



# Employee Passion Survey

**Client Company Name**

**EXECUTIVE SUMMARY**

Date, Year



Provided by:  
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## Total Company: 2 Year COMPARISON REPORT

<b>Employee Needs that Ignite Passion</b>	<b>2019</b>	<b>2021</b>
Personal Importance	93	92.9
Workplace Satisfaction	79.9	81.5
<b>Gap</b>	<b>13.1</b>	<b>11.4</b>

<b>Values that Build trust</b>	<b>2019</b>	<b>2021</b>
Personal Importance	76.4	75.9
Workplace Performance	62.7	63.5
<b>Gap</b>	<b>13.7</b>	<b>12.4</b>

<b>Level of Employee Passion % of Respondents</b>	<b>2019</b>	<b>2021</b>
Total Responses	160	179
Level 5	58%	61.5%
Level 4	36%	32.4%
Level 3	2%	2.8%
Level 2	3%	2.8%
Level 1	1%	.6%

<b>Level of Employee Passion Response Rate</b>	<b>2019</b>	<b>2021</b>
Potential Responses	233	212
<b>Actual Responses</b>	<b>160</b>	<b>179</b>
No Response Received		
<b>Response Rate</b>	<b>68.6%</b>	<b>84.4%</b>



# SECTION 1 THE PASSION INDEX™

## Employee Needs That Ignite Passion

### *Need to Be Respected*

1. My immediate manager or supervisor trusts me and treats me with respect.
2. My organization's policies and practices regarding compensation, work/life balance, and valuing diversity demonstrate respect for all employees.

### *Need to Learn & Grow*

3. I have the opportunity to increase my knowledge and develop new skills in my job.
4. My organization invests in developing the potential of all employees.

### *Need to Be an "Insider"*

5. When working with my immediate manager or supervisor I feel like an insider.
6. My organization is open with employees about information and organizational performance to help us understand the decisions that are being made.

### *Need to Do Meaningful Work*

7. The mission or purpose of my organization makes me feel proud to work here.
8. The work I do is meaningful because it helps my organization fulfil our mission.

### *Need to Be on a Winning Team*

9. My team is making a significant contribution to our organization.
10. My team is focused on continually improving our performance.



# SECTION 1 THE PASSION INDEX™






*The gap between employee needs and the degree to which the needs are being satisfied.*

	Total Respondents	Personal Importance Total	Workplace Satisfaction Total	Employee Passion Gap
<b>Client Company Name</b>	<b>179</b>	<b>92.9</b>	<b>81.5</b>	<b>11.4</b>
<b>Departments &amp; Groups</b>				
<b>Department 1</b>	62	91.7	80.7	11
Group 1	50	90.7	78.8	11.9
Group 2	12	95.3	88.3	7
<b>Department 2</b>	<b>45</b>	<b>94.6</b>	<b>83.7</b>	<b>10.9</b>
Group 3	24	93.8	85.8	8
Group 4	11	92	81.2	10.8
<b>Department 3</b>	<b>72</b>	<b>92.7</b>	<b>80.4</b>	<b>12.3</b>
Group 5	16	90.8	81	9.8
Group 6	40	91.9	80.3	11.6
Group 7	14	96.9	83.3	13.6
<b>International Average</b>		<b>90.0</b>	<b>76.5</b>	<b>13.6</b>



## SECTION 2 EMPLOYEE PASSION REPORT

### Level of Employee Passion

-  **LEVEL 5 Passionate about the job and the organization:** Employees at Level 5 are passionate about their work and the organization they work for. They feel valued, respected and know that what they do makes a real difference.
-  **LEVEL 4 Passionate only about the job:** Level 4 employees are passionate about their work and get great satisfaction from knowing they make a difference. However, they feel somewhat disengaged from the organization - they don't feel their contribution is valued.
-  **LEVEL 3 Passionate only about the organization:** Employees at this level are passionate about the organization and believe it delivers real value. However, they find their work unrewarding, it's just a job.
-  **LEVEL 2 Not Passionate, but still conscientious:** Employees at Level 2 are not passionate about the work they do but are still conscientious about doing a good job. However, they feel disconnected from the organization and what it stands for.
-  **LEVEL 1 Disconnected from the job and the organization:** Level 1 employees feel really disconnected from both the work they do and their organization. If they could find another job, they would take it.



