



PEOPLE PERCEPTION SURVEYS.

EMPLOYEE ENGAGEMENT IS THE EMOTIONAL COMMITMENT AN EMPLOYEE HAS TO THEIR EMPLOYER AND ITS GOALS.

It is more than just being 'satisfied' to turn up from 9 to 5 and it is more than just being 'happy' at work.

When employees care, they are engaged, they use discretionary effort.

And it is that discretionary effort which gives your business a competitive advantage through motivated, engaged and high performing teams.



5 KEY BENEFITS TO SURVEYS:

1. Measure the level and key drivers of **engagement**.
2. Giving employees a **voice**.
3. Increase employee **motivation** as employees feel their opinions matter.
4. Motivated employees will be more **productive** and create higher customer satisfaction.
5. **Knowledge** is power.

WHY USE A 3RD PARTY?

- ✓ **Response rate** – team members are more likely to participate if they know it is anonymous.
- ✓ **Openness** - when the survey is administered by an external party, respondents are more likely to be open and honest in their responses.
- ✓ **Benchmark insights** – awareness of how your business is performing compared to others.

FEEDBACK ON FEEDBACK

A crucial step in ensuring ongoing, valuable input is obtained from your people surveys is closing the feedback loop.

You will receive a survey report suitable for sharing with your team from each survey.

We can also facilitate onboarding surveys for new team members every six months to gain feedback on the recruitment process, induction and training.

BROAD INITIAL SURVEY

We start with a broad survey which explores:

- ✓ **Fundamentals** – are you getting your fundamental people practices right?
- ✓ **Leadership** – your leaders' ability to inspire, motivate and communicate with your team
- ✓ **Leveraging** – whether you are getting the best out of your people
- ✓ **Relationships** – the degree of connectivity and respect in the team
- ✓ **Vision** – how informed and aligned your team are on the direction of the business
- ✓ **Satisfaction** – the degree of pride and sense of engagement in your people

PULSE SURVEYS

Deep dive topics can include:

- ✓ Total Remuneration Package
- ✓ Two-Way Feedback
- ✓ Teamwork
- ✓ Equality & Fairness
- ✓ Purpose
- ✓ Company Policies
- ✓ Management/Leadership
- ✓ Role & Career Opportunities
- ✓ Brand Reputation
- ✓ Communication
- ✓ Culture
- ✓ Work-Life Integration



Unlock your team's full potential and drive your business forward with strategic employee engagement surveys.

Contact us today for an obligation-free consultation to learn how our tailored survey solutions can help you retain talent, boost performance, and enhance company culture.

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