what I need to do to succeed in my job	<b>100</b>	<b>93</b>
I was given good training when I started	<b>100</b>	<b>74</b>
There are opportunities to learn and grow in this business	<b>100</b>	<b>79</b>
I receive sufficient training to do a good job	<b>100</b>	<b>84</b>
The job is good for my personal development and my career	<b>100</b>	<b>84</b>

### Pay and Reward

I am clear what I need to achieve my bonus	<b>80</b>	<b>79</b>
My bonus scheme motivates me to do even better	<b>80</b>	<b>77</b>
I am happy with the pay and benefits I receive	<b>100</b>	<b>70</b>
I am paid fairly for the work I do	<b>80</b>	<b>73</b>

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## My Team

There are the right number of people in my team for us to perform and look after our customers	<b>100</b>	<b>71</b>
People in my team care for each other	<b>100</b>	<b>88</b>
Working in this team gives me a buzz	<b>100</b>	<b>84</b>
My team is fun to work with	<b>100</b>	<b>93</b>
People in my team go out of their way to help me	<b>100</b>	<b>85</b>

## The Senior Leadership Team (or the Owners)

The Directors/Senior Managers are good role models	<b>100</b>	<b>88</b>
People are encouraged to give feedback about making the business even better	<b>100</b>	<b>87</b>
I have confidence in the Leadership team	<b>100</b>	<b>91</b>
The Directors are good listeners	<b>100</b>	<b>87</b>
The Directors give consistent messages when communicating	<b>100</b>	<b>77</b>
My feedback is taken on board and encouraged	<b>100</b>	<b>79</b>

## My Manager

I fully understand the criteria against which my performance is measured	<b>100</b>	<b>82</b>
I receive regular feedback as to how I am performing	<b>100</b>	<b>82</b>
My manager regularly expresses their appreciation when I do a good job	<b>100</b>	<b>87</b>
There is mutual respect between me and my managers	<b>100</b>	<b>93</b>
My manager helps me fulfil my potential	<b>100</b>	<b>82</b>
My manager is an excellent role model for me	<b>100</b>	<b>81</b>
My manager is a good listener	<b>100</b>	<b>85</b>
My manager shares important information and knowledge with me	<b>100</b>	<b>87</b>
I have confidence in the leadership skills of my manager	<b>100</b>	<b>87</b>
My manager motivates me to give me my best every day	<b>100</b>	<b>77</b>
My manager supports me as an individual	<b>100</b>	<b>92</b>
My managers talks openly and honestly with me	<b>100</b>	<b>93</b>
My manager cares about me as an individual	<b>100</b>	<b>92</b>
My manager cares about how happy I am in the job	<b>100</b>	<b>90</b>

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## The Business

I would recommend this place to work to someone else	<b>100</b>	<b>92</b>
I feel proud to work here	<b>100</b>	<b>94</b>
I know how well we are doing	<b>100</b>	<b>86</b>
We work smartly and efficiently	<b>100</b>	<b>84</b>
I know our purpose (why we exist)	<b>100</b>	<b>97</b>
We are obsessed about giving a fantastic client and candidate experience	<b>100</b>	<b>94</b>
I know what the business priorities are	<b>80</b>	<b>81</b>
We make decisions quickly as a business	<b>100</b>	<b>69</b>
Everyone is dealt with fairly and consistently	<b>100</b>	<b>72</b>
We are Values led	<b>80</b>	<b>87</b>
I am excited about where the business is going	<b>100</b>	<b>90</b>
I know the Vision of the business	<b>100</b>	<b>87</b>
Communications between departments are good	<b>100</b>	<b>72</b>
All teams and departments work well together	<b>100</b>	<b>77</b>

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