



# Employee Passion Survey

EXECUTIVE SUMMARY SAMPLE

**Trust**inside  
**Assessments**



**CERTIFIED ASSOCIATE**

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# 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.

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

	<b>Total Respondents</b>	<b>Personal Importance Total</b>	<b>Workplace Satisfaction Total</b>	<b>Employee Passion Gap</b>
Sample Company	62	90.1	82.9	7.2
<b>Group Breakdown</b>				
Sample Department	7	92.3	83.9	8.4
Sample Department	9	90.5	67.1	23.4
Sample Department	12	89.5	86.3	3.2
Sample Department	16	89.7	83.2	6.5
Sample Department	9	87.9	86.2	1.7
Sample Department	9	92.4	88.3	4.1
<b>International Average</b>		<b>90</b>	<b>75</b>	<b>15</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.

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

	<b>Total Respondents</b>	<b>Level 5 %</b>	<b>Level 4 %</b>	<b>Level 3 %</b>	<b>Level 2 %</b>	<b>Level 1 %</b>
Sample Company	62	50	37	8	5	0
<b>Group Breakdown</b>						
Sample Department	7	71	29	0	0	0
Sample Department	9	33	56	11	0	0
Sample Department	12	50	50	0	0	0
Sample Department	16	31	50	6	13	0
Sample Department	9	56	11	22	11	0
Sample Department	9	78	11	11	0	0
<b>International Average</b>		<b>47</b>	<b>39</b>	<b>7</b>	<b>5</b>	<b>2</b>

## SECTION 3 VALUES THAT BUILD TRUST

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

**Acceptance**

**Respect:** People are valued for who they are

**Recognition:** People get the recognition they deserve

**Openness**

**Receptivity:** Giving new ideas and methods a fair hearing

**Disclosure:** Communicating openly one's own ideas and opinions

**Congruence**

**Straightforwardness:** People are clear about what is expected of them

**Honesty:** Having high standards of honesty in everything we do

**Reliability**

**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.

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

	<b>Total Respondents</b>	<b>Personal Importance Total</b>	<b>Work Performance Total</b>	<b>Trust Values Gap</b>
Sample Company	62	74.3	64	10.3
<b>Group Breakdown</b>				
Sample Department	7	76.1	62.8	13.3
Sample Department	9	74.3	53.8	20.5
Sample Department	12	74.4	66.4	8
Sample Department	16	73.5	64.9	8.6
Sample Department	9	71.9	64.2	7.7
Sample Department	9	77.1	70.3	6.8
<b>International Average</b>		<b>74</b>	<b>58</b>	<b>16</b>