

# Workplace Engagement Survey™



Our **Workplace Engagement Survey™** (WES) measures the degree to which your employees connect with their work and feel committed to the organization and its goals. This gives you and your management teams a detailed view of what influences engagement across all of your workforce

segments and how your employees compare statistically to the overall working population.

In addition, the WES measures “satisfaction with employer” and “satisfaction with manager” across your entire organization and gives recommendations for your organization to improve.

## Why survey your employees?

Employee surveys are becoming a popular management tool. They not only help management investigate whether employees align with corporate values, but they identify problem areas and elicit information to increase engagement. Employees who are highly engaged:

- Excited and enthusiastic
- More focused on their work than “watching the clock”
- Give high levels of discretionary effort
- Emotionally involved with the company
- Mentally involved with company
- Not easily distracted
- Stay focused
- Highly productive



## How does the Workplace Engagement Survey work?

Our clients deliver the WES to their people over the Internet—an HR administrator simply forwards a link to the manager and his or her employees. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. All responses are completely anonymous. Information is aggregated in a centralized database and reports can be accessed by authorized people.

Your authorized Profiles International business partner can assist you with interpretation of the reports and help you and your managers create action plans.

## Did You Know?

- Disengaged employees are 53% less productive than their engaged counterparts.
- Disengaged employees are 24% more likely to remain at their current employer.

<b>PURPOSE</b>	Information to help companies and organizations improve their workforce performance
<b>MEASURES</b>	<ul style="list-style-type: none"> <li>• Levels of employee engagement from: Highly Engaged – Engaged – Disengaged – Highly Disengaged</li> <li>• Compares your company’s level of engagement to the national average</li> <li>• Satisfaction with employer</li> <li>• Satisfaction with manager</li> </ul>
<b>THE PROCESS</b>	<ul style="list-style-type: none"> <li>• Employees are provided a URL to take the confidential survey</li> <li>• Employee completes survey</li> <li>• Profiles International compiles survey information</li> <li>• Profiles Service Center generates report</li> </ul>
<b>TIME TO TAKE</b>	15 minutes per employee
<b>USED FOR</b>	<ul style="list-style-type: none"> <li>• Getting a clear picture of your employees’ level of engagement, satisfaction with company and satisfaction with manager</li> <li>• Providing recommendations to create a plan for improvement</li> </ul>
<b>REPORTS</b>	Comprehensive report on your employees’ engagement level and recommendations on what can be done to improve
<b>SURVEY VALIDATION</b>	Harris Interactive, New York, NY
<b>VALIDATION STUDIES</b>	1999, 2000, 2001, 2003, 2005, 2006, 2007, 2008, 2010
<b>ADMINISTRATION</b>	Internet or Paper/Pencil
<b>SCORING</b>	Internet