## SECTION 2 EMPLOYEE PASSION REPORT

*The percentage of employees at each of the 5 levels of passion*

	Total Respondents	Level 5 %	Level 4 %	Level 3 %	Level 2 %	Level 1 %
<b>Client Company Name</b>	<b>179</b>	<b>61.5</b>	<b>32.4</b>	<b>2.8</b>	<b>2.8</b>	<b>0.6</b>
<b>Departments &amp; Groups</b>						
<b>Department 1</b>	<b>62</b>	<b>59.7</b>	<b>33.9</b>	<b>4.8</b>	<b>0.0</b>	<b>1.6</b>
Group 1	50	56	36	6.0	0.0	2.0
Group 2	12	75	25	0.0	0.0	0.0
<b>Department 2</b>	<b>45</b>	<b>71.1</b>	<b>22.2</b>	<b>2.2</b>	<b>4.4</b>	<b>0.0</b>
Group 3	24	70.8	25	4.2	0.0	0.0
Group 4	11	72.7	18.2	0.0	9.1	0.0
<b>Department 3</b>	<b>72</b>	<b>56.9</b>	<b>37.5</b>	<b>1.4</b>	<b>4.2</b>	<b>0.0</b>
Group 5	16	68.8	31.3	0.0	0.0	0.0
Group 6	40	62.5	27.5	2.5	7.5	0.0
Group 7	14	28.6	71.4	0.0	0.0	0.0
<b>International Average</b>		<b>44</b>	<b>34</b>	<b>7</b>	<b>8</b>	<b>6</b>



## SECTION 3 VALUES THAT BUILD TRUST

The statements employees respond to for each of the eight values are:

<b>Acceptance</b>	Respect: People are valued for who they are
	Recognition: People get the recognition they deserve
<b>Openness</b>	Receptivity: Giving new ideas and methods a fair hearing
	Disclosure: Communicating openly one's own ideas and opinions
<b>Congruence</b>	Straightforwardness: People are clear about what is expected of them
	Honesty: Having high standards of honesty in everything we do
<b>Reliability</b>	Keeps Commitments: People follow through on their responsibilities
	Seeks Excellence: Striving to do our best in everything we do

Employees are asked two questions about each of these statements:

- How important is this to you personally?
- How well does your organization operate by this value?

Employees do not see the Elements of Trust or the name of the value, just the description. The **Trust Values Gap** Score is the sum of all of the gaps.



## SECTION 3 VALUES THAT BUILD TRUST

*The gap between expectation and the degree to which the organization operates by these values*

	Total Respondents	Personal Importance Total	Work Performance Total	Trust Values Gap
<b>Client Company Name</b>	<b>179</b>	<b>75.9</b>	<b>63.5</b>	<b>12.4</b>
<b>Departments &amp; Groups</b>				
<b>Department 1</b>	<b>62</b>	<b>75.4</b>	<b>61.4</b>	<b>14</b>
Group 1	50	74.8	60.3	14.5
Group 2	12	78	65.6	12.4
<b>Department 2</b>	<b>45</b>	<b>76.2</b>	<b>65.1</b>	<b>11.1</b>
Group 3	24	75.9	66.4	9.5
Group 4	11	74.6	64.5	10.1
<b>Department 3</b>	<b>72</b>	<b>75.9</b>	<b>64.4</b>	<b>11.5</b>
Group 5	16	72.6	64.4	8.2
Group 6	40	76.3	65.4	10.0
Group 7	14	78.7	64.3	14.4
<b>International Average</b>		<b>74.1</b>	<b>58.9</b>	<b>15.2</b>

**Schedule a meeting to discuss further:  
 Overview: Trust Within Assessments**

**Connect, adapt, & thrive in the workplace!